

BRITISH GUIANA

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ANNUAL REPORT

of the

DEPARTMENT OF LABOUR

for the year

1962.

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Presented by the Commissioner of Labour
to the Honourable Minister
of
Labour, Health and Housing

DEPARTMENT OF LABOUR,
237 Camp Street,
Cummingsburg,
Georgetown,

BRITISH GUIANA.

October, 1963.

Sir,

I have the honour to submit my report on the activities of the Department of Labour for the year 1962.

STAFF

2. The authorised staff for the year as compared with the actual strength as at 31st December, 1962, is shown hereunder.

(i) HEADQUARTERS AND BRANCHES

DESCRIPTION OF POST	AUTHORISED STRENGTH 1962	ACTUAL STRENGTH 1962	DISTRIBUTION		
			HEAD- QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
<u>ADMINISTRATION</u>					
Commissioner of Labour	1	1	1	-	-
Deputy Commissioner of