



GUYANA

ANNUAL REPORT

of the

**MINISTRY OF LABOUR AND
SOCIAL SECURITY**

for the year

1968

Presented by the Honourable Minister

of

Labour and Social Security

to the

National Assembly

GEORGETOWN

1969

G U Y A N A

A N N U A L R E P O R T

of the

M I N I S T R Y O F L A B O U R
A N D S O C I A L S E C U R I T Y

for the year

1968

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of

Labour and Social Security

to

The National Assembly

(i)

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MINISTRY OF LABOUR & SOCIAL SECURITY,
237 Camp Street,
Cummingsburg, Georgetown,
GUYANA.

1st August, 1969.

The Honourable Minister of
Labour and Social Security.

Sir,

I have the honour to submit my report on the activities
of the Ministry of Labour and Social Security for the year 1968.

PART I - ADMINISTRATION

2. The authorised staff for the year as compared with the
actual strength at 31st December, 1968 is shown hereunder:-

STRENGTH AND DISTRIBUTION

MINISTRY OF LABOUR AND SOCIAL SECURITY

DESCRIPTION OF POST	AUTHORISED STRENGTH	ACTUAL STRENGTH	HEAD- QUAR- TERS	DISTRIBUTION	
				BERBICE DISTRICT	ESSEQ. DISTRICT
<u>GENERAL ADMINISTRATION</u>					
Permanent Secretary	1	1	1	-	-
Principal Asst. Secretary	1	1	1	-	-
Supernumerary Principal Assistant Secretary	1	-	-	-	-
Assistant Secretary	1	1	1	-	-
Administrative Assistants	2	2	2	-	-
<u>GENERAL EXECUTIVE ACCOUNTING AND CLERICAL</u>					
Accountant	1	1	1	-	-
Chief Clerk	1	1	1	-	-
Assistant Accountant	1	1	1	-	-
Class I Clerks	6	5	5	-	-
Class II Clerks	6	5	5	-	-
Secretary	1	1	1	-	-
Senior Clerical Assistants	4	3	3	-	-
Clerical Assistants	11	12	11	1	-
c/f	37	34		1	

DESCRIPTION OF POST	AUTHORISED STRENGTH	ACTUAL STRENGTH	DISTRIBUTION		
			HEAD QUARTERS	BERBICE DISTRICT	ESSEQ. DISTRICT
E/F	37	34	33	1	-
<u>LABOUR DIVISION</u>					
Chief Labour Officer	1	1	1	-	-
Deputy Chief Labour Officer	1	1	1	-	-
Assistant Chief Labour Officer	1	1	1	-	-
Senior Labour Officers	9	9	8	1	-
Labour Officers	15	15	14	1	-
Vocational Guidance Officer	1	-	-	-	-
<u>MANPOWER RESEARCH UNIT</u>					
Labour Research Officer	1	-	-	-	-
Statistical Officer	1	1	1	-	-
<u>SUBORDINATE STAFF</u>					
Receptionist	1	1	1	-	-
Messengers	5	4	3	1	-
Gardener	1	1	1	-	-
TOTAL	74	68	64	4	-

EMPLOYMENT EXCHANGE SERVICE

DESCRIPTION OF POST	AUTHORISED STRENGTH	ACTUAL STRENGTH	DISTRIBUTION		
			HEAD- QUAR- TERS	BERBICE DISTRICT	ESSEQ. DISTRICT
Manager, Employment Exchange	1	1	1	-	-
Assistant Manager, Employment Exchange	1	1	1	-	-
Class I Clerks	2	-	-	-	-
Class II Clerks	3	2	2	-	-
Senior Clerical Assistants	1	1	1	-	-
Clerical Assistants	2	2	2	-	-
Departmental Clerks Class I	2	1	-	1	-
Departmental Clerks Class II	6	6	4	1	1
Juvenile Employment Officer	1	1	1	-	-
Assistant Juvenile Employment Officer (F)	1	1	1	-	-
<u>SUBORDINATE STAFF</u>					
Messengers	4	4	3	-	1
Orderly/Receptionist	1	1	1	-	-
TOTAL	25	21	17	2	2

SOCIAL ASSISTANCE

DESCRIPTION	AUTHORISED STRENGTH	ACTUAL STRENGTH	DISTRIBUTION			
			HEAD- QUARTERS	DEM. DISTRICT	B/CE DIS- TRICT	ESSE DIS- TRICT
Chief Social Assistance Officer and Secretary Poor Law Commissioners	1	1	1	-	-	-
Medical Officer	1	-	-	-	-	-
Deputy Chief Social Assistance Officer	1	1	1	-	-	-
Supervisory Social Assistance Officers	4	2	1	-	1	-
Social Assistance Officers	28	23	6	9	5	3
Child Welfare Officer	1	1	1	-	-	-
Superintendent "Palms"	1	-	-	-	-	-
Warden "Palms"	1	1	1	-	-	-
Class I Clerk	1	1	1	-	-	-
Class II Clerk	1	1	1	-	-	-
Senior Clerical Assistant	1	1	1	-	-	-
Clerical Assistants	3	2	2	-	-	-
Departmental Clerk Class I	1	1	1	-	-	-
Departmental Clerk Class II	1	1	1	-	-	-
Office Assistant	1	1	1	-	-	-
Matron	1	-	-	-	-	-
Deputy Matron	1	-	-	-	-	-
Ward Sisters	10	10	10	-	-	-
Boiler Attendant	1	1	1	-	-	-
Head Cook	1	1	1	-	-	-
<u>SUBORDINATE STAFF</u>						
Office Assistant	1	-	-	-	-	-
Messenger	1	1	1	-	-	-
Telephonist	1	1	1	-	-	-
Nurses & Servants	137	135	135	-	-	-
Total	201	186	168	9	6	3

NATIONAL INSURANCE SCHEME

DESCRIPTION OF POST	AUTHORISED STRENGTH	ACTUAL STRENGTH	DISTRIBUTION		
			HEAD QUARTERS	BERBICE DISTRICT	ESSEQ. DISTRICT
Director	1	1	1	-	-
Deputy Director	1	1	1	-	-
Principal Financial Officer	1	-	-	-	-
Deputy Financial Officer	1	-	-	-	-
Legal Adviser	1	-	-	-	-
Clerks	2	2	2	-	-
Steno/Typists	4	3	3	-	-
Telephone/Receptionist	1	1	1	-	-
Messenger	1	1	1	-	-
Total	13	9	9	-	-

3. ACCOMMODATION

The staff numbering 283 was accommodated in eleven (11) buildings as follows:-

- (a) Headquarters - 237 Camp Street, Georgetown 52
- (b) Employment Exchange, 245 Regent & Bourda Streets 17
- (c) Manpower Research Unit - 252 Thomas & Murray Sts. 13
- (d) Labour Department, New Amsterdam, Berbice 6
- (e) Employment Exchange, Anna Regina, Essequibo 2
- (f) Social Assistance Head Office, Brickdam Georgetown 18
- (g) District Commissioner's Office Demerara 10
- (h) District Commissioner's Offices, Berbice 6
- (i) District Commissioner's Offices, Essequibo 3
- (j) "Palms" - Brickdam 147
- (k) National Insurance Scheme - New Garden & South Roads 9

A start on the proposed new extension of Headquarters in Camp Street was made in November, 1968 and it is expected that it would be completed early in 1969.

4. FUNCTIONS OF THE MINISTRY

The functions of the Ministry of Labour & Social Security may be summarised as follows:-

- (a) Policy advice to the Government on all matters pertaining to Labour and Social Security.
- (b) To formulate continuing comprehensive co-ordinate plans and programmes for the enactment and enforcement of Labour Legislation both primary and subsidiary for various categories of workers in respect of:-
 - (1) Rates of Wages;
 - (2) Hours of Work;
 - (3) Other conditions of Employment;
- (c) To provide for the regulation of relationships between employers and employees and for the settlement of differences between them by arranging:-
 - (1) Enquiries into causes and circumstances of differences;
 - (2) Conciliation;
 - (3) Arbitration where necessary;
- (d) To provide for factories inspections to ensure the Health, Safety and welfare of Workers;
- (e) To provide for an adequate supply of properly trained labour personnel to meet the demands of Government and industry, including the training of apprentices;
- (f) To provide employment agencies for the employment of adults and juveniles seeking employment;
- (g) To provide for Labour Research and compilation of statistics relating to Labour;
- (h) To provide liaison with International Agencies and Organisations;
- (i) Responsibility for the Social Security in the country by:-
 - (1) The Administration of relief to the poor;
 - (2) Payment of Old Age Pension;
 - (3) The administration of a National Insurance Scheme.

5. The Permanent Secretary in addition to his duties as such is also Chairman of the Labour Advisory Board, the Board of Management of the Guyana Industrial Centre and the Tripartite Committee on Labour Legislation; he is also a member of the Board of Governors of the Critchlow Labour College.

The Chief Labour Officer in addition to his normal duties is Chairman of the following standing committees and Board which deal with matters relating to the works of the Labour Division of the Ministry:-

- (a) The Standing Committee of the Employment Exchange;
- (b) The Juvenile Employment Committee;
- (c) The Board of Industrial Training.

The Principal Assistant Secretary is the official member representing the Ministry of Labour & Social Security on the Executive Committee of the Guyana Society for the Blind.

The Chief Social Assistance Officer is the Secretary of the Board of Poor Law Commissioners.

The Manager of the Employment Service is a member of the Prisons Aid Board.

SENIOR STAFF

6. The names of the Senior Officers of the Ministry and its Departments are as listed hereunder:-

Administration

- Permanent Secretary - Mr. F.G. Taharally, O.B.E.,
B.Sc., (Econ.), (Lond).
- Principal Assistant Secretary - Mr. D.M.A. Thompson
- Assistant Secretary - Mr. S.N. Sharma
- Administrative Assistants - Mrs. L. Willock, B.Sc., (Econ).,
U.W.I.
- Miss S. Lall
- Chief Clerk - Mr. F.I. Ellis
- Accountant - Mr. C.A. Mittleholzer
- Assistant Accountant - Mr. N. Doobay

LABOUR DIVISION

- Chief Labour Officer - Mr. M.G.N. Sankies
- Deputy Chief Labour Officer - Mr. L.A. Dyal
- Asst. Chief Labour Officer - Mr. J.E. Chabrol

SENIOR LABOUR OFFICERS

- (1) Mr. C.F. Singh, A.C.C.S.
- (2) Mr. F.A. Eytel
- (3) Mr. A.L. Price, I.I.S.O.
(member)
- (4) Mr. S.B. Grover, B.A. (Punjab)
- (5) Mr. C.E. Bostwick, B.A. (Lond).
- (6) Mr. K.S. Williams, B.Sc.
(Econ). (Guyana)
- (7) Miss S. King
- (8) Mr. B.G.C. Henry, F.S.S.
(Seconded to act as Labour
Research Officer)
- (9) Mr. N.E. Semple

LABOUR OFFICERS:

- (1) Mr. W.R. McArthur
- (2) Mr. J.H. Akai
- (3) Mr. V.A. Brathwaite
- (4) Mr. A.C.R. Persaud
- (5) Mr. A.S. Rahim
- (6) Mr. C.A. Doris
- (7) Mr. K.B. Philadelphia
- (8) Mr. O.E. Moore
- (9) Mr. D.N. Sharma, Barrister-at-law
- (10) Mr. J.F. Rayside A.C.C.S.
- (11) Mr. D.E. Small
- (12) Mr. S.H.B. Daly
- (13) Mr. O.G. Bazil
- (14) Mr. B. Kisson, B.Sc., (Econ)., (Texas)
- (15) Mr. Z. Majid, B.(Soc) Sc., (Guyana).

Manpower Unit

- Labour Research Officer - Vacant
- Statistical Officer - Mr. C.L. Blue

Employment Exchange Service

- Manager - Mr. M.H. Osman
- Assistant Manager - Mr. G.C. Scantlebury

Social Assistance Department

- Chief Social Assistance Officer - Mr. J. Ramcharran
- Deputy Chief Social Assistance Officer - Mr. A.A. Cholmondely
- Medical Officer - Vacant
- Supervisory Social Assistance Officers
 - (1) Mr. S.H. McIntosh
 - (2) Mr. F.G. Veerasammy
 - (3) Mr. E.R.A. Jackman
 - (4) Vacant
- Superintendent "The Palms" - Vacant
- Warden "The Palms" - Mr. A.H.A. Hollies

National Insurance Scheme

Director	- Mr. I.R.B. Robinson
Deputy Director	- Mr. L.A. Joseph, Barrister-at-law
Principal Finance Officer	- Vacant
Deputy Finance Officer	- Vacant
Legal Draughtsman	- Vacant

APPOINTMENTS, ASSUMPTIONS AND RESUMPTION OF DUTY

7. Mr. L.A. Dyal, Deputy Chief Labour Officer, proceeded on vacation/study leave on 12th June, 1968 and resumed duty on 2nd December 1968. While on leave Mr. Dyal pursued a course of studies in Compulsory Arbitration under the sponsorship of the Canadian Government. During Mr. Dyal's absence on leave, Mr. C.F. Singh, Senior Labour Officer acted as Deputy Chief Labour Officer.
8. On 3rd July, 1968, the Public Service Commission confirmed the appointment of Messrs. R.O. Bostwick and K.S. Williams as Senior Labour Officers, with effect from 3rd September 1967 and 1st January 1968 respectively.
9. Mr. D.E. Shepherd, Senior Labour Officer was transferred on promotion to the post of Principal Assistant Secretary, Ministry of Agriculture and Natural Resources with effect from 22nd July, 1968.
10. Senior Labour Officers, Messrs. P. Narayan and R.O. Bostwick resigned from the Public Service with effect from 22nd August and 2nd September 1968 respectively.
11. Mr. F.A. Eytel, Senior Labour Officer resumed duty from vacation leave on 9th February, 1968. While on leave, Mr. Eytel attended in the U.S.A. the Ninth Manpower Seminar under the sponsorship of the United States Agency for International Development.
12. Mr. Allan Price, Senior Labour Officer resumed duty from vacation/study leave on 8th April, 1968. While on leave Mr. Price pursued studies in Vocational Training in Italy and the United Kingdom, under a United Nations fellowship.
13. Miss S.L. King, Labour Officer, resumed duty from vacation leave on 17th January, 1968.
14. Mr. B.G.C. Henry, Senior Labour Officer proceeded on vacation/study leave on 30th December, 1967 and resumed duty on 14th September, 1968. While on leave Mr. Henry attended in the U.S.A. a course on Labour Statistics and the 1968 Manpower Seminar; these were sponsored by the I.L.O. and the U.S.A.I.D. respectively.
15. Mr. B.G.C. Henry, Miss S.L. King and Mr. N.E. Semple were appointed Senior Labour Officers with effect from 22nd July, 22nd August and 2nd September, 1968 respectively.
16. Mr. N.E. Semple, Senior Labour Officer, proceeded on vacation leave on 29th August, 1968 and resumed duty on 31st December 1968. During this period he pursued a course of studies in Labour Administration in the United Kingdom, under the sponsorship of the British Government.
17. Messrs. O.G. Bazil, S.H. Daly, J. Rayside, B. Kissoon and D.E. Small assumed duty as Labour Officers on 11th November, 1968.

18. Mr. Z. Majid, assumed duty as a Labour Officer on 18th November, 1968.
19. Mr. G.C. Scantlebury assumed duty as Acting Assistant Manager of the Employment Exchange Service on 1st March, 1968 and was confirmed as Assistant Manager with effect from 21st May, 1968.
20. On 10th September, 1968, the Public Service Commission confirmed the appointment of Mr. A.A. Cholmondeley as Deputy Chief Social Assistance Officer with effect from 15th April, 1964.
21. Mr. J. Ramcharran, Chief Social Assistance Officer proceeded on long vacation leave with effect from 16th July, 1968 and resumed duty on 22nd November, 1968. During this period Messrs. A.A. Cholmondeley, F.G. Veerasammy and J.R. Katchay, acted as Chief Social Assistance Officer, Deputy Chief Social Assistance Officer and Supervisory Social Assistance Officer respectively.
22. During the period 6th September to 22nd November, 1968, Mr. A.I. Douglas-Hall was appointed to act as a Supervisory Social Assistance Officer.

FINANCIAL PROVISION

23. The total current and capital financial provision approved in respect of the Ministry for the year 1968, was \$4,540,033 made up as follows:-

DIVISION XX
MINISTRY OF LABOUR & SOCIAL SECURITY

Head No.	Expenditure Heads	Amount Voted
	Current	\$
58	Ministry of Labour & Social Security	\$ 441,570
59	Employment Exchange	65,263
60	Social Assistance	<u>3,919,200</u>
	Total	\$4,426,033
	Capital	<u>.114,000</u>
	Total Division XX	<u>\$ 4,540,033</u>

PART II - LABOUR

REVIEW

PRODUCTION

24. Compared with 1967, there were increases in the annual production of timber, bauxite, gold and rice while sugar, rum, diamond and manganese showed decreases. Table I gives a comparative picture of the volume of production of the main exportable commodities during 1967 and 1968.

TABLE I

PRODUCTION IN CERTAIN INDUSTRIES

1967 & 1968

Commodity	Unit	1967	1968
Sugar	Long tons	343,922	316,848
Rum	Proof gallons	3,405,639	3,292,416
Timber (Government Forest)	Cubic feet (Hoppus equivalent true volume)	7,339,644	7,376,111
Bauxite	Long tons	3,327,758	3,664,541
Gold	Bullion ozs.	2,379	4,088
Diamonds	Metric Carats	97,352	66,312
Manganese	Tons	175,732	114,988
Rice	Tons	126,915	136,690

25. In 1968 Sugar production dropped by 27,074 tons compared with the previous year, even though it was 27,979 tons more than the 1966 production. This decrease was attributed mainly to labour unrest in the industry particularly over the delay in the publication of the report of the Persaud Commission which was appointed to enquire into the economical and other aspects of the sugar industry in the country and to make recommendations.

26. The amount of rum produced during 1968 also fell by 113,223 proof gallons compared with 1967.

27. There was in 1968 an increase of 36,467 cubic feet in the amount of timber produced compared with the previous year.

28. In the mining industries, bauxite production increased significantly by 336,783 tons i.e. 10% compared with the previous year. The production of gold increased substantially by 1,709 bullion ounces, which was nearly three-quarters as much as the production

level in 1967. On the other hand the amount of diamonds and manganese mined reduced considerably amounting to 31,040 metric carats or 31.9% and 60,744 tons or 34.6% respectively. The decrease in manganese was caused by the cessation of operations of the Manganese Mines Management Ltd. in the Matthew's Ridge - Port Kaituma area at the end of the year owing to the slackening off of the demand for that grade of manganese extracted.

29. Rice Production showed some recovery during the year from its previous declining trend and showed an increase of 9,775 tons over and above the 1967 figure.

COST OF LIVING

30. The consumer price indices were prepared by the Statistical Bureau as recommended by the International Labour Office Consultant who in 1956, conducted a Survey on Family Expenditure. In keeping with the Consultant's recommendations, monthly urban and quarterly rural indices were compiled for working class families and the two were combined into a quarterly index by using urban/rural population weights. This "Consumer Price Index" used as its base, the average of prices during the year 1956.

31. Appendix I, Table VII (a) shows the Urban as well as the Rural Consumer Price Indices, and also the Consumer Price Indices for the years 1967 and 1968. The Urban Consumer Price Index which is commonly used in wages negotiations stood at 126.1 in January and reached its highest peak of 126.8 in August. During the year this index fluctuated with a low 124.8 in April. In December, it stood again at 126.1.

32. The Rural Consumer Price Index stood at 121.7 in March and increased to a peak of 122.3 in December.

33. The Consumer Price Index for the country stood at 122.9 in March and rose to 123.4 in December.

34. Appendix I, Table VII (b) gives the average retail prices of food items consumed by working class families in Georgetown.

35. In order to ensure that these indices reflected true price changes and were broader based, Government undertook to have conducted a Household Expenditure Survey by the Statistical Bureau, Ministry of Economic Development.

36. For the Survey Government received the services of Mr. S.C. Sarma, Advisor of the Indian Technical Programme to assist the Chief Statistician. Towards the end of the year, recruited investigators were being trained to commence field work early in 1969. This Consumer Expenditure Survey was expected to last a year in order to capture the seasonal patterns of spending and earnings within households.

37. Following the submission of the report of the 1966 Price Probe Committee and subsequent investigations and deliberations with interested individuals and organisations, a Price Control Board was set up within a framework of the Ministry of Trade and Industry in May, 1967. Since the appointment of this Board several orders were made controlling the prices of food commodities.

WAGES AND NORMAL HOURS OF WORK

38. The principal source of information on wage rates, i.e. minimum rates of pay for wage earners per normal hour, day or week, continued to be available from collective agreements,

arbitration awards and legislation. During the year under review, fifty-eight (58) collective labour agreements providing for new wage rates and normal hours of work were signed at the Ministry of Labour, and new legislation with respect to wages and other conditions of employment was enacted during the year.

39. The distribution of the collective labour agreements regarding wages which were signed during 1967 and 1968 by main industry groups is shown hereunder:-

TABLE II

INDUSTRY	Agreements signed during 1967	Agreements signed during 1968
Agriculture	1	1
Mining and Quarrying	3	6
Manufacturing	13	17
Construction	3	2
Electricity, Water and Sanitary Services	2	1
Commerce	18	20
Transport, Storage and Communications	15	6
Services	5	5
Total	60	58

40. The quarterly distribution of collective labour agreements signed during 1967 and 1968 is as follows:-

<u>Quarter</u>	<u>1967</u>	<u>1968</u>
1st Quarter	8	4
2nd Quarter	16	16
3rd Quarter	20	17
4th Quarter	<u>16</u>	<u>21</u>
Total	<u>60</u>	<u>58</u>

41. The highest number of such agreements signed in any one month during 1967 was twelve (12), and this occurred in the month of November.

42. Forty-three (43) of the fifty-eight (58) agreements were negotiated by the Guyana Labour Union and the Clerical and Commercial Workers' Union. The Unions involved in the agreements are shown as follows:-

<u>Number of Agreements negotiated in respect</u>	
<u>of Wages and Conditions of Service during 1968</u>	
<u>Union</u>	<u>Number of Agreements</u>
Guyana Labour Union	25
Clerical and Commercial Workers' Union	18
General Workers' Union	8
Association of Masters and Mistresses	-
Guyana Mine Workers' Union	2
Guyana Amalgamated Building Trade Workers' Union	1
Ship Masters Deck and Engineer Officers' Association	1
Manpower Citizen's Association	1
Communication Workers' Union	1
Printing Industry and Allied Workers' Union	<u>1</u>
Total	<u>58</u>

43. The details in respect of new wage rates and normal hours of work introduced during the year are shown in Table V (a) of the Appendix I. Table V (v) and Table XI provide additional details on wages and normal hours of work and on other agreements signed during 1968.

MANPOWER

44. Since the completion of the survey and publication of the report on "Manpower Requirement and Labour Force Survey - 1965", the Manpower Research Division concentrated its efforts on widening the scope and refining some of the information collected by the Ministry and dealing with the collection of data and research relating to the acute problems of work stoppages which created a national concern over the past four (4) years.

45. Within this period there was a noticeable increase in the levels of employment both in the public and private sectors. This was evidenced by the unprecedented activities in the building and construction trades, expansion in the operation of the bauxite industry and the extension and creation of new establishments in other industries, particularly in manufacturing and distribution. On the other hand, unemployment still remained a sizeable problem and this was associated with the need for organised counselling and guidance, more training and the creation and improvement of administrative services for matching skills with jobs.

46. In order to assist in identifying, defining and even anticipating the country's manpower problems, the Division submitted plans and participated in discussions with personnel of the Ministry of Economic Development and Home Affairs, in order to

collect and extract information on the size, structure and other limited characteristics of the labour force from the National Registration System. In addition, preliminary proposals were laid to institute a "Manpower Reporting Programme". These proposals aimed at measuring the levels of employment in large establishments in the private sector and the entire public sector, observing changes in industrial distribution of persons employed in these establishments and public organisations, and reviewing the current manpower shortages.

47. Proposals were also formulated to conduct a study of the relative and gross movement of contracted wages during 1969 to be supported by a survey of wage rates and hours of work for certain occupations in selected industries. The study and survey would attempt to fill a needed and important gap particularly in the field of industrial relations statistics.

48. In conjunction with the Division's programme for the collection and analysis of manpower and other statistical information, proposals were presented for the establishment of a Manpower Advisory Committee in order to commence an essential institutional framework for an orderly and integrated manpower development and planning programme. This proposal was still under study by the administration of the Ministry at the end of 1968.

49. The Division published during the year a "Statistical Analysis of work stoppages in Guyana 1967".

EMPLOYMENT

Sugar Industry

50. Since the Sugar Industry employed more labour than any industry or undertaking other than Government, it is useful to examine the Changes which took place in the size of the labour force engaged in the industrial enterprise. In 1956, the average weekly number of factory and field workers stood at nearly 25,000 and declined constantly reaching as low a trough in 1964 of approximately 16,000. In 1965, it rose to approximately 18,000 then dropped to 17,000 in 1966 and 1967. In 1968, it recovered slightly and reached 17,600, an increase of about 2.7% over the 1967 figure.

51. The main downwards trend in employment in the Sugar Industry was to some extent caused by mechanisation and the efforts of management in recent years to stabilise the number of workers required and to reduce the incidence of seasonal under-employment in the industry. The average number of operatives employed in the industry during 1968 was 17,611.

52. Tables III and IV show the average numbers of men, women and young persons employed weekly for the years 1965, 1966, 1967 and 1968.

TABLE III

FIELD WORKERS

(Average numbers employed weekly)

CATEGORY	1965		1966		1967		1968	
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
Men	11,489	81.6	10,806	81.5	11,169	82.1	11,560	82.6
Women	2,178	15.5	2,113	15.9	2,020	14.9	2,011	14.4
Young Persons	415	2.9	343	2.6	408	3.0	421	3.0
Total (Field)	14,082	100.0	13,262	100.0	13,597	100.0	13,992	100.0

TABLE IV
FACTORY WORKERS
(Average numbers employed weekly)

CATEGORY	1965		1966		1967		1968	
	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
Men	3,546	92.6	3,375	92.1	3,244	91.5	3,294	91.0
Women	37	1.0	35	1.0	34	1.0	37	1.0
Young Persons	247	6.4	253	6.9	267	7.5	288	8.0
Total (Factory)	3,830	100.0	3,663	100.0	3,545	100.0	3,619	100.0
Total Field & Factory Workers	17,912	-	16,925	-	17,142	-	17,611	-

53. The Employment figures contained in the above tables revealed that the actual increase in the average numbers of persons employed weekly in the industry during 1968 compared with 1967 was 429. Of the average number of 13,992 employed weekly in the field during 1968, 82.6 per cent were men, 14.4 per cent were women and 3.0 per cent young persons.

54. Table V provides a comparative picture of the average number of days worked per week by field workers for the years 1965 to 1968.

TABLE V
AVERAGE NUMBER OF DAYS WORKED PER WEEK BY FIELD WORKERS
1965 - 1968

Year	Adults		Young Persons		Total		Overall Average Male and Female
	Male	Female	Male	Female	Male	Female	
1965	4.39	3.89	4.26	3.76	4.39	3.89	4.31
1966	4.38	3.60	4.36	3.86	4.38	3.60	4.26
1967	4.55	4.14	4.61	4.11	4.55	4.14	4.49
1968	4.37	4.05	4.29	4.39	4.37	4.06	4.32

55. Comparison of the number of man-days worked by the various categories of workers in the field and factory shown in Table VI indicate reduction in the over-all number worked in both types of operations.

TABLE VI

MAN-DAYS WORKED ON SUGAR ESTATES

TYPE	MAN-DAYS WORKED			Increase + Decrease - of 1968 compared with 1967.
	1966	1967	1968	
<u>FIELD</u>				
Resident and Non-Resident Piece Workers	1,848,673	2,021,031	1,995,391	- 25,640
Resident and Non-Resident Time Workers	649,062	682,732	692,169	+ 9,437
<u>Women</u>				
Resident and Non-Resident Piece Workers	311,738	362,068	367,515	+ 5,447
Resident and Non-Resident Time workers	74,298	79,011	59,628	- 19,383
<u>Young Persons</u>				
Male Workers	77,319	98,977	94,540	- 4,437
Female Workers	725	571	193	- 378
Total Field	2,961,715	3,244,390	3,209,436	- 34,954
<u>FACTORY</u> <u>Men</u>				
<u>Factory Workers Proper</u>				
Skilled (Time Workers)	258,502	262,989	281,736	+ 18,747
Semi-skilled (Time Workers)	210,133	204,522	164,310	- 40,212
Unskilled (" ")	341,597	357,289	330,994	- 26,295
Other skilled, semi-skilled Unskilled (Piece Workers)	55,453	56,369	57,847	+ 1,478
<u>Factory Workers Type</u>				
Skilled (Time Workers)	64,276	66,014	77,341	+ 11,327
Semi-skilled (Time Workers)	68,442	65,508	62,890	- 2,618
Unskilled (" ")	47,119	52,878	54,148	+ 1,270
Other skilled, semi-skilled Unskilled (Time Workers)	7,526	6,766	7,076	+ 1,580
<u>Women</u>				
Factory Workers Proper (Time)	8,853	9,104	9,446	+ 342
" " Type (Time)	414	*539	717	+ 178
<u>Young Persons & Apprentices</u>				
Factory Workers Proper (Time)	38,575	40,668	41,185	+ 517
" " Type (Time)	33,736	38,349	42,563	+ 4,214
Total Factory	1,134,626	1,160,995	1,130,253	- 30,742
Total Sugar Estates	4,096,341	4,405,385	4,339,689	- 65,696

*This figure for 1967 was understated by 9 man-days.

56. Table VII shows the percentages of man-days worked by men, women and young persons in the cultivation and harvesting of canes during the years 1966, 1967 and 1968.

TABLE VII
PERCENTAGE OF TOTAL MAN-DAYS WORKED

CATEGORY	1966	1967	1968
Men	84.4	83.3	83.7
Women	13.0	13.6	13.3
Young Persons	2.6	3.1	3.0
Total	100.0	100.0	100.0

Rice Industry:

57. The average number of workers employed monthly by the Rice Development Company on their holdings at Mahaicony/Abary and Anna Regina areas was six hundred and ninety two(692).

Bauxite

58. There was only a slight increase of 40 in the average number of workers employed in the bauxite industry during 1968 compared with 1967 - (Appendix I Table I).

Public Sector (Hourly, daily and weekly paid employees)

59. The Manpower Research Unit continued the collection of information on the number of hourly, daily, weekly and fortnightly paid employees in certain undertakings in the Public Sector. These figures indicated an increase in the general level of employment during 1968 when compared with 1967.

60. Table VIII gives the distribution of those workers by sections and type for 1967 and 1968.

TABLE VIII
AVERAGE EMPLOYMENT OF HOURLY, DAILY, WEEKLY
AND FORTNIGHTLY PAID EMPLOYEES IN CERTAIN
SECTIONS OF THE PUBLIC SECTOR - 1967 and 1968

Section	Adult Males	Adult Females	Young Persons	Total
<u>1967</u>				
Agriculture	897	153	20	1,070
Marketing	170	48	-	218
Ministry of Works & Hydraulics	3,658	39	5	3,702
Railway and Water Transport	1,547	27	60	1,634
Guyana Rice Development Company	556	19	-	575
Total	6,828	286	85	7,199

Section	Adult Males	Adult Females	Young Females	Total
<u>1968</u>				
Agriculture	752	121	15	888
Marketing	214	62	-	276
Ministry of Works & Hydraulics	3,936	46	2	3,984
Railway and Water Transport	1,506	55	35	1,596
Guyana Rice Development Company	573	20	-	593
TOTAL	6,981	304	52	7,337

Waterfront

61. The employment of labour on the waterfront in Georgetown continued to be governed by agreements between the Waterfront Branch of the Guyana Labour Union and Shipping Association of Georgetown.

The agreements covered:

- a) A Port Labour Registration Scheme;
- b) The procedure for settling matters which might lead to disputes;
- c) General conditions of employment of Waterfront Workers;
- d) The appointment and duties of Shop Stewards;
- e) Wages Rates.

62. The standing Disciplinary Committee established for the purpose of dealing with offences such as theft of cargo, assault, insubordination, causing damage to ship's or employer's property, using abusive or obscene language at work-place, and tampering with Registration Books with intent to cheat, was replaced by an ad hoc Disciplinary Board made up of:

- i) A Management representative of the Company making the complaint;
- ii) A Management representative of the Shipping Association and
- iii) The Secretary of the Georgetown Port Labour Committee.

Provision was also made for the appointment of an Appeals Tribunal.

63. At the end of 1968, there were 311 registered stevedores and 237 registered wharf-workers.

EMPLOYMENT EXCHANGE SERVICE

64. Except for the month of December when the registered figure of unemployed persons dropped to the level of approximately 4,400 and February when the figure was just over 9,000, the Live Register indicated a constant registration of approximately 8,000. The details are shown in Appendix I Table II.

65. Particulars of vacancies notified and filled by the Employment Exchange are set out in Appendix I Table III (a). The number of vacancies notified during 1968 showed an increase of 3,522 as against the previous year. The number of vacancies filled during 1968 reflected an increase of 3,505 or 40.6% compared with 1967.

Appendix I Table III (b) shows registration and placings.

TRAINING

VOCATIONAL TRAINING

66. Organised vocational training by Government continued to be undertaken mainly by Government Training College for Teachers, the Government Technical Institute and the Carnegie School of Home Economics. In the private sector, institutions in skill training were maintained by Bookers Sugar Estates Ltd., (Port Mourant Training Centre), the Demerara Bauxite Company Ltd. (Demba Trade School) and the Diamond Training Centre of the Demerara Company Ltd.

67. Despite the output of the institutions involved in craft training, there remained an unsatisfied demand for certain skills. In order to assist in meeting this demand the Guyana Industrial Training Centre was established and opened at Thomas Lands in August. This centre which is a joint project undertaken by the A.F.I.L.D. and the U.S.A.I.D. at the request of the T.U.C. will provide intensive training in plumbing, electricity, masonry, carpentry, welding, heavy equipment operation and maintenance.

68. Figures supplied by the Ministry of Education revealed that 103 trained teachers had graduated during the year and 338 were still undergoing training at the end of 1968. The number of teachers graduating from the Government Pre-Service Training during the year was 105 while 315 were still undergoing training at the end of the year.

69. The Government Technical Institute, Georgetown, established by Government in September, 1951, continued to provide training facilities for technical personnel and handicrafts men mainly for the purpose of developing and improving skills in a variety of trades. This institution which has the capacity for 550 full-time students, offered day-release, block-release, evening and full-time trade and technician courses. In addition to these, it offered preliminary craft courses at the extra-mural evening classes. The numbers in training in January and December 1968, were 1,218 and 1,476 respectively.

70. There continued to be joint sponsorship by the Institute and Commercial firms of apprenticeship schemes for youths. In such cases, apprentices continued to receive their usual rates of pay from their employers when in attendance at the Institute.

71. One hundred and ninety three (193) students were successful in 1968 at the examinations leading to awards of the City and Guilds of London Institute Ordinary Certificate, Technician Certificate and Ordinary Technician Diploma, which are equivalent in scope and standard to the United Kingdom Ordinary National Certificate. Forty five (45) students were also successful at the Royal Society of Arts examinations in shorthand, typewriting and English and six (6) in the Local Land Surveying examination.

72. The Guyana School of Agriculture offered the usual residential and other courses in the field of Agriculture. The objectives of the school were:-

- i) to train technical level workers for the extension and research divisions of the Ministry of Agriculture and private enterprise;
- ii) to train farmers to operate and manage their own farms;
- iii) to prepare those students with high academic ability to undertake work of a more advanced nature, at higher Institutions;
- iv) to train teachers of vocational agriculture; and
- v) to provide in-service training for staff members of the Ministry of Agriculture.

73. At the fourth graduation exercise which was held in June, four (4) students qualified for the Diploma in Agriculture and 17 including two (2) females earned certificates.

74. In January, one hundred and thirty five (135) girls between the ages of 17 - 20 years were at various stages undergoing a three - year course in subjects relating to Home Economics at the Carnegie School of Home Economics. Sixty-six (66) students graduated during the year while one hundred and thirty-eight (138) were still undergoing training at the end of 1968.

75. Members of the adult evening classes were offered instructions in the field of dress-making, cookery, cake decoration, embroidery, home improvement, upholstery, straw-work, and home and family living. Two hundred and sixty six (266) persons were enrolled for these classes during the school term and seven hundred and eighty two (782) completed their training during the year.

76. The Y.M.C.A. conducted courses for twenty four (24) Shop Assistants and Household Helpers between the ages of 14 and 24 years, who were registered at the Employment Exchange and wished to improve their proficiency for employment in this field.

Appendix I Table IV gives information regarding vocational training undertaken by Government.

INDUSTRIAL TRAINING

Apprenticeship

77. During 1968 the Board of Industrial Training, the Statutory Body controlling Apprenticeship, held 8 meetings under the Chairmanship of the Chief Labour Officer.

(i) Registered Apprentices

78. During 1968 the number of Apprentices registered with the Board was 330, classified as follows:-

Fitters	196
Agricultural Mechanics	35
Draughtsmen	9
Motor Mechanics	20
Carpenters	7
	<hr/>

C/F 267

	B/F	267
Machinists		8
Electricians		42
Steel Fabricators		3
Welders		<u>10</u>
		<u>330</u>

(ii) Registrations Approved

79. The Board approved 150 applications for the registration of Apprentices, as follows:-

Fitters	129
Motor Mechanics	8
Draughtsmen	1
Agricultural Mechanics	2
Electricians	7
Carpenters	1
Welders	1
Machinist	<u>1</u>
	<u>150</u>

(iii) Certificates of Competency

80. The Board approved the award of 63 Certificates of Competency as follows:-

Fitters	9
Motor Mechanics	6
Agricultural Mechanics	18
Electricians	10
Auto Electricians	1
Fitter/Machinists	14
Welders	2
Machinists	<u>3</u>
	<u>63</u>

(iv) Reclassification of Apprentices

81. The Board approved the following reclassifications:-

5 Fitters to Motor Mechanics
1 Motor Mechanic to Electrician
<u>2 Fitters to Electricians</u>
<u>8</u>

(v) Cancellation of Agreements:

82. Seven Agreements were cancelled by the Board during 1968.

(vi) Opening of Apprentice Hostel - Bookers Sugar Estates Ltd.

83. On 9th November, the Apprentice Hostel at Port Mourant was officially opened by the Prime Minister.

The project was jointly financed by funds provided by Bookers Sugar Estates Ltd. and the Sugar Industry Labour Welfare Fund Committee.

The hostel which is equipped with modern facilities can accommodate 70 students.

One hundred first and second year students contributed over 5,000 man-hours to the construction programme.

84. Guyana Industrial Training Centre:

The Guyana Industrial Training Centre, a project sponsored by the American Institute for Free Labour Development and the United States Agency for International Development at the request of the Guyana Trades Union Council, was officially opened by the Minister of Labour and Social Security on 20th August, 1968. Regular classes commenced on 2nd December, 1968, in the following six trades:-

Plumbing;

Heavy Equipment Operation and maintenance;

Electricity;

Welding;

Carpentry;

Masonry;

Total student accommodation is 120 (20 students per shop).

85. The Centre is administered by a Board of Management comprising:-

2 Representatives of Government;

2 Representatives of the Guyana Trades Union Council;

2 Representatives of Consultative Association of Guyanese Industry Limited and

1 Representative of the American Institute of Free Labour Development.

A regular programme of Instructor Training is being arranged to equip Guyanese personnel with the techniques of instruction, with a view to Guyanisation of the Centre in due course.

86. It is the purpose of the Centre to give meaning to education by relating training to specific occupational goals and to develop ability, understanding, attitudes, work habits and an appreciation of the meaning of work, as necessary contributions to successful employment and a satisfying and productive life.

87. The Centre is open to men and women between the ages of 18 and 45 years.

(vii) Classification of Students:

Full-time

88. These students will be enrolled in the day-time sessions for a period of 6 or 12 months and will spend between 800 and

Full-time

900 clock hours in the 6-month course, and approximately 1,700 clock hours in the 12-month course.

(viii) Special Students:

89. These students will be enrolled in the evening sessions for a period of 6 - 12 months.

Household Helpers Training Scheme:

90. During 1968 the special 12-week course for household helpers in actual employment, mounted by the Ministry of Labour and Social Security in cooperation with the Ministry of Education was continued.
91. Between the period February to December, a total of 125 persons enrolled for training.

INDUSTRIAL RELATIONS

General

92. The trends in industrial relations in Guyana during the year 1968 still showed a marked disposition on the part of unions to resort to the use of strike action as the ultimate to the solution of industrial relations disputes. The various reasons given for the continuing recourse to strike action must await the statistical analysis of work stoppages for the year prepared by the Manpower Research Unit of the Ministry of Labour and Social Security. There were 145 strikes for the year 1968 and though this figure was far less than 1967, when 170 strikes occurred, it nevertheless gave cause for anxiety, and was a telling argument for the supplementing of the present machinery for settling industrial disputes. As in previous years the greater number of these strikes occurred in the sugar industry. There were 83 strikes in the sugar industry and 62 strikes in undertakings outside of the sugar industry. To a very large extent strikes caused by economic factors could be an index of economic growth, because they serve as pressure absorbers and indirectly adjust the equilibrium of distribution between capital and labour. Nevertheless, the greater proportion of strikes in Guyana reflect or stem from non-industrial issues, in the sense that they mirror the behavioural tendency of local labour, and as a result are more rooted in psychological and emotional behaviour. This latter observation would seem to predicate the need for intensive educational programmes for both management and labour, in the form of seminars, lectures, films, and mock sessions. The role of the Critchlow Labour College in this educative and training process has already started and before long would have its positive effects. The Ministry of Labour too is committed to a change of philosophy from the curative approach to the preventative approach to strikes. This new emphasis in industrial relations has had its impact on the marked reduction of strikes noted for 1968 and the trend in this connection would be assisted with the establishment of the Industrial Court under the draft Trades Dispute Bill.

93. In relation to the settlement of strikes, the terms of resumption of work in the majority of these strikes were arrived at by the efforts of officers of the conciliation division of the Ministry. Outside the strike settlement issues, there were 56 applications for resolution of grievances by conciliation. A clarification should be stated here. Every labour dispute involves an element of conciliation, but the 56 referred to above were concerned with direct applications by unions and/or management under section 4(1) of the Labour Ordinance Chapter 103. Of these 56 applications, 34 ended in full settlement to both parties, 16 ended in

partial settlement, and 6 ended in deadlock. Under conciliation procedure reference must be made to the matter of dispute between the Post Office Workers' Union and the Postal Administration of the Ministry of Communications over six issues of difference between the Union and the Postal Administration. The Post Office Workers' Union had referred these six issues of dispute to the office of the Governor-General in accordance with the provisions of the Essential Service Ordinance, No. 44 of 1956, but these matters were referred back to the Ministry of Labour for further conciliation. In all there were 23 meetings. Of the original six issues, five were settled by conciliation, but one issue - the question of the Commuted Overtime Allowances based on the reduced overtime hours worked by Postmasters - was not determined, and this matter remained unresolved. The President of the Union Mr. Andrew Jackson informed the Permanent Secretary, Ministry of Labour and Social Security subsequently that it was the wish of the Post Office Workers' Union that the question of the Commuted Overtime Allowance for Postmasters be referred to the Permanent Secretary, Ministry of Public Service for determination. This issue was therefore referred to that Ministry for settlement.

Arbitration

94. During the year an Arbitration Tribunal was set up following a dispute between Reynolds Guyana Mines Ltd. and Guyana Mine Workers' Union after both Management and the Union had failed to agree on the question of the reinstatement of Mr. Elroy Woodroffe. The arbitrator appointed was Mr. R.S. Miller, retired High Court Judge, and the award was that suspension without pay should be substituted for the dismissal order and the effective period of the suspension would be from the 27th March 1968 to the 1st July, 1968.

Commissions of Inquiry

95. (i) Commission of Inquiry into the Sugar Industry

The Report of the Commission that inquired into all aspects of the Sugar Industry, now historically known as "The Report of a Commission of Inquiry into the Sugar Industry in Guyana" submitted its report on the 28th September 1968. This very analytical and comprehensive report was accepted by the Guyana Sugar Producers Association and the Manpower Citizens' Association. The Report with its recommendations advocated sweeping reforms in the structure of the industry, and made valuable suggestions for the improvement of industrial relations in the industry. This report is still being studied by Government with a view to the early implementation of its recommendations.

96. (ii) The Trawler Industry Commission

The strike called by the National Maritime Union - an international organisation - and the American trawler captains attached to Guyana Sea-foods Ltd. and affecting many local employees had important legal and international implications. This strike was prolonged and intractable and in view of the difficult problems involved, necessitated the appointment of a Commission of Inquiry under Section 2(1) of the Commissions of Inquiry Ordinance Cap. 59. The undermentioned Commissioners were appointed to comprise the Trawler Industry Commission:-

1. Mr. J.I. Wills, C.B.E. (Chairman)
2. Mr. R.L. Newham
3. Mr. C. Hinds.

with Mr. K. Philadelphia, Labour Officer, Secretary.

The terms of reference of this Commission were:

"To inquire into -

- (a) the nature and operation of that part of the shipping industry concerned with fishing, including shrimping, by trawlers operating out of ports in Guyana;
- (b) the various aspects of the said part of the shrimping industry including in particular, the ownership of the trawlers, the management of the operation of the trawlers, the provision of the captains and crews of the trawlers, and the processing and marketing of the catch and their relationships to each other, including any relationship of employer and employee;
- (c) the circumstances of the cessation of work in the said part of the shipping industry from the period beginning 18th May, 1968 and to report thereon".

This Commission is still sitting and it is understood that its report would be completed shortly.

(iii) Commissions of Inquiry on the Public Service, Teaching Service and Police Service.

97.

Following repeated representations made by the Unions in the public sector on the question of a revision of wages and salaries, the Government decided to appoint a Commission of Inquiry to inquire into certain aspects of the Public Service. This Commission was appointed on the 14th March 1968, and was comprised of the following persons viz:

1. Dr. Bertram Collins, Acting Vice Chancellor of the University of Guyana, Chairman;
2. Mr. John Durey M.B.E. (Member);
3. Dr. Frank Williams (Member) ;
4. Dr. Balwant Singh, Senior Government Bacteriologist and Pathologist, (Member);
5. Mr. C. Low-a-Chee - Manager of the Mackenzie Trust - Nominee of the C.S.A. ;
6. Mr. E.A. Richards, Personnel Manager, Bookers Stores Ltd. - Nominee of F.U.G.E.;
7. Mr. H. Davis - Chief Personnel Officer, Bookers Sugar Estates Ltd. (Member);

with Mr. Kenneth Williams, Senior Labour Officer as Secretary.

The terms of reference of this Commission were:-

"To receive representations upon, inquire into and make recommendations on:

- (i) "the classification and recruitment of public servants in an Independent Guyana;
- (ii) "the principles on which the salaries and wages of public servants should be fixed and the machinery for salary and wage determination and;
- (iii) "any other matters that may be deemed relevant to the above."

This Commission inquiring into the Public Service began public sittings in June 1968, and concluded in August 1968. The report of the Commission is in process of preparation.

98. (iv) Commission to Inquire into Certain Aspects of the Police Force

Under the Commissions of Inquiry Ordinance Chapter 59, the Governor-General appointed the following persons Commissioners:

- (1) Dr. Bertram A.N. Collins (Chairman);
- (2) Harold B. Davis, Esquire;
- (3) Dr. Balwant Singh;
- (4) Wainwright King, Esquire;
- (5) John T. Clarke, Esquire, Q.C.

The terms of reference of this Commission were "to receive representations upon and inquire into and make recommendations on:-

- (i) the recruitment of members of the Police Force in an Independent Guyana;
- (ii) the principles on which the salaries of members of the Police Force should be fixed and the machinery for salary determination;
- (iii) any other matters that may be deemed relevant to the above."

99. (v) Commission to Inquire into Certain Aspects of the Teaching Service

Under the Commissions of Inquiry Ordinance Chapter 59, the Governor-General appointed the following persons Commissioners:

1. Dr. Bertram Collins, (Chairman);
2. Harold B. Davis, Esquire;
3. Peter Compton Pooran, Esquire;
4. Julian Skeete, Esquire;
5. Charles F. Hinds, Esquire.

The Secretary for both these two later Commissions was Mr. Kenneth Williams, Senior Labour Officer, who is also performing the duties of Secretary to the main Commission. The reports

of all three Commissions it is understood, would be delivered to Government simultaneously.

Committee of Inquiry

100. A Committee of Inquiry headed by Dr. Harold Lutchman, lecturer in Political Science, University of Guyana, and comprising two other members Messrs John Durey, C.B.E. and W.O. Orderson with Mr. E.A. Wason, Labour Officer, Secretary was appointed with the following terms of reference:-

"To enquire into the circumstances of the dispute between Shell Antilles (Guyana) Limited and the General Workers' Union which gave rise to the stoppage of work at the Company's operations with particular reference to the Union's claim for retroactivity to 1st January, 1968, in respect of the implementation of new agreed rates of wages, notwithstanding that 1966-1968 Collective Agreement between the said parties ended on 23rd May, 1968, and to make recommendations".

This Committee began its sittings on Monday June 17, 1968 and five meetings were held. The Report of the Committee was submitted to the Ministry of Labour and Social Security on the 4th July, 1968. The main recommendations were as follows:-

- (i) "that the period 1st January 1968 to 23rd May 1968 was covered by the agreement in existence at that time;
- (ii) that the new rates be payable as from May 24, 1968;
- (iii) that the increase of 12% in the first year and 6% in the second year should stand.

IMPORTANT STRIKES IN VARIOUS UNDERTAKINGS

SUGAR INDUSTRY

101. There were intermittent strikes and stoppages on the Sugar Estates of the country throughout 1968. Most of these strikes were under 3 days duration. The month of August produced the greatest rush of strikes in the sugar industry, and the reason given was that these strikes were a unanimous protest over the delay in the publication of the Persaud Commission Report. The man-days lost by strikes for the month of August were more than one-third of the total number of man-days lost in the sugar industry.

THE MOST SERIOUS STRIKES WERE AS FOLLOWS:-

102. (i) LEONORA ESTATE - A strike was called on the 18th March, 1968 and lasted for a duration of 17 days. Workers in the factory were demanding merit increases for everyone consequent on a re-classification of skills. One of the terms of resumption was that Management and the Union would go through the payroll to see those workers who by skill and experience really qualified for merit increases. Approximately 50% of the workers received increases.
103. (ii) The strike over the delay in the publication of the Persaud Commission Report lasted for 17 days. All the Sugar Estates were effected especially the field workers. The duration of the strike extended from 10th August, 1968 to 27th August,

1968 and the number of man-days lost was approximately 88,000.

104. (iii) UITVLUGT ESTATE - A strike took place on this estate from the 19th March, 1968 to the 4th April, 1968 on a demand for general increases. This was an unofficial strike, and the workers were told that this exercise of a general revision could not take place, until the recommendations of the Persaud Commission Report were known.
- 105 (iv) A strike occurred on the 4th November, 1968 and lasted until the 20th November, 1968. This affected the following estates Diamond, Enmore, Albion, Port Mourant, Blairmont, L.B.I., Ogle and Versailles. The reason given for this strike was the failure of Government to fix a date for the pay-out of money recommended by the Persaud Commission Report. Government gave assurance of a date for the pay-out and the strike was lifted.

MINING

106. (i) BAUXITE - A crippling strike took place at the Demerara Bauxite Company from the 22nd May, 1968 to the 3rd June, 1968 a duration of 8 days. The cause of the strike was the alleged kicking of an employee by an expatriate supervisor. Approximately 5,000 workers were involved. Among the terms of resumption was that Mr. Saal, the expatriate supervisor, was to remain out of the country, until the matter was resolved by discussion between the company and the union. Mr. Saal subsequently resigned without returning to the country.

107. (ii) STRIKE CALLED BY THE GUYANA MINE WORKERS UNION AT REYNOLDS GUYANA MINES LTD. re DISMISSAL OF MR. ELROY WOODROFFE."

On the 26th March, 1968 an accident occurred between two trucks at Kwakwani resulting in the death of one of the drivers - a Mr. Cummings. The other driver - Mr. Woodroffe - was suspended the same day on the orders of management and on the 27th March after investigations were carried out by management, he was dismissed. The Union came out on strike demanding the re-instatement of Mr. Woodroffe after Management said they would not re-instate him. The strike was called on Sunday 28th April, and lasted until the 6th May, 1968. One of the terms of resumption stipulated that the question of the justification of the dismissal of Mr. Woodroffe was to be determined by arbitration. This strike affected both Everton and Kwakwani.

COMMERCE:

108. (i) A strike was called by the Clerical and Commercial Workers Union at Demerara Company, over the failure of this Company to recognise the agreement with Sandbach Parker as being inclusive of the Demerara Company. The workers at Sandbach Parker came out in sympathy with those at the Demerara Company. The duration of this strike was 8 days from the 7th May, 1968 to the 14th May, 1968.
109. (ii) The strike at Guyana Sea-Foods Ltd. by the American Trawler Captains involved local seamen, who though they did not call the strike were affected by the stoppage. This strike was called by the American Captains to get recognition for the National Maritime Union as bargaining agents for the captains. The strike led government to appoint a Commission of

Inquiry to examine all aspects of the shrimping industry.

110. (iii) CENTRAL GARAGE vs THE CLERICAL AND COMMERCIAL WORKERS' UNION

The duration of this strike was 26 days - from the 11th October, 1968 to the 6th November, 1968. The cause of the strike concerned union recognition for the Clerical and Commercial Workers Union. The Union applied for recognition on the 27th September, 1968. Management declined to discuss the matter of recognition, giving as their reason, the absence of the Managing Director from the country. The Union made efforts to get management to hold discussions, maintaining that the reason given was insufficient to support the request for a postponement of talks. When those efforts failed, the Union called out the workers on the 11th October, 1968. The Company took a very inflexible position, which at times ran counter to even the advice of the Ministry of Labour. During the strike the company dismissed 18 of the workers for failure to report for duty by a certain date. The joint efforts of the Trades Union Council and the Consultative Association of Guyanese Industry Ltd. provided a solution to this rather difficult situation. It was agreed in the terms of resumption that the 18 workers would be reinstated, and the Ministry of Labour would use its established machinery to determine union membership among the workers at Central Garage.

111. (iv) WILLIAM FOGARTY LTD:

This strike lasted for 2 days from 5th October, 1968 to 7th October, 1968 and concerned the dismissal of an employee for the alleged abuse of a Postal Administration official. One of the terms of resumption was that the Company and the Union would meet to discuss the dismissal within 24 hours of resumption and as a result of these discussions, the employee was reinstated.

112. (v) GENERAL WORKERS UNION vs ESSO STANDARD OIL COMPANY:

from 30th May, 1968 - 24th June, 1968 - Duration 24 days.

113. (vi) GENERAL WORKERS UNION vs SHELL ANTILLES GUYANA & TEXACO:

from 6th June, 1968 to 17th June, 1968 - Duration 11 days. The above trilogy of disputes between the three oil companies and the General Workers' Union centered over the question of the retroactivity of the new agreement. This strike was really called at the Bulk Installation Plants on the East Bank Demerara, and thus the entire distribution system of petrol was dislocated. A three-man Committee of Inquiry was appointed to enquire into the circumstances that led to the strike.

PUBLIC SECTOR

114. (i) MINIS OF HOUSING & RECONSTRUCTION vs NATIONAL UNION OF PUBLIC SERVICE EMPLOYEES MEADOW BROOK GARDENS

This strike was called by the Union to protest against the attitude of the Clerk of Works, a Mr. Pitt, who it was alleged countermanded a decision by the Housing Administrator to vary the Clerk of Works' disciplinary penalty.

Approximately 400 workers were involved. Under the terms of resumption, it was decided that all industrial relations matters would be removed from the area of duties performed by Mr. Pitt. The total value of wages lost to the workers was approximately \$13,413.56 and 2400 man-days were lost to Government.

115. (ii) There were 16 other minor strikes in the public sector, the average duration of each being 3 days.

TRADE UNIONISM

The Critchlow Labour College

116. A fund raising campaign for the purpose of meeting the cost of erecting a building to house the Critchlow Labour College, was launched. The response from all sectors - trade union, industry and government - was most heartening. The ground-breaking ceremony, on land donated by Government, took place in February, and actual construction began in June. By October classes were being held in the building.

117. Under the capable leadership of Mr. Max Swerdlow, International Labour Organisation adviser on Workers' Education who filled the post of Acting Principal, the College gradually expanded its activities in Workers' Education at all levels.

118. The members of the Board of Governors were:-

Mr. R.A. Ishmael, Senior Vice President of
T.U.C. - Chairman

Mr. T.A. Sancho, Vice Chairman

Dr. H. Lutchman, Vice Chairman, Representative
of the University of Guyana;

Mr. J.H. Pollydore, O.B.E., Secretary of the
Trades Union Council;

Mr. C. V. Cambridge	Member)	
Mr. W. Carrington	Member)	
Mr. H. Felix	Member)	Representatives of the
Mr. W. Orderson	Member)	Trades Union Council
Mr. B. Blair	Member)	

Dr. C. H. Denbow, representative of the Public;

Mr. F. Taharally, O.B.E., - Permanent Secretary,
Ministry of Labour &
Social Security;

Mr. J. Sholto-Douglas, C.M.G., - Permanent Secretary
Ministry of Education;

Mr. Max Swerdlow, International Labour Organisation
Adviser

Mr. N. Griffith was appointed Registrar of the College with effect from 1st July.

119. The College sponsored and conducted seminars in Georgetown, New Amsterdam, McKenzie and Uitvlugt. These seminars covered various fields in Trade Union Education and were for varying periods - from 1 day seminars to 2 months resident courses. In all 386 trade unionists from 20 affiliates of the Trades Union Council attended

13 seminars which were held for the year.

120. Government demonstrated its interest in Trade Union Education by contributing \$10,000 towards the maintenance and operation of the College. While the main source of financing was from the American Institute for Free-Labour Development, it was envisaged that the Trades Union Council would take over the financing and running of the College in the near future.

121. A number of individual trade unions also held seminars for their members and officials, particularly for branch officials.

JOINT CONSULTATION:

122. Joint Consultation is not as widely practised in Guyana as it is in the more advanced industrial countries. The growth of trade unions, however, has caused a minority of employers to realise that there is need for a two way communication between workers and employers and that the formation of joint consultative bodies can serve as a stabilising influence in the relationship between employer and employee and help foster better industrial relations.

123. In the sugar industry it is proposed to effect some changes in the system of Estates Joint Committees which have operated for years on sugar estates.

124. In the Government Service, Whitley Councils were in operation in respect of the undermentioned categories of employees:-

- (a) Professional and Administrative Officers
- (b) Teachers
- (c) Other employees.

METHODS OF FIXING WAGES

125. Wages are fixed by:-

- (a) Collective Bargaining
- (b) Legislation

Collective Bargaining Agreements exist in many of the larger industries and undertakings which recognise trade unions. These include, inter alia, bauxite, building trades, electricity supply, engineering construction, rice, sugar and shipping.

126. There are some industrial and business areas in which employees are not organised or in which the organisations that do exist are too weak to permit effective collective bargaining. In such instances, Wages Councils appointed under the Wages Council Ordinance, 1956 or Advisory Committees set up under Section 7 of the Labour Ordinance, Chapter 103, may be established on a tripartite basis for the purpose of the regulation of wages.

WAGES COUNCILS:

127. During the year no Wages Council was established, but the Building Operations and Works of Engineering Construction Wages Council which was established in 1967 continued to function in 1968. Three other Wages Council that were re-constituted in 1967 also continued to function in 1968 with certain changes in some of their personnel.

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128. These Wages Councils were as follows:-

1. Sawmill Workers Wages Council.
2. Timber Grants Wages Council.
3. Aerated Water Factories Wages Council.

BUILDING OPERATIONS AND WORKS OF ENGINEERING CONSTRUCTION

129. Members appointed to this Wages Council were:-

Mr. Muntaz Ali, Independent Member (Chairman)
 Mr. W.A. Philadelphia, Independent Member.
 Mr. B.A. Benjamin, Independent Member

Mr. N.A. Khan	}	Employers' Representatives
Mr. L.K.S. Ricketts		
Mr. B. Ing-Simmons		

Mr. W. Carrington	}	Workers' Representatives
Mr. R. Waddell		
Mr. R. Blair		

with

Mr. S.B. Grover, Senior Labour Officer as Secretary.

SAWMILL WORKERS WAGES COUNCIL

130. Members appointed to this Wages Council were:-

Mr. D. Robinson, Independent Member (Chairman)
 Mr. T. Payne, Independent Member
 Mr. W.L. Carto, Independent Member

Mr. V.J. Willems	}	Employers' Representatives
Mr. S. Jordan		
Mr. D. Persaud		

Mr. A. Henry	}	Workers' Representatives
Mr. H. Felix		
Mr. L. Springer		

with

Mr. J.H. Akai, Labour Officer as Secretary.

TIMBER GRANT WORKERS WAGES COUNCIL:

131. Members appointed to this Wages Council were:-

Mr. D. Hoyte, Independent Member (Chairman)
 Mr. L.B. Russell, Independent Member
 Mr. J.A. Sutton, Independent Member.

Mr. C.L. DeFreitas	}	Employers' Representatives
Mr. P.E. Quinn		
Mr. Toolsie Persaud		

Mr. C. Cole	}	Workers' Representatives
Mr. G. Henry		
Mr. R. Waddell		

with

Mr. O.E. Moore, Labour Officer as Secretary.

AERATED WATER FACTORIES WAGES COUNCIL

132. Members appointed to this Wages Council were:-

Mr. Curtis Charles, Independent Member (Chairman)
Mr. L. Kumar, Independent Member
Mr. M. Hamid, Independent Member

Mr. J.M. Ford
Mr. D. Lilleyman
Mr. H. Rahaman
Mr. M. Haniff
Mr. Brijmohan Persaud

} Employers' Representatives

Mr. A. Codrington
Mr. J.J. Vasconcellos
Mr. B.J.H. Nichols
Mr. W. Carrington
Mr. R. Waddell

} Workers' Representatives

with

Mr. W.R. McArthur, Labour Officer as Secretary.

ADVISORY COMMITTEES:

133. One (1) Advisory Committee was set up in 1968 i.e. the Mechanical Transport Advisory Committee and four (4) other Advisory Committees that were appointed in 1967 continued to function in 1968. These Advisory Committees were as follows:

1. Licensed Premises
2. Watchmen
3. Petroleum Filling Stations
4. Rice Mill Workers.

134. Two (2) of the above Advisory Committees completed their work and submitted their reports in 1968. They were the Workmen's Advisory Committee and the Licensed Premises Advisory Committee.

135. The membership and terms of reference of the Advisory Committees were as follows:

MECHANICAL TRANSPORT ADVISORY COMMITTEE:

Mrs. P. Daniels, Independent Member (Chairman)
Mr. C.W.B. Deane, Independent Member
Mr. B. Armstrong, Independent Member

Mr. J.F. Chaves
Mr. H. Greathead
Mr. R. Cheddie

} Employers' Representatives

Mr. D. Noel
Mr. C. Charran
Mr. J. Peters

} Workers' Representatives

with

Miss S.L. King, Labour Officer as Secretary.

The terms of reference were:-

"to investigate wages and conditions of employment of persons employed in the transportation by road of passengers and commodities by mechanical means and to make recommendations".

LICENSED PREMISES:

Dr. C.H. Denbow, Independent Member (Chairman)
Mr. M.A.H. Hack, Independent Member
Mr. V. Sandiford, Independent Member

Mr. V.A. Ogle
Mr. A. Humphrey
Mr. Ken DeAbreu

} Employers' Representatives

Mr. Alex Perry
Mr. N. Griffith
Mr. J. Henry

} Workers' Representatives

with

Mr. E.A. Wason, Labour Officer as Secretary.

The terms of reference were:-

"to examine the operation of the (Labour Conditions of Employment of Certain Workers) Ordinance, Chapter 110, as amended by Ordinance No. 12 of 1957 and the Licensed Premises Ordinance, Chapter 317 and the wages and conditions of employment of persons employed in undertakings covered thereunder and to make recommendations".

WATCHMEN:

Mr. C.B. Ramsaroop, Independent Member (Chairman)
Mr. H.S. Jackson, M.B.E. Independent Member
Mr. L. Lee, Independent Member.

Mr. D.P.H. Metcalfe
Mr. L.I. Naraine
Mr. S.A. Jordan

} Employers' Representatives

Mr. S. Critchlow
Mr. A.W. Mohamed
Mr. K. Durant

} Workers' Representatives

with

Mr. J.H. Akai, Labour Officer as Secretary.

The terms of reference were:-

"to investigate wages and conditions of watchmen and to make recommendations".

PETROLEUM FILLING STATIONS:

Mr. L.A.E. Joseph, Independent Member (Chairman)
Mr. C. Persaud, Independent Member
Mr. V. Sandiford, Independent Member

Mr. H.L. Cheong }
Mr. L. Magalhaes }
Mr. H.L. Ross } Employers' Representatives

Mr. J. Cummings }
Mr. Herman Cyrus }
Mr. S. Fanfair } Workers' Representatives

with

Mr. K.B. Philadelphia, Labour Officer as Secretary.

The terms of reference were:-

"to enquire into wages, hours of work and conditions of employment in Petroleum Filling Stations and to make recommendations."

RICE MILL WORKERS:

Mrs. H. Cunningham, Independent Member (Chairman)
General Manager, Guyana Rice Marketing Board, Independent Member

Mr. Basdeo Hooblall, Independent Member.

Mr. Beni Persaud }
Mr. Kayman Sankar }
Mr. J.L. Ching } Employers' Representatives

Mr. O. Chesney }
Mr. C. Charran }
Mr. A.W. Mohamed } Workers' Representatives

with

Mr. D.N. Sharma, Labour Officer as Secretary.

The terms of reference were:-

"to enquire into wages, hours of work and conditions of employment in Rice Mills, and to make recommendations".

APPOINTMENT OF MEDICAL REFEREES:

136. During 1968, the Chief Labour Officer, in the exercise of his functions under Section 43 of the Workmen's Compensation Ordinance, appointed medical referees in 121 cases which were submitted to him. The cost to the public treasury in medical referee fees was \$1,815.00.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

137. Industrialisation and economic development raise many issues and have as their basic objectives, the promotion and efficient utilisation of human resources, but too often industrial safety is not regarded as an integral part of the plans and policies of industrialization.

138. That this should be so is difficult to understand, particularly when one realizes the problems arising as a result of shortages of key personnel to man development projects in both the private and public sectors.

139. Guyana as a developing country cannot afford the loss of scarce industrial manpower through preventable accidents. The real economic cost of industrial accidents is the loss of production attributable to:

- (i) The absence from work of injured workers;
- (ii) The subsequent impairment of the capacity of any workers who do not fully recover (including the loss of the entire potential of those who are killed);
- (iii) Damage to plant, equipment and materials;
- (iv) Idleness of workers and machines, other than those injured or damaged, while waiting for production to resume.

140. Industrialisation should therefore be accompanied by measures to minimise the risk of accidents and promote safe and healthy working conditions at plants and workplaces, if significant amounts of scarce capital and trained labour are not to be diverted to make good the losses caused by industrial accidents and diseases.

141. Existing laws require in varying degree that workplaces, machinery and equipment be maintained in safe condition, that accidents be reported and that employees be compensated when accidentally injured. The burden of responsibility for compliance is fixed and defined by law.

142. But the existence of voluminous legislation cannot by itself be regarded as a solution to the problems of safety encountered in industrial establishments, and must be accompanied by other methods e.g. the provision of easily understandable information on methods and procedures to minimise or eliminate hazards inherent in industrial employment, and an Inspectorate adequately trained and staffed to provide effective guidance to management and workers.

143. Management in both the private and public sectors have yet to realise fully that accident prevention is an integral part of the production as well as the industrial relation processes.

144. Trade Unions still do not display the same enthusiasm towards occupational safety as they do in other areas of Labour Management Relationships.

145. Industrial training centres, similarly, do not appear to devote as much time to safety education as they do to other subjects in their curricula, and when one realizes that such centres are in fact preparing the young worker unfamiliar with machinery and modern methods of production, for industrial employment, the omission is all the more noticeable.

146. Industrial accident prevention, health, and welfare, should be included in a more positive manner in training programmes of Vocational Training centres, and workers' education programmes.

There is an urgent need for a national forum to discuss what is rightly a subject for national concern, to exchange ideas and to pool knowledge, with a view to evolving proper standards of safety, health, and welfare.

Induction Training (Safety)

147. Seven newly recruited Labour Officers were given a one month safety orientation course organised by the Factory Inspectorate, followed by visits to industrial establishments. This was followed by a short assignment to the section.

148. The Factory Inspectorate also participated in Workers' Education programmes by giving lectures on the legal aspects of the Factories Ordinance with special emphasis on safety.

Health and Welfare

149. No reports of Industrial Diseases were received during the year. Health and welfare facilities in the larger industrial establishments showed a marked improvement, but there was still considerable room for improvement in the smaller establishments.

150. During the latter part of 1968, a special programme of inspection was carried out on all docks and wharves in Georgetown with a view to ascertaining the standards of safety in loading and unloading vessels as well as welfare conditions. The inspections disclosed that in the majority of cases the legal requirements governing the examination of lifting tackle were not observed, although occupiers intimated that such equipment was regularly examined. Welfare conditions were in need of improvement.

151. REGISTRATION

The number of factories registered under the provisions of the Factories Ordinance, Chapter 115 was 1,462 as at 31st December.

Of this total 24 were registered in 1968 as compared with 69 in 1967. The registrations in Georgetown were 14 as compared with 43 in 1967.

Details of the 14 Factories registered in Georgetown were as follows:-

Shirt and Garment	2
Cycle repairs	1
Woodworking shop	1
Baking powder and margarine	1
Bakeries	3
Bitumen and road making materials	1
Furniture	1
Cement block manufacture	1
Chain link fencing and accumulator manufacture.	1
School chalks and crayon manufacture	1
Processing of films	1

INDUSTRIAL ACCIDENTS:

152. Nine thousand and twenty six (9,026) accidents reportable under the Accidents and Occupational Disease (Notification) Ordinance No. 46 of 1955 were notified to the Ministry during the year. These accidents accounted for an estimated loss of 168,004 man-days inclusive of a "weighting" for ten (10) fatalities and also thirteen (13) other accidents resulting in permanent partial disability.

153. The patterns of classified statistics are set out in Appendix 1 Tables IX (a), IX (b), IX (c), and IX (d). Three thousand five hundred and twenty one (3,521) accidents including ten (10) fatalities, occurred mainly as a result of:-

- (a) persons falling;
- (b) objects falling;
- (c) persons stepping on sharp or pointed objects;
- (d) incorrect methods of handling or lifting goods.

FATAL ACCIDENTS: 1968

154. A brief description of the fatal accidents which occurred during the year is as follows:-

- (1) A truck driver employed at a Mining Company was crushed to death between a parked lorry and a moving truck;
- (2) A Labourer employed in the Public Service was struck down by a passing truck while he was wetting the Public road. He died from severe injuries.
- (3) A lighter man employed by a Shipping concern was killed when the boat in which he was travelling collided with another.
- (4) A Labourer attached to a Commercial undertaking was hit on the head by a bag of rice. He died subsequently from injuries received.
- (5) A Labourer employed at a sawmill died from severe electric shock, while operating the control panel of an overhead travelling crane.
- (6) A carpenter employed on a Sugar Estate was killed when the conveyor upon which he was working was set in motion.
- (7) A Chargehand employed at a Quarrying concern was killed when he slipped and fell on a conveyor belt which pulled him to the flyway.
- (8) A Labourer employed at a Sugar Estate was struck down by lightning while he was standing on the dam bed.
- (9) A Labourer employed in the Public Service was killed when a case containing a transformer fell from the fork of a fork-lift truck and crushed him.
- (10) A Labourer employed at Charlestown Saw Mills Ltd. was struck on the heel by a log. He died subsequently.

155. In industry, there is still room for improvement in the planning of work and need for greater research into the causation of accidents if the number of accidents is to be further reduced. Much, therefore, remains to be achieved through the effort of safety committees.

ENFORCEMENT

A. GENERAL

156. The Ministry carried out a general inspection of shops situated in the Georgetown area during the year, and particularly of dry goods stores, hardware stores, drug stores, groceries, restaurants and parlours. During the inspection it was found out that many employers were ignorant of certain sections of labour legislation which governed their business. A few who showed no inclination to observe the law were prosecuted.

157. Many prosecutions emanated from complaints lodged directly at the Ministry against employers, and the following is an indication of the type of offences committed by them and the number of charges brought in respect of such offences:

<u>Offences</u>	<u>Number of cases brought in respect of offences.</u>
(1) Failure to pay not less than the minimum wages prescribed by law;	9
(2) Failure to pay holidays with pay;	11
(3) Failure to pay overtime rates;	3
(4) Failure to keep wages register;	3
(5) Failure to keep holidays with pay register;	10
(6) Failure to keep register of hours of work;	2
(7) Failure to produce holidays with pay register.	1
	<hr/>
	C/F 39

B/F		39
(8)	Failure to produce wages register	1
(9)	Failure to allow a shop assistant adequate meal break.	1
(10)	Failure to allow a watchmen a continuous period of 24 hours off.	1
(11)	Employing a hire car chauffeur beyond 70 hours per week	1
<hr/> TOTAL		43

158. For details of the results of prosecutions brought during the year, see the Table attached hereto.

B. FACTORIES

159. The inspections carried out by the factory inspectorate revealed breaches of the law ranging from failure to provide adequate safe-guards for machinery to failure to provide welfare facilities. The factories especially in the country districts were the chief offenders. They ignored the need for fencing dangerous parts of machinery as well as failed to provide reasonable standards of welfare facilities. In a few instances prosecutions were recommended where accidents were the result of breaches of the Factories Ordinance, and regulations made thereunder, but up to the end of the year, the Ministry was still pondering whether successful cases could be brought against the offenders.

160. During the year, the number of cases brought before the courts by the Inspectorate was as follows:-

<u>Offences</u>	<u>Number of cases brought in respect of offences</u>	
(1) Failure to have in force a policy of insurance where a dangerous occupation is carried on.	1	
(2) Failure to keep a general register of factories	1	
(3) Failure to maintain a first aid cupboard	1	
(4) Failure to register a factory	1	
<hr/> TOTAL		4

161. For details of the results of prosecutions brought during the year see the Table attached hereto.

TABLE
PARTICULARS OF PROSECUTIONS AND COURT CASES RELATING
TO LABOUR, 1968

ORDINANCE UNDER WHICH PROSECUTION WAS INSTITUTED	NUMBER OF CASES BROUGHT	RESULTS			AMOUNT OF FINES IMPOSED
		CONVICTIONS		WITHDRAWN OR DISMISSED	
		WITH FINES	REPRIMANDED AND DISCHARGED		
HOLIDAYS WITH PAY ORDINANCE Chapter 108	22	5	5	11	\$76.00
LABOUR ORDINANCE, Chapter 103	17	6	3	8	\$204.00
FACTORIES ORDINANCE, Chapter 115	4	-	-	4	-
SHOPS (CONSOLIDATION) ORDINANCE No. 33 of 1958.	3	1	1	1	\$21.00
WATCHMEN'S HOURS OF WORK (No. 2) REGULATION No. 30 of 1953	1	-	1	-	-
TOTAL	47	13	10	24	\$301.00

LABOUR LEGISLATION

THE FOLLOWING LEGISLATION WAS ENACTED DURING 1968:-

162. SUGAR INDUSTRY

- (a) The Sugar Industry (Labour Welfare Fund) (Amendment) Regulations, No. 14 of 1968 made and approved under the Sugar Industry (Special Funds) Ordinance, Chapter 248, on the 29th of July, 1968 and which came into effect on the 3rd August, 1968 having been published in the Official Gazette of the said date.

ARBITRATION

- (b) A NOTICE, made under the Public Utility Undertakings and Public Health Services Arbitration Ordinance, No. 44 of 1956, on the 6th August, 1968, and which came into effect on the 10th August, 1968, having been published in the Official Gazette of the said date.

LAUNDRIES

- (c) The Laundries (Hours of Work) (Amendment) Regulations, No. 22 of 1968, made under the Labour Ordinance, Chapter 103 on the 1st day of November, 1968, and which came into effect on the 9th November, 1968, having been published in the Official Gazette of the said date.

SHOPS

(d) The Shops (Special Provision) (No. 2) Order, No. 56 of 1968, made under the Shops (Consolidation) Ordinance No. 33 of 1958 which came into effect on the 11th day of December, 1968, having been published in the Official Gazette of the said date.

INTERNATIONAL LABOUR ORGANISATION

Conference 1968:

163. The Guyana delegation to the 52nd Session of the International Labour Conference held in Geneva, in June 1968, comprised:-

- | | |
|--|------------------------|
| The Minister of Labour and Social Security -) | } Government Delegates |
| The Hon. C.A. Merriman, M.P. | |
| The Permanent Secretary, Ministry of Labour and Social Security - Mr. F.G. Taharally, O.B.E. | |
| The President, Trades Union Council - Mr. R.A. Ishmael | |
| The Chairman, Consultative Association of Guyanese Industry Limited - Col. G.B. Thompson, C.B.E. | - Employers' Delegate |

164. The Conference adopted a Recommendation concerning the Improvement of Conditions of Life and Work of Tenants, Share-croppers and Similar Categories of Agricultural Workers.

165. The Conference also adopted the following five Resolutions:-

i -- Condemning discriminatory practices, colonial oppression, denial of freedom of association and all other infringements of human rights. The Conference asked that intensified efforts be made to promote human rights and combat discrimination. It appealed to governments of member States to collaborate closely with the work of the Organisation in this field.

The resolution also called for a general amnesty for all trade unionists under arrest or sentence because of trade union activities; ratification of I.L.O. human rights standards during 1969, the I.L.O.'s 50th Anniversary year; the setting of new human rights standards and co-ordination of I.L.O. activities in this field.

ii - Proposing that the question of vocational training of girls and women be examined at one of the Conference's forthcoming sessions, to supplement the 1962 Recommendation No. 117 on vocational training in order to promote equality of treatment between male and female workers.

iii -- Calling for studies by the I.L.O. on the outflow of trained specialists from developing countries (the so-called "brain-drain"), including the extent and causes of this exodus of trained manpower, its economic and social consequences and on the positive means that can be taken to prevent it.

IV. -- Proposing that the I.L.O. pursue its study and put into effect practical measures to encourage the close association of workers' and employers' organisations with the technical co-operation activities of the I.L.O.

V. -- Proposing that employment and rehabilitation policies affecting disabled workers be examined at a future session of the Conference, with a view to revising the 1955 Recommendation No. 99 on the training and retraining of such workers or to the adoption of a new international instrument.

166. At this Conference the Minister served as Vice-Chairman of the Government Group, and the Permanent Secretary as Reporter of the Committee on the Application of Conventions and Recommendations.

167. The delegates visited the International Centre for Advanced Technical and Vocational Training in Turin, Italy, where they met and held discussions with 4 Guyanese who were pursuing the following Courses:-

Executive Development Programme

Export Marketing

Management of Maintenance

168. The Minister and the Permanent Secretary also interviewed Mr. Niall McCabe of the Social Security Branch of the I.L.O.

169. The delegation also participated in follow up discussions relating to:-

- (a) Siting of the I.L.O. Regional Office in the Caribbean;
- (b) Product Development and Marketing, Handicraft and Small Industries;
- (c) Workers Education.

Resolution on Convention and Recommendation
adopted by the International Labour Conference
at its 50th Session in June, 1966

170. On 18th January, the National Assembly by Resolution (No. XX) adopted the conclusions contained in the Sessional Paper which was laid in Parliament on 4th December, 1967, concerning the following Conventions and Recommendations:-

- (i) Fishermen's Competency Certificate Convention (No. 125)
- (ii) Accommodation of Crews (Fishermen) Convention (No. 126)
- (iii) Vocational Training (Fishermen) Recommendation (No. 126)
- (iv) Co-operatives (Developing Countries) Recommendation (No. 127)

Sessional Paper on International Labour
Conventions and Recommendations adopted
on 28th June, 1967, at the 51st Session
of the International Labour Conference

171. On 29th October the Honourable Minister of Labour and Social Security laid a Sessional Paper (No. 2/1968) in Parliament concerning

the following Conventions and Recommendations which were adopted at the the Fifty-first Session of the International Labour Conference:-

- (i) Maximum Weight Convention 1967 (No. 127)
- (ii) Maximum Weight Recommendation, 1967 (No. 128)
- (iii) Invalidity, Old Age and Survivors' Benefits Convention, 1967 (No. 128)
- (iv) Invalidity, Old Age and Survivors' Benefits Recommendation, 1967 (No. 131)
- (v) Communication within the Undertaking Recommendation (No. 129)
- (vi) Examination of Grievances Recommendation, 1967 (No. 130)

Resolution on Conventions and Recommendations
adopted by the International Labour Conference
at its 51st Session in June, 1967.

172. On 31st October, the National Assembly by Resolution (No. LII) adopted the conclusions contained in the Sessional Paper (No. 2/1968) which was laid in Parliament on 29th October.

PART III - SOCIAL SECURITY

SOCIAL ASSISTANCE DEPARTMENT

Responsibility and Authority of the Board of Poor Law Commissioners and Local Board of Guardians:

173. The administration of relief to the poor and of all public moneys granted by the National Assembly for that purpose is vested in the Board of Poor Law Commissioners. The Social Assistance Department provides the executive organisation for carrying out the duties vested in the Board of Poor Law Commissioners in Georgetown and in the Local Boards of Guardians in other areas. The country is divided into twenty four (24) Poor Relief Districts each with its Local Board of Guardians. The Local Boards of Guardians are entrusted, under the Board of Poor Law Commissioners, with the duty of administering relief within their respective districts. However, the Board of Poor Law Commissioners has the power to alter the amount of relief granted by a Local Board of Guardians or direct it to be discontinued or direct that any relief discontinued be restored. The Board of Poor Law Commissioners is charged with the responsibility of determining claims for Old Age Pensions in the Georgetown areas, and the Local Board of Guardians is charged with that responsibility in their respective areas. While there is no right of appeal against the decisions of the Board of Poor Law Commissioners in Public Assistance cases, persons whose claims for Old Age Pensions have been refused by the Board of Poor Law Commissioners and Local Boards of Guardians, can appeal to an Appeal Board comprising the following:-

- (a) Solicitor General;
- (b) The Crown Solicitor;
- (c) Chief Medical Officer;
- (d) The Mayor of Georgetown;
- (e) Social Welfare Officer.

Functions of Board of Poor Law Commissioners, and Local Board of Guardians for Public Assistance:

174. The Statutory functions of the Board of Poor Law Commissioners and the Local Boards of Guardians for Public Assistance are briefly:-

- (a) the determination of payment; increase, decrease or discontinuance of monthly cash allowances to certain categories of persons under 65 years of age, who are destitute or infirm or unable to earn sufficient for their maintenance through injury or incapacitation, on presentation of investigated reports;
- (b) the grant at any time of assistance in cases of necessity to those requiring it;
- (c) the control of "The Palms" a residential state-owned home which provides daily free boarding and lodging for persons who are destitute and homeless but mainly for aged and infirm persons who are in need of continued geriatric care.

Functions of the Board of Poor Law Commissioners and Local Boards of Guardians for Old Age Pensions:

175. The statutory functions of the Board of Poor Law Commissioners and the Local Boards of Guardians for Old Age Pensions are:-

the determination of all claims for Old Age Pensions, and of the discontinuance of Old Age Pension Payments.

In addition the Department undertakes:-

- (a) investigations and reports for government agencies and other organisations both national and overseas;
- (b) to make recommendations for special grants. Under this scheme persons who are unable to pay the full cost of dentures, spectacles and other prosthetic appliances are referred by the Ministry of Health for assessment into the domestic and financial circumstances of such families. Persons suffering from conditions which require specialized medical treatment abroad are referred to the Ministry of Health;
- (c) to advise on the suitability of Voluntary Organisations for the receipt, continuance, increase or decrease of state grants;
- (d) to recommend and administer the grant of assistance in cash or kind to fortuitous cases which do not normally qualify for aid under the Poor Relief and Old Age Pensions Ordinances;
- (e) placing of aged persons in Institutions and homes and rehabilitating or integrating them in the community; reporting on the welfare of children in receipt of Social Assistance or beneficiaries from Trust Funds and advising generally on the management and administration of state aided charitable organisations;
- (f) advising on National Assistance Policy.

Reconstitution and Operation of Boards:

176. (a) The Board of Poor Law Commissioners was re-constituted during 1968 while the Local Boards of Guardians were re-constituted during September, 1967. The Board of Poor Law Commissioners for the year under review was constituted as follows:-

Mr. J.G. Joaquin, J.P., O.B.E., M.P.	- Chairman;
Rev. F. Talbot, B.A., B.D., S.T.M.	- Vice Chairman;
Mrs. Nesta Luke-Brotherson	- Member;
Miss Thelma Tong	- Member;
Mrs. L. Cox-David	- Member;
Rev. R.C. Rodney	- Member;

Pandit N.P. Sharma - Member;
Mr. M. Saffee, M.P. - Member;
Dr. L.H. Wharton, M.B.E. - Member.

- (b) The Board of Poor Law Commissioners in which is vested the responsibility for the administration and control of all matters relating to the grant or discontinuance of Public Assistance and "The Palms" met on 10 occasions during the year. The Board also considered claims for Old Age Pensions from persons residing in Georgetown at these meetings. Matters relating to the work of the Local Boards were also discussed and advice and assistance given.
- (c) The Local Boards of Guardians for the other twenty-three (23) Social Assistance Districts into which the country is divided met on 90 occasions to consider Public Assistance and Old Age Pensions applications and reviews. These Local Boards were re-constituted during the year, 1967.

LEGISLATION:-

177. The following Amendments to Chapter 63 of the Old Age Pensions Ordinance were enacted by Legislation by Act No. 9 of 1968, dated 20th May, 1968 - (Vide M.P. S.A. 2/1, (Bill No. 8/1968) with effect from 1st January, 1968).

(a) Amendment of Section 2 of Chapter 63

By insertion immediately after the definition of 'district' of the following definition -

"Minister" means the Minister to whom responsibility for the Social Assistance Department has for the time being been assigned'.

(b) Amendment of Section 8 of Chapter 63

Subsections (1) and (2) of section 8 of the Principal Ordinance are hereby repealed and the following subsections substituted therefor -

- (1) The amount of pension payable to any person under and in accordance with the provisions of the Ordinance shall be:-
- (a) in the case of a person ordinarily resident in the Georgetown area, twelve dollars per month;
- (b) in the case of a person ordinarily resident elsewhere in Guyana than in the Georgetown area, ten dollars per month.
- (2) The National Assembly may, from time to time, by resolution (which shall be published in the Gazette), vary the amounts and any residential qualification prescribed by sub-section (1) of this section with effect from the date of the resolution or such earlier or later date as is specified in that behalf in the resolution.

(c) Amendment of Section 10 of Chapter 63.

The following subsection is hereby substituted for subsection (3) of section 10 of the Principal Ordinance:-

- (3) A direction may be given under sub-section (2) of this section by the Minister notwithstanding that the period of three months prescribed in sub-section (1) of this section has expired before the direction is given.

(d) General Amendment of Chapter 63.

- (1) Wherever in the Principal Ordinance or in any law made thereunder the expression "Governor" or "Governor in Council" appears, there shall be substituted therefor the word "Minister".

(e) Amendment of Regulation 11 of the Old Age Pensions Ordinance, Chapter 63.

Notice No. 327 B - No. 20 of 1968 dated 2nd October, 1968. -(M.P. S.A. 5/15).

Regulation 11 of the Principal Regulations is hereby amended by the insertion immediately after the word "him" of the words "or failing the signing of such card by either of them, by the person performing the functions of Secretary to the Appeal Board if the award is in consequence of a decision of that Board".

(f) Amendment to Chapter 62 of the Poor Relief Ordinance made on the 8th day of October, 1968 - vide M.P. S.A. 4/3/15 was:-

"Under Section 13 (1) of the Poor Relief Ordinance, and by virtue and in exercise of all other powers enabling him in that behalf, the Minister for the time being charged with responsibility for the Social Assistance Department hereby declares and establishes the Upper Mazaruni Poor Relief District".

EXPENDITURE

178. Funds for the administration of Public Assistance, Old Age Pensions, "The Palms", and grants to voluntary organisations are provided by the House of Assembly. The total expenditure incurred during 1967 was \$3,354,550 compared with a total of \$3,838,430 for 1968. Vide Table 1 (a) and (b) of Appendix II.

PUBLIC ASSISTANCE

- 179. (a) The payment of monthly cash grants is the principal form of Public Assistance given both in Georgetown and other areas.

The new maximum rates represent an increase from \$10 to \$12 for Georgetown and \$8 to \$10 for other districts from January, 1968, and are:-

	<u>Minimum</u>	<u>Maximum</u>
Georgetown	\$7.50	\$12.00
Other Districts	\$6.50	\$10.00

Public Assistance is normally granted to persons aged and infirm or destitute from specific causes of illness including the loss of limb and the lack of financial resources because of the death of the bread-winner in the family and/or the insufficiency of the earning of the other members of the family.

The "means test" applied to applicants is a national \$16.00 per month. A woman who is head of the household and whose income is less than \$16.00 a month may be granted assistance in respect of each dependent child excluding the first; but each assisted child must be under sixteen years of age and if of school age attending school. Public Assistance is not granted to persons resident in state-owned institutions or absent from the country. The higher rates are granted to the blind, the mentally ill and to persons who are undergoing treatment for respiratory tuberculosis or to those who have suffered a permanent loss of limb.

- (b) As indicated in the following table three hundred and eighty-two (382) families or six hundred and seventy-five (675) more individuals received increased financial assistance to the sum of \$31,680 during the past year over 1967. There was close and careful supervision on all cases in receipt of Out-Door relief and the increase in the number of families receiving assistance during the year was due to more demand by the public on the service particularly in the interior areas. Another contributory factor was the creation of more interior administrative districts. The Boards though generous in their advice and assistance were not unmindful in the use of human and natural resources. However, an increase in expenditure is anticipated.

Number of Families and Public Assistance Received
- Classified by Area - 1966, 1967 and 1968

Area	1966		1967		1968	
	Families	Cost	Famililies	Cost	Families	Cost
Georgetown	1,748	\$ 234,340	1,903	\$ 247,660	1,988	\$ 262,650
Demerara (Excluding Georgetown)	4,028	538,800	3,749	496,490	3,761	490,720
Essequibo	911	123,040	905	108,860	1,007	116,800
Berbice	2,073	250,790	2,095	229,190	2,278	243,710
TOTAL	8,760	1,146,970	8,652	1,082,200	9,034	1,113,880

- (c) The following Statistics give the work progress on Public Assistance for 1968:-

(1) Applications

Outstanding at 1st January, 1968	1,151	
Received during the year	<u>3,919</u>	<u>5,070</u>

	B/F	5,070
Approved during the year	2,028	
Rejected during the year	1,960	
On hand for decisions by Local Boards	<u>702</u>	<u>4,690</u>
Total uninvestigated applications at 31st December, 1968:-		<u>380</u>

(ii) The circumstances of families in receipt of Public Assistance were reviewed with these results:-

Continued Grants	2,357
Increased Grants	79
Reduced Grants	254
Discontinued Grants	<u>1,646</u>
TOTAL REVIEWS:-	<u>4,336</u>

180. OLD AGE PENSIONS

(a) Under the non-contributory Old Age Pensions Scheme which came into operation in 1945, persons resident in Georgetown are granted a pension of \$12.00 a month and those in other areas \$10.00 a month with effect from 1st January, 1968. These increased rates involved an increase in expenditure of \$430,000.

In order to qualify for an Old Age Pension a claimant must be 65 years of age or over. He must have been a British subject for at least ten years and resident in Guyana for twenty years immediately preceding the claim. He is not disqualified on this ground if he was temporarily absent from the country for an aggregate period not exceeding two years, within the last twenty years.

His income as calculated under the Old Age Pensions Ordinance, Chapter 63 must not exceed \$16.00 monthly. Pensions are not paid to persons in state-owned Institutions which provide free board and lodging or to persons absent from the country. These conditions apply equally to women and men. At 31st December, 1968, there were 16,398 effective pensioners on register. This reflects an increase of 92 pensioners over 1967.

(b) The following table shows the number of pensioners on the register and expenditure for the past three years:-

Number of Registered Pensioners and Expenditure Classified by Area 1966, 1967 and 1968.

AREA	1966		1967		1968	
	Pensioners	Cost	Pensioners	Cost	Pensioners	Cost
Georgetown	5,257	586,950	4,713	603,480	4,524	732,900
Demerara (Excluding Georgetown)	5,817	569,210	6,338	594,850	6,317	754,540
Essequibo	1,548	154,800	1,640	162,870	1,664	201,170
Berbice	3,440	337,140	3,615	352,290	3,893	467,370
TOTAL	16,062	1,648,100	16,306	1,713,490	16,398	2,155,980

(c) The following statistics give the Work Progress on Old Age Pensions for 1968:-

(1) APPLICATIONS

On Hand at 1st January, 1968	517	
Received during 1968	<u>3,007</u>	<u>3,524</u>
Approved during 1968	2,328	
Rejected during 1968	615	
On Hand for decisions by Local Boards	<u>348</u>	<u>3,291</u>
Applications uninvestigated at 31st December, 1968		<u>233</u>

CHILD WELFARE

181. On the 1st January, 1968 there were 7,000 children receiving Public Assistance; at the end of the year there were 7,379 children receiving Public Assistance. This reflects an increase of 379 children for the year.

182. Discontinuance of Public Assistance to some persons was due to improved or changed circumstances, removal from the district, death or children attaining the age of sixteen years.

183. Visits were paid to homes of families who received Public Assistance for their children and to the guardians of the Beneficiaries of the Mitchell Trust Fund. Referrals on potential delinquent children were made to the Probation and Welfare Service.

"THE PALMS"

184. "The Palms" may be described as a Welfare Institution catering for the chronically ill and infirm, destitute and homeless individuals, being for the most part aged people who cannot support themselves in the community and are in need of geriatric care and attention primarily.

185. It is necessary that an atmosphere of homeliness be created and maintained for them and the objective of the Board of Poor Law Commissioners was to make appropriate recommendations to the Government to provide every amenity practicable for the comfort of those who must inevitably be committed to Institutional care.

ACCOMMODATION AND STRENGTH

186. Three hundred and twenty-six (326) beds were available for the chronic sick in six hospital wards and one hundred and ninety-four (194) ambulant persons may be accommodated in four other wards making a total of five hundred and twenty (520) to whom indoor relief may be extended.

187. At the beginning of 1968 there were 482 residents. Two hundred and eighteen (218) were admitted during the year making a total of seven hundred (700).

188. Ninety-Seven (97) residents were discharged and one hundred and seven (107) died leaving four hundred and ninety-six (496) residents in the Institution at 31st December, 1968. The daily average number of residents was four hundred and ninety-six (496) compared with four hundred and eighty-two (482) in 1967.

189. During 1968 three hundred and fourteen (314) or 63% were in the Hospital Wards. The cost of maintaining each resident was \$2.29 a day in 1968 as compared to \$2.36 a day during 1967. The decrease in maintenance cost was due to the cheaper cost of local produce although catering for a higher resident population.

RESIDENTS

190. The compound and wards were kept clean with the assistance of some of the residents. Compared with previous years, however, the use of residents' labour was reduced further because of age and health factors.

191. Blind residents continued to attend the Blind School for educational and occupational therapy. Ambulant residents were taken on recreational tours while the Police Band, voluntary organisations and friends of "The Palms" entertained the residents within the Institution. Several religious denominations were welcomed to provide religious services for the residents.

DEVELOPMENT PROGRAMME

192. During 1968 the national seven year development programme included funds for the rehabilitation and purchase of new equipment for "The Palms". The programme continued during the year with the replacement of old beds and the purchase of new equipment.

STAFFING

193. The Nursing Staff at the "Palms" at the beginning of the year comprised 10 Ward Sisters, twenty-four (24) Staff Nurses and sixty-seven (67) Nurse-Aides. They were under the direct control and supervision of an acting Matron and an acting Deputy Matron. Other staff included the Warden who was responsible for the maintenance of good order and discipline in the Institution; two Departmental Clerks; two Office Assistants, and domestic staff totalling forty-six (46).

CREDIT UNION

194. The Credit Union organised for the benefit of staff of the Department showed continued progress. The membership at 31st December, 1968 was one hundred and five (105) and seven (7) general and twelve (12) committee meetings were held during the year. The cash in bank at the end of the year was \$17,974. Loans were granted for the purpose of purchasing Houses, land and furniture and during the year eighty-six (86) persons were assisted to the value of \$22,394 while the sum of \$20,977 was repaid on previous loans.

VOLUNTARY ORGANISATIONS

195. The report on the work of the Social Assistance Department for the year 1968 would be incomplete without reference to the valuable work done by voluntary organisations in the country for the relief of the needy. Hundreds of families would be much the poorer without the friendly and practical help given all year round. The Department continued its close and happy relationship with those organisations and gave advice when requested. The subventions granted by Government to eight of them to assist in running Institutions for the physically handicapped, aged and orphans were administered by the Department.

OFFICIAL VISITORS

31st January, 1968:-

196. His Excellency the Governor General - Sir David Rose, G.C.M.G., C.V.O. and Lady Rose, visited the "Palms".

24th December, 1968:-

His Excellency the Governor-General - Sir David Rose, G.C.M.G., C.V.O. and Lady Rose accompanied by the Poor Law Commissioners and staff extended Christmas greetings to residents "The Palms" on this day.

THE NATIONAL INSURANCE SCHEME

197. Mr. I.R.B. Robinson assumed duty as Director, National Insurance on 1st February 1968 and with the arrival of Mr. Lawrence Weston, a former Chief Justice of Botswana, as Legal Draftsman under the auspices of the Ministry of Overseas Development, United Kingdom, the National Insurance and Social Security Scheme Bill was drafted. The Bill was based on the recommendations of the National Insurance Working Party from proposals of Mr. A.J.M. Petrie, ILO Adviser, 1966/67, as published afterwards in the ILO Report to the Government of Guyana on Social Security Proposals, ILO/TAP/Guyana/R1 (1968), and on the ILO Actuarial Note on the Financial Aspect of a Proposed Social Security Scheme for Guyana, TAP-O-130-4-1 (1967).

198. The Bill after consideration by the Working Party was approved by Cabinet, and presented to the National Assembly in October 1968. With the publication of the Bill, the comments of representative organisations of workers and employers, and particularly the T.U.C., C.A.G.I. and Georgetown Chamber of Commerce were specifically requested. However with the prorogation of Parliament in December 1968, the Bill will have to be presented again in 1969.

199. During the year eight Regulations were also drafted and by December 1968 had been considered and accepted by the Working Party.

200. The Legislation for the National Insurance Scheme proposed that the Scheme would include all employed persons between 18 and 65 years of age who work for a salary or wage under contract of service. Persons who work for under 20 hours per week and whose earnings are below \$5 per week and self-employed persons would not be included.

201. The Scheme would afford the following benefits:-

- Old Age Pensions
- Old Age Grants
- Invalidity Pensions
- Invalidity Grants
- Survivors Grants
- Sickness Cash Benefits
- Maternity Cash Benefits
- Funeral Grants

and after not less than one year from the beginning of the Scheme, Industrial Benefits would be substituted for compensation received under the Workmen's Compensation Ordinance.

202. Insured Persons would be divided into a number of classifications or groups (probably 7) according to the wage they earn, with an insurable or relevant wage in each group. The contribution would be 1.5% of the relevant wage to cover the Industrial Benefits portion, and this would be paid wholly by the employer and 5.5% divided equally between worker and employer for the other benefits. The highest relevant wage for contributions and benefits would be \$55.00 per week or \$217.00 per month.

203. The rate of benefits would be -

Old Age Pensions or Invalidity Pensions from 30% to 60%

of the relevant wage and grants if the contribution conditions for a pension are not met.

204. Sickness, maternity or injury benefit - 60% of the relevant wage.

Disablement benefit - a maximum pension of 60% of the relevant wage. Grants for small percentages of disablement.

Death benefit - A maximum pension of 60% of the relevant wage for the widow and dependant children.

205. In September 1968 Mr. L.A.E. Joseph, Barrister-at-Law was appointed as Deputy Director and left Guyana for the United Kingdom, Malta and Israel on a 6-month United Nations Fellowship on Social Security Administration.

206. Mr. F.B. Matthews, ILO Social Security Adviser arrived in Guyana on 8th December 1968 to assist in finalising the legislation in setting out the administrative procedures and in the institution of the Scheme in 1969.

CONCLUSION

207. During 1968 the Ministry of Labour and Social Security played an important and effective role in maintaining industrial peace in the country by assisting trade unions and employers in the preparation and negotiations for collective agreements and the settlement of disputes. An improvement in industrial relations is reflected in the reduced number of work stoppages compared with previous years.

208. There was an overall improvement in the staffing position with the appointment of six (6) more Labour Officers during the year which strengthened the Labour Division in its capacity to cope with urgent disruptive situations and an increasing number of negotiating procedures and exercises. The Trade Disputes Bill which had been prepared since 1966 was still under consideration by the representatives of the workers and employers organisations at the end of 1968.

209. Social Security measures included increases in the rates of Old Age Pension payable throughout the country and the arrival of ILO Experts who assisted in the drafting of the legal machinery for the setting up of a National Insurance Scheme for Guyana which would provide benefits in respect of old age, sickness, maternity, invalidity and industrial injury. It is patent that the Ministry has made a meaningful contribution to the socio-economic development of the country.

D. M. A. THOMPSON,
Permanent Secretary. (ag.)

Ministry of Labour and Social Security,
237 Camp Street,
Georgetown.



APPENDIX I

TABLE I
NUMBERS EMPLOYED IN CERTAIN INDUSTRIES DURING 1968

INDUSTRY	LOWEST NUMBER EMPLOYED		HIGHEST NUMBER EMPLOYED		AVERAGE NUMBER EMPLOYED			TOTAL
	Number	Month	Number	Month	18 years and over.		Young Persons Male & Female	
					Male	Female		
Sugar: Field Workers \emptyset \emptyset	8,019	January	18,241	December	11,560	2,011	421	13,992
Rice Development Scheme **	279	January	852	November	573	20	-	593
Agriculture and Marketing \emptyset	1,048	January	1,336	November	966	183	15	1,164
Bauxite Industry * \emptyset \emptyset	5,281	April	5,436	February	5,046	279	20	5,345
Sugar Milling \emptyset \emptyset	3,029	December	3,770	November	3,294	38	287	3,619
Roads and Public Works (a)	3,587	January	4,632	November	3,936	46	2	3,984
Railway and Water Transport \emptyset (b)	1,542	August	1,680	December	1,506	55	35	1,596
Port Labour (c)	n.a.	n.a.	n.a.	n.a.	548	-	-	548

N. B.: \emptyset - "Workers" for the purpose of this table do not include Senior or Junior Staff or the employees of Contractors proper.

\emptyset - Weekl. Average
 ** - Includes M.A.R.D.S. & Anna Regina Rice Mill.
 n.a. - Not Available.
 * - Fortnightly average

(a) - Ministry of Works and Hydraulics.
 (b) - Transport and Harbour Department.
 (c) - Registered workers under the Georgetown Port Labour Scheme.

TABLE IIEMPLOYMENT EXCHANGE SERVICENumbers on Live Register during 1968

DATE	ADULTS		JUVENILES		TOTAL
	MALES	FEMALES	BOYS	GIRLS	
31. 1.68	5410	2244	596	190	8440
29. 2.68	5931	2307	664	161	9063
31. 3.68	5286	2251	646	174	8357
30. 4.68	5176	2213	602	150	8141
31. 5.68	4470	1980	601	142	7193
30. 6.68	4181	1998	574	140	6896
31. 7.68	5042	2246	648	147	8083
31. 8.68	4677	2085	521	145	7428
30. 9.68	4862	2370	593	158	7983
31.10.68	4564	1671	1403	140	7778
30.11.68	4597	2002	1233	151	7983
31.12.68	2363	1361	554	135	4413

TABLE III (a)

EMPLOYMENT EXCHANGE

NOTIFICATION AND FILLING OF VACANCIES FOR THE YEAR 1968

BRANCH & SECTION	VACANCIES OUTSTANDING AT 1ST JANUARY			VACANCIES NOTIFIED DURING YEAR			VACANCIES CANCELLED DURING YEAR			VACANCIES FILLED DURING YEAR			VACANCIES OUTSTANDING AT 31ST DECEMBER		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<u>GEORGETOWN</u>															
Adult Section	-	-	-	5487	1815	7302	442	291	733	5045	1524	6569	-	-	-
Juvenile Section	-	-	-	532	101	633	36	10	46	496	91	587	-	-	-
<u>New Amsterdam</u>															
Adult Section	-	-	-	3078	93	3171	117	4	121	2961	89	3050	-	-	-
Juvenile Section	-	-	-	62	-	62	2	-	2	60	-	60	-	-	-
<u>Anna Regina</u>															
Adult Section	-	-	-	1967	67	2034	226	9	235	1741	58	1799	-	-	-
Juvenile Section	-	-	-	66	-	66	2	-	-	64	-	64	-	-	-
Country Total 1968	-	-	-	11192	2076	13268	825	214	1139	10367	1762	12129	-	-	-
Country Total 1967	-	-	-	8226	1520	9746	729	393	1122	7497	1127	8624	-	-	-
G'town 1967	-	-	-	4486	1326	5812	648	387	1035	3838	939	4777	-	-	-
New Amsterdam 1967	-	-	-	2491	134	2625	34	-	-	2457	134	2591	-	-	-
Anna Regina 1967	-	-	-	1249	60	1309	47	6	53	1202	54	1256	-	-	-

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TABLE III (b)

EMPLOYMENT EXCHANGE SERVICE

COMPARISON OF NEW REGISTRATION WITH PLACINGS DURING 1968

SECTIONS	GEORGETOWN AND ENVIRONS		EAST DEMERARA		EAST DEMERARA		ESSEQUIBO		BERBICE NEW AMSTERDAM		COUNTRY TOTAL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<u>Adult Section</u>												
New Registration	1791	1383	1569	622	439	165	443	95	262	147	4504	2412
No. of persons placed	2694	340	1937	160	414	24	1741	58	2967	89	9747	671
<u>Juvenile Section</u>												
New Registration	600	251	306	50	71	19	137	10	105	23	1219	353
No. of persons placed	352	81	116	8	28	2	64	-	60	-	620	91
Total new registrations	2391	1634	1875	672	510	184	580	105	367	170	5723	2765
Total No. of persons placed	3046	421	2053	168	442	26	1805	58	3021	89	10367	777

T A B L E IV
VOCATIONAL TRAINING BY GOVERNMENT

Category	In training during 1967				In training during 1968			
	January		December		January		December	
	Male	Female	Male	Female	Male	Female	Male	Female
Preliminary Craft	234	-	289	-	226	2	291	1
Telecommunication Engineering	33	-	24	-	24	-	28	-
Electrical and Mechanical Engineering	115	1	122	-	122	-	116	2
Civil Engineering	-	-	-	-	-	-	-	-
Electrical Trades	152	-	152	-	142	-	154	-
Motor Vehicle Trades	113	-	134	-	136	-	140	2
Building Engineering	53	3	45	3	46	2	49	4
General Construction and Engineering	17	-	34	-	34	-	39	2
Fitters & Machinists	60	-	97	-	82	-	114	-
Cabinet Making, Carpentry & Joinery	44	1	49	1	60	-	63	-
Land Surveying	30	-	29	2	29	2	30	1
Welding Trades	36	-	46	-	46	-	68	-
Business Education	-	49	-	49	-	49	1	70
Concrete Practice	36	-	34	-	34	-	34	-
Teachers - Handicraft	22	2	8	2	41	-	33	-
Plumbing	-	-	10	-	10	-	22	-
Printing Trade	31	-	15	-	15	-	28	4
Radio Servicing	51	-	50	-	50	-	57	2
Fire Brigade - In-Service Training	-	-	-	-	-	-	12	-
Teachers (Public School) - In-Service Preservice	57	92	77	133	62	120	140	198
Student Nurses	89	152	114	164	114	164	128	185
Chemists and Druggists	34	243	36	304	39	222	42	235
Sicknurses and Dispensers	5	5	5	5	9	4	7	3
Public Health Inspector	10	2	-	-	11	2	12	2
Tailoring	6	-	6	-	21	-	-	-
Shoemaking	12	-	12	-	12	-	13	-
Agricultural Mechanics	8	-	6	-	6	-	7	-
Farming	8	-	25	-	7	-	44	-
Lady Tracers	72	-	75	-	62	-	64	-
Meat Cutting Employees	-	-	-	-	-	-	-	27
Retail Meat Cutting	-	-	-	-	23	-	-	-
Elect. Corp. Employees	-	-	-	-	23	3	-	-
Special Course (Outboard Motor)	-	-	-	-	-	-	12	-
	-	-	-	-	-	-	18	-
Total	1,328	550	1,494	663	1,486	570	1,766	738

TABLE V(a)

NEW RATES OF WAGES IN VARIOUS UNDERTAKINGS RE-
SULTING FROM AGREEMENTS SIGNED WITH CERTAIN
UNIONS IN 1968

Company: WILLIAM FOGARTY LTD.
Union: Clerical and Commercial Workers Union.
Type of Workers covered: Certain employees of the company as given below.
Normal hours of work per week: Not Stated.
Date Signed: 27. 1. 68.
Effective Date: 27. 1. 68.
Duration: 1 yr. 5 mths.
Date of Expiry: 30. 6. 69.

Category Minimum salary effective from
1.7.67

(a) Shop Assistants & Office Staff

(i) with under 10 years' service

Age 14 and under 16 years	\$ 12.00	per week.
" 16 " " 18 "	\$ 16.00	" "
" 18 years and over	\$ 24.00	" "

(ii) After 10 years continuous Service.

Weekly paid staff	\$ 38.00	" "
Monthly paid Staff	\$165.00	per month

(b) Porters, Watchmen & Van Drivers.

(i) 18 yrs & over with under 10 years Service.

Porters)	\$ 24.00	per week
Watchmen)		
Van Drivers	\$ 26.00	" "

(ii) After 10 years' continuous Service.

Porters)	\$ 33.00	per week
Watchmen)		
Van Drivers	\$ 36.00	" "

Company:

Demerara Bauxite Co. Ltd.

Union:

Guyana Mine Workers' Union.

MEMBA Cont'd

Type of workers covered: All employees of the Company's general monthly payroll, excluding apprentices and students.

Normal hours of work per week: 40 .

Date Signed: 6. 2. 68.

Effective Date: 1. 2. 68.

Duration: 2 $\frac{1}{3}$ yrs.

Date of Expiry: 30. 4. 70.

<u>Category of Workers -</u>		<u>Salary Rate Effective</u>			
		<u>from</u>		<u>1. 5. 69.</u>	
<u>Males</u>		<u>1. 2. 68</u>			
<u>Salary Group</u>	<u>Typical Posts</u>	<u>Min.</u> \$	<u>Max.</u> \$	<u>Min.</u> \$	<u>Max.</u> \$
(I)	Mailman, Radiophone operator, Printing machine operator.)	202	248	211	258
(II)	Transport Clerk, Field Clerk, Posting Clerk, Requisition Clerk, Store-room Clerk,)	204	276	212	287
(III)	Asst. cost control clerk, Carding Clerk, Records clerk, meter reading clerk, data processing records clerk, time checker, time keeping clerk, tracer, village inspector.)	224	303	233	315
(IV)	Accts. clerk, cashier, personnel records clerk, cost control clerk, stationary inspector, accounting machine operator, shipping clerk, photographer's Assistant.)	244	330	254	313
(V)	Cost clerk, control clerk, computer operator, building estimator, stores clerk, job inspector, safety inspector, lubrication asst., review clerk, pure water plant technician)	264	357	275	371
(VI)	Draughtsman, Maintenance inspector, Programmer, Surveyor, Analytical technician, Instrument Technician, Work Planner.)	284	385	295	400

Females

(I)	Filing and records clerk, listing clerk, registration clerk, Telephone operator.)	125	167	130	173
(II)	Drawing clerk, Key punch operator, Typist)	149	202	155	210
(III)	Clerk/typist, employment statistics clerk, verifier key punch operator, Steno/typist.)	175	237	182	247
(IV)	Key punch verifier, stenographer)	202	273	210	284

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Company:

Wieting & Richter Ltd.

Union:

Clerical & Commercial Workers' Union.

Type of Workers covered:

All full-time permanent weekly and monthly paid employees, excluding managerial, executive, supervisory and confidential staff, accounts clerks and wharfingers.

Normal hours of work per week:

Office 38½ ; Factory 44 ; Watchmen 48.

Date Signed:

28. 3. 68

Effective date:

1. 4. 67.

Duration:

3 years.

Date of Expiry:

31. 3. 70.

<u>Category</u>	<u>Wage rate</u>
Juveniles at age 15	\$20.68 per week
" " " 16	\$21.56 " "
" " " 17	\$22.88 " "

Weekly paid employees over 18 yrs.

Watchmen

Minimum

Maximum

\$25.68 per wk. \$28.56 Pr. wk.

Packers and cleaners

\$22.00 " " \$24.64 " "

Group ' A ' ,

Jobs involving skilled work requiring apprenticeship or similar period of training, with normally three or more years subsequent experience of trade. Ability to use tools and operate fairly complex machinery. Generally little supervision except when undertaking highly skilled work. Typical posts are mechanic, Chief mixer D.B.F., Welder, Electrician, Carpenter, Painter and Turner.

\$36.08 " " \$40.04 " "

Group ' B ' ,

Jobs involving skilled work requiring apprenticeship or similar period of training with limited subsequent experience of trade. Ability to use tools and operate fairly complex machinery, some checking and clerical work, some responsibility for stocks, and working under supervision. Typical posts are forklift drivers, syrup room attendant, leading hands (Mill and Refinery and Bottling Plant), Boilermen, Greasers, Rapid Freeze operators, Assistant Mechanic, Assistant Mixer D.B.F., Tankmen, Assistant Electrician and Bakers.

\$32.56 " " \$36.08 " "

WIETING & RICHTER Cont'd

	<u>wage Rates</u>	
	<u>Minimum</u>	<u>Maximum</u>
<u>Category</u> <u>'Group C'</u> Jobs involving at least one year's training) and experience, some checking and clerical) work, use of tools and equipment. Some res) ponsibility for stocks and a limited amount) of cash. Typical posts are Drivers, Sales) men, Mill & Refinery hands, Asst. Rapid Fre) eze Operator, Water Treatment attendant,) Leading hands M.D. Junior mechanics and) Stores Assistants. M.E.D.)	\$29.48 pr. wk.	\$32.56 Per wk.

Group ' D '

Jobs of a routine nature but nevertheless) requiring some training and experience, in-) cluding familiarity with tools and equip-) ment, and involving some checking and cle-) rical work. Typical posts are Machine Atte-) ndant (Bottling Plant), Ovenmen/ Machine Op-) erators D.B.F., Grocery Assistant Checker,) Junior Stores Assistants M.E.D., Ice shop) Attendants (Branches and Trains).)	\$26.84 " " "	\$29.48 " " "
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Group ' E '

Jobs requiring no previous experience, in-) volving the use of the simplest tool and) equipment or simple checking and clerical) work. Very little training needed. (Some) workers in this group are paid a premium) rate because of exceptional working con-) ditions). Typical posts are Labourers,) messengers, grocery assistants, apprentice,) mechanics, sales girl D.B.F.)	\$24.20 " " "	\$26.84 " " "
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Monthly paid Employees

Group ' A '

Post : of a senior or highly specialised) nature, normally involving independent) arrangement of work, responsibility for) stock and cash, requiring initiative and) little or no supervision, may also include) responsibility and some supervision of) Groups 'B' and 'C' and requiring appropriate) qualification and/or experience. Typical) posts are Accounts clerk, Carpenter/Fore-) men, Cashier, Clerk-in-charge (cold storage) rooms), Custom Clerk, Grocery Supervisor,) Machine Operator (Accounts), Mechanic, Op-) erations clerk, partsmen, receiving and) Delivery clerk, salesman, Stenographer, Su-) pervisor, (a) bottling bond, (b) Packing) room, (c) Drinks Bond, Superintendent (Bot-) tling plant,) Syrup mixer, Van salesman,) Wharfinger Assistant.)	\$232.00 Per mth.	\$332.00 Per mth
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Group ' B '

Posts to some extent of a routine nature) but requiring training and experience and) may include some checking of work underta-) ken by juniors, and some responsibility) for stock and cash. Typical posts are)

WLETING & RICHTER Cont'd

<u>Category</u> <u>Group ' B ' Cont'd</u>	<u>Wage Rate</u>	
	<u>Minimum</u>	<u>Maximum</u>
Accounts Clerk, Baker/foreman, bond clerk, carpenter/foreman Asst., Checker, Cold room clerk, Collector Customs Clerk, Delivery Clerk (Packing room) foreman/packer, Ice delivery clerk (Ice Factory), Mechanic (General), receiving clerk, Reservations Clerk, salesman, sales supervisor, Stenographer, Stores clerk, syrup Mixer (Assistant), Typist/clerk and typist.	\$161.00 per mth.	\$231.00 per mth.

Group ' C '

Posts of a routine nature requiring supervision and limited experience or training and some responsibility for stock and cash. Typical posts are Accounts clerk, Asst. Bond Clerk, Cashier, Chauffeur, Chief Messenger, Collector, Customs Clerk, Customs Clearance Clerk, Delivery Clerk, Grocery Checker, Ice Delivery checker (packing room) Records Clerk, Watchman, Shipping Clerk, Stenographer, Stock Clerk, Switchboard operator, timekeeper, Typist & Typist/Switchboard operator.	\$115.00 " " "	\$160.00 " "
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Company:

J. P. Santos & Co. Ltd.

Unions:

Clerical and Commercial Workers' Union.

Type of Workers covered:

All full time permanent porters and drivers of the Provision Department and Grocery Staff of the Company with the exception of (1) Foremen, (2) Bond Supervisors, (3) All Supervisory staff (4) All employees who are covered by other unions.

Normal hours of work per week:

40 $\frac{3}{4}$

Date Signed:

30. 3. 68

Effective Date:

1. 1. 68

Duration:

1 yr. 11 mths.

Date of Expiry:

30. 11. 69

Category

Minimum wage rates effective from
12. 9. 67

On Probation

On Confirmation

Drivers)	\$28.00 per week	\$30.00 per week.
Checkers)		
Porters	\$22.00 " "	\$24.00 " "
Cleaners	—	\$15.00 " "

/...

Company: George Wimpey & Co. Ltd. - Caribbean Area

Union: The Guyana Labour Union.

Type of Workers covered: All hourly and weekly paid workers and clerical staff employed by the company in all construction work carried out in Guyana excepting work undertaken in the bauxite producing areas for the bauxite companies.

Normal hours of work per week: 44

Date Signed: 6. 4. 68.

Effective Date: 1. 1. 68

Duration: 2 yrs.

Date of Expiry: 31. 12. 69.

Category (Hourly paid workers) Wage Rate per hour, Effective from

	<u>1. 1. 68</u>	<u>1. 1. 69</u>
Blacksmith	.72	.76
Boilermaker	.72	.76
Carpenter	.72	.76
Sawyer	.64	.68
Chippers/Rivettters	.72	.76
Electricians	.72	.76
Steel Bender	.63	.67
Steel Fixer	.63	.67
Bricklayer (Furnace)	.76	.81
Bricklayer (Block)	.72	.76
Machinist (Turner)	.72	.76
Mason	.72	.76
Pipefitter/ Plumber	.72	.76
Millwright	.72	.76
Mechanic (Equipment)	.72	.76
Instrument Fitter	.76	.81
Rigger	.72	.76
Slinger	.68	.72
Steel Erector	.69	.73
Welder (Scrub)	.72	.76
Welder (coded)	.81	.86
Burner	.63	.67

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GEORGE WHIMPEY & CO. LTD. Cont'd

Category (Hourly paid workers) Wage Rate per hour, effectiv from

	<u>1. 1. 68</u>	<u>1. 1. 69</u>
Signwriter	.72	.76
Tinsmith	.72	.76
Insulator	.69	.73
Linesman/ Wireman	.70	.74
Painter	.69	.73
Lagger	.69	.73
Chainman	.61	.65
Labourer	.54	.57
Banksman	.59	.63
Plant Attendant	.59	.63
Greaser	.64	.68
Driver (a). (Car-Van-pick-up)	.66	.70
(b). Trucks (up to 10 tons)	.69	.73
(c). Trucks (up to 11 tons)	.72	.76
Crane Operator (a) up to 20 tons	.84	.89
(b) over 21 tons.	.95	\$1 .01
Roller Operator	.64	.68
Tractor (crawler/ earth moving; equipment operator)	.72	.76
Mixer Operator	.56	.59
Pile Driver Operator	.72	.76
Attendant Mate	.57	.60
Tractor Driver (wheeled)	.66	.70
Dumper Driver	.64	.68
Plater	.72	.76
Steel Fabricator	.72	.76
Scaffolder	.69	.73

Weekly paid workers

Wage Rate per Week

Storeman / Stores Clerk	\$26.50	\$28.00
Junior Storekeeper	\$23.50	\$25.00
Time keeper	\$28.50	\$30.50
Junior Timekeeper	\$23.50	\$25.00

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<u>Category</u>	<u>Weekly Paid workers</u>	<u>Wage rate per week</u>	
Clerk		\$28.50	\$30.50
Junior Clerk		\$23.50	\$25.00
Senior Clerk		\$42.50	\$45.00
Senior Clerk		\$46.50	\$49.00
Office Boy		\$16.00	\$17.00
Watchman		\$24.50	\$26.00
Plant Checker		\$28.50	\$30.50
Typist		\$28.50	\$30.50

Company: British Paints (Guyana) Ltd.

Union: Guyana Labour Union.

Type of Workers covered: All permanent employees of the company excluding directors, managers, supervisors, confidential staff, watchmen and gatemen.

Normal hours of work per week: 44

Date Signed: 6. 4. 68

Effective Date: 1. 1. 68

Duration: 2 yrs.

Date of Expiry: 31. 12. 69

<u>Occupation</u>	<u>Wage Rate effective from</u>
Vehicle Drivers	\$ 27.50 per week.
Machine Operators / Tinters	.60 " hour
<u>Tint Plant</u>	
Grade A - Machine Operators/) Solderers)	.55 " "
Grade B - Notching) Rolling) Putting on Handles) Other similar categories)	.52 " "
General Labourer-) Filling.) Labellers) Porters.) Pan Cleaning) Lidders) Packers) Yardmen)	.52 " "

Company:

Reynolds Guyana Mines Ltd.

Unions:

The Guyana Mine Workers Union.

Type of Workers Covered:

All regular employees of the company, who are members of the Industrial Union, working at or are assigned to the Everton and Kwakwani operations.

Normal hours of work per week:

40

Date Signed:

9. 4. 68

Effective Date:

1. 8. 67

Duration:

3 yrs.

Date of Expiry:

30. 6. 70

Category	Class	Revised Hourly Wage Rate at 1. 8. 67	Basic Hourly Wage Rate Effective from	
			1. 8. 67	1. 7. 69
Analyst Assistant	—	\$ 1.47	\$ 1.59	\$ 1.65
Analyst Assistant	Improver A	—	1.39	1.44
Barge Loader	—	—	1.32	1.37
Barge Unloader	—	—	1.25	1.30
Belt Picker	—	—	1.25	1.30
Bin Attendant	—	—	1.32	1.37
Blaster	—	—	1.39	1.44
Blacksmith	1	—	1.73	1.80
Blacksmith	Improver A	—	1.66	1.72
Blacksmith	Improver B	—	1.59	1.65
Blacksmith	Improver II	—	1.52	1.58
Blacksmith	Improver C	—	1.45	1.51
Blacksmith	Improver D	—	1.39	1.44
Carpenter	1	—	1.80	1.87
Carpenter	Improver A	—	1.73	1.80
Carpenter	Improver B	—	1.66	1.72
Carpenter	Improver II	—	1.59	1.65
Carpenter	Improver C	—	1.52	1.58
Carpenter	Improver D	—	1.45	1.51

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REYNOLDS (GUYANA) MINES LTD. Cont'd

Category	Class	Revised Hourly Wage Rate at 1. 8. 67.	Basic Hourly Wage Rate Effective from	
			1. 8. 67	1. 7. 69
Conveyor/Attendant	—	—	\$1.32	\$ 1.37
Compassman	—	—	1.32	1.37
Dock Hard Driller	—	—	1.25	1.30
Geological Driller	—	\$1.59	1.73	1.80
Geological Driller	Helper A	1.34	1.45	1.51
Geological Driller	Helper B	1.21	1.32	1.37
Geological Driller	(Solite)	—	1.52	1.58
Geological Driller	Helper	—	1.32	1.37
Mechanical Driller	1	—	1.59	1.65
Mechanical Driller	Learner A	—	1.52	1.58
Mechanical Driller	Learner II	—	1.45	1.51
Mechanical	Helper	—	1.32	1.37
Electrician	1	—	1.93	2.01
"	Improver A	—	1.86	1.94
"	" B	—	1.80	1.87
"	" II	—	1.73	1.80
"	" C	—	1.66	1.72
"	" D	—	1.59	1.65
"	" E	—	1.52	1.58
Fitter	1	—	1.93	2.01
"	Improver A	—	1.86	1.94
"	" B	—	1.80	1.87
"	" II	—	1.73	1.80
"	" C	—	1.66	1.72
"	" D	—	1.59	1.65
"	" E	—	1.52	1.58
Greaser	—	—	1.39	1.44
Handyman	1	—	1.52	1.58
"	II	—	1.45	1.51
Helper - Trade	1	—	1.39	1.44

REYNOLDS (GUYANA) MINES LTD Cont'd

Category	Class	Revised Hourly Wage Rate at 1. 8. 67	Basic Hourly Wage Rate Effective from	
			1. 8. 67	1. 7. 69
Helper - Trade	11	—	\$ 1.32	\$ 1.37
Hopper Attendant	—	—	1.32	1.37
Instrumentman	—	—	1.39	1.44
Issuer - Warehouse	1	—	1.45	1.51
" "	11	—	1.39	1.44
Jackhammer - Labourer	—	—	1.32	1.37
Labourer	—	—	1.25	1.30
" Sanitation - Everton	—	—	1.25	1.30
" " Kwakwani	—	\$1.21	1.32	1.37
" working in Ship Loading	—	1.21	1.32	1.37
" working as barge checker	—	1.21	1.32	1.37
Labourer - Probationary	—	—	1.17	1.22
" - Temporary	—	—	1.17	1.22
Line Cutter	—	—	1.25	1.30
Machinist	1	—	1.93	2.01
"	Improver A	—	1.86	1.94
"	" B	—	1.80	1.87
"	" 11	—	1.73	1.80
"	" C	—	1.66	1.72
"	" D	—	1.59	1.65
"	" E	—	1.52	1.58
Mason	1	—	1.80	1.87
"	Improver A	—	1.73	1.80
"	" B	—	1.66	1.72
"	" 11	—	1.59	1.65
"	" C	—	1.52	1.58
"	" D	—	1.45	1.51
"	" E	—	1.39	1.44
Mechanic	1	—	1.93	2.01
"	Improver A	—	1.86	1.94

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Category	Class	Revised Hourly Wage Rate at 1. 8. 67	Basic Hourly Wage Rate Effective from	
			1. 8. 67	1. 7. 69
Mechanic	Improver B	—	\$1.80	\$1.87
"	" ll	—	1.73	1.80
"	" C	—	1.66	1.72
"	" D	—	1.59	1.65
"	" E	—	1.52	1.58
Giler	—	—	1.32	1.37
Operator - Bulldozer D8, D9, Wheel - Loader	1	\$1.53	1.66	1.72
do.	ll	1.47	1.59	1.65
do.	Learner A	1.40	1.52	1.58
do.	" B	1.34	1.45	1.51
Operator - Bulldozer D4, D6	1	—	1.39	1.44
" " " "	Learner A	—	1.32	1.37
" - Calcining Kiln	—	—	1.80	1.87
" - Asst. Calcining Kiln	—	—	1.66	1.72
" - Crane or Derrick	1	—	1.66	1.72
" - " " "	ll	—	1.59	1.65
" - " " "	Learner A	—	1.52	1.58
" - " " "	" B	—	1.45	1.51
" - Crusher	—	—	1.39	1.44
" - Dart Truck or Euclid Big Truck	—	—	1.73	1.80
" - Euclid Truck and Loader	1	—	1.59	1.65
" - do.	ll	—	1.52	1.58
" - do.	Learner A	—	1.45	1.51
" - do.	" B	—	1.39	1.44
" - Excavator	1	—	1.86	1.94
" "	ll	—	1.80	1.87
" "	Learner A	—	1.73	1.80
" "	Learner B	—	1.66	1.72
" Bobcat	—	—	1.32	1.37

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REYNOLDS (GUYANA) MINES LTD (Cont'd)

Category	Class	Revised Hourly Wage Rate at 1. 8. 67.	Basic Hourly Wage Rate Effective From	
			1. 8. 67	1. 7. 69
Operator-Farm Tractor	---	\$ 1.28	\$ 1.39	\$ 1.44
Operator-Furnace	1(Old 11)	---	1.66	1.72
Operator-Furnace	11(Old 1)	---	1.59	1.65
Operator-Furnace	Learner	---	1.52	1.58
Operator-Grader	---	---	1.59	1.65
Operator-Heavy Equip- ment - Probationary	---	---	1.32	1.37
Operator-Jeep	---	---	1.32	1.37
Operator-Power House- Everton	1	1.53	1.66	1.72
Operator-Power House- Everton	11	1.47	1.59	1.65
Operator-Power House- Everton	Learner A	1.40	1.52	1.58
Operator-Power House- Kwakwani	1	1.47	1.59	1.65
Operator-Power House- Kwakwani	11	1.40	1.52	1.58
Operator-Pure Water Plant	---	---	1.52	1.58
Operator - Scraper	1	1.59	1.73	1.80
Operator - Scraper	11	1.53	1.66	1.72
Operator - Scraper	Learner A	1.47	1.59	1.65
Operator - Scraper	Learner B	1.40	1.52	1.58

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Category	Class	Revised Hourly Wage Rate at 1. 8. 67	Basic Hourly Wage Rate Effective from	
			1. 8. 67	1. 8. 69
Operator (Service Truck)	1	\$ 1.47	\$ 1.59	\$ 1.65
" (" ")	11	1.40	1.52	1.58
" (Steamjenny)	—	—	1.32	1.37
" Swimming pool (Attendant)	—	—	1.32	1.37
" Truck - 5 ton.	1	—	1.45	1.51
" " " "	Learner A	—	1.39	1.44
" " " "	" 11	—	1.32	1.37
" - Utility	1	—	1.93	2.01
" "	Learner A	—	1.86	1.94
" "	" B	—	1.80	1.87
" "	" 11	1.59	1.73	1.80
Painter - Brushman	—	—	1.32	1.37
" - Signwriter	—	1.34	1.45	1.51
" - Spray	—	1.34	1.45	1.51
Plumber	I	—	1.80	1.87
Plumber	Improver A	—	1.73	1.80
"	" B	—	1.66	1.72
"	" 11	—	1.59	1.65
"	" C	—	1.52	1.58
"	" D	—	1.45	1.51
"	" E	—	1.39	1.44
Sampler	—	—	1.39	1.44
Technician	—	—	1.93	2.01
Tool Room Attendant	—	—	1.32	1.37
Welder	1	—	1.80	1.87
"	Improver A	—	1.73	1.80
"	" B	—	1.66	1.72
"	" 11	—	1.59	1.65
"	" C	—	1.52	1.58
"	" D	—	1.45	1.51
"	" E	—	1.39	1.44

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Company: Demerara Foundry Co. Ltd.
Union: Guyana Labour Union.
 Type of Workers Covered: All permanent hourly paid employees of the company, excluding managerial, Supervisory & Clerical staff.
 Normal hours of work per week: 40 hrs.
 Date Signed: 10. 4. 68
 Effective Date: 1. 12. 67
 Duration: 2 yrs.
 Date of Expiry: 30. 11. 69

Grade of Workers

Increase effective from

	<u>1.12.67</u>	<u>1.12.68</u>
A	4 cents	2 cents
B	3 "	2 "
C	2½ "	2 "
D	2 "	1½ "

Company: Brown Betty Dairies Ltd.
Union: Clerical & Commercial Workers Union.
 Type of Workers covered: All employees of the company.
 Normal hours of work per week: Restaurant: 40³/₄ workers
 Factory Workers: 48.
 Date Signed: 11. 4. 68
 Effective Date: 1. 8. 67
 Duration: 3 yrs.
 Date of Expiry: 31. 7. 70.

Occupation

Wage Rate

Cashiers	\$27.50	per week
Waitresses	\$10.00 - \$12.00	" "
Cone Booth employees	\$14.00 - \$17.00	" "
Order Girls	\$10.00 - \$14.00	" "
Kitchen hands	\$10.00 - \$18.00	" "

BROWN BETTY Cont'd

<u>Occupation</u>	<u>Wage Rate</u>
<u>Factory Employees</u>	
Making popsicle	\$45.00 per week
Eskimo pie	\$43.00 " "
	\$39.00 " "
Ice Cream	\$33.00 " "
	\$28.00 " "
Driver	\$42.50 + \$28.00 commission
General Workers	\$17.00 - \$27.00 per week.

Company: Briana Manufacturing Co. Ltd.

Union: General Workers' Union.

Type of Workers covered: All employees of the Company

Normal hours of work per week: 44 for all employees excluding watchmen.

Date Signed: 20. 4. 68

Effective Date: 14. 4. 67

Duration: 2 yrs.

Date of Expiry: 14. 4. 69

<u>Occupation</u>	<u>Wage Rate</u>
Machinists	\$3.75 per day
Utility	4.28 " "
Trimmers	3.08 " "
Packers	3.08 " "
Markers	3.08 " "
Finishers	3.08 " "
Pressers	3.50 " "
Folders	3.50 " "
Final Presser	3.50 " "
Examiners	22.14 " week
Assorters	21.40 " "
Layers	20.36 " "
Cutters	27.07 " "

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BRIANA MANUFACTURING CO., Cont'd

<u>Occupation</u>	<u>Wage Rate</u>
Asst. Draftsman	\$ 24.61 per week
Tailor	30.76 " "
Sweepers	.42 $\frac{3}{4}$ " hour
Helical Spinner Operator	.40 $\frac{1}{4}$ " "
Helical Forming Operator	.40 $\frac{1}{4}$ " "
Porters	.44 $\frac{1}{4}$ " "

SUPPLEMENTARY

With effect from 14.4.67, supervisors and Senior Mechanics would receive an increase of 7% on previous rates.

Company: Demerara Bauxite Co. Ltd.
Unions: Guyana Mine Workers' Union.
Type of Workers covered: All hospital branch employees excluding students.
Normal hours of work per week: 40
Date Signed: 22. 4. 68
Effective Date: 18. 4. 68
Duration: 2 yrs.
Date of Expiry: 17. 7. 70

<u>Occupation</u>	<u>Salary per month effective from</u>			
	<u>18.4.68</u>		<u>18.4.69</u>	
<u>Males</u>	<u>Min.</u> \$	<u>Max.</u> \$	<u>Min.</u> \$	<u>Max.</u> \$
Group (1) Hospital Waiter	202	248	211	258
" (2) Handyman's Assistant) Hospital Attendant) Mosquito Controlman)	204	276	212	287
" (3) Dispenser's Assistant) Handyman) Mosquito Classifier)	224	303	233	315
" (4) Dispenser	244	330	254	343
" (5) Radiographer	264	357	275	371
<u>Females</u>				
Group (1) Filing Clerk) Telephone Operator)	125	167	130	173
" (2) Records Clerk) Typist)	149	202	155	210

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<u>DEMBA Cont'd</u> <u>OCCUPATION</u>		<u>Salary per month effective from</u>			
		<u>18.4.68</u>		<u>18.4.69</u>	
<u>Females</u>		<u>Min.</u>	<u>Max.</u>	<u>Min.</u>	<u>Max.</u>
		<u>₹</u>	<u>₹</u>	<u>₹</u>	<u>₹</u>
Group (3)	Nurse/First Aider) Radiographer's) Assistant) Staff Nurse) Steno/Typist)	175	237	182	247
" (4)	Nurse / Midwife	202	273	210	284
<u>Female Domestics</u>					
Group (1)	Laundress) Maid)	82	111	85	116
" (2)	Seamstress	111	150	115	156
" (3)	Head Seamstress	139	189	145	196

Company: T. U. C. Co-operative Housing Society Ltd.

Union: Guyana Amalgamated Building Trade Workers' Union.

Type of Workers covered: All employees who are members of the Union.

Normal hours of work per week: Not stated.

Date Signed: 23. 4. 68

Effective Date: Not stated.

Duration: Not stated.

Date of Expiry: For the duration of the T. U. C. Housing project.

<u>Catetory</u>	<u>Wage Rate Per Hour</u>	
	<u>A</u>	<u>B</u>
Labourers	55	-
Carpenters	80	75
Steel Benders	62	57
Masons	72	69
Painters	68	62
Mixer Operators	60	-
Joiners & Finishers	90	-
Plumbers	72	68
Electricians - uncertified	71	68

T.U.C. CO-OP HOUSING SOCIETY (Cont'd)

<u>Category</u>	<u>Wage Rate per hour</u>	
	A	B
Wood Machinist	72	68
Riggers/Splicers	71	68
Fitters	71	68
Welders	71	67
Burners	62	-
Steel Erectors	68	-
Crane Operators	82	-
Steel Fixers	62	57
Chairman	77	-

Company: De Caries Brothers Ltd.

Union: Clerical & Commercial Workers' Union.

Type of Workers covered: All full time permanent employees of the Company with the exception of Directors and Secretary of the Company, Senior Salesmen, accountant and Senior Stenographer.

Normal hours of work per week: Messengers 40

Date Signed: 23. 4. 68

Effective Date: 1. 1. 68

Duration: 2 yrs.

Date of Expiry: 31. 12. 69

The Company and the Union agreed to the payment of a minimum increase of 7% or at least \$10.00 on salaries and wages of all employees as at 31. 12. 67, with effect from 1. 1. 68 and to a further increase of 3% to deserving employees as from 1. 1. 69.

The minimum salary payable to an employee was fixed at \$100.00 per month.

Company: Sandbach Parker & Co. Ltd.

Union: Clerical & Commercial Workers' Union.

Type of Workers covered: All employees of the Company who are represented by the Union.

Normal hours of work per week: 39½ - 44.

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SANDBACH PARKER Cont'd.

Date Signed: 23. 4. 68
 Effective Date: 1. 4. 68
 Duration : 2 $\frac{3}{4}$ years
 Date of Expiry 31. 12. 70

<u>Grade & Designation</u>	<u>Salary Range Per month</u>	<u>Definition</u>
<u>Clerical Staff</u>		
Grade IV B	\$105.00 for 6 mths.	This is a learner's grade designed to accomodate school leavers (aged 17/18) who should not spend more than 6 mths. in it. Should have secured passes in at least English, Elementary Maths. and one other subject at G.C.E. O' Level or equivalent.
Grade IV	\$120 - \$183	This grade covers jobs which require the services of a Junior Clerk only.
Grade III	\$140 - \$306.50	This grade is intended to cover the majority of clerical tasks which require a clerk with a reasonable degree of training and sense of responsibility. All tasks are, however overlooked by either a Senior Clerk or Supervisor.
Grade II	\$260 - \$344	Senior Clerk grade. Jobs thus graded are of a responsible nature, calling for a fair amount of technical knowledge and initiative. May include immediate overlooking of the work of a small section of other clerks.
<u>Stenographer</u>		
Grade III	\$110 - \$138	This grade will accomodate new entrants with little or no commercial experience, who will be required to do simple copy typing with occasional dictation. Should have attended a secondary school and secured passes in the C.P. Examination or equivalents or have had at least a year's commercial training. On completion of 1 year's service, employees in this grade may apply to be regraded to Grade II B provided employees meet the requirements of that grade.
Grade II B	\$120 - \$190	Stenographers required to carry out copy typing mainly, but with some dictation as necessary for which they should have attained a standard in excess of 80 w.p.m. shorthand and 35 w.p.m. typing.
Grade II A	\$180 - \$244.50	Other stenographers undertaking more complicated forms of figure typing and frequent dictation with little supervision but duties still largely routine.
Grade I	\$196 - \$336	Fully trained secretaries or senior Stenographers with responsible or confidential duties. Capable of shorthand speeds in excess of 100 w.p.m.

<u>Grade & Designation</u>	<u>Salary Range Per Month</u>	<u>Definition</u>
<u>Stores Staff</u>		
Junior Storeman	\$100.00 under 18 yrs. of age	
Junior Storeman	\$110 - \$159	Covers new entry storeman who will be responsible to a storeman for location and issue of low value-intensive goods
Storeman	\$130 - \$241	Will be responsible for immediate overlooking of Junior Storeman or will be responsible for location, issue, etc, of value-intensive goods. Should have attended secondary school and secured passes at G.C.E. O' Level or equivalent. Responsible to a supervisor or manager.
Senior Storeman	\$220 - \$340	Responsible to a Supervisor or Manager for running a stores' section.
<u>Sales Staff</u>		
<u>Sales Clerk</u>		
Grade II	\$115.50 - \$245.00	General sales clerks doing routine work Should preferably have secured passes in the C.P. examination or equivalent.
Grade I	\$170.00 - \$299.50	General sales clerk doing routine work Should have secured passes in the G.C.E. O' Level or equivalent. Working without supervision. Responsible to supervisor or manager.
<u>Senior Sales Clerk</u>	\$220 - \$340	Senior sales clerks, fully trained, working with little or no supervision. May have charge of small staff.
<u>Electrical & Technical staff</u>		
Servicemen	\$140 - \$251	Trained and experienced servicemen working generally under little supervision and who have undergone some apprenticeship or some years of experience in the trade and have successfully completed some technical training. Capable of raising requisitions for replacement parts as necessary for jobs upon which they are working; require ability to read spare parts manuals.
Chargehands and Technicians	\$220 - \$364	Trained technicians performing relatively highly skilled work of a standard normally achieved only by apprenticeship, with considerable experience of trade and able to read and interpret complex drawings. Ability to work without detail supervision, may have charge of small staff on occasions. Will have secured appropriate degrees or certificates from a recognised institute or association. Capable of raising requisitions for replacement parts as necessary for jobs upon which they are working; requires ability to read spare parts manuals.

<u>Grade & Designation</u>	<u>Salary Range Per Month</u>	<u>Definition</u>
<u>Ground Hostess</u>		
Grade II	\$140 - \$176	Ground Hostesses, age 21 and over, working under supervision with object of obtaining all-round knowledge of job; 2 yrs. training programme. Should have attended a secondary school and have secured passes in C.P. Examination or equivalent, 80 w.p.m. shorthand, 40 w.p.m. typing.
Grade I	\$175 - \$319	Fully trained ground Hostesses working with little supervision, capable of performing ticketing and making reservations.
<u>Telephone Operator</u>		
Grade I	\$140 - \$232.50	Trained and experienced telephone operators capable of operating a company switchboard.
<u>Aircraft Despatcher</u>	\$180 - \$272.50	Experienced driver and aircraft marshal performing such duties as are required for the marshalling, attendance, discharge and dispatch of aircraft as well as normal chauffeur duties.
<u>Shipping Driver Attendant</u>	\$140 - \$182	Experienced drivers performing such chauffeuring duties as are required in the Shipping Division as well as Junior Departmental Clerical Duties.
<u>Improver Partsman</u>	\$115.00 for 12 months.	Partsman working under supervision with object of obtaining all-round knowledge of job within one year, should have attended secondary school and secured passes in Maths, English, and at least one other subject at G.C.E. O' Level or equivalent.
<u>Partsman</u>		
Grade II	\$130 - \$241	Experienced partsman, working under supervision, but responsible for location, indexing, issue and sale of agricultural, vehicular and machinery spare parts and accessories.
Grade I	\$220 - \$340	Fully trained and experienced partsman responsible to Supervisor or Manager for running of section including immediate overlooking of Grade II and Improver Partsman.

Weekly Staff

Porters, Packers, Messengers and Cleaners.)	\$26.00 - \$32.00 per week
Drivers including Chauffeurs	,	\$28.00 - \$36.60 " "
Weekly Servicemen	,	\$30.00 - \$39.00 " "
Heavy lorry Drivers and Tractor Drivers (2 tons & over))	\$ 5.00 per week premium on Drivers' rates.
Property Maintenance Crew		\$32.00 - \$42.00 per week

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SANDBACH PARKER Cont'd

Category

Weekly Staff

General Handyman

\$40.00 - \$50.00 per week

Number of persons covered - 283.

Company:

Bookers B. D. H. Ltd.

Union:

Clerical & Commercial Workers Union.

Type of Workers covered:

All full time employees of the company, excluding Directors, Managerial, Executive, Supervisory and confidential staff and weekly paid employees covered by other Unions.

Normal hours of work per week:

39 hrs.

Date Signed:

21. 5. 68

Effective Date:

1. 2. 68

Duration:

11 mths.

Date of Expiry:

31. 12. 68

Salary Per month

Category

Min.

Max.

Group A

Clerical and other posts of a senior or highly specialised nature, normally involving independent arrangement of work, requiring initiative and little or no supervision, may also include responsibility and some supervision of Groups 'B' and 'C' and requiring appropriate qualifications and experience. Typical posts are : Senior Maintenance Mechanic, Senior Bond Clerk and Asst. to Materials Controller.

\$211

\$300

Group B

Clerical posts to some extent of a routine nature, accounting machine operators requiring appropriate qualifications or at least three years on-the-job experience and little supervision and may include some checking of work undertaken by Juniors, Stenographers capable of writing shorthand at the rate of 100 - 120 w.p.m. and typing at the rate of 50 w.p.m) e.g. Maintenance Mechanic, Accounts, Costing, Billing & Shipping Clerks, Cashier, Quality control inspector, Laboratory technician, Senior machine Attendant, and outdoor salesman.

\$116

\$210

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BOOKERS B.D.H. Ltd. Cont'd

<u>Category</u>	<u>Salary Per Month</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Group C</u>		
Clerical post of a routine nature;) accounting machine operators with) less than three years experience and re-) quiring close supervision, Stenographers,) capable of writing shorthand at the rate) of 80 - 90 w.p.m. and typing at the rate) of 35 - 40 w.p.m. e.g. Clerk, Bond Clerk) Junior Shipping & Junior Billing Clerk,) Laboratory Assistant, Quality Control) Assistant, Stenographer and Batch Leaders.)	\$105	\$145

Company: Guyana Industrial Holdings

Union: The Clerical & Commercial Workers' Union

Type of Workers covered: All full time permanent employees of the company and its subsidiary - Guyana Stockfeeds Ltd - Excluding Directors, Foremen, Supervisors, Superintendents, Assistant Accountants, Assistant Secretaries, Assistant Managers, Secretaries, Accountants, Managers, Confidential Staff and employees covered by other unions.

Normal hours of work per week: 39

Date Signed: 21. 5. 68

Effective Date: 1. 10. 67

Duration: 1 1/2 years.

Date of Expiry: 31. 12. 68

<u>Category</u>	<u>Wage Rates</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Monthly Staff</u>		
<u>Group A</u>		
Senior Accounting Clerks) " Wages Clerk) " Customs Clerk) " Cashier) " Machine Operator)	\$211	\$300
Mechanic-in-charge) (Stockfeeds Plant)		
Senior Store-Keeper) " Copywriter)		
<u>Group B</u>		
Experienced Accounts Clerks) " Wages Clerks) " Customs Clerks) " Stenographers) " Copywriters)	\$146	\$210

GUYANA INDUSTRIAL HOLDINGS Cont'd

<u>Category</u>	<u>Wage Rates</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Monthly Staff</u>		
<u>Group C</u>		
Junior Accounts Clerk)	\$105	\$145
Sales Counter Clerks)		
Filing Clerks)		
Stenographers)		
Junior Copywriter)		
Collector / Messenger)		
<u>Weekly Staff</u>		
<u>Group C</u>		
Operators (Tyre Remould Plant))	\$ 31	\$ 35
Chauffeur / Messenger)		
<u>Group D</u>		
Trainee Operators (Tyre remould Plant))	\$ 27	\$ 31
<u>Group E</u>		
Messengers)	\$ 24	\$ 27
Porters)		
Watchman)		

Company: Shell Antilles and Guiana Ltd.

Union: The Clerical & Commercial Workers' Union.

Type of Workers covered: Depot Supervisors, Clerk, Operations Assistant, Main Products Assistant, packed products Assistants, Administration Assistant, Relief Assistant.

Normal hours of work per week: 44

Date Signed: 28. 5. 68

Effective Date: 1. 1. 68

Duration: 2 years.

Date of Expiry: 31. 12. 69

<u>Category</u>	<u>Wage Rate Per Month</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Group A</u>		
Depot Supervisor	\$320	\$440
<u>Group B</u>		
Clerk)	\$240	\$355
Operations Assistant)		
Main Products Assistant)		
Packed Products Assistant)		
Administration Assistant)		
Relief Assistant.)		/....

Company: Toolsie Persaud Ltd.
Union: The Guyana Labour Union.
Type of Workers covered: All employees of the company's quarry at St. Mary's, Essequibo River, excluding Supervisors, Clerks, and other office and monthly staff and those employees of the Marine Section.
Normal hours of work per week: Not Stated.
Date Signed: 12. 6. 68
Effective Date : 1. 1. 68
Duration: 3½ yrs.
Date of Expiry: 30. 6. 71

Category

Present Minimum Rates per hour

1. Quarry

- (i) Wagon Drill Operator \$.93¼
- (ii) Cat. D7 Bulldozer Op.)
Grade I) .75
- (iii) " " " Op.)
Grade II) .75
- (iv) Cat. 966 Traxcavator op.)
Grade I) .75
- (v) Heavyduty Mack Truck Drivers .75
- (vi) 38 B Face Shovel Operator 1.00

2. Stone Crushing & Screening Plant

- (i) Shift Op. (Charge Hand))
Grade I) .90
- (ii) " " (Charge Hand))
Grade II) .85
- (iii) Primary Crusher (Kue-Ken Op))
Grade I) .87½
- (iv) " " (Kue-Ken Op))
Grade II) .70
- (v) Stone Crusher Op/Attendant .66
- (vi) Screen Attendant (Sorting)
screen and conveyors) .66
- (vii) Screen Attendant (Scalping)
deck screen & Conveyors) .70
- (viii) Ferguson Operators .65
- (ix) Power Plant Attendant .70

TOOLSIE PERSAUD Cont'd

<u>Category</u>	<u>Present Minimum Rates Per Hour</u>
<u>Workshop and Maintenance</u>	
Grade A Mechanics	\$.75
Grade B Mechanics	.66
Electricians	
Welder	
Grade C Servicemen	.57
Burner/Fitter	
Electrician	
Welder	
General Labourer	.50

Company: Hubert Murray (Employers)
Union: General Workers' Union.
 Type of Workers Covered: All the employers workers in Guyana.
 Normal hours of work per week: 48
 Date Signed: 15. 6. 68
 Effective Date: 19. 10. 67
 Duration: 2 yrs.
 Date of Expiry: 19. 10. 69

The wages of all employees covered by this agreement who are on the regular payroll shall be increased by \$4.00.

The wages of watchmen throughout the life of this agreement shall be \$32.00 per week.

Company: Sprostons Limited.
Union: The Watchmen's Branch of the Guyana Labour Union.
 Type of workers covered: Visiting Guards, General Guards & Casual Guards.
 Normal hours of work per week: 48
 Date Signed: 26. 6. 68
 Effective Date: 1. 1. 68
 Duration: 2 yrs.
 Date of Expiry: 31. 12. 69

<u>Category</u>	<u>Wages for period 1. 1. 68 to 31. 12. 69</u>
Visiting Guards	\$160.00 per month.
General Guards	26.00 per week.
Casual Guards	4.33 per day.

Company: Confectionery (Guyana) Ltd.
Union: The Guyana Labour Union.
 Type of workers covered: All employees of the company excluding Directors, Executives, Supervisory, Foremen, Confidential and office staff, Watchmen, Gatemen, Drivers, Porters, Gardners and Janitors.
 Normal hours of work per week: 44
 Date Signed: 5. 7. 69

CONFECTIONERY (GUYANA) LTD. Cont'd

Effective Date: 19. 10. 67
 Duration: 2 yrs.
 Date of Expiry: 19. 10. 69

Employees receiving up to 35 cents per hour will receive 41 cents per hour
 " " " " 38 " " " " " 43 " " "
 " " " " 38 " " " " " an increase of
 7 cents per hour.

The above rates will be in force from 19th October, 1967, to 19th October, 1968.

All employees will receive an increase of 2 cents per hour from 19th October, 1968, which shall remain in force until 19th October, 1969.

Company: Sandbach Parker & Co. Ltd.
Union: The Guyana Labour Union.
 Type of workers covered: Security Guards of the Company
 Normal hours of work per week: 48
 Date Signed: 9. 7. 68
 Effective Date: 1. 7. 68
 Duration: 2 Yrs. 10 mths.
 Date of Expiry: 30. 4. 71

<u>Category</u>	<u>Wage Rate per week</u> <u>Effective from</u> <u>7.2.68</u>
Security Guards	\$26.00 - \$33.00

Company: Sandbach Parker & Co. Ltd.
Union: The Guyana Labour Union.
 Type of Workers covered: Hourly rated, weekly paid employees of the Company's service centre at Alexander Village.
 Normal Hours of work per week: 40 $\frac{1}{4}$
 Date Signed: 9. 7. 68
 Effective Date: 1. 7. 68

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SANDBACK PARKER (Cont'd)

Duration: 1 yr. 10 mth.

Date of Expiry: 30. 4. 70

Grade & Definition

Wage Rate Per Hour

Grade A Men performing highly skilled work of a standard normally achieved only by apprenticeship. Duties require ability to work without detailed supervision, use of initiative, non-routine work, able to read and interpret complex drawings, work to fine limits, considerable experience of trade. For example but not necessarily exclusively, highly skilled agricultural field service or automobile mechanics, auto-electricians, earth-moving equipment mechanics.

\$.97

Grade B Trained craftsmen performing skilled work which may require apprenticeship or several years experience of trade. Use of tools or operation of fairly complex machinery. Generally little supervision required except when undertaking highly technical work. For example but not necessarily exclusively, agricultural field service or automobile mechanics, welder/panel beaters, spray-painters, auto electricians, earth-moving equipment mechanics.

.80 - \$1. 34

Grade C Men with some experience, or men engaged on routine jobs requiring up to one year's training, involving the use of equipment or simple tools. For example but not necessarily exclusively, agricultural or automobile mechanics, welder/panel beaters, spray-painters, small engine mechanics.

.64 - .89

Porters / Cleaners

\$24.00 - \$26.50
per week.

Company:

Shell Antilles & Guyana Ltd.

Union:

Shipmasters, Deck and Engineer Officers' Association.

Type of Workers covered:

Masters, Mates, Chief, Second and Third Engineer.

Normal hours of work per week:

Not Stated.

Date Signed:

11. 7. 68

Effective Date:

11. 7. 68

Duration:

1 yr. 11 mths.

Date of Expiry:

15. 6. 70

SHELL ANTILLES LTD. Cont'd

<u>Occupation</u>	<u>Basic Salary effective from 15. 6. 68</u>	
	<u>Starting Salary</u>	<u>After Confirmation</u>
Master	\$472 per mth.	\$566 per mth.
Chief Engineer	413 " "	448 " "
Second Engineer	295 " "	319 " "
Mate	295 " "	319 " "
Third Engineer	215 " "	250 " "

Company: T. Geddes Grant Guyana Ltd.
Union: Clerical & Commercial Workers' Union.
Type of Workers covered: Clerical, sales & Junior Supervisory staff represented by the Union.
Normal hours of work per week: 38 $\frac{3}{4}$ - 41 $\frac{1}{2}$
Date Signed: 16. 7. 68
Effective Date: 1. 7. 68
Duration: 1 yr. 9 mths.
Date of Expiry: 31. 3. 70

<u>Category</u>	<u>Salary per month effective from 1. 10. 67</u>	
	<u>Min.</u>	<u>Max.</u>
Scale A Salesmen A III	\$415	\$515
A II	305	395
A I	160	289
Scale B Parts Salesmen, Clerks, Warehousemen, technicians, women, Stenographers, typists & A. M. Operators.		
B III	280	355
B II	200	260
B III	280	355

Company: Guyana Rice Development Co. Ltd.
Union: Man-Power Citizens' Association.
Type of Workers covered: Hourly, daily & weekly paid employees of the Company.

GUYANA RICE DEVELOPMENT CO. LTD. (Cont'd)

Normal hours of work per week: Not stated.
 Date Signed: 3. 8. 68
 Effective Date: 1. 5. 68
 Duration: 1 yr.
 Date of Expiry: 30. 4. 69

All employees of the Company would receive an increase of 24 cents per day in wages.

Company: Guyana Pawnbroking & Trading Co. Ltd.
Union: Clerical & Commercial Workers' Union.
 Type of Workers covered: All full time employees of the Company excluding managerial, executive & Supervisory staff, Secretaries, Stenographers and Confidential clerks.
 Normal hours of work per week: 40 $\frac{3}{4}$
 Date Signed: 6. 8. 68
 Effective Date: 1.12. 66
 Duration: 2 yrs.
 Date of Expiry: 1. 12. 68

The Company agreed to pay its employees an increase of 6% on present wages and salaries with effect from 1. 12. 66 and a further increase of 4% effective from 1. 12. 67.

<u>Category of employees</u>	<u>Minimum wages effective from</u> <u>1. 12. 66</u>
Employees under 16 years of age	\$ 13.00 per week
" 16 yrs. and under 18 yrs. of age	\$ 18.00 " "
" 18 yrs. of age and over	\$ 23.00 " "
Porters	\$ 22.00 " "
Monthly paid employees	\$100.00 " month.

Company: Shell Antilles and Guyanas' Ltd.
Union: General Workers' Union.
 Type of workers covered: On behalf of the company's weekly employees in Guyana.
 Normal hours of work per week: 44 from 24. 5. 68
 40 from 24. 11. 68
 Date Signed: 6. 8. 68
 Effective Date: 24. 5. 68

SHELL ANTILLES LTD. Cont'd

Duration: 2 yrs.
Date of Expiry: 24. 5. 70

<u>Category of Workers</u>	<u>Minimum rate per week</u>
Mechanic	\$46.60
Charge Hand / Warehouseman	39.45
Mechanic Helper	39.15
Road Tank Wagon Driver	
Shellane Driver / Serviceman	
Plant Attendant or Gateman	36.10
Road Tank Wagon Drivers Helper	
Shellane Driver/Serviceman's Helper.	
Watchman	30.30
Messenger	

Company: Bookers B.D.H. Ltd.

Union: Guyana Labour Union

Type of Workers covered: Office messengers & weekly paid employees of the Company's factory at La Penitence E. B. D. including lorry drivers & other employees in the delivery and receiving warehouses but excluding casual employees and those on probation.

Normal hours of work per week: Factory - 40
Messengers - 44

Date Signed: 9. 8. 68

Effective Date: 16. 2. 68

Duration: 2 yrs.

Date of Expiry: 15. 2. 70

Typical Posts Wage Rate per week

Males
Group A
Carpenters & Lorry drivers \$ 34.50

Group B
Asst. Carpenter. Line attendant, van driver, senior porter, customs-runner, porter/marker.) 29.50

Group C
Porter 24.75
Messenger 21.00

<u>Category</u>	<u>Wage rate per week</u>
<u>Typical Posts</u>	
<u>Females</u>	
Senior line Attendant	\$ 25.50
Line Attendant, Label Bond Attendant, Packer	21.00
Bottle Washer (hand), Sweeper	18.50
Cleaner	21.00

Company: Bank Breweries Ltd.
Union: General Workers' Union
Type of Workers covered: All employees in the Company's plant with the exception of monthly staff capable of reprimanding or recommending the dismissal of employees.
Normal hours of work per week: 42
Date Signed: 20/ 8/ 68
Effective Date: 1. 5. 68
Duration: 2 yrs.
Date of Expiry: 1. 5. 70

<u>Department & categories</u>	<u>Wage Rate per week</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Engineers</u>		
Chargehand	\$ 50.00	\$ 60.00
Grade I	43.50	49.00
" II	40.00	43.50
" III	35.00	40.00
<u>Cellars & Brewhouse</u>		
Chargehand	47.00	55.25
Grade I	42.00	46.60
" II	38.50	42.00
" III	34.00	38.50
<u>Bottling</u>		
Chargehand	45.50	55.25
Grade I	42.00	46.60
" II	38.00	41.50
" III	33.50	38.50

BANK BREWERIES LTD. Cont'd

Department & Categories

Wage Rate per week
Min. Max.

Shift Engineers

Chargehand	\$47.00	\$55.25
Grade I	42.00	46.60
" II	38.50	41.50
" III	33.50	38.50

Lift Operators

Senior Operator	41.50	44.00
Junior "	35.75	41.25
Senior Carpenters	40.50	44.50
Other "	35.00	40.00
Mason	33.50	39.50
Painter		

Stores

Asst. Storekeeper	38.00	42.00
Stores Messenger	32.00	36.50
Chauffeur	35.00	40.00
Watchmen	32.00	36.50
Senior Yardman	37.00	40.00
Other "	32.00	36.50
Maid	22.00	—
Casuals & Probationers	27.00	—

Company:

Letter 'T' Estates Ltd.

Union:

General Workers' Union.

Type of Workers covered:

Mechanics, Bulldozer Operators, Carpenters, Copra Dryer Operators, Cowhands, Labourers, Rangers, Tractor Operators, Watchmen and coconut pickers, Excludes Clerical & Supervisory staff, foremen and piece workers.

Normal hours of work per hour:

44

Date Signed:

28. 8. 68

Effective Date:

17. 1. 68

Duration:

2 yrs.

Date of Expiry:

16.1.70

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LETTER 'T' ESTATES Cont'd.

<u>Occupation</u>	<u>Wage Rate effective from</u> <u>1.1.68</u>
Mechanic	\$7.00 per day
Bulldozer Operator	5.75 " "
Tractor Operator	4.25 " "
" " (when operating bulldozer.)	4.75 " "
" " (Assistants)	4.10 " "
Carpenter/Labourer	4.25 " "
Copra Dryer Operators	4.10 " "
" " " (When working as labourers)	3.75 " "
Labourers	3.75 " "
Rangers (Senior)	21.00 per week
" Assistants)	20.00 " "
Cowhands (Senior)	21.00 " "
" (Assistants)	12.00 " "
Watchmen	21.00 " "
Coconut Diggers	.30 per 100
" Pickers (up to 4,000 nuts)	.60 " "
" " (Above 4,000 nuts)	.70 " "

Company: A. M. Fredericks

Union: Guyana Labour Union.

Type of Workers covered: Employees of the Company's crushing Plant Section.

Normal hours of work per week: 48

Date Signed: 2. 9. 68

Effective Date: 1. 9. 67

Duration: 3 yrs.

Date of Expiry: 31. 8. 70

<u>Category of worker</u>	<u>Wage Rate</u>	
	<u>Per hour</u>	<u>Per day</u>
Dragline Operator Grade I	\$.68 $\frac{3}{4}$	\$5.50
" " " II	.62 $\frac{1}{2}$	5.00
Plant " " I	.68 $\frac{3}{4}$	5.50
Plant " " II	.62 $\frac{1}{2}$	5.00
Electric Crane Operator	.56 $\frac{1}{4}$	4.50
Labourers	.50	4.00

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Company: A. M. Fredericks
Union: Guyana Labour Union.
 Type of Workers Covered: Employees of the Company's Marine Section.
 Normal hours of work per week: Approximately 5 day per round trip for Pontoon Captains.
 Approximately 2½ days per round trip for Tug crew members.
 Date Signed: 2. 9. 68
 Effective Date.: 1. 9. 67
 Duration : 3 yrs.
 Date of Expiry: 31. 8. 70

The parties agreed to a 5% increase for pontoon Captains and 2½% increase for tug crew members with effect from 1.9.67 and a further 5% increase for pontoon captains and 2½ % increase for tug crew members with effect from 1. 1. 69.

Company: Central Garage Ltd.
Union: Guyana Labour Union.
 Type of Workers covered: Permanent weekly paid workshop employees
 Normal hours of work per week; Not stated.
 Date Signed: 10. 9. 68
 Effective Date: 15. 7. 68
 Duration: 2 yrs.
 Date of Expiry: 14. 7. 70

<u>Category</u>	<u>Wate Rate Per week</u>
Grade A employees	\$46.00
" B "	42.00
" C "	35.00
" D "	28.00
Employees over 18 years	24.00 - Minimum.

Company: Bookers Stores Ltd.
Union: Clerical & Commercial Workers' Union.
 Type of Workers covered: All Full-time Permanent Supervisors
 Normal hours of work per week: 39 - 43
 Date Signed: 21. 9. 68

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BOOKERS STORES LTD Cont'd.

- 37 -

Effective Date: 1. 10. 67
Duration: 3 yrs.
Date of Expiry: 30. 9. 70

<u>Category</u>	<u>Salary per month</u>		<u>Annual Increment</u>
	<u>Min.</u>	<u>Max.</u>	
Group A	\$371	\$440	\$20.00
" B	\$311	\$370	\$17.50
" C	\$250	\$310	\$15.00

Company: International Aeradio (Caribbean) Ltd.
Union: Communication Workers' Union.
Type of Workers covered: Senior Radio Operator, Radio Operator, Teleprinter Operator, Senior Technician, Technician, Mechanic, Rigger, Driver/Attendant, Janitor.
Normal hours of work per week: 36 - 40½
Date Signed: 26. 9. 68
Effective Date: 1. 1. 68
Duration: 3 yrs.
Date of Expiry: 31. 12. 70

<u>Category</u>	<u>Monthly Wage Rates</u>	
	<u>Min.</u>	<u>Max.</u>
Senior Radio Operator	\$560	\$680
Radio Operator	\$335	\$555
Teleprinter Operator	\$230	\$470
Senior Technician	\$600	\$680
Technician	\$490	\$590
Mechanic	\$245	\$485
Rigger	\$325	\$525
Driver/Station Attendant	\$135	\$365
Janitor	\$120	\$270

Company: Esso Standard Oil, South America Ltd.
Union: The General Workers' Union.
Type of Workers covered: Mechanic, Drivers A and B, Mechanic Helper, Chargehand, Forklift and Tow Car Operator, Terminal Attendant, Watchman.
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ESSO STANDARD OIL, CO. LTD. Cont'd - 38 -

Normal hours of work per week: 44 (existing up to 23.11.68)
 40 (effective from 24.11.68)

Date Signed: 27. 9. 68

Effective Date: 1. 5. 68

Duration: 2 yrs.

Date of Expiry: 31. 4. 70

<u>Category</u>	Minimum weekly starting wage effective from 21.4.68	<u>Minimum weekly wage Rate</u>	
		Effective from 21.4.68	from 21.4.69
Mechanic	\$ 44.87	\$ 59.30	\$ 62.86
Driver A	41.97	50.27	53.29
" B	37.63	45.76	48.51
Mechanic Helper	37.63	42.13	44.66
Charge Hand	35.93	41.35	43.83
Forklift and Tow Car Operator	35.73	40.86	43.31
Terminal Attendant	34.73	40.32	42.74
Watchman	31.85	37.63	39.89

Company: Demerara Shirt & Garment Factory

Union: General Workers' Union.

Type of Workers covered: All full-time permanent employees of the Company excluding Directors, Secretary, Managers, Supervisors and Confidential Staff.

Normal hours of work per week: 44

Date Signed: 5. 10. 68

Effective Date: 17.1.68

Duration: 2 yrs.

Date of Expiry: 16. 1..70

It was agreed between the parties that the basic minimum wage shall be \$3.75 per day.

Company: H. B. Gajraj Ltd.

Union: General Workers' Union.

Type of Workers covered: All hourly, daily and weekly paid workers of the Company's motor garage work shop.

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H. B. GAGRAJ LTD. Cont'd

Normal hours of work per week: 44
 Date Signed: 7. 10. 68
 Effective Date: 5. 4. 68
 Duration: 2 yrs.
 Date of Expiry: 4. 4. 70

<u>Category</u>		<u>Wage Rate per day</u>
Mechanics	} Grade A	\$6.77
Electricians		
Body repairs/panel and welding etc.	} Grade B	5. 91
Painters		
	Grade C	3.60 - \$4.73

Company: Humphrey & Co. Ltd.
Union: Clerical & Commercial Workers' Union.
 Type of Workers covered: all full time permanent employees of the Co. excluding Directors, Secretary and Assistant Supervisory and clerical staff and watchmen.

Normal hours of work per week: Not stated.
 Date Signed: 12. 10. 68
 Effective Date: 1. 1. 68
 Duration: 3 years.
 Date of Expiry: 31. 12. 70

<u>Category</u>	<u>Salary per month.</u>	
	<u>Min.</u>	<u>Max.</u>
<u>Group A</u> Pledge Clerk, Book-keeper, Redemption Clerk, Stock-keeper and Senior Sales Clerk.	\$175	\$300
<u>Group B</u> Assistant Book-keeper Sales Clerk	\$150	\$250
<u>Group C</u> Messenger	\$ 24 per wk. \$ 34 per wk.	

Company: Correia's Esso Service Station.
Union: Guyana Labour Union.
 Type of Workers Covered: All employees of the Company.
 Normal hours of work per week: 43½ - 45
 Date Signed: 28. 10. 68

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CORREIA'S ESSO SERVICE STATION (Cont'd)^{40 -}

Effective Date: 1. 6. 67
 Duration: 2 yrs.
 Date of Expiry: 1. 6. 69

<u>Occupation</u>	<u>Wage Rate per week</u>
Supervisor	44.00 - \$46.00
Servicemen	34.00 - \$38.00
Senior Operator	30.00
Shift Operator	25.00
<u>Pump Attendants</u>	
(Pump Attendant, Shift Relief Operator)	\$24.00
<u>Boys</u> - 18 yrs. and over	21.00
16 yrs. but under 18 yrs.	15.00
14 yrs. but under 16 yrs.	13.20

Company: Boerasirie Water Commission
Union: General Workers' Union
 Type of Workers covered: All employees of the Company.
 Normal hours of work per week: 48.
 Date Signed: 9. 11. 68
 Effective Date: 9. 11. 68
 Duration: 2 yrs.
 Date of Expiry: 8. 11. 70

<u>Occupation</u>	<u>Wage Rates effective from</u> <u>1. 1. 67</u>
Cook / Motorman	\$ 62.38 per fortnight
Caretaker	51.88 " "
Foreman	4.37 per day
Labourer	3.97 " "
Messenger	3.97 " "
Night Attendant	3.97 " "
Day Attendant	3.97 " "

Company: Guyana Stockfeeds Ltd.
Unions: The Guyana Labour Union.
 Type of workers covered: Factory Workers and watchmen.
 Normal hours of work per week: Factory Workers 44.
 Watchmen 48.
 Date Signed: 12. 11. 68
 Effective Date: 1. 6. 68
 Duration: 2 yrs.
 Date of Expiry: 31. 5. 70

<u>Category</u>	<u>Wage Rates</u>
Drivers (forklift, Bulk Truck) Welder Serviceman	\$38.71 per week
Operator (piller mill, panel board, hammar mill)	32.89 " "
Labourer	5.34 per day
Sweeper	4.01 " "
Watchman	27.24 per week.

Company: S. S. Khouri Ltd.
Union: Clerical & Commercial Workers' Union
 Type of Workers covered: All full time permanent employees with the exception of Director, Manager, Secretary and Assistant Secretary.
 Normal hours of work per week: 40 $\frac{3}{4}$
 Date Signed: 14. 11. 68
 Effective Date: 1. 3. 68
 Duration: 2 $\frac{3}{4}$ yrs.
 Date of Expiry: 30. 12. 70

<u>Occupation</u>	<u>Wage Rate</u>	<u>Max.</u>	<u>Annual Increment</u>
	<u>Min.</u>		
Chief Clerks Sales Men Book Keepers Cashiers	\$ 150 pr. mth.	\$250	\$ 15
Junior Customs Clerk	\$30 per wk.	-	\$ 5 per wk.
" Sales Clerk	\$25 " "	-	\$ 2 " "
Porters "A"	\$25 " "	-	\$ 2 " "

S. S. KHOURI LTD (Cont'd)

<u>Occupation</u>	<u>Wage Rate</u>		<u>Annual Increase</u>
	<u>Min.</u>	<u>Max.</u>	
Porters 'B'	\$23 per wk.	-	\$2 per wk.

The general minimum wage is \$23.00 per week.

Company: Sprostons (Guyana) Ltd.

Union: Guyana Labour Union.

Type of Workers covered: All hourly paid employees:

Normal hours of work per week: 44

Date Signed: 14. 11. 68

Effective Date: 1. 9. 67

Duration: 2 yrs.

Date of Expiry: 31. 8. 69

Category Wage Rate per hour

Labourers (wharf and Bond)	}	.63
" (Hatch)		
Winch Drivers		.70
Forklift Truck Driver (Wismar)		.76
" " " (Georgetown)		.71
Labourers (working cargo on board the Pakera)		.83
Labourers (wharf loading Pakera)		.64

Company: Pasram's Broadway fashions.

Union: The Clerical and Commercial Workers' Union.

Type of Workers covered: Salesman, Typist, bookkeeper, Cashier, Chauffeur, Salesgirls, Porter, Cleaner, Cash boy, Watchman.

Normal hours of work per week: 40 $\frac{3}{4}$

Date Signed: 14. 11. 68

Effective Date: 7. 9. 68

Duration: 2 $\frac{1}{4}$ yrs.

Date of Expiry: 31. 12. 70

PASSAM'S BROADWAY FASHIONS (Cont'd)

<u>Occupation</u>	<u>Wage rate per week</u>
Outdoor Salesman (a)	\$ 45.00
" " (b)	33.00
Typist	28.00
Book-Keeper	28.00
Cashier	26.00
Chauffeur	25.50
Salesgirls (2)	23.00
Salesgirls (under eighteen)	15.50
Porter	23.00
Cleaner (under eighteen)	12.50
Cash Boy (under eighteen)	13.15
Watchmen (2)	23.75

Company: Demerara Tobacco Co. Ltd.

Union: The Guyana Labour Union.

Type of Workers covered: All male and female factory workers including watchmen, carpenter, driver and gardeners.

Normal hours of work per week: 40 hrs.

Date Signed: 14. 11. 68

Effective Date: 8. 6. 68

Duration: 2¹/₅ yrs.

Date of Expiry: 7. 8. 70

Category

Female Rates of pay

Base Rate Job Rate

Group I

Cleaners)	\$.75 per Hr.	\$.75 per hr.
Bundle Wrappers			
End Labelling and filling			
containers			

Group II

Packing Machine Feeders)	.75 " "	.76 ¹ / ₂ " "
Cigarette & Ripping Machine			
Minder			
Canteen Assistant			
Stemming Machine Crew			
Cigarette Selectors - Mak- ing Machine.)		

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DEMERARA TOBACCO CO. LTD. (Cont'd)

<u>Category</u>	<u>Base Rate</u>	<u>Job Rate</u>
<u>Female Rates of Pay</u>		
<u>Group III</u>		
Cellophane Machine Minder)	\$.75 per hr.	\$.84 per hr.
Packing Machine Minder)		

Male Rates of Pay

Group I

Cigarette Making Machine-)	.79 per hr.	.79 per hr.
Hopper Filler)		
Trolley & material man)		
packing.)		
General)		
Cutting Machine Fender)		

Group II

Gardeners)	.79 " "	.84½ " "
Leaf Blending Crew - P.M.D.)		
Driver)		
Packed Stock store room)		

Group III

Paste Room Man)	.79 " "	.91½ " "
Dryer & Cooler Crew)		

Group IV

Conditioning cylinder Minder)	.79 " "	.97½ " "
Cutting Machine Minder)		
Stem Rolling Machine Minder)		
BT 1 Parcelling Machine Minder)		

Group IV A

Wrapping Material Store - Keeper	.79 " "	.99½ " "
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Group V

No. 1 Blending Section P.M.D.)	.79 " "	1.02½ " "
Cigarette making machine Minder)		
and Filler Rod making machine)		
Minder.)		
Assistant Mechanic / Boiler-man)		
Dryer & Cooler No. 1)		
Carpenter.)		

Company: Catholic Hospital (Incorporated)

Union: Guyana Labour Union.

Type of Workers covered: All cooks, general kitchen workers, Ward maids & gate Guards.

Normal hours of work per week: Full time: 40 - 48
Part time: 20 - 24

Date Signed: 16. 11. 68

Effective Date: 30. 11. 66

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CATHOLIC HOSPITAL (Cont'd)

- 45 -

Duration: 2 yrs.
Date of Expiry: 29. 11. 68

Occupations:

Wage rate per week for period
30.11.66 to 29.11.68

	<u>Full Time</u>	<u>Part Time</u>
Cooks	\$ 20.00	\$10.00
General Kitchen Workers	14.00	7.00
Ward Maids	14.00	7.00
Gate Guards	24.00	Not Applicable

Company:

Bookers Shipping (Demerara) Ltd.

Union:

The Guyana Labour Union.

Type of Workers covered:

Permanent hourly paid employees of the Coastal Shipping Workshop

Normal hours of work per week:

44

Effective Date:

22. 8. 68.

Duration:

2 yrs.

Date of Expiry:

3. 10. 70

Wages

The hourly wage rates of permanent hourly paid employees would be increased by 9 ¢ per hour from and including 22.8.68 to 21.8.69.

The hourly wage rates at 21.8.69 of permanent hourly paid employees would be further increased by 3 ¢

Company:

The Royal Bank of Canada.

Union:

The Guyana Labour Union.

Type of workers covered:

Non - Clerical Employees

Normal hours of work per week:

45

Date Signed:

18. 11. 68

Effective Date:

1. 3. 68

Duration:

3 yrs.

Date of Expiry:

28. 2. 71.

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ROYAL BANK OF CANADA Cont'd.

<u>Occupation</u>	<u>Wage Rate per week</u>
<u>Group A</u>	
Head Messenger	}
Messenger	
Messenger/Chauffeur	
Messenger/Chauffeur/ Cleaner	
Messenger/Guard	
Messenger/Cleaner	
Janitor Cleaner	\$30.00
<u>Group B</u>	
Watchman	25.00
<u>Group C</u>	
Gardener (bank)	}
Gardener/Cleaner	
	24.00
<u>Group D</u>	
Maid	}
Maid / Cleaner	
Maid (female)	
	20.00

Company: R. M. Wight Ltd.

Union: The Clerical and Commercial Workers Union

Type of workers covered: Certain employees of the Company.

Normal hours of work per week: Not Stated.

Date Signed: 20. 11. 68

Effective Date: 1. 6. 68

Duration: 2 yrs.

Date of Expiry: 30. 5. 70

A 10% increase on wages of full time permanent employees represented by the company would be granted with effect from 1. 6. 68.

A further 7½% increase on existing wages of full time permanent employees would be granted with effect from 1. 6. 69. Barmen, watchmen and carpenters would receive a further 10% increase instead of 7½%.

Probationer shall receive \$22.88 per week and on conformation shall receive \$25.08 per week, effective from 1. 6. 68.

Company: Bookers Central Services Ltd.

Union: The Guyana Labour Union.

Type of workers covered: Members of the Company's Security Force.

BOOKERS CENTRAL SERVICES Cont'd.

Normal hours of work per week: 48 hrs.
 Date Signed: 21. 11. 68
 Effective Date; 1. 10. 68
 Duration: 2 yrs.
 Date of Expiry: 30. 9. 70

<u>Category:</u>	<u>Wage Rate</u>
Casual Employees	\$ 4.58 per day
Non permanent watchmen	27.96 per week.
Regular weekly paid employees on probation) 26.86 " "
Regular monthly paid employees.) 121.00 per month.

Company: G. Bettencourt and Co. Ltd.
Union: The Clerical and Commercial Workers Union.
 Type of workers covered: All employees of the Company.
 Normal hours of work per week: Not Stated.
 Date Signed: 26. 11. 68
 Effective Date: 17. 6. 68
 Duration: 2 yrs.
 Date of Expiry: 2. 6. 70

<u>Category</u>	<u>Minimum wage rates per week</u>
	<u>Effective from 17.6.68 to 16.6.69</u>
Employees 14 years and under 16 years.) \$ 12.00
Employees 16 years and under 18 years.) 17.00
Employees eighteen years and over.) 24.00
Supervisors.	40.00

Company: Continental Biscuit Co. Ltd.
Union: The Guyana Labour Union.

CONTINENTAL BISCUIT CO. LTD. Con Ltd

Type of Workers covered: All employees of the company excluding Members of the Managerial, Supervisory and Monthly paid staff, Members of the Bargaining unit and other Trade Unions recognised by the Company and also Casual Employees.

Normal hours of work per week: 44

Date Signed: 7. 12. 68

Effective Date: 1. 7. 68

Duration: 2 yrs.

Date of Expiry: 30. 6. 70

<u>Category</u>	<u>Weekly Wage Rate</u>	
	<u>Minimum</u>	<u>Maximum</u>
<u>Sales Department</u>		
Porter	\$ 28.00	\$ 32.20
"	26.00	29.90
Porters	22.00	25.30
Drivers	27.00	31.05
Truck Helpers	22.00	25.30
Salesman/Drivers	19.50	22.42
Loader/Helpers	21.00	24.15
Salesmen/Driver	23.76	27.32
Loader/Helper	20.79	23.91
<u>Packing Department</u>		
Packer (loose in tins)	22.00	25.30
" (" " ")	21.00	24.15
Labellers	19.50	22.42
Packers (packaging biscuits)	18.50	21.27
"	19.50	22.42
Weighers	28.50	32.77
Coverer	22.00	25.30
<u>Tins Department</u>		
Tin Porters	22.00	25.30
Solderers and Handymen	31.50	36.22
" " "	26.00	29.90
" " "	22.00	25.30
Porter	17.50	20.12
<u>Stores Department</u>		
Fork Lift Driver	30.00	34.50

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<u>Category</u>	<u>Weekly Wage Rate</u>	
	<u>Minimum</u>	<u>Maximum</u>
<u>Processing Department</u>		
Assistant Head Mixer	\$32.00	\$36.00
Mixers	28.50	32.77
Hopper men	28.50	32.77
Scrapman and Assist. to Machinist	24.00	27.60
Charwoman	21.00	24.15
<u>Gardeners</u>		
Gardener	27.50	31.62
Asst. to Gardener	22.00	25.30
<u>Watchmen</u>		
Gateman	26.00	29.90
Watchmen	25.00	28.75
<u>Stanleytown Depot</u>		
Driver	28.00	32.30
Salesmen/Drivers	21.00	24.15
Loader/Helpers	22.00	25.30
Porter	22.50	25.87
Watchman	25.00	28.75
Mechanic	25.00	28.75

Company:

Toolsie Persaud Ltd.

Union:

The Guyana Labour Union.

Type of workers covered:

Mate, Engineer, 2nd Engineer, Sailors, Dumb Barge Captain I, Dumb Barge Captain II, Craft Attendants.

Normal hours of work per week:

44

Date Signed:

31. 12. 68

Effective Date:

22. 12. 68

Duration :

3 yrs.

Date of Expiry:

21. 12. 71

<u>Category</u>	<u>Wage Rate Per Week</u>	
	<u>During Probation</u>	<u>After Probation</u>
Mate	\$ 33.00	\$ 36.00
Engineer	33.00	36.00
2nd Engineer	22.00	24.00
Sailors	22.00	24.00

TOOLSIE PERSAUD LTD. Cont'd

<u>Category</u>	<u>Wage Rate Per Week</u>	
	<u>During Probation</u>	<u>After Probation</u>
Dumb Barge Captain I	\$ 28.60	\$ 31.20
" " " II	30.80	33.60
Craft Attendants	28.60	31.20

Company: Bookers Stores Ltd.

Union: The Clerical & Commercial Workers' Union.

Type of Workers covered: All full time permanent employees of the Company, excluding Directors, Managerial & Supervisory Staff, Confidential Employees, Employees covered by other Unions & those of the N/A Branch.

Normal hours of work per week: 39 - 40³/₄

Date Signed: 17. 12. 68

Effective Date: 1. 7. 68

Duration: 3 yrs.

Date of Expiry: 30. 6. 71.

<u>Category</u>	<u>Salary per Month</u>	
	<u>Minimum</u>	<u>Maximum</u>
<u>Group A</u>		
Specialised & Technical Salesmen, Dispensers, Senior Accounting Machine Operators, Secretaries to heads of Depts., Senior Stenotypists, Senior Accounting, Costing, Wages, Stock Records, Customs, Bond Receiving and Dispatch Clerks, Senior Cashiers and Senior Clerks, Stocktaking team.	\$ 237.00	\$ 337.00
<u>Group B</u>		
Senior Sales Clerks, Assistant Dispensers, Senior Butchers, Experienced Accounting Machine Operators, Experienced Steno and Copy Typists, Experienced Accounts, Wages, Costing, Stock Records, Customs, Receiving, despatch, Bond and Analysis Clerks, Cashiers and Hire Purchase Collectors.	165.00	236.00
<u>Group C</u>		
Sales Clerks, Dark Room Assistants, Dispensary Assistants, Butchers, Junior Accounting Machine Operators, Junior Stenotypists, Copy Typists, Junior Accounts Clerks, Junior clerks engaged in receiving or despatching, stockroom clerks, junior customs clerk, customs runners, Junior Cashiers.	118.00	164.00

Bookers Stores Ltd Cont'd

Category

Wage rates per week

Weekly paid employees 18 years and over

Minimum

Maximum

Cleaners)
Soda Bar Kitchen Hands)

\$ 20.75 \$ 25.25

Group E

Truckers)
Porters)
Van Assistants)
Messengers)

27.00 31.00

Group D

Van Assistants who possess)
Drivers' Licences.)

31.00 34.75

Group C

Newly qualified Vehicle Mechanics, Panel)
beaters, welders, refrigeration Ser-)
vicemen, electricians, radio service-)
men, experienced craftsmen unable to)
undertake the full range of work in their)
particular field.)

34.75 39.25

Van Drivers, Truck Drivers, Fork Lift)
Truck Drivers.)

Group B

Experienced Vehicle Mechanics, Panel)
Beaters, Welders, refrigeration service-)
men, Electricians, radio servicemen,)
sign artists, spray painters, uphol-)
sterers, auto servicemen and auto elec-)
tricians.)

39.25 47.25

Group A

Highly skilled radio technicians, mecha-)
nics, electricians, etc.)

47.25 58.50

Weekly paid employees under 18 years

Employees 14 years of age

\$ 13.50

" 15 " " "

16.25

" 16 " " "

18.80

" 17 " " "

21.60

Amendments and omitted agreements for
Previous Years.

Agreed rates for Motor Transport Workers subsequent to agreement of 1967
agreed on 21. 5. 68.

Operators (Bus Drivers)

Wage Rates

Grade A	\$.79 $\frac{1}{2}$ per hr.	} 48 hrs. per wk.
" B	.69 " "	
" C	.57 $\frac{1}{2}$ " "	

Mechanics, Body Servicemen
Welders & Electricians

Special Grade	38.06 per wk.	} 44 hrs. per wk.
" A	37.18 " "	
" B	31.68 " "	
" C	30.36 " "	

Servicemen, Washmen,
Cleaners

Special Grade	.72 per hr.	} 44 hrs. per wk.
Grade A	.65 " "	
" B	.53 $\frac{1}{2}$ " "	

Company:

Demerara Tobacco Co. Ltd.

Union:

Guyana Labour Union.

Type of Workers covered:

Factory Workers.

Normal hours of work per week:

40

Date signed:

7. 1. 67

Effective Date:

8. 6. 66

Duration:

2 yrs.

Date of Expiry:

8. 6. 68

Category

Basic Rate Job Rate
Per hour

Females
Group 1

Cleaners	} \$.64	} \$.64
Bundle Wrappers		
Slide Cutting Machine Crew		
Packing Machine Feeders		
End Labelling & Filling 10 containers.		

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DEMERARA TOBACCO CO. LTD. (Cont'd)

Category

Females

Group 2

Cigarette Ripping Machine Minder
 Canteen Assistant
 Stemming Machine Crew
 Cigarette Selectors - Making
 Machine

Basic Rate Job Rate
 Per Hour

\$.64 \$.65½

Group 3

Quality Control - Making Department
 Cellophane Machine Minder

.64 .68½

Group 4

Packing Machine Minder

.64 .73

Males

Group 1

Trolley and Material Man Packing
 Cutting Machine Feeder
 Cigarette Making Machine Hopper Filler
 General

.68 .68

Group 2

Gardeners
 Leaf Blending Crew - P.M.O.

.68 .73½

Group 3

Paste Room Man
 Dryer & Cooler Crew

.68 .80½

Group 4

Conditioning cylinder Minder
 Cutting Machine Minder
 Stem Rolling Machine Minder
 B.T.I parcelling Machine Minder

.68 .86½

Group 4A

Wrapping Material Store-Keeper

.68 .88½

Group 5

Machine Making Minder
 No. 1 Blending Section - P.M.D.
 Assistant Mechanic/Boiler man
 Dryer & Cooler No. 1
 Carpenter
 Painter

.68 .91½

Company:

Taylor Woodrow International Ltd.

Union:

The Guyana Labour Union.

Type of Workers covered;

Certain employees of the Company

Date Signed:

Part of agreement signed on 7. 7. 67

Date of Expiry:

McKenzie 7. 7. 69; other areas 31.12.69

/.....

TAYLOR WOODROW (Cont'd)

The basic hourly wage rates for the Greater Georgetown Area as defined by the Central Planning and Housing Authority will be increased by from those shown in appendix 1A (of agreement signed on 7.7.67) by 6% with effect from 1. 1. 68 with consequential increases of 5% and 2½% effective from 3. 6. 68 and 1. 1. 69 respectively.

The new rates are as follows

Category	Basic hourly wage rate							
	Prior to 1. 1. 68		Effective From 1. 1. 68		Effective From 3. 6. 68		Effective From 1. 1. 69	
	A	B	A	B	A	B	A	B
Labourer	51	-	54	-	57	-	58	-
Carpenter	68	65	72	69	75	72	77	74
Carpenter Learner	53	-	56	-	59	-	60	-
Steel Bender	59	54	63	57	65	60	67	61
Mason	68	65	72	69	75	72	77	74
Painter	65	69	69	63	72	65	74	67
Mixer Operator	53	-	56	-	59	-	60	-
Pump Attendant	53	-	56	-	59	-	60	-
Joiners	68	65	72	69	75	72	77	74
Plumber	68	65	72	69	75	72	77	74
Elect Un/cert	68	65	72	69	75	72	77	74
Wood Machinist	68	65	72	69	75	72	77	74
Riggers / Splicers	68	65	72	69	75	72	77	74
Fitters	68	65	72	69	75	72	77	74
Welders	68	64	72	68	75	71	77	73
Burners	59	-	63	-	65	-	67	-
Steel Erectors	65	-	69	-	72	-	74	-
Seafolders	65	-	69	-	72	-	74	-
Crane Operators	79	65	84	69	88	72	90	74
Steel Fixers	59	54	63	57	65	60	67	61
Drivers General	60	-	64	-	67	-	68	-
Drivers Dumper (Site only)	53	-	56	-	59	-	60	-
Mechanics	69	-	73	-	77	-	78	-

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TABLE V (b)

Rates of Wages and Normal Hours of Work

at 31st December, 1968

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	Remarks	
1. <u>Sugar Industry</u>				
<u>"Able-bodied" Field Time Workers</u>				
<u>Males</u>	<u>Per day</u>			
Adults	\$3.90	8 hours per day	These are minimum daily rates fixed by Agreement.	
Young Persons (16-18)	3.00			
Young Persons (under 16) }	2.70			
<u>Females</u>				
Adults	3.00			
Young Persons (16-18)	2.37			
Young Persons (Under 16) }	2.16			
<u>Factory Workers</u>	<u>Per Hour</u>			
Male Unskilled	48.8 ¢	8 hours per day 48 hours per week	These are minimum hourly rates fixed by Agreement. Rates for overtime are paid in accordance with the Factories Ordinance.	
Male (16-18)	37.5 ¢			
Male (Under 16)	33.8 ¢			
II. <u>Waterfront Workers</u>	<u>Per Day</u>			
Women	\$4.34	8 hours per day	These are basic daily rates for an 8 hour day fixed by Agreement. Special rates are paid for overtime work.	
Truckers	5.74			
Ordinary Packers	5.94			
Sugar Packers	6.68			
Stevedores	7.72			
Winchmen and Leading Hands }	8.10			
III. <u>Mining</u>				
(1) <u>Bauxite Industry</u>				
Demerara Bauxite Co. Ltd.	<u>Per Hour</u>			
Unskilled Labourer	1.25	8 hours per day, 40 hrs. per week. Shift work is carried on.	These hourly rates are fixed by Agreement. Special rates are paid for overtime work.	
Carpenter - Journeyman	1.80			
Carpenter - Learner	1.32			

INDUSTRY	Wages or Rates of Pay	Normal Hours of work	Remarks
111. <u>Mining (Cont'd)</u>			
<u>Demerara Bauxite Co. Ltd.</u>	<u>Per Hour</u>		
Mason - Journeyman	\$1.65		
Mason - Learner	1.32	8 hours per day.	These hourly rates are fixed by Agreement. Special rates are paid for overtime work.
Electrician - Journeyman	1.93	40 hours per week.	
Electrician - Learner	1.32		
Welder - Journeyman	1.80	Shift work is carried on	
Welder - Learner	1.32		
Mechanic - Journeyman	1.93		
Mechanic - Learner	1.32		
(ii) <u>Reynolds Metal Co.</u>			
Unskilled Labourer	\$1.25		
Carpenter - Journeyman	1.80		
Carpenter - Improver	1.45-1.73	8 hours per day.	These hourly rates are fixed by Agreement.
Mason - Journeyman	1.80		
Mason - Improver	1.39-1.73	40 hours per week.	Special rates are paid for overtime work.
Electrician - Journeyman	1.93	Shift work is carried on.	
Electrician - Improver	1.52-1.86		
Welder - Journeyman	1.80		
Welder - Improver	1.39-1.73		
Mechanic - Journeyman	1.93		
Mechanic - Improver	1.52-1.86		
(iii) <u>Manganese Industry</u>			
General Labourer	\$.95		
Electrician Class I	1.22		
Electrician Class II	1.06		
Fitter Class I	1.22		
Fitter Class II	1.06		
Welder Class I	1.18	8 hours per day.	These rates are fixed by Agreement.
Welder Class II	1.04	48 hours per week.	
Blacksmith Class I	1.18		
Blacksmith Class II	1.04		
Carpenter Class I	1.18		
Carpenter Class II	1.04		
Plumber Class I	1.18		
Plumber Class II	1.09		
Mason Class I	1.22		
Mason Class II	1.14		

INDUSTRY	Wages or Rates of Pay	Normal hours of work	Remarks
IV. <u>Building Trade</u>			
<u>Categories</u>	<u>Per Hour</u>		
Carpenters			
Masons			
Joiners			
Plumbers			
Electrician (Uncertified)			
Wood Machinist			
Riggers			
Fitters			
Grade A	\$.68		
Grade B	.65		
<u>Steel Benders</u>			
Grade A	.59		
Grade B	.54		
<u>Welders</u>		8 hours per day.	
Grade A	.68		
Grade B	.64	45 hours per week.	
<u>Painters</u>			
Grade A	.65		
Grade B	.59		
<u>Crane Operators</u>			
Grade A	.79		
Grade B	.65		
<u>Steel Fixers</u>			
Grade A	.65		
Grade B	.64		
<u>Steel Erectors and Scaffolders</u>			
Burners	.59		
Labourers	.51		
Mixer Operators	.59		
V. <u>Commercial Undertakings</u>			
(a) Urban Areas			
(b) Rural Areas			
<u>Cash Boy</u>	<u>Weekly Rate</u>		
Under 16 years	(a) (b) \$ 10.00 \$ 8.00		
16 years and under 18 years	12.50 10.00		
18 years and over	21.00 17.75		

These are agreed rates between the Employers' Association and the union representing these types of workers. The prescribed minimum rates are much lower.

INDUSTRY	Wages or Rates of Pay	Normal Hours of work.	Remarks
<p>V. <u>Commercial Undertakings</u> (Cont'd.)</p> <p><u>Clerks</u> Under 16 years 16 years and under 18 yrs. 18 years and over</p> <p><u>Porters</u> Under 16 years 16 yrs. and under 18 yrs. 18 years and over</p> <p>Unskilled Female Workers not employed in any of the above-mentioned categories of work. :</p>	<p><u>Weekly Rates</u> (a) (b) \$ \$</p> <p>10.00 8.00 12.50 10.00 21.00 17.75</p> <p><u>Hourly Rate</u> 32.5¢ 26.5¢</p>	<p>7¼ hours per day. 40¾ hours per week.</p>	<p>These rates are the minimum rates of wages prescribed by law. They apply to employees in drug stores, dry goods stores, groceries and hardware stores. The hours of work are also prescribed by law.</p>
<p>VI. <u>Clothing Industry</u></p> <p>Tailor Cutter Assistant Cutter Assorter Examiner Layer</p> <p>Pressers and Finishers Machinists Semi-skilled workers Trainee Machinist</p>	<p><u>Per Week</u> \$ 25.00 22.00 20.00 20.00 16.50 15.00</p> <p><u>Per Day</u> \$3.00 3.00 2.50 1.86</p>	<p>8 hours per day 45 hours per week.</p>	<p>These rates are the minimum weekly and daily rates of wages prescribed by law.</p>
<p>VII. <u>Cinemas</u></p> <p><u>Urban Areas</u> (a) Group 'A' Cinema (b) Group 'B' Cinema</p> <p><u>Operators</u> Trainee</p> <p><u>General Staff</u> Under 18 years 18 years and over</p>	<p><u>Weekly Rates</u> (a) (b) \$ \$</p> <p>25.00 20.00</p> <p>13.20 13.20 17.00 17.00</p>	<p>45 hours per week. 48 hours per week.</p>	<p>These rates are the minimum weekly rates of wages prescribed by law. The hours of work are also prescribed by law.</p>

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work.	Remarks
	<u>Weekly Rates</u>		
<u>Cashiers</u>	(a) \$17.00 (b) \$10.80	(a) 48 hrs. per week. (b) 20 Hrs. per week.	
<u>Clerical Assistants</u>	17.00 17.00	45 hours per week.	
<u>Guard</u>	17.00 17.00	60 hours per week.	
<u>Rural Areas</u>			
<u>Operators</u>	<u>Per Hour</u>		
First	\$.44		
Trainee	.40		
<u>General Staff</u>			
Under 18 years	.24	These vary from cinema to cinema but do not usually exceed 48 hrs. per week.	These rates are the minimum hourly rates of wages prescribed by law.
18 years and over	.38		
Cashier	.42		
<u>Clerical Assistants</u>	.40		
<u>Guard</u>	.30		
<u>VIII. Rice Industry</u>			
<u>G. Rice Development Co.</u>			
<u>Mill Workers</u>	<u>Per hour</u>		
Leading hands	58.1 - 89.6		
Men	53.0 - 63.0		
Boys 14 - 15	38.5		
15 - 17	40.3		
17 - 18	44.5		
Baggers	57.1		
Assistant Baggers	53.0		

Note:

1966 Group A Cinema means any cinema in Georgetown North of Sussex Street and in McKenzie on the right Bank of the Demerara River which usually exhibits motion pictures not including Indian, Chinese or Advertising films for the first time.

Group B Cinema means any cinema in the Town of New Amsterdam and in the City of Georgetown South of Sussex Street.

Industry	Wages or Rates of Pay	Normal Hours of Work	Remarks	
<u>Operators (Tractor and Combine)</u>				
	<u>Per Hour</u>			
Class A	81.7¢	8 Hours per day.	These rates are hourly rates of wages fixed by Agreement.	
Class B	75.9	48 hours per week.		
Class C	70.2			
Operators (Bulldozers)	75.9			
Carpenters	65.9			
<u>Unskilled Labourers</u>				
Men	53.0			
Boys	44.5			
<u>IX. Motor Transport</u>				
<u>Bus Drivers</u>				
	<u>Per Hour</u>			
Grade A	\$.79½	48 hours per week		
Grade B	.69			
Grade C	.57½			
<u>Mechanics</u>				
Grade A	.84½	44 Hours per week	These are hourly rates paid by Agreement to the employees of one Large Motor Transport Company.	
Grade B	.72			
Grade C	.69			
<u>Servicemen</u>				
Grade A	.65	44 hours per week		
Grade B	.53½			
<u>X. Metal Workshops in</u>				
<u>Founderies</u>				
	<u>Effective at</u>			
	31.12.68			
<u>Tradesmen</u>				
	<u>Per Hour</u>			
Grade A	\$.93			
Grade B	.89			
Grade C	.80			
<u>Improvers</u>				
Grade A	.73	8 hours per day.	These rates are hourly rates paid by Agreement to the employees of one of the largest establishments of this type.	
Grade B	.71	40 Hours per week.		
Grade C	.68			
Unskilled Labourer	.63			
<u>Apprentices</u>				
First Year	.29			
Second Year	.34			

INDUSTRY	Wages or Rates of Pay	Normal hours of work	REMARKS
<u>Apprentices</u> (Cont'd)	<u>Per Hour</u>		
Third Year	\$.40		
Fourth Year	.50		
Fifth Year	.63		
XI. <u>Match Manufacturing</u>	<u>Per Day</u>		
Veneer Peeling Assistants			
Bunchers			
Dipping Assistants			
Case Making Assistants	\$3.46		
Paste Boy (Makes paste and delivers to machine)			
Carriage Distributor			
Carriage Distributor (also checks tags on frame fillers)			
Splints Driers			
Veneer Peeling Machine	\$3.71		
operators also 2nd Man			
(over 18) on Box Veneer			
Peeler only			
Junior Mechanics (Engineer Workshop)		8 hours per day	
Splint Chopper	\$4.00		These rates are fixed by Agreement.
Head Case Maker		48 hours per week	
Porters			
Assistant Head Porter	\$4.20		
Small Saw Operator (Case Making)			
Chief Veneer Peeler Operator	\$4.45		
Junior Assistant Compounder			
Engine Driver (Main Steam Engine)			
Chauffeur			
Assistant Compounder			
Fireman	\$4.75		
Main Saw Operator (Case Making)			
Head Porter			
Boat Captain	\$4.94		

T A B L E V I

AVERAGE EARNINGS AND AVERAGE WORKING TIME PER WEEK
IN CERTAIN OCCUPATIONS DURING 1967 AND 1968

INDUSTRY AND OCCUPATION	MALES				FEMALES					
	Earnings		Working Time		Earnings		Working Time			
	1967	1968	1967	1968	1967	1968	1967	1968		
	\$	¢	\$	¢	Days	Days	\$	¢	Days	Days
<u>Sugar</u> Field Workers										
Resident and Non-Resident Piece Workers	28.14	26.65	4.45	4.25	13.56	13.43	4.10	4.01		
Resident and Non-Resident Time Workers	23.56	23.38	4.90	4.75	11.65	12.26	4.34	4.34		
Young Persons	13.01	12.19	4.61	4.28	10.54	11.07	4.11	4.39		
<u>Sugar</u> Factory Time Workers										
Skilled Workers	36.29	36.52	6.55	6.25	-	-	-	-		
Semi-skilled Workers	30.37	28.59	6.36	6.00	-	-	-	-		
Unskilled Workers	27.29	26.48	6.28	6.04	15.61	15.67	5.40	5.32		
Young Persons	14.60	14.23	5.68	5.59	-	-	-	-		
				Hrs.				Hrs.		Hrs.
<u>Guyana Rice Development Company</u>										
Mahaicony	26.07	34.30	43.78	52.16	19.82	24.23	37.87	45.28		
Anna Regina	22.05	30.50	41.15	55.65	16.63	18.77	40.10	42.26		

N. B.:

Figures of earnings exclude Holidays with Pay, Annual Production Bonuses, Retrospective pay and the Once-for-all-Bonus.

For the purposes of this Table, Resident and Non-Resident piece workers include:-

Resident and non-resident workers (Piece)
Cutting and loading workers.
Field Mechanical equipment operators (Piece)

Resident and Non-resident time workers include :-

Resident and Non-resident workers (Time)
Non-able-bodied workers.
Field mechanical equipment operators (Time)

Figures of earnings for skilled, semi-skilled and unskilled time workers in factories are not averages of the entire groups of these type of workers, since these three types of piece workers are grouped together. Notwithstanding this, however, these figures represent groups which are large enough to be indicative of the level of earnings of the respective categories.

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
<p>XI. <u>Match Manufacturing</u> (Cont'd)</p> <p><u>Per day</u></p> <p>Assistant Carpenter \$5.19</p> <p>Watchmen \$3.28</p> <p><u>Female (over 18)</u></p> <p>Sanding Machine Assts.) Box " ") Labelling " ") Grossing apprentices) Sanding Machine Opera-) tor) Office Cleaner) Box Machinists) Labelling Machine) Operator)</p>	<p>\$2.75</p> <p>\$3.00</p>		
<p>XII. <u>Government</u></p> <p><u>Per day</u></p> <p>Unskilled \$4.00</p> <p>Semi-skilled: Class II 4.32 Class I 4.64</p> <p>Tradesmen: Skilled - Class II 5.04 Class I 5.36</p> <p>Tradesmen: Special Grade-Class II 5.76 Special Grade-Class I 6.08</p> <p>Females Unskilled 3.20</p> <p><u>Per week</u></p> <p>Watchmen \$22.88</p>		<p>48 hours per week.</p> <p>44 hours per week.</p>	<p>These are the daily rates paid by Agreement to employees in Various Government Departments.</p>

T A B L E VII(a)

URBAN CONSUMER PRICE INDICES FOR 1967 & 1968

(1956 = 100)

YEAR	MONTH											
	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1967	120.7	121.5	120.8	120.8	120.7	121.4	122.9	123.5	123.4	122.7	122.9	123.6
1968	126.1	125.7	125.8	124.8	125.4	125.3	125.7	126.8	126.4	126.4	125.6	126.1

RURAL CONSUMER PRICE INDICES FOR 1967 & 1968

(1956 = 100)

YEAR	QUARTER			
	MARCH	JUNE	SEPTEMBER	DECEMBER
1967	115.7	116.6	118.6	121.1
1968	121.7	121.2	121.7	122.3

COMBINED PRICE INDICES FOR GUYANA FOR 1967 & 1968

(1956 = 100)

YEAR	QUARTER			
	MARCH	JUNE	SEPTEMBER	DECEMBER
1967	117.2	118.0	120.0	121.9
1968	122.9	122.4	123.1	123.4

N.B. Prepared by the Statistical Bureau.

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TABLE VII (b)

URBAN RETAIL PRICES OF SELECTED ITEMS

1956 & 1966 - 1968

ITEMS	UNIT	1956	1966	1967	1968
<u>MEAT AND FISH</u>					
Steak (Ribs)	Per lb.	41.0	57.8	61.9	63.1
Beef (Pickled)	"	55.2	87.2	86.7	77.3
Fish (Salt) (Pallock)	"	37.6	59.0	62.4	65.4
Pigtails	"	62.1	90.7	79.5	50.3
Pork (Fresh)	"	64.0	80.0	78.7	79.4
Sardines	Per tin	16.6	16.1	16.4	17.9
<u>VEGETABLES</u>					
Cassava	Per lb.	7.4	7.0	10.0	11.8
Eddoes	"	7.1	12.8	10.2	12.1
Onions	"	18.2	18.9	20.4	22.9
Peas (Black Eye)	"	25.6	30.2	34.8	42.0
Plantains	"	8.5	7.5	7.0	11.3
Potatoes (English)	"	8.2	17.9	16.6	15.5
Potatoes (Sweet)	"	12.2	17.6	18.1	18.8
Tannias	"	14.4	13.7	12.4	14.3
Yams	"	13.9	23.8	24.3	24.5
Peas (Split)	"	19.7	17.3	17.5	19.3
<u>OTHER ITEMS</u>					
Barley	Per lb.	19.0	16.9	17.5	18.6
Bread	"	17.5	23.3	22.4	26.3
Butter (Cooking)	"	105.3	110.6	111.6	105.3
Butter (Fresh)	"	118.1	121.6	121.6	122.8
Cheese	"	77.2	87.2	88.0	88.8
Coconut oil (Deodorised)	Per pt.	32.0	37.1	37.1	37.1
Coffee (Ground)	Per lb.	126.2	114.8	114.8	114.8
Eggs	Each	10.2	8.4	8.4	9.4
Flour (Extra)	Per lb.	10.2	12.8	12.9	14.7
Milk (Condensed)	Per tin	28.2	32.4	32.4	33.0
Oat Flakes (loose)	Per lb.	19.6	-	-	-
Rice (Brown A)	Per gal.	80.0	90.4	90.4	90.4
Sugar (D. C.)	Per lb.	6.5	6.5	6.5	6.5
Tea	Per oz. Packet	18.7	18.5	19.1	20.2

N.B.

1956 prices collected by the Department of Labour have been adjusted by item indices used in the compilation of the Urban Consumer Price Index.

T A B L E VIII

Particulars of Prosecutions and Court

Cases Relating to Labour , 1968

Ordinance under which prosecution was brought	Number of Cases brought	Results			Amount of fines Imposed
		Conviction		Withdrawn or Dismissed	
		With Fines	Reprimanded or Discharged		
Labour (Cap. 103)	17	6	3	8	\$204.00
Factories (Cap. 115)	4	-	-	4	-
Holidays-with-pay (Cap. 108)	22	6	5	11	\$ 76.00
Shop Consolidation (Cap. 118)	3	1	1	1	\$ 21.00
Watchmen's Hours of Work (Reg. 4 of 1953)	1	-	1	-	-
Total	47	13	10	24	\$301.00

TABLE IX a

INCIDENCE OF ACCIDENTS ACCORDING TO INDUSTRY AND DEGREE

JANUARY - DECEMBER 1968

INDUSTRY (1)	Fatal			PERMANENT									Temporary Disability			Total (All Accidents)					
				Total Disability			Partial Disability			Total											
	M (2)	F (3)	J (4)	M (5)	F (6)	J (7)	M (8)	F (9)	J (10)	M (11)	F (12)	J (13)	M (14)	F (15)	J (16)	M (17)	F (18)	J (19)	No. (20)	Percentage (21)	
I. Agriculture																					
a) Sugar Cane Planting and Harvesting	1	-	-	-	-	-	1	-	-	1	-	-	5964	825	147	5966	825	147	6938	76.89	
b) Rice Planting and Harvesting	-	-	-	-	-	-	1	-	-	1	-	-	21	-	-	22	-	-	22	.24	
c) Forestry and Logging	-	-	-	-	-	-	-	-	-	-	-	-	26	-	1	26	-	1	27	.30	
d) Other	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	8	-	-	8	.09	
Total I	1	-	-	-	-	-	2	-	-	2	-	-	6019	825	148	6022	825	148	6995	77.52	
II. Mining and Quarrying	2	-	-	-	-	-	2	-	-	2	-	-	175	-	-	179	-	-	179	1.98	
III. Manufacturing																					
1. Food, beverage and tobacco																					
a) Sugar Milling	1	-	-	-	-	-	-	-	-	-	-	-	308	6	5	309	6	5	320	3.55	
b) Rice Milling	-	-	-	-	-	-	-	-	-	-	-	-	63	1	5	63	1	5	69	.76	

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TABLE IX b

ANALYSIS OF ACCIDENTS ACCORDING TO INDUSTRY AND CAUSATION

JANUARY - DECEMBER 1968

INDUSTRY (1)	Machinery						Handling without machinery (8)	Means of Transport.		Fire or Explosion (11)	Other hot corrosive substances. (12)	Electric Shock (13)	Persons Falling (14)	Falling Objects (15)	Flying Objects (16)	Stepping on sharp or pointed objects (17)	Striking against or coming into contact with objects (18)	Use of cutlasses (19)	Use of hand tools (excluding cutlasses) (20)	Animals (21)	Other causes (22)	Not stated (23)	Total. (24)	
	Power		Driven		Other			Power - Driven. (9)	Other (10)															
	Prime Movers (2)	Transmission (3)	Lifting (4)	Other (5)	Lifting (6)	Other (7)																		
1. Agriculture																								
a) Sugar Cane Planting & Harvesting	6	-	-	-	-	3	686	24	31	2	5	1	1177	96	78	668	1808	2146	76	47	36 ¹	47	6937+1	
b) Rice Planting and Harvesting	-	1	-	-	-	-	2	1	-	-	2	-	1	-	1	6	3	4	1	-	-	-	-	22
c) Forestry and Logging	-	-	-	-	-	-	2	8	-	1	-	-	6	2	-	-	6	-	1	1	-	-	-	27
d) Other	-	-	-	-	1	-	-	-	1	-	-	-	2	-	-	-	2	-	2	-	-	-	-	8
Total	6	1	-	-	1	3	690	33	32	3	7	1	1186	98	79	674	1819	2150	80	48	36¹	47	6994+1	
11. Mining and Quarrying	4	4+1	3	2	-	1	17	7+1	1	4	9	1	27	21	16	4	39	1	5	1	3	7	177+2	

bat

2. Wood and Furniture (including sawmilling)	2	-	-	-	-	-	5	-	-	5	-	-	294	-	11	301	-	11	312	3.45
3. Printing	-	-	-	-	-	-	-	-	-	-	-	-	17	4	3	17	4	3	24	.27
4. Metal Industries	-	-	-	-	-	-	-	-	-	-	-	-	35	1	1	35	1	1	37	.41
5. Miscellaneous manufacturing industries	-	-	-	-	-	-	2	-	-	2	-	-	65	17	7	67	17	7	91	1.01
Total III	3	-	-	-	-	-	7	-	-	7	-	-	927	34	33	937	34	33	1004	11.12
IV Construction	-	-	-	-	-	-	-	-	-	-	-	-	165	-	5	165	-	5	170	1.88
V Electricity, Water and Sanitary Services	-	-	-	-	-	-	-	-	-	-	-	-	72	1	1	72	1	1	74	.82
VI Commerce	1	-	-	-	-	-	-	-	-	-	-	-	160	12	10	161	12	10	183	2.03
VII Transport, Storage and Communication	1	-	-	-	-	-	-	-	-	-	-	-	266	11	13	267	11	13	291	3.22
VIII Government and Business Services	2	-	-	-	-	-	2	-	-	2	-	-	126	-	-	130	-	-	130	1.43
Total I - VIII	10	-	-	-	-	-	13	-	-	13	-	-	7910	883	210	7933	883	210	9026	100.00

NOTE: M. - Males 18 years and over
F. - Females 18 years and over
J. - All persons under 18 years
- - Nil or negligible

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	6	7	1	-	-	4	19	6	1	2	14	-	41+1	44	26	11	105	-	19	-	6	7	319+1
a) Sugar Milling	6	2	-	1	-	-	6	1	1	-	3	-	8	11	11	8	10	-	-	-	1	-	69
b) Rice Milling	7	2	4	-	-	-	31	5	1	3	6	-	17	15	3	6	45	-	-	1	2	3	151
c) Other																							
2. Wood and Furniture (including sawmilling)	16	9	2	2	-	4	41	-	1	1	3	2+1	26	57	18	15	99 ⁺¹	1	8	2	2	1	310+2
3. Printing	6	1	-	-	-	-	1	1	-	-	-	-	-	3	1	-	9	-	1	1	-	-	24
4. Metal Industries	2	-	-	-	1	1	3	-	-	-	1	-	4	4	4	1	12	-	3	-	-	1	37
5. Miscellaneous Manufacturing Industries	2	1	-	3	-	1	9	5	2	1	3	1	11	8	7	4	28	-	3	-	2	-	91
Total III	45	22	7	6	1	10	110	18	6	7	30	3+1	107 ⁺¹	142	70	45	308	1	34	4	13	12	1001+3
IV. Contruction	2	-	2	1	-	-	25	3	1	2	-	1	15	25	10	23	47	-	6	-	1	6	170
V. Electricity, Water & Sanitary Services	2	-	-	-	-	3	7	6	1	-	3	1	9	7	4	2	13	-	3	4	5	4	74
VI. Commerce	3	-	5	-	1	1	23	6	6	1	1	-	31	25+1	14	11	45	1	4	-	2	2	182+1
VII. Transport, Storage and Communications	2	2	7	-	3	2	30	1	3+1	-	7	1	48	49	7	17	99	-	1	2	1	8	290+1
VIII. Government & Business Services	-	-	2	-	-	-	14	4+1	-	-	3	2	10	15+1	7	10	27	17	5	4	1	7	128+2
Total I - VIII	64	29+1	26	9	6	20	916	78+2	50+1	17	60	10+1	1433 ⁺¹	382 ⁺²	207	786	2397 ⁺¹	2170	138	63	62 ⁺¹	93	9016+10

NOTE: Plus sign (+) denotes Fatal Accidents.

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TABLE IX c

DISTRIBUTION OF ACCIDENTS ACCORDING TO NATURE AND LOCATION

JANUARY - DECEMBER 1968

NATURE (1)	Location (where known or applicable)								TOTAL (10)
	Head		Upper Extremities		Trunk (6)	Lower Extremities (7)	Multiple (8)	Unspecified (9)	
	Eyes (2)	Other (3)	Fingers (4)	Other (5)					
1. Contusion, abrasion and cuts	860	173	1,270	673	714	3,429	164	22	7,305
2. Amputation	-	-	12	-	-	2	1	-	15
3. Dislocation	-	-	-	-	4	2	-	-	6
4. Fracture	-	3	7	7	4	16	1	-	38
5. Sprains and strains	1	11	23	85	1,020	229	9	3	1,381
6. Concussion	-	4	-	-	-	-	-	-	4
7. Burns	13	2	8	12	6	21	16	2	80
8. Asphyxiation	-	-	-	-	-	-	-	-	-
9. Hernia	-	-	-	-	5	-	-	-	5
10. Other tearing of internal organs	-	-	-	-	1	-	-	-	1
11. Electric Shock	-	-	1	-	-	-	5	1	7
12. Other and unspecified	17	8	7	25	54	35	12	26	184
TOTAL	891	201	1,328	802	1,808	3,734	208	54	9,026

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T A B L E IX (d)

DISTRIBUTION OF WORKMEN'S COMPENSATION CASES BEFORE THE COURTS DURING 1968
ACCORDING TO RESULT AND AMOUNT OF COMPENSATION PAID

Pending	Withdrawn or dismissed	Struck out	Compensation Paid by Employers	
			Settled out of court (By Agreement)	By Order of Court
44	26	13	206	42

Nature of Injury	Number of Cases in which Compensation was paid to the value of									Total Cases
	Under \$100*	\$100 < \$200	\$200 < \$400	\$400 < \$600	\$600 < \$800	\$800 < \$1000	\$1000 < \$2000	\$2000 < \$4000	\$4000 & over	
Death	-	-	-	-	-	-	-	5	10	15
Damage to arm or leg	1	2	2	-	-	2	1	8	-	16
Damage to Hand or Foot	29	31	39	15	6	6	14	7	1	148
Damage to Eye	3	5	7	4	2	1	3	3	-	28
Other (or multiple)	3	1	4	3	3	-	5	10	8	37
Not Stated	-	-	2	-	-	-	1	1	-	4
TOTAL	36	39	54	22	11	9	24	34	19	248

* Includes cases without mention of the values of compensation sought or paid.

T A B L E X (a)

LIST OF TRADE UNIONS - 31.12.68

Name of Trade Union	Registration		Declared Membership	Paid up Membership
	No.	Date		
<u>Worker' Organisations</u>				
+ Guyana Labour Union	1	21. 7.22	4,146	2,689
+ Man Power Citizens' Association	3	5.11.37	20,000*	20,000*
Ø+ The Transport Workers' Union	5	23. 3.38	2,827*	1,800*
Ø+ The Guyana Post Office Workers' Union	6	3. 6.38	803	793
+ The Guyana Amalgamated Building Trade Workers' Union	8	3.10.38	685	193
Ø+ Government Employees' Union	9	3.10.38	615*	420*
Cosmopolitan Workers' Union	17	15. 5.44	45*	n.a.
+ Guyana and West Indian Sugar Boilers' Union	29	2. 6.44	152	131
+ Guyana Headmen's Union	36	16.11.45	240*	240*
+ National Association of Agriculture, Commercial and Industrial Workers' Union	40	9.12.46	712*	968*
Guyana Industrial Workers' Union	49	5. 4.48	128*	n.a.
Guyana Workers' Federation	52	5. 6.48	184*	n.a.
+ Guyana Civil Service Association	55	5.11.48	3,105	3,105
+ Guyana Land Surveyors' Association	59	11. 5.49	70*	26*
+ Clerical and Commercial Workers' Union	65	8. 2.50	3,200	3,000
+ Guyana Mine Workers' Union	68	23.10.50	4,202	3,662
Federation of Unions of Government Employees	69	5. 1.51	6 unions*	6 unions*
Ø+ Printing Industry and Allied Workers' Union	72	17. 8.51	550	550
Sawmill and Forest Workers' Union	77	21. 4.52	36*	57*
Guyana Trades Union Council	81	11.12.53	25 unions	23 unions
Guyana Women's Social Union	84	23.10.54	54*	n.a.
+ Guyana Post Masters' Association	85	22. 9.54	30*	26*
Ø+ Guyana Medical Employees' Union	88	8. 9.54	1,309	1,309
+ Guyana Local Government Officers' Association	90	22. 2.55	235	160
+ Guyana Seafarers Workers' Union	91	5. 3.55	310*	199*

Name of Trade Union	Registration		Declared Membership	Paid up Membership
	No.	Date		
+ General Workers' Union	94	26. 9.55	1,183	1,150
Guyana Rice Marketing Board Workers' Union	99	23.11.56	350*	290*
+ Guyana Rice Workers' Union	102	17. 9.57	400	350
+ Guyana Air Transport Trade Union	104	22.10.57	134*	134*
+ Pilots' Association of Guyana	112	23.10.58	21*	20*
+ Guyana Teachers' Association	115	2. 8.60	3,446*	2,313*
Guyana Women's Public Health Officers' Association	116	14.11.60	38*	30*
Guyana Agricultural Workers' Union	118	28. 9.61	13,700	10,536
Guyana General Domestic Workers' Union	119	4.12.61	35*	n.a.
Guyana Rural Local Authorities Officers' Association	120	9.11.61	114*	75*
Guyana Engineers and Allied Workers' Association	121	23. 2.62	n.a.	n.a.
Guyana Cinema and Theatre Workers' Union	122	4. 4.62	n.a.	n.a.
Guyana Sick Nurses' and Dispensers' Association	123	5.10.62	35*	10*
+ National Union of Public Service Employees	124	9.11.62	2,631	2,631
Guyana National Maritime Union	125	9.11.62	195*	170*
East Bank Hire Car Owners' Union	126	27.11.62	14*	14*
Guyana Public Service Workers' Union	127	28. 1.63	920*	n.a.
+ Association of Masters and Mistresses	128	31.12.63	250*	170*
Nursing and allied Employees' Union	129	17. 7.63	395*	n.a.
Ship Masters, Deck and Engineer Officers' Association	130	21. 9.63	143	75
Coastal Maritime Union	131	23.11.63	53*	53*
Electrical Industrial and Commercial Workers' Union	133	4. 1.64	n.a.	n.a.
Customs Clerks' Association	134	29. 2.64	n.a.	n.a.
Guyana Union of Medical Technologists	135	14. 4.66	n.a.	n.a.
+ Communication Workers' Union	136	15. 5.64	55	55
Guyana National Confederation of Workers and Peasants	139	30. 9.64	n.a.	n.a.

T A B L E X (b)

DISTRIBUTION OF ORGANISATIONS REGISTERED UNDER THE TRADE UNION ORDINANCE ACCORDING TO SIZE OF PAID UP MEMBERSHIP AS AT 31st DECEMBER, 1968.

Range of Membership	Number of Organisations			Total Number of Members.
	Ø Workers	Employers	Total	
0 - 49	7	5	12	206
50 - 249	15	1	16	2,007
250 - 999	8	-	8	3,941
1000 - 4,999	10	-	10	22,659
5000 and over	2	-	2	30,536
Not Available	21	1	22	-
TOTAL	63	7	70	59,349

T A B L E X (c)

DISTRIBUTION OF ORGANISATIONS REGISTERED UNDER THE TRADE UNION ORDINANCE ACCORDING TO SIZE OF DECLARED MEMBERSHIP AS AT 31st DECEMBER, 1968

Range of Membership	Number of Organisations			Total Number of Members.
	Ø Workers	Employers	Total	
0 - 49	8	4	12	327
50 - 249	16	2	18	2,315
250 - 999	13	-	13	6,660
1000 - 4,999	10	-	10	27,049
5000 and over	2	-	2	33,700
Not Available	14	1	15	-
TOTAL	63	7	70	70,051

NOTE: Ø Federation of Union of Government Employees and the Guyana Trades Union Council are excluded.

Name of Trade Union	Registration		Declared Membership	Paid up Membership
	No.	Date		
Guyana Dock Workers' Union	143	31.10.64	n.a.	n.a.
Guyana Sugar Estates Supervisors' Association	144	23.11.64	270	270
Guyana Peasants' and Allied Workers' Union	147	21. 9.65	400	300
National Union of Workers	148	28.10.65	50*	50*
National Union of Independent Guyana	149	23.11.65	n.a.	n.a.
Guyana Farmers' and Workers' Union	150	19. 1.66	1,000*	1,000*
Guyana Telecom Union	151	17. 3.66	n.a.	n.a.
Guyana Miners' Association	153	21. 6.66	84	4
Guyana Independent Mechanical Engineers' and Operators' Association	155	25. 4.66	n.a.	n.a.
Public Employees' Union	156	21. 7.66	n.a.	n.a.
East Demerara Hire Car Drivers' and Owners' Association	158	19.11.66	213*	147*
Guyana Licensed Electrical Contractors' Association	159	31. 3.67	n.a.	n.a.
The Confidential Supervisory and Administrative Metal Mine Workers' Union	160	6. 4.67	n.a.	n.a.
Farmers' and Rate Payers' Association	163	.68	n.a.	n.a.
<u>Employers' Organisations</u>				
Guyana Commission Agents' Association	21	22.10.42	13*	10*
Forest Products Association of Guyana	25	4. 2.44	20*	18*
Guyana Licensed Spirit Dealers' Association	31	12.12.44	22*	20*
Guyana Baker Proprietors' Association	44	30. 5.47	18*	18*
Public Works Department Contractors' Association	75	14.12.51	76*	10*
Guyana Rice Millers' and Landlords' Association	132	16.12.63	135*	98*
National Union of Government Contractors	146	15. 9.65	n.a.	n.a.

NOTE:

- * - indicates last available figure
- + - indicates Unions affiliated to the G.T.U.C.
- ∅ - indicates Unions affiliated to the F.U.G.E.

TABLE XI

LABOUR AGREEMENTS FOR VARIOUS ESTABLISHMENTS, SIGNED IN 1968

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers covered	Other Facilities Provided	Normal hours of work pr. wk.	Date of Expiry	Duration (Years)	Effective date
<u>AGRICULTURE</u> Letter " T " Estate Ltd.	G.W.U.	28. 8.68	Wages and conditions of Service.	Mechanics, bulldozer operator, carpenters, copra dryer operators, cowherds, labourers, rangers, tractor operators, watchmen.	Overtime payments, leave facilities, fringe benefits, and severance pay.	44	16.1.70	2	17. 1.68
<u>MINING & QUARRYING</u> Demerara Bauxite Co. Ltd.	G.M.W.U.	6. 2.68	Wages and other conditions of work, the avoidance and settlement of disputes and the use of the check off system.	All employees of the company's general monthly payroll, excluding apprentices and students.	Overtime payments, leave facilities, and retrenchment pay.	40	30.4.70	2½	1. 2.68
Reynolds Guyana Mines Ltd.	G.L.U.	9. 4.68	A comprehensive agreement of wages, conditions of employment, use of the check off system and the avoidance and settlement of disputes.	All regular employees of the company who are members of the Industrial Union working at or are assigned to the Everton and Kwakwani operations.	Severance pay, overtime payments, leave facilities, free uniforms and protective clothing, sickness benefit schemes, subsistence allowance, shift premiums and height pay.	40	30.6.70	3	1. 8.67
Demerara Bauxite Co. Ltd. (Hospital Branch Employees)	G.M.W.U.	22. 4.68	Recognition, wages, the avoidance and settlement of disputes and the use of the check off system.	All employees on the company's hospital payroll excluding students.	Overtime payments, leave facilities and retrenchment benefits.	40	17.7.70	2	18.4.68

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered.	Other Facilities Provided	Normal hours of work pr. wk.	Date of Expiry	Duration (Years)	Effective date
<u>MINING & QUARRYING</u> (Cont'd) Toolsie Persaud Ltd.	G.L.U.	12.6.68	Wages Settlement.	All employees of the company's quarry at St. Mary's Essequibo River, excluding supervisors, clerks and other office and monthly staff and those employees of the Marine Section.	—	n. s.	30.6.71	3½	1.6.68
A.M. Fredericks	G.L.U.	2.9.68	Wages and conditions of employment.	Employees in the company's Marine Section.	Allowance for watching pontoons, over stay allowance, leave facilities, severance pay and the continued use of the check off system.	Approximately 5 dys pr round trip for Pontoon Captains Approx. 2½ dys. for Tug crew members.	31.8.70	3	1.9.67
A. M. Fredericks	G.L.U.	2.9.68	Wages and other conditions of employment.	Employees in the company's crushing Plant Section.	Overtime payments, premium rate, leave facilities, severance pay and the continued use of the check off system.	48	31.8.70	3	1.9.67

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers covered.	Other facilities Provided	Normal hours of work per week.	Date of Expiry	Duration (years)	Effective date.
<u>MANUFACTURING</u> Wieting & Richter Ltd.	G.C.W.U.	28.3.68	Wages, Salaries and conditions of employment.	All full time, permanent weekly and monthly paid employees excluding managerial, executive, supervisory and confidential staff, accounts clerks and wharfingers.	Overtime payments, leave facilities, severance pay, uniforms, weather & protective clothing and commission on sale of drinks, cycle allowance, and premium rates.	Watchmen 48, Factory 44, Office 38½	31.3.70	3	1.4.67
British Paints Guyana Ltd.	G.L.U.	6.4.68	Wages and conditions of work.	All permanent employees of the company excluding Directors, Managers, Supervisors, Confidential staff, Watchmen and gate-men.	Overtime payments, leave facilities, severance pay, protective equipment and the use of the check off system	44	31.12.69	2	1.1.68
Demerara Foundry Co. Ltd.	G.L.U.	10.4.68	Wages and conditions of employment.	All permanent hourly paid employees of the company, excluding managerial, supervisory and clerical staff.	Overtime payments, leave facilities and height pay.	40	30.11.69	2	1.12.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of workers covered	Other facilities Provided	Normal hours of work per week.	Date of Expiry	Dura- tion (Years)	Effec- tive date.
<u>MANUFACTURING</u> Cont'd Briana Manufacturing Co. Ltd. (Supple- mentary Agreement)	G.L.U.	20.4.68	Wages and other condi- tions of work (Supple- mentary agreement on conditions, wages.)	All employees of the Company.	The use of the che- ck-off system, ove- rtime payments, leave facilities, severance pay.	44	14.4.69	2	14.4.67
Bookers. B. D. H. Ltd.	C.C.W.U.	21.5.68	Wages, recognition, avoidance and settle- ment of disputes and the use of the check off system.	All full time employees of the company, excluding Di- rectors, Managerial, Execu- tive, Supervisory and con- fidential staff and weekly paid employees covered by other Unions.	Overtime payments, severance pay, leave facilities	39	31.12. 68	10 mths.	1.2.68
Confectionery Guyana Ltd.	G.L.U.	5.7.68	Wages and conditions of employment.	All employees of the com- pany, excluding Directors, Executives, Supervisors, foremen, confidential and office staff, watchmen and gatemen, drivers and porters, gardeners and janitors.	Overtime payments, leave facilities, free uniforms, severance pay, the provision of a first aid kit and the use of the check-off system.	44	19.10. 69	2	19.10.67

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement.	Type of Workers covered.	Other Facilities Provided	Normal hours of work per week.	Date of Expiry	Duration (Years)	Effective Date.
<u>MANUFACTURING</u> (Cont'd)									
Sandbach Parker Ltd.	G.L.U.	9.7.68	Wages, and conditions of employment.	Security guards of the Company	Overtime payments, leave facilities, study assistance scheme, severance pay uniforms and weather clothing.	48	30.4.71	2 yrs. 10 mths	1.7.68
Guyana Rice Development Co. Ltd.	M.P.C.A.	3.8.68	Wages and conditions of service	Hourly, daily and weekly paid employees of the Company.	Overtime payments, reimbursements of cost for transfer at Company's request, meal allowances for overtime work, leave facilities and retirement benefits.	n. s.	30.4.69	1	1.5.68
Bookers B. D. H. Ltd.	G.L.U.	9.8.68	Wages and conditions of employment	Office messengers and permanent weekly paid employees of the Company's factory at La Penitance including lorry drivers, other employees in the delivery and receiving warehouses but excluding casual employees and those on probation.	Overtime payments, leave facilities, severance pay and free uniforms	Factory 40 Messengers 44	15.2.70	2	16.2.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered.	Other Facilities Provided	Normal hours of work per week.	Date of Expiry	Dura- tion (Year)	Effec- tive date.
<u>MANUFACTURING</u> Cont'd									
Bank Breweries Ltd.	G.W.U.	20.8.68	Wages	All employees in the company's plant with the exception of monthly staff capable of reprimanding or recommending the dismissal of employees.	Overtime payments, subsistence allowance, leave facilities and severance pay.	42	1.5.70	2	1.5.68
Central Garage Ltd.	G.L.U.	10.9.68	Wages and conditions of employment	Permanent weekly paid work shop employees.	Severance pay, leave facilities.	n.s.	14.7.70	2	15.7.68
Demerara Shirt Factory	G.W.U.	5.10.68	Wages	All full time permanent employees, excluding Directors, secretary to the Company's Managers, Supervisory and confidential staff.	Overtime payments, rest periods, leave facilities, severance pay.	44	16.1.70	2	17.1.68
The Daily Chronicle Ltd.	P.T.A. W.U.	12.10. 68	Conditions of work, Check off system and the use of the grievance procedure	All regular and seasonal casual workers in the printing trades on the Company's daily, weekly and monthly payroll who are members of the Union.	Severance pay, overtime payments, leave facilities, free uniforms, protective & safety gear, compensation for damaged clothing, travelling and subsistence,	42 ex- cluding	12.10. 70	2	12.10. 68.

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered.	Other Facilities Provided.	Normal hours of work per week.	Date of Expiry	Duration (years)	Effective date.
<u>MANUFACTURING</u> (Cont'd)									
H. B. Gajraj Ltd.	G.W.U.	7.10.68	Wages and conditions of work	All hourly, daily and weekly paid workers of the Company's motor garage workshop.	Overtime payments, Bonuses, leave facilities, retirement benefit plan, and severance pay.	44	4.4.70	2	5.4.68
Boerasirie Water Commission.	G.W.U.	9.11.68	Wages and other conditions of employment and avoidance and settlement of disputes.	All employees of the Company.	Severance pay, overtime payments, leave facilities & the use of the check off system	48	8.11.70	2	9.11.68
Guyana Stockfeeds Ltd.	G.L.U.	12.11.68.	Wages and conditions of employment.	Factory employees and watchmen.	Overtime payments, severance pay, meal allowance and leave facilities.	Factory employees 44 Watchmen 48	31.5.70	2	1.6.68
Continental Biscuit Co. Ltd.	G.L.U.	7.12.68	Wages and conditions of employment.	All employees of the company excluding members of the Managerial, Supervisory and monthly paid staff, members of the bargaining unit of any other trade Union recognised by the company and also casual employees.	Severance pay, overtime payments, leave facilities, sickness benefit scheme, the granting of scholarships for employees' children, acting pay, the use of the check-off system, free uniforms and weather clothing & meal allowance	44	30.6.70	2	1.7.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered.	Other Facilities Provided.	Normal Hours of work per wk.	Date of Expiry	Dura- tion (Years)	Effec- tive Date.
<u>MANUFACTURING</u> (Cont'd) Demerara Tobacco Co. Ltd.	G.L.U.	14.11.68	Wages and condi- tions of employ- ment.	All male and female fac- tory workers including watchmen, gardeners, drivers and carpenter.	Overtime payments, leave facilities, free uniforms and medical facilities.	40	7. 6.70	2	8. 6.68
<u>CONSTRUCTION</u> George Wimpey and Co. Ltd. (Caribbean Area)	G.L.U.	6. 4.68	Wages and condi- tions of employ- ment.	All hourly and weekly paid workers and cleri- cal staff employed by the co. in all construc- tion work carried on in Guyana, excepting work undertaken in the Bauxite producing areas, for the bauxite companys.	Severance pay, over- time payments, leave facilities, free pro- tective clothing, tool allowance, act- ing pay, chargehand bonus and height pay.	44	31.12.69	2	1. 1.68
George Wimpey and Co. Ltd.	G.L.W.	6. 4.68	Avoidance and set- tlement of dis- putes and the use of the check-off system.	Employees of the company employed on construction work in Guyana excluding bauxite Co. work.	—	—	—	—	6. 4.68
Trades Union Council Co-op Housing Society Ltd.	G.A.B. T.W.U.	23. 4.68	Wages, recognition, the avoidance and settlement of dis- putes, the use of the check-off sys- tem and other con- ditions of work.	All employees who are members of the Union.	Severance pay and leave facilities.	n.s.	For dura- tion of T.U.C. Housing Project.	n.s.	n.s.

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement.	Type of Workers Covered.	Other Facilities Provided.	Normal hours of work per week.	Date of Expiry	Duration (years)	Effective date.
<u>COMMERCE</u>									
Bookers Stores Ltd.	C.C.W.U	2.1.68	Implementation of the check off system.	In respect of supervisors	—	—	—	—	2.1.68
William Fogarty Ltd.	do.	27.1.68	Wages and conditions of service	Certain employees of the Co. eg. shop assts. office staff, porters, watchmen, van drivers, maids, cleaners, other unskilled workers and supervisors.	Leave facilities, severance pay, uniforms and weather clothing.	n. s.	30.6.69	1 yr. 5 mth	27.1.68
J. P. Santos and Co. Ltd.	do.	30.3.68	Wages and other conditions of employment.	All full time permanent porters and drivers of the provision dept. and grocery staff of the co. with the exception of foremen, bond supervisors, all supervisory staff & all employees covered by other Unions.	Overtime payments, severance pay, leave facilities, passage assistance, weather clothing and cycle allowances.	40 $\frac{3}{4}$	30.11.69	1 yr. 11 mth	1.1.68
Sandbach Parker Co. Ltd.	do.	23.4.68	Wages and conditions of employment.	All employees who are represented by the Union	Overtime payments, leave facilities, passage assistance, severance pay, uniform and weather clothing.	39 $\frac{1}{2}$ = 44	31.12. 70	2 $\frac{3}{4}$	1.4.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered	Other Facilities Provided.	Normal hours of work pr. wk.	Date of Expiry	Dura- tion (years)	Effec- tive date
<u>COMMERCE</u> (Cont'd) Guyana Industrial Holdings Ltd.	C.C.W.U.	21.5.68	Wages and condi- tions of employ- ment.	All full time permanent employees of the company and its subsidiary - Guyana Stockfeeds Ltd., excluding directors, foremen, super- visors, superintendants, assistant accountants, assistant secretaries, assistant managers, secre- taries, accountants and managers, confidential staff and employees covered by other Unions.	Severance pay, over- time payments, leave facilities, free uni- forms and protective clothing, medical fa- cilities and sickness benefit scheme, cycle allowance, acting pay, meal allowance, use of the check off system, and the use of grievance procedure.	36 -44	31.12.68	1 1/6	1.10.67
Shell Antilles and Guianas Ltd.	C.C.W.U.	28.5.68	Wages and condi- tions of employ- ment, recogni- tion and grie- vance procedure.	Depot supervisor, clerk, operations assistant, main products assistant, packed products assistants, admin- istration assistant, relief assistant - all monthly paid employees excluding senior and supervisory staff, confidential secre- tary and staff serving on the company's assets.	Severance pay, over- time payments, leave facilities and sick- ness benefit scheme, meal allowance and subsistence allowance, use of the check off system. The use of the grievance proce- dure, vehicle allow- ance and medical facilities.	44	31.12.69	2	1.1.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement.	Type of Workers Covered.	Other Facilities Provided.	Normal hours of work per week.	Date of Expiry.	Dura- tion (Years)	Effec- tive date.
<u>COMMERCE</u> (Cont'd) Sandbach Parker Ltd.	G.L.U.	9.7.68	Wages and condi- tions of employment	Hourly rated, weekly paid employees of the company's service centre at Alexan- der Village.	Overtime payments, leave facilities, se- verance pay, uniforms and weather clothing, out of town allowance and time off for app- roved technical cour- ses.	40 $\frac{1}{4}$	30.4.70	1 yr. 10 mth	1.7.68
Shell Antilles and Guyana Ltd.	S.M.D. E.O.A.	11.7.68	Wages and conditions of employment.	Masters, Mates, chief, second and third Engineers	Compensation leave for Sundays at sea, leave facilities and taxi fares for em- ployees.	n.s.	15.6.70	1 yr. 11 mth	11.7.68
T. Geddes. Grant Guyana Ltd	C.C.W.U	16.7.68	Salaries and condi- tions of employment	Clerical, sales and ju- nior Supervisory staff represented by the Union	Profit bonuses for certain salesmen, Overtime payments, meal allowances, se- verance pay, leave fa- cilities, uniforms for females, travel- ling allowances, me- dical scheme and out of town expenses.	38 $\frac{3}{4}$ - 41 $\frac{1}{2}$	31.3.70	1 yr. 9 mths	1.7.68

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INDUSTRY & ESTABLISHMENT.	Union	Date Signed	Nature of Agreement.	Type of Workers Covered.	Other facilities Provided.	Normal hours of work per week.	Date of Expiry	Duration years	Effective date.
<u>COMMERCE</u> (Cont'd)									
Guyana Pawnbroking and Trading Co. Ltd.	C.C.W.U.	6.8.68	Wages and conditions of employment.	All full time employees of the Co. excluding managerial, executive and supervisory staff, secretaries, stenographers and confidential clerks.	Overtime payments, leave facilities, contributory medical scheme, severance pay, uniforms, weather and protective clothing and pensions scheme.	40 $\frac{3}{4}$	1.12.68	2	1.12.66
Shell Antilles and Guyanas Ltd.	G.W.U.	6.8.68	Wages, recognition, and other conditions of work and the use of the grievance procedure.	On behalf of the company's weekly paid employees in Guyana.	Severance pay, overtime payments, leave facilities, subsistence allowance.	44 from 24.5 to 23.11.68 40 from 24.11 onwards	24.5.70	2	24.5.68
Bookers Stores Ltd.	C.C.W.U.	21.9.68	Wages (Salaries and conditions of work).	All full time permanent Supervisors.	Overtime payments, meal, travel and subsistence allowances, severance pay, leave facilities, uniforms and protective clothing.	39 - 43	30.9.70	3	1.10.67

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered	Other Facilities Provided	Normal hours of work pr. wk.	Date of Expiry	Duration (Years)	Effective date
<u>COMMERCE</u> (Cont'd) Esso Standard Oil S. A. Ltd.	G.W.U.	27. 9.68	Wages and conditions of employment and the use of the grievance procedure.	Mechanic, drivers A & B, mechanic helper, charge-hand, forklift and tow-car operator, terminal attendant and watchmen.	Severance pay, overtime payments, leave facilities, sickness benefit scheme, acting pay, meal allowance, shift bonus, deduction of Union dues, and subsistence allowance.	44 up to 23.11, 40 from 24.11.68	31.4.70	2	1.5.68
Humphrey and Co. Ltd.	C.C.W.U.	12.10.68	Wages and conditions of employment.	All full time permanent employees of the company excluding Directors secretary and assistant supervisors and confidential staff and watchmen.	—	n.s.	31.12.70	3	1.1.68
Correia's Esso Service Station.	G.L.U.	28.10.68	Wages and conditions of employment.	All employees of the company.	Uniforms, weather and protective clothing, leave facilities, severance pay and the use of the check off system.	43½ - 45	1. 6.69	2	1.6.67
S. S. Khouri Ltd.	C.C.W.U.	14.11.68	Salaries, wages and conditions of service.	All full time permanent employees with the exception of director, manager, secretary and Assistant Secretary.	Severance pay, overtime payments, leave facilities, weather clothing, and sickness benefit scheme.	40¾	30.12.70	2¾	1.3.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered	Other Facilities Provided	Normal Hours of Work per week	Date of Expiry	Dura- tion (Years)	Effec- tive date.
<u>COMMERCE</u> (Cont'd) Parsram's Broadway Fashions.	C.C.W.U.	14.11.68	Wages and condi- tions of employ- ment.	Salesmen, typist, book keepers, cashier, chauffeur, sales girls, porter, cleaner, cash- boy and watchmen.	Severance pay, over- time payments, leave facilities and free weather clothing.	40 $\frac{3}{4}$	31.12.70	2 $\frac{1}{4}$	7.9.68
Royal Bank of Canada.	C.L.U.	18.11.68	Increase wages and conditions of work and the im- plementation of the check off system.	Non clerical employees.	Overtime payments, leave facilities, free uniforms for messen- gers, chaffeurs, jani- tors, cleaners, maids and female cleaners, cycle allowance for messengers, sickness benefit scheme and meal allowance.	45	28. 2.71	3	1.3.68
G. Bettencourt and Co. Ltd.	C.C.W.U.	26.11.68	Wages and condi- tions of employ- ment.	Certain employees not specified.	Severance pay, over- time payments, leave facilities, free uni- forms, weather and protective clothing, educational facilities and cycle allowance.	n.s.	2. 6.70	2	17.6.68

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INDUSTRY & ESTABLISHMENT	Union	Date Signed.	Nature of Agreement.	Type of Workers Covered.	Other facilities Provided.	Normal hours of work per week.	Date of Expiry	Dura- tion (Years)	Effec- tive date.
<p><u>COMMERCE</u> (Cont'd)</p> <p>D. A. Thani.</p> <p>Bookers Stores Ltd.</p>	<p>C.C.W.U.</p> <p>C.C.W.U.</p>	<p>17.12.68</p> <p>17.12.68</p>	<p>The avoidance and settlement of disputes.</p> <p>Wages and conditions of employment.</p>	<p>Sales clerk, porters, cashiers, Van drivers, customs clerks, clerks, outdoor salesmen, cash-boy.</p> <p>All full time permanent employees of the company excluding Directors, Managerial and Supervisory, confidential staff, employees covered by other Unions and those of the New Amsterdam Branch.</p>	<p>—</p> <p>Severance pay, over time payments, free uniforms, protective clothing, leave facilities, medical facilities and sickness benefit scheme, cycle allowance, out of town allowance, acting pay, and meal allowance.</p>	<p>—</p> <p>39 - 40³/₄</p>	<p>—</p> <p>30.6.71</p>	<p>—</p> <p>3</p>	<p>17.12.68</p> <p>1.7.68</p>
<p><u>TRANSPORT, STORAGE AND COMMUNICATION</u></p> <p>Sprostons Ltd.</p>	<p>The Watchmen's branch of the G.L.U.</p>	<p>26.6.68</p>	<p>Wages and conditions of employment.</p>	<p>Visiting guards, general guards and casual guards.</p>	<p>Severance pay, overtime payments, leave facilities, free uniforms, sickness benefits, educational facilities and cycle allowance.</p>	<p>48</p>	<p>31.12.69</p>	<p>2</p>	<p>1.1.68</p>

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered	Other Facilities Provided	Normal Hours of work per week	Date of Expiry	Duration (Years)	Effective date
<p><u>TRANSPORT, STORAGE AND COMMUNICATION (Cont'd)</u></p> <p>International Aeradio (Caribbean) Ltd.</p>	C.W.U.	26. 9.68	Wages and conditions of employment.	Senior Radio Operator, Radio Operator, Teleprinter Mechanic, Rigger, Driver, Station Attendant, Janitor, Operator, Senior Technician. (Employees in Guyana)	Severance pay, overtime payments, leave facilities, free uniforms and protective clothing, medical facilities and sickness benefit scheme, Traineeship, acting pay, meal allowance, subsistence allowance deduction of Union dues.	36 - 40½	30.12.70	3	1. 1.68
Toolsie Persaud Ltd. (Marine Section)	G.L.U.	31.12.68	Wages and conditions of employment.	Mate, engineer, 2nd engineer, sailors, dumb barge captain I and II, craft attendants, weekly paid employees in the Marine Section represented by the Union.	Severance pay, overtime payments, leave facilities, free protective and weather clothing, bedding & mess gear, subsistence pay, regular inspection of vessels, disciplinary measures and sickness facilities.	44 hrs. in port n.s. at sea.	21.12.71	3	22.12.68

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers covered	Other Facilities Provided	Normal hours of work pr. wk.	Date of Expiry	Duration (Years)	Effective date.
<u>TRANSPORT, STORAGE AND COMMUNICATION</u> (Cont'd) Sprostons (Guyana) Ltd.	G.L.U.	14.11.68	Wages and conditions of employment.	Hourly paid employees.	Severance pay, over-time payments, leave facilities, protective clothing, medical facilities and sickness benefit scheme, educational facilities and payment for handling objectionable cargo.	44	31.8.69	2	1.9.67
Bookers Shipping (Demerara) Ltd.	G.L.U.	16.11.68	Wages and conditions of employment.	Permanent hourly paid employees of the coastal Shipping Workshop excluding managerial, supervisory and clerical staff.	Severance pay, over-time payments, leave facilities, meal (Supper) allowance and rest periods during normal working hours.	44	3.10.70	2 approximately	22.8.68
Shipping Association of Georgetown.	G.L.U.	30.12.68	Improved conditions of employment.	The employers of waterfront workers, in the port of Georgetown.	Leave facilities and extra pay for handling of special cargo.	n. s.	To be read in conjunction with existing agreements	-	23.12.68
<u>SERVICES</u> Board of Governors of St. Stanislaus' College	A.M.M.	10.2.68	The avoidance and settlement of disputes.	Permanent or regular teaching staff at the College.	—	-	-	-	n. s.

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INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement	Type of Workers Covered.	Other Facilities Provided.	Normal hours of work per week.	Date of Expiry	Dura- tion (years)	Effec- tive date.
<u>SERVICES</u> (Cont'd)									
Board of Governors (Indian Educational Trust College.)	A.M.M.	10.2.68	The avoidance and settlement of dis- putes.	Permanent or regular teaching staff of the school.	—	—	—	—	n.s.
Brown Betty Diaries Ltd.	C.C.W.U.	11.4.68	Wages and condi- tions of service.	All employees of the Company.	Overtime payments, leave facilities, free uniforms, pro- tective clothing and severance pay.	Restaur- ant wor- kers 40 $\frac{3}{4}$, fac- tory - 48 hrs.	31.7. 70.	3	1.8.67
De Caires Bros Ltd.	C.C.W.U.	23.4.68	Wages and condi- tions of employ- ment.	All full time permanent employees of the com- pany with the exception of Directors and Secre- tary of the co., Senior salesmen, accountant & Senior Stenographer.	Overtime payments, leave facilities, passage assistance, severance pay, uni- forms and weather clothing.	messen- gers - 40.	31.12. 69	2.	1.1.68
Hubert Murray (Watchmen Contractor attached to Texaco)	G.W.U.	15.6.68	Wages and other conditions of wo- rk and the avoid- ance and settle- ment of disputes and the use of the check-off system.	All employees in Guyana.	Severance pay and leave facilities.	48	19.10. 69.	2	19.10.67

INDUSTRY & ESTABLISHMENT	Union	Date Signed	Nature of Agreement.	Type of Workers Covered.	Other Facilities Provided.	Normal hours of work per week.	Date of Expiry	Dura- tion years	Effec- tive date.
<u>SERVICES</u> (Cont'd)									
Catholic Hospital (Incorporated)	G.L.U.	16.11. 68	Wages and conditions of employment.	All permanent cooks, general kitchen workers, wardmaids and gate guards	Severance pay, over- time payments, leave facilities, free uni- forms, medical faci- lities and sickness benefit scheme, provision of a dress- ing room and eating accomodation.	Full time 40-48 Part- time 20 - 24.	29.11. 68.	2	30.11. 66.
Bookers Central Services Ltd.	Watch- men's Branch of the G.L.U.	21.11. 68.	Wages and condi- tions of employ- ment.	Members of the company's Security Force.	Severance pay, over- time payments leave facilities, free uniforms and call out pay.	48	30.9. 70	2	1.10.68

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T A B L E X I I

STRIKES IN VARIOUS ESTABLISHMENTS, 1968

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days lost	Wages lost	CAUSE	Terms of Settlement and/or Resumption
<u>AGRICULTURE</u>							
<u>SUGAR ESTATES</u> (Field)					\$		
Albion/Port Mourant	16.1.68	24	1 hr.	3	16	Demand that a mechanic who did not clock in the previous morning should be paid.	The mechanic was paid for the morning's work.
" " " (part)	16.2.68	36	1 day	36	261	In sympathy with Rose Hall field-workers of 13. 2. 69.	Management maintained that they had a right to deploy employees as they thought fit.
" " "	19.2.68	150	4 days	600	2700	The workers demanded that everybody in Nos. 5, 16 and 17 cane cutting gangs must get work.	_____
" " "	18.3.68	536	1 day	536	3028	1) Demand for once-for-all bonus; 2) Water supply in settlement inadequate; 3) Demand for out of crop employment	_____
" " "	18.3.68	170	1 day	170	553	No reason given.	_____
" " "	24.6.68	27	½ day	14	70	Requested half-day leave for all field workshop employees to attend a funeral.	_____

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days lost	Wages lost	CAUSE	Terms of Settlement and/or Resumption
<u>Albion/Port Mourant</u> (Cont'd)	26. 9.68	306	1 day	306	1797	Request payment as compensation if travelling by punt and not lorry.	Management explained that alternative transportation was available. They could not pay for travelling time.
" " "	1.11.68	131	4 days	297	1633	Demanded that estate supply lawyer to defend a chauffeur charged with obstructing passageway of pedal cyclist.	The chauffeur was granted the services of the Lawyer.
" " "	6.11.68	290	1 day	290	1708	Demanded payment for stale cane.	Payment was to be granted on the 7th and not the 6th day.
" " "	31.12.68	76	1 day	76	551	Workers misinterpreted a certain statement to mean that they would lose their jobs.	Management assured them that this was not so.
Blairmont	17. 1.68	50	1 day	50	298	Demand for increased rates for doing work.	The demand was rejected.
"	30. 1.68	60	1 day	60	357	Demand for increased rates for doing relief work.	Management maintained that the price was fair and there was no other work available.
"	10. 2.68	40	1 day	40	147	No reason given.	
"	29. 2.68	43	2 days	83	416	Workers claimed that the earth was too soft for chopping and planting.	Management rejected their claim.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of settlement and/or resumption
<u>Blairmont</u> (Cont'd)	1. 3.68	50	1 day	50	\$ 183	Demand for increased rate of pay.	Increase granted.
"	8. 4.68	15	2 hrs.	3	-	Protest against the Dock captain's attitude.	Management countered that it was the daily-hands' representative from M.P.C.A. who should change his attitude and not the Dock Captain.
"	22. 4.68	40	1 day	40	237	Requested that the female water fetchers that were provided should be changed to boys.	They were informed that this claim could not be accepted, as it was agreed upon years ago at an E. J. C. meeting.
"	22. 4.68	80	1 day	80	475	Workers were indignant and refused to adhere to order that they should report at Bath Order Line, then suddenly to Blairmont Order Line for transportation to the fields.	
"	24. 4.68	60	1 day	60	357	Demand for transportation to the cane fields from Bath Settelement.	This was rejected.
"	6. 5.68	80	1 day	80	430	No reason was originally given, but they subsequently stated that they were unable to walk 600 rods to their work place.	No reply was given but workers were provided with transportation the next day.
"	20. 5.68	210	1 day	210	1363	Workers requested passenger punt from No. 7 to Davson 47, a distance of about $1\frac{1}{2}$ miles.	Passenger punts were to be provided for 2 days but this would not be regarded as a precedent.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of settlement and/or Resumption
<u>Blairmont</u> (Cont'd)	26. 7.68	257	1 day	257	\$ 1097	1) Omission of clause on entitlement to Annual Production Bonus from letter of employment; 2) Non-payment of wage advance to casual cane-cutters.	1) Management informed workers that those qualifying for any agreed bonuses or payments would be paid; 2) Management rejected the request for the wage advance.
"	11.10.68	16	1 day	16	100	Dissatisfied over price given for weeding bush at Q.H.E. and B/B new land. Price offered at Q.H.E. Cross 10¢ per rod, OB, 21¢ and Cross, 14½¢ per rod.	The price was increased to 16¢ per rod plus \$7.20 extra for burning an unusual number of marabunta nests. The price for OB was increased to 24¢ per rod and \$7.20 extra for the same condition as above.
"	29.10.68	32	1 day	32	201	1) Workers claimed that earth was too hard for drain digging. Alternative employment was offered but workers claimed that the price was inadequate. 2) They asked that the day be made 'not available.'	1) They were informed that the price (4¢ per shovel) was adequate for the job; 2) The day will be regarded as "available."
"	31.10.68	537	3 days	1074	6122	No reason given.	
"	30.10.68	12	1 day	12	77	Workers complained that the price of 4¢ per bed (basin) was inadequate for cleaning cross canal. They asked for an increase of one cent per bed.	Management maintained that the price was adequate.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of settlement and/or Resumption
<u>Blairmont</u> (Cont'd)	7.11.68	39	1, day	39	\$ 145	Workers complained that work offered was bad.	Other workers completed the job.
"	21.11.68	80	1 day	80	462	Workers claimed there was unburnt trash in the field as a result they could not cut cane. They went home.	They had to go into the field and take up work before discussion about price could be started.
"	13.11.68	58	1 day	58	219	Workers asked for increase in price for weeding.	Management agreed to give an increase in the price.
"	14.11.68	5	1 day	5	27	Workers claimed that the price for weeding was inadequate.	No increase in price was given.
"	25.11.68	16	2 days	27	154	Workers refused to go back to work because the means of transportation would prove uncomfortable.	They were informed that no alternative work would be provided and that transportation would be provided as usual.
"	30.11.68	235	1 day	235	1471	The workers complained of improperly burnt cane.	They were informed by management that some parts were workable and where extras were warranted, they would be paid.
ENMORE	30. 1.68	90	4 days	306	1530	Claimed price for drawing down cane-tops insufficient.	Part of gang continued working until work was completed.
"	7. 2.68	30	2 days	60	270	No reason given.	Gang will be offered drain digging from 12. 2. 68.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of Settlement and/or Resumption
<u>Enmore</u> (Cont'd)	9.2.68	139	3 days	238	\$ 1051	Workers complained that field had too much water and they could not plant. Requested that they be given side lines to clean.	The strikers commenced work without any further requests.
"	12.2.68	65	1 day	65	260	Workers claimed that they had neither shovels nor forks to dig drains.	The strikers subsequently turned out for work with forks and shovels.
"	19.2.68	69	1 day	69	315	The workers refused to draw down cane plants. (They really wanted to clean canals.)	As the drawing down of plants were completed, the rest of the gang went on to clean the canals.
"	22.3.68	80	3 days	236	1062	Workers alleged that the canals which they were ordered to clean were too deep.	Workers resumed without any further complaints.
"	22.3.68	335	4 days	1340	6700	The workers were awaiting the decision by management, on disciplinary measures to be taken against a worker who had allegedly done poor work.	The worker was warned and instructed to return to work.
"	23.3.68	333	2 days	372	1622	No reason given.	The strikers resumed without any discussions with management.
"	16.5.68	80	1 day	80	360	The workers alleged that the water in the drains must be high.	The work of digging drains was for the 16th only.
" (Part)	17.10.68	514	12 days	1408	7287	Delay in the publication of the Persaud's Report.	

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of settlement and/or Resumption
WALES	5.3.68	300	6 days	1478	£ 5607	Workers objected to management's instruction for their transportation from wrong point to which they were inadvertently assigned.	_____
"	7.3.68	50	1 day	50	283	In sympathy with workers who struck on 5. 3. 68.	_____
"	12.3.68	100	1 day	100	565	1) Dissatisfaction with punt weights. Requested that they be allowed to put someone to check on punt weights. 2) The payment for this man should be deducted from the workers pay envelopes.	1) It was agreed to allow someone to be appointed by the 3B gang and that if these men were regular workers, they will be given leave without any break of service and given out of crop work. 2) Management regretted that they could not agree to this request, and that workers must make their own payments.
"	19.3.68	45	2 days	90	317	The workers demanded that 4 instead of 3 persons clear thrash on dam-beds and that all should receive the standard rate of pay.	They agreed to resume under the previous conditions.
"	27.3.68	50	4 days	180	693	Price of 3½ p per bank was inadequate.	It was decided that 4½ p per bank be given.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>Wales</u> (Cont'd)	2. 4.68	23	1½ dys.	36	\$ 180	Protest against the one-week suspension of a worker who was abusive to a Senior Engineer.	Full resumption before discussions. Management subsequently met union officials who agreed with the disciplinary measures taken, but suggested a reduction in the period of suspension. The suspended worker resumed on 6. 4. 68.
"	9.10.68	25	3 dys.	75	181	Price of 60¢ - 72¢ offered for weeding 2½ to 3 rods bed was refused by weeders.	Price of 96¢ - \$1.12 per bed was offered and accepted by weeders.
"	30.10.68	170	2 dys.	322	1645	Protest strike demanding exact date for \$8.5 million pay-out.	_____
"	25.10.68	30	1 day	30	91	Weeders did bad work for which management refused to pay.	It was agreed that the workers be paid for work done.
"	14.11.68	254	1 day	254	1453	The strikers demanded transportation to work-place by punts fitted with seats (refused regular transport by launch) as they would still have had to walk another mile.	_____
LEONORA	29. 2.68	276	1 1/9 day.	287	2239	Demand for compensation owing to shortage of punts.	Detainance pay was given.
"	1. 3.68	54	1½ day.	75	760	Demand for increased rate of pay.	Strikers resumed at their current rates pending the outcome of discussions on re-classification.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and /or Resumption
SKELDON	28.10.68	220	1 day	220	1320	The workers demanded the early payment of the settlement advocated by the Commission of Enquiry.	_____
ROSE HALL	2. 2.68	13	½ day	7	29	No formal complaints made. (Dissatisfaction with the regrading of Tradesmen.)	There was a voluntary resumption.
"	13. 2.68	22	4 dys.	61	258	1) Painting jobs not rotated. 2) Permanent welder should work inside shop and temporary welder outside instead of vice versa.	Management maintained that they had a right to deploy employees as they thought fit.
"	24. 2.68	15	¾ hrs.	6	25	In sympathy with Albion Field workshop employees.	There was voluntary resumption.
"	27. 4.68	18	1½ day	32	138	Protest against the use of a carpenter to assist in mechanical work.	Management said this was regular practice, especially for employees whose jobs were disappearing.
LA BONNE INTENTION	27. 2.68	5	2 hrs.	1	9	Demand for an increase of 40¢ per acre over the normal basic rate for spraying Dalapon.	No increase was granted.
"	5. 3.68	53	1 day	53	143	Delay in payment of Once-for-All-Bonus for 1965.	_____

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption.
La Bonne Intention (Cont'd)	5. 3.68	237	1 day	237	1185	Demand for a change of the M.P.C.A. representative.	The strikers were told that this would have to be dealt with by the M.P.C.A. on their representation.
"	15.10.68	1186	5 days	4976	27069	Delay in the publication of the Persaud's Commission Report.	Resumed work on their own.
VERSAILLES	4. 5.68	294	7 days	1417	7782	The workers claimed that canes were too short.	_____
"	9. 9.68	347	2 days	777	4439	Workers alleged that the cane scale was incorrect.	A delegation of workers checked the scale and verified its accuracy.
UITVLUGT	8. 4.68	328	2 days	409	1493	Workers complained of short cane (18 tons to the acre.)	Management explained that there was no provision in agreement for payment for 'short canes.'
"	29. 7.68	236	3 days	705	1777	Dissatisfaction over the appointment of a chargehand.	_____
"	30.10.68	400	1 day	440	2335	Workers wanted their houses; they said that they knew they had to get \$8.5 and would like to know what would happen to the other \$18 m.	_____

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSE	Terms of Settlement and /or Resumption
SUGAR EXPERIMENTAL STATION	21. 5.68	15	4 days	60	434	Workers demanded 54¢ a 3 rod length for digging out cane stumps, digging drains and removing other obstacles.	The basic price of 47¢ per 3 rod length was increased to 50¢.
<u>AGRICULTURE</u> (Field and Factory)							
UTIVLUCT AND GUYANA DISTILLERIES	19. 3.68	797	17 days	5726	32435	The strikers demanded a general increase for all employees not covered in regrading and reclassification exercise.	They were told that a general increase was in industry-wide question.
ALBION/PORTMOURANT	26. 3.68	181	6 days	970	4365	Demand for: a) General increase; b) Once-for-all-bonus; c) Regrading and reclassification of tradesmen. d) Recognition of five-man delegation as a representative body; e) Protest against shortage of work.	Discussions were held on re-grading and reclassification. The distillery executive was to be informed of the work shortage.
VERSAILLES	19. 4.68	144	3 days	289	1484	Dissatisfaction over the re-classification of workers.	Management agreed to interview all workers who were dissatisfied over the re-classification.
VERSAILLES, WALES, BLAIRMONT, ROSE-HALL, L.B.I./ <u>OGLE, ENMORE & SKELDON</u>	4. 7.68	3726	7 days	11256	38567	Protest against the delay in the publication of the Persaud Commission report.	

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and /or Resumption.
(Field and Factory) (Cont'd)					£		
ENMORE, DIAMOND, BLAIR-MONT, ROSEHALL, L.B.I./OGLE, VERSAILLES AND ALBION/PORTMOURANT	10. 8.68	11155	17 days	87880	449051	Protest against the delay in the publication of the Persaud Commission Report.	The Prime Minister intervened and it was agreed that a loan of \$1.5 million was to be given to the workers as Interim Relief.
ENMORE, L.B.I., BLAIRMONT, VERSAILLES, ROSEHALL, WALES AND DIAMOND	9. 9.68	4820	6 days	14269	78389	Protest against alleged imposed conditions on target for the 1968 Annual Production Bonus.	
ALBION/PORT MOURANT	28. 9.68	2041	11 days	14466	77580	Demand for a) The reinstatement of an employee; b) checking of the cane scale; c) The payment of the witness to the checking.	a) Nil. b) Nil. c) Cannot agree to the payment of witness.
ALBION/PORT MOURANT, VERSAILLES & ROSEHALL	22.10.68	3377	7 days	11026	58516	Workers stated that they wanted their A.P.B. money and not shares as proposed by the Ishmael plan.	Management requested workers to register their comments which would be forwarded to the correct authorities.
VERSAILLES, L.B.I., ENMORE, BLAIRMONT, WALES, UITVLUGT, DIAMOND AND ALBION/PORT MOURANT.	2.11.68	8692	20 days	66587	361153	Demand that date be fixed for Persaud Commission pay-out.	

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>MINING & QUARRYING</u>							
Reynolds Metal Co. Ltd.	16. 2. 68	6	½ day	3	30	Protest against the late payment of wages.	Workers resumed after the position was clarified.
Tolsie Persaud Ltd. (St. Mary's Quarry).	20. 5. 68	56	9 days	504	2160	Dissatisfaction over reclassification following the introduction of new work methods and double shift system during the course of negotiations.	Discussions were to continue.
Demerara Bauxite Co. Ltd.	22. 5. 68	3533	8 days	16727	206500	Protest against alleged kicking of an employee by a supervisor.	The Supervisor was to remain outside Guyana until matter was resolved. His subsequent resignation caused the matter to fizz out .
"	19. 6. 68	55	1 day	55	684	i) A protest against the system of payment for temporary assignments. ii) Demanded that work-force be increased. iii) Other grievances in relation to work and other conditions.	Management agreed that a follow-up meeting would be held on the 26th June at which the grievances would be examined with a view to finding solutions.
Reynolds Metal Co. Ltd.	21. 7. 68	548	3 days	1264	9000	Protest against a supervisor disciplining for misconduct, a worker who was off duty.	Conciliation talks to be held immediately after resumption.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and /or Resumption
Mining and Quarrying (Cont'd)					§		
Demerara Bauxite Co. Ltd. (Security Guards)	2.9.68	160	26 days	1875	3600	Demand for recognition of the Guyana Labour Union as bargaining agent for watchmen and security guards.	A commission of enquiry was appointed to examine grievances.
Demerara Bauxite Co. Ltd. (Rail Road Workers)	18.9.68	20	3 hrs.	8	100	Protest against 3 days suspension of a locomotive driver who was disciplined for negligence.	Management agreed to have the matter raised at Stage III level of grievance procedure, immediately after the luncheon period.
<u>MANUFACTURING</u> (Sugar Estates) (Factory)							
Albion / Port Mourant	13.1.68	70	1½ days	79	356	1) Protest against the non-introduction of the regrading scheme for operators; 2) General increase due to rise in the cost of living.	
"	22.7.68	205	1 day	205	947	Protest against the transfer of an employee from one section to another.	A meeting was to be held to discuss the matter.
LEONORA	7.2.68	180	1 day	180	794	Demanded that workers who were not given re-classification increments be given increases immediately.	They were told that the matter was then being discussed at industry level.
"	16.2.68	182	1 day	182	803	Demand for merit increments for all factory workers who had not received any increments.	It was agreed that any wage increases should await the findings of the Commission of Enquiry.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption.
Factory (Cont'd)					£		
LEONORA	2. 3.68	188	17 days	2524	11125	Demand that merit increases be made to factory workers.	Management agreed to review hourly factory operating rates of skilled, semi-skilled and unskilled workers not already in receipt of re-classification increases and still below the minimum for their category. Increases were to be granted at the discretion of management.
Blairmont	16. 2.68	150	2 days	292	1250	Dissatisfaction over reclassification and regrading exercises done on the estate.	No reply was given.
Wales	29. 6.68	137	½ day	69	295	Worker refused to perform work allocated to him by the Senior Engineer and was told to clock out as there was no other work available at the time.	The job was completed by someone else and the worker was allowed to resume work on Monday 1. 7. 68.
Rose Hall	6.11.68	115	1 day	112	552	Dismissal of day hand for carelessness and inability to account for 1 ton of sugar.	M.P.C.A. agreed to accept Labour Officers' proposal to follow procedure as laid down on agreement of 30. 6. 68.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>OTHER MANUFACTURE</u>							
Modern Industries Ltd.	3. 2.68	28	½ day	14	84	Dissatisfaction over delay of discussions between the Union and Management re - improvements of conditions of work.	Workers resumed on advice of the Union.
Sprostons Foundry	4. 4.68	254	7 days	1016	3510	The workers claimed that termination notices given to employees were against principle of "First in" "Last Out".	The usual terms of resumption in addition to decision to discuss the question of lay off on principle of "Last in" "First out."
"	25. 4.68	200	1 day	200	1120	Protest against the system based on efficiency rather than seniority, used by management for retrenching workers.	The matter was referred for conciliation.
Maharajah Oil Mills	17. 5.68	17	26 days	437	1950	Protest against alleged dangerous working conditions.	The usual terms of resumption before discussions between representatives of Management and Union at the Ministry of Labour.
Guyana Graphic Ltd.	7. 6.68	40	1 day	34	249	Protest against the Company's refusal to substitute Sunday in place of Monday (a National Holiday) as a working day.	It was decided that employees would not work on holidays although the agreement provided for this.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Mandays Lost	Wages Lost	CAUSE	Terms of Settlement and/or Resumption.
Other Manufacture (Cont'd)					₹		
Dictator Bakery	10.6.68	6	2 days	12	36	Demand for increased wages and better conditions of work.	Management and Union were to hold discussions within 7 days of the workers' resumption.
Maharajah Oil Mills Ltd.	3.7.68	17	6 days	119	590	Workers alleged that the Supervisor committed a breach of agreement by working independently, earlier than his scheduled time.	a) No victimisation, discrimination and/or intimidation. b) No break in service. c) An atmosphere of peace and harmony and will to cooperate in interest of nation was to be established
A. M. Fredericks Ltd.	8.8.68	45	9 days	360	3000	Dissatisfaction over management's failure to submit draft copy of Collective Labour Agreement.	Management was to submit to Union, draft copy of agreement which was to be discussed on 19. 8. 68.
Guyana Stockfeeds Ltd.	30.10.68	14	2 hrs.	4	18	Failure of the G.L.U. to meet the Company to fix a date for the signing of agreement on new wages and other conditions of work.	a) No victimisation. b) No break in service. c) Resumption on the understanding that the Union would meet the company on 31. 10. 68.
Guyana Lithographic Co. Ltd.	15.10.68	250	3 days	750	3924	Demand for wage increases and additional fringe benefits.	The Union accepted a wage rise of 15 % and modified fringe benefits.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and / or Resumption
<p><u>CONSTRUCTION</u></p> <p>Ministry of Housing and Reconstruction (Meadow -Brook)</p>	3. 1. 68	400	7 days	2800	<p>§</p> <p>11200</p>	<p>Protest against the Clerk-of-works countermanding the decision of the Housing Administrator to vary his (the clerk-of-works') disciplinary penalty against a worker.</p>	<p>a) No victimisation.</p> <p>b) No break in service.</p> <p>c) The Clerk-of-works to administer through his deputy and not to have contact with the workers other than through the Foreman.</p> <p>d) The Messenger was excluded from the Agreement. Industrial relations matters to be removed from the direct control of Clerk-of-Work.</p> <p>e) An inquiry into the complaints against the Clerk-of-Works to commence at least 24 hours after resumption.</p>
<p>Ministry of Forest, Lands and Mines.</p>	8. 1. 68	55	4 days	220	462	<p>a) In sympathy with Meadow Brook Workers.</p> <p>b) Dissatisfaction over outstanding regrading of salaries for Engineers at Forestry Department.</p>	<p>a) No break in service.</p> <p>b) No intimidation by either side.</p> <p>c) Ministry gave assurance that grievance will be investigated with view to early settlement.</p>

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Mandays Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
Construction (Cont'd)					\$		
B. B. Mc Cormick Ltd.	29. 4.68	200	1 day	200	800	n. a.	n. a.
"	17. 5.68	350	2 days	700	3400	Management's refusal to recognise the union of the Workers' choice.	A survey was to be carried out by the Ministry of Labour to ascertain membership of the Union.
George Wimpey Ltd.	12. 8.68	89	1½ days	150	600	Inter-Union rivalry,	Recognition granted to G. L. U.
B. B. Mc Cormick Ltd.	30. 9.68	30	1 day	30	160	Demand for an increase in travelling allowances from \$1.00 to \$1.75.	Resumption after agreement was reached between parties.
"	17.10.68	40	1 day	40	160	n. a.	n. a.
<u>ELECTRICITY, GAS, WATER & SANITARY SERVICES</u>							
Georgetown Sewerage and Water Commissioners	29. 1.68	80	1½ hrs.	15	84	Protest against delay of Joint Relations Works Committee in holding meetings to consider proposals for increased wages and improving general working conditions.	A resumption of work was ordered by the recognised Union.
Ministry of Works and Hydraulics (Pure Water Supply Section)	6. 2.68	53	7 days	223	1140	a) Protest against circular from Engineer in Charge, Pure Water Supply giving 14 days notice of his intention to make whole of East Demerara, one District.	a) No victimisation. b) No loss in seniority. c) No break in service.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
Electricity, Gas, Water & Sanitary Services (Cont'd)					\$		
Ministry of Works and Hydraulics (Cont'd)	6. 2.68					b) Alleged delay in settling outstanding grievances.	d) A meeting was to be convened within 48 hours to discuss the grievances.
Mayor & Town Council, Georgetown (Incenerator)	17. 4.68	78	1day	78	347	Refusal of workers to sign slip for deduction of increased union dues.	Matter settled by the Union.
<u>COMMERCE</u>							
Messrs. T. Geddes Grant Ltd.	14. 3.68	35	6 hrs.	26	252	Deadlock of conciliation on wages issue.	The union revoked their decision for intermittent strike action while the Chief Labour Officer was discussing the new wages proposals with them.
Guyana Rice Marketing Board.	29. 3.68	250	2 days	500	2000	Protest against two Board Members intercepting the Union's letter from management which confirmed the agreement reached between the parties.	Management gave the assurance that agreement would be implemented.
Demerara Company Ltd.	7. 5.68	30	8 days	240	1240	Dissatisfaction over the failure of the Company to recognise an agreement with Sandbach Parker and union as being inclusive of the Demerara Company.	Management agreed to meet the Union to discuss the matter.
Sandbach Parker Ltd.	10. 5.68	250	4 days	1000	5048	In sympathy with Demerara Company of 7. 5. 68.	None.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and / or Resumption
<u>Commerce</u> (Cont'd)					§		
Toolsie Persaud Ltd.	7. 5.68	31	2 days	62	336	Protest against the dismissal of a colleague who was absent from duty on two separate occasions for periods of 4 months and 2 months respectively.	Management agreed to have discussions with the Union on the matter.
Esso (MacKenzie)	27. 5.68	9	8 days	72	300	Demand for recognition of the Union of the Workers' choice.	Recognition granted to the Guyana Labour Union.
Esso Ltd. (Georgetown and New Amsterdam)	30. 5.68	15	24 days	310	1564	Demand for a 40 hour week.	The matter was referred for conciliation.
S. Wreford & Co. Ltd.	14. 6.68	20	2 days	37	216	Strike in support of Union's dispute with Esso over rates of pay and conditions of work.	
Sprostons Ltd.	4. 6.68	75	13 days	1050	3800	Demand for increased wages.	A Committee was set up to look into the matter.
Shell Antilles Ltd.	6. 6.68	34	11 days	374	2019	Breakdown in negotiations over the question of retroactivity with respect to a new agreement.	A Committee was appointed to enquire into the circumstances of the dispute.
Texaco Antilles Ltd.	6. 6.68	24	7 days	48	263	In sympathy with Shell Workers.	None.
Sandbach Parker Ltd.	4. 7.68	25	2 days	50	360	Protest against the transfer of a foreman from another site to Ruimveldt.	The matter was to be discussed after the resumption of the strikers.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>Commerce</u> (Cont'd)					§		
Toolsie Persaud Ltd.	20. 7.68	48	2 days	96	530	Alleged delay by management in dealing with a memorandum of agreement submitted by the Union in May.	It was agreed that discussions were to commence on 25. 7. 68 and continue until the matter was finished.
"	7. 8.68	23	4 days	92	380	Breakdown in negotiations for increased wages and improved conditions of employment.	The matter was referred for conciliation.
Parsram's Broadway Fashion	14. 9.68	22	1 day	22	-	1) Two Shop Assistants were dismissed for alleged insubordination. 2) Payment for five days sick leave to another employee was refused.	1) The two dismissed workers were reinstated. 2) Payment was subsequently made.
Toolsie Persaud Ltd.	26. 9.68	250	4 days	1000	4072	Protest against the dismissal of a fellow employee for allegedly sleeping on the job.	The matter was referred for conciliation.
William Fogarty Ltd.	5.10.68	270	2 days	455	1416	Protest over the dismissal of a fellow employee for alleged abuse of a Post Office Official.	1) No victimisation. 2) No break in service. 3) Representatives of the company and the Union were to meet within 24 hours of the resumption of strikers to discuss the matter of dismissal.

INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>Commerce</u> (Cont'd)					§		
William Fogarty Ltd.	5.10.68						4) Full resumption on Tuesday 8.10.68.
Central Garage Ltd.	11. 10.68	18	26 days	468	2340	Demand for Union recognition.	The claim for Union recognition was to be discussed.
Guyana Rice Marketing Board.	8.11.68	300	½ day	150	403	Alleged fear of delay in discussions re adjustment of wages and salaries.	The Union was assured that discussions would proceed as planned.
<u>TRANSPORT, STORAGE AND COMMUNICATIONS</u>							
Transport & Harbours Department	1. 2.68	72	1 day	72	320	Protest against decision by management to send home a worker for half day because he allegedly used indecent language.	No victimisation.
Postal Workers (Georgetown)	7. 8.68	60	5 hrs.	38	152	n. a.	n. a.
New Amsterdam Post Office	14. 9.68	19	1 day	19	108	Protest against an alleged statement made at a Berbice Chamber of Commerce meeting about the manipulation of a clerk at the Telegraph Section.	Resumption after worker concerned decided to take private action against the Post Master.
<u>SERVICES</u>							
<u>Government Service</u> Ministry of Works and Hydraulics. (Berbice)	28. 3.68	100	3 hrs.	38	Nil.	There was a quarrel between two workmen.	None.

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INDUSTRY	Date Strike Began	No. of Workers Involved	Duration of Strike	Man-days Lost	Wages Lost	CAUSES	Terms of Settlement and/or Resumption
<u>Services (Cont'd)</u>					£		
Ministry of Works and Hydraulics	16. 5.68	13	2½ hrs.	4	Nil	1) Alleged threats by Clerk-in-Charge of Central Workshop. 2) Allegations that Clerk-in-Charge had prevented employees from seceding from N.U.P.S.E. 3) Desire to discuss establishment of a committee to look after the interest of employees who had withdrawn from N.U.P.S.E.	1) No victimisation. 2) Discussions were to be held on the same day.
Georgetown Mayor & Town Council	20. 5.68	71	2 days	142	628	Protest over the non-payment of Interim Relief.	The Mayor informed workers that the Interim Relief question was still under discussion with the Union.
Christianburg/Wismar/Mac Kenzie Local Authority	8. 6.68	72	19 days	887	5331	Protest against the dismissal of a fellow worker by the Chairman.	The worker was reinstated without any break in service.
<u>Other Services</u>							
Mc Kenzie Sports Club	1. 7.68	10	30 days	300	1400	Demand for the recognition of the Union of the workers' choice.	The workers' claim was rejected.
Leguan Hospital	21. 9.68	19	3 days	57	200	Protest against alleged threats by Doctor against some members of the staff.	The Union and the Ministry were to have talks re threats and other outstanding grievances.
Tutorail High School	31.10.68	40	1 day	40	Nil.	Demand for three months wages in lieu of notice of dismissal for two teachers.	The matter was referred for conciliation.

APPENDIX II.

TABLE I

COMPARATIVE STATEMENT OF EXPENDITURE ON
SOCIAL ASSISTANCE - 1967 & 1968.

RELIEF	EXPENDITURE	
	1967	1968
(a) <u>Out-Door</u>	\$	\$
Personal Emoluments	93,920	106,250
Other Charges	2,846,440	3,319,070
TOTAL (Out-Door)	2,940,360	3,425,320
(b) <u>In-Door</u>		
Personal Emoluments	230,800	228,510
Other Charges	183,390	184,600
TOTAL (In-Door)	414,190	413,110
GRAND TOTAL	3,354,550	3,838,430

T A B L E I I

SOCIAL ASSISTANCE "OUT-DOOR RELIEF" EXPENDITURE - 1968

SOCIAL ASSISTANCE DEPARTMENT	EXPENDITURE
<u>FIXED ESTABLISHMENT</u>	<u>Personal Emoluments</u>
Chief Social Assistance Officer and Secretary Poor Law Commissioners	\$ 7,500
Deputy Chief Social Assistance Officer	5,730
Supervisory Social Assistance Officers	10,980
Social Assistance Officers	63,380
Chief Welfare Officer	3,550
Clerical Establishment	11,160
TOTAL (Fixed Establishment)	102,300
<u>UNFIXED ESTABLISHMENT</u>	
Telephonist	1,290
Allowances to Part-time Social Assistance Officers	630
Messenger	1,400
Acting Allowances	630
TOTAL (Unfixed Establishment)	3,950
<u>MISCELLANEOUS</u>	<u>Other Charges</u>
Transport and Travelling	23,670
Old Age Pensions	2,155,980
Public Assistance	1,113,880
Grant to Ursuline Convent for St. Anns' Orphanage	2,100
Grant to Plaisance Orphanage for Boys	2,000
Grant to Dharam Shala	10,000
Grant to African Development Association	3,000
Grant-in-aid of Society for the Blind	5,000
Grant to Salvation Army for Social Work	1,440
Grant to United Sad'r Islamic Anjuman Boys' Orphanage	2,000
TOTAL (Other Charges)	3,319,070
GRAND TOTAL	3,425,320

T A B L E III

"THE PALMS" "INDOOR RELIEF" EXPENDITURE - 1968.

<u>"PALMS"</u>	<u>EXPENDITURE</u>
<u>FIXED ESTABLISHMENT</u> Medical Officer Superintendent Warden Departmental Clerks Office Assistants Matron Deputy Matron Ward Sisters Boiler Attendant Head Cook	<u>Personal Emoluments</u> \$ ----- ----- 3,160 2,860 1,780 290 ----- 22,810 1,780 1,530
Total (Fixed Establishment)	34,210
<u>UNFIXED ESTABLISHMENT</u> Office Assistant } Nurses & Servants }	194,300
Total (Unfixed Establishment)	<u>194,300</u>
<u>MISCELLANEOUS</u> Miscellaneous Dietary Tobacco & Extras Clothing & Bedding Uniforms for Nurses & Servants Fuel & Light Furniture & Equipment Funerals Meals for Nurses Upkeep of Grounds Maintenance of Vehicles Laundry and Sanitation	<u>Other Charges</u> 1,110 100,310 1,800 18,340 6,610 9,200 4,650 930 22,000 4,570 1,160 13,920
Total (Other Charges)	184,600
<u>GRAND TOTAL</u>	413,110

T A B L E IV

RESIDENTS OF "THE PALMS" ADMITTED DURING 1968 CLASSIFIED BY
AREA FROM WHICH ADMITTED AND BY SEX

Area	Sex		Total	Percentage
	Males	Females		
Georgetown	68	47	115	52.8
Demerara (Excluding Georgetown)	44	35	79	36.2
Berbice	4	7	11	5.1
Essequibo	8	5	13	5.9
TOTAL	124	94	218	100.

T A B L E V

THE ITINERANT POPULATION OF "THE PALMS" DURING THE YEAR, SHOWING
THE NUMBER DISCHARGED FOR VARIOUS REASONS, HAVING DIED AND
REMAINING AT 31st DECEMBER, 1968.

ITINERANT POPULATION	SEX		TOTAL
	MALES	FEMALES	
On 1st January, 1968	237	245	482
Admitted during the year	124	94	218
TOTAL	361	339	700

ITINERANT POPULATION	SEX		TOTAL
	MALES	FEMALES	
<u>DISCHARGES</u>			
On Request	12	2	14
Poor Law Commissioners	3	---	3
Relatives' Request	10	9	19
Public Hospital Georgetown	29	14	43
Absconded	14	2	16
Mahaica Hospital	1	---	1
Best Hospital	1	---	1
Total (Discharged)	70	27	97
<u>DIED</u>	52	55	107
<u>REMAINING</u>	239	257	496
TOTAL	361	339	700

PERCENTAGE OF ITINERANT
POPULATION

Discharges	...	14%
Deaths	...	15%
Remaining	...	71%
TOTAL	...	100%

T A B L E VI

RESIDENTS OF "THE PALMS" ADMITTED DURING 1968 CLASSIFIED
BY INSTITUTIONS FROM WHICH ADMITTED AND BY SEX

INSTITUTIONS	SEX		TOTAL
	MALES	FEMALES	
Public Hospital Georgetown	54	38	92
Public Hospital Berbice	5	5	10
Public Hospital Bartica	2	-	2
Public Hospital Suddie	2	1	3
Best Hospital	1	-	1
Magistrates Court Georgetown	-	1	1
Mabaruma Hospital	-	1	1
Social Assistance Department	60	48	108
TOTAL	124	94	218

T A B L E VII

DEATHS AT "THE PALMS" AS A PERCENTAGE OF THE
ITINERANT POPULATION 1959 - 1968.

Year	No. of Deaths	Percentage
1959	221	21
1960	203	23
1961	230	25
1962	178	22
1963	139	20
1964	162	22
1965	216	26
1966	229	28
1967	135	18
1968	107	15

T A B L E VIII

AVERAGE NUMBER OF RESIDENTS AND NUMBER OF ADMISSIONS,

DEATHS AND DISCHARGES FOR "THE PALMS", 1964 - 1968.

Year	Average No. of Residents			No. of Admissions	No. of Deaths	No. of Discharges
	Infirmiry Wards	Out-Wards	Total			
1964	310	174	484	260	162	99
1965	315	187	502	364	216	119
1966	300	168	468	326	229	136
1967	307	175	482	262	135	106
1968	314	182	496	218	107	97

T A B L E IX

DAILY AVERAGE NUMBER OF RESIDENTS "THE PALMS" AND

AVERAGE COST OF MAINTENANCE PER HEAD, 1959 - 1968.

Year	Daily Average	
	Number of Residents	Cost per Head
1959	573	\$ 1.49
1960	571	1.45
1961	553	1.49
1962	509	1.67
1963	479	1.59
1964	484	1.94
1965	502	1.91
1966	468	2.02
1967	482	2.36
1968	496	2.29

TABLE X

WORK PROGRESS ON INVESTIGATIONS OF APPLICANTS AND REVIEWS ON PERSONS IN RECEIPT OF ASSISTANCE, 1967 AND 1968.

<u>PUBLIC ASSISTANCE</u>	1967				1968			
	No. of Applicants	Applicants Uninvestigated	Applicants Investigated	Cases Reviewed	No. of Applicants	Applicants Uninvestigated	Applicants Investigated	Cases Reviewed
Applications at 1st January.	894	-	-	-	1,151	-	-	-
Applications received during the year.	4,444	-	-	-	3,919	-	-	-
TOTAL	5,338	-	-	-	5,070	-	-	-
Applications approved during the year.	-	-	2,238	-	-	-	2,028	-
Applications rejected during the year.	-	-	1,949	-	-	-	1,960	-
Applications on hand at 1st December for decisions by Local Boards	-	-	561	-	-	-	702	-
TOTAL	-	-	4,748	-	-	-	4,690	-
Applications uninvestigated at 31st December	-	590	-	-	-	380	-	-
<u>REVIEWS</u>								
Grants Continued	-	-	-	3,596	-	-	-	2,357
Grants Increased	-	-	-	127	-	-	-	79
Grants Reduced	-	-	-	575	-	-	-	254
Grants Discontinued	-	-	-	2,346	-	-	-	1,646
TOTAL	-	-	-	6,644	-	-	-	4,336
<u>OLD AGE PENSIONS</u>								
Applications at 1st January	691	-	-	-	517	-	-	-
Applications received during the year.	2,966	-	-	-	3,007	-	-	-
TOTAL	3,657	-	-	-	3,524	-	-	-
Applications approved during the year.	-	-	2,468	-	-	-	2,328	-
Applications rejected during the year.	-	-	672	-	-	-	615	-
Applications on hand at 31st December for decisions by Local Boards	-	-	285	-	-	-	348	-
TOTAL	-	-	3,425	-	-	-	3,291	-
Applications uninvestigated at 31st December.	-	232	-	-	-	233	-	-
GRAND TOTAL	8,995	822	8,173	6,644	8,594	613	7,981	4,336

Total investigated applications and reviews 1967 = 14,817

Total investigated applications and reviews 1968 = 12,317

T A B L E X I

Comparison of Number of Cases, Adults, Children and Total Number of Individuals Receiving Public Assistance and Classified by District for 1966 - 1968.

DISTRICT	1966				1967				1968			
	No. of Cases	No. of Adults	No. of C'dren	Total No. of Ind'vls	No. of Cases	No. of Adults	No. of C'dren	Total No. of Ind'vls	No. of Cases	No. of Adults	No. of C'dren	Total No. of Ind'vls
Georgetown (Total)	1,748	1,248	1,290	2,538	1,903	1,387	1,362	2,749	1,988	1,438	1,464	2,902
<u>DEMERARA (W. G'Town)</u>												
Lower West Coast	} 526	} 386	} 376	} 762	} 527	} 373	} 382	} 755	379	265	287	552
Upper West Coast									207	132	183	315
West Bank	489	336	454	790	446	307	423	730	464	324	419	743
Demerara River	159	118	114	232	147	114	107	221	181	138	136	274
East Bank	765	464	835	1,299	610	378	641	1,019	594	429	704	1,133
Plaisance	584	387	532	919	605	404	512	916	606	381	558	939
Buxton	237	505	793	1,298	746	507	770	1,277	720	494	707	1,201
Belfield	454	311	518	829	438	296	512	808	406	263	498	761
Mahaicony	314	169	460	629	230	152	250	402	204	133	241	374
TOTAL	4,028	2,676	4,082	6,758	3,749	2,531	3,597	6,128	3,761	2,559	3,733	6,292
<u>ESSEQUIBO</u>												
Mabaruma	} 87	} 48	} 124	} 172	} 83	} 46	} 113	} 159	59	32	82	114
Acquero									45	33	47	80
Pomeroon	83	44	137	181	80	49	108	157	87	50	110	160
North	178	142	121	263	179	142	113	255	205	166	133	299
South	256	205	156	361	252	197	157	354	277	207	204	411
Wakenaam	104	76	84	160	118	91	73	164	123	95	74	169
Leguan	113	93	63	156	112	93	53	146	131	109	71	180
Bartica	90	63	74	137	81	68	39	107	80	60	30	100

TOTAL	911	671	759	1,430	905	686	656	1,342	1,007	761	760	1,521
BERBICE West Coast	516	393	372	765	325	412	335	747	550	416	378	794
Berbice River	151	113	128	241	129	108	80	188	132	117	76	193
New Amsterdam	306	238	143	381	323	257	147	404	377	295	196	491
Lower Corentyne	} 794	} 521	} 624	} 1,145	} 791	} 535	} 588	} 1,123	368	262	251	513
West Central									305	210	109	319
East Central									184	116	172	288
Upper Corentyne	306	218	226	444	327	232	235	467	362	270	240	510
TOTAL	2,073	1,483	1,493	2,976	2,095	1,544	1,385	2,929	2,278	1,686	1,422	3,108
GRAND TOTAL	8,760	6,078	7,624	13,702	8,652	6,148	7,000	13,148	9,034	6,444	7,379	13,823

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T A B L E X I I

COMPARISON OF NUMBER OF PENSIONERS ON THE REGISTER
CLASSIFIED BY DISTRICT FOR 1966 - 1968.

DISTRICT	Number of pensioners on Register		
	1966	1967	1968
Georgetown	5,257	4,713	4,524
<u>Demerara (Ex. G/T)</u>			
Lower West Coast	} 981	} 1,097	594
Upper West Coast			520
West Bank	810	873	814
Demerara River	269	330	372
East Bank	876	1,001	1,021
Plaisance	799	833	836
Buxton	865	933	937
Belfield	817	866	837
Mahaicony	400	405	386
TOTAL	5,817	6,338	6,317
<u>ESSEQUIBO</u>			
Mabaruma	} 177	} 200	117
Acquero			113
Pomeroon	146	179	169
North	310	283	302
South	366	382	368
Wakenaan	219	232	227
Leguan	149	160	155
Bartica	181	204	213
TOTAL	1,548	1,640	1,664
<u>BERBICE</u>			
West Coast	847	889	935
Berbice River	236	265	286
New Amsterdam	482	455	569
Lower Corentyne	} 1,380	} 1,455	627
West Central			484
East Central			419
Upper Corentyne	495	551	573
TOTAL	3,440	3,615	3,893
GRAND TOTAL	16,062	16,306	16,398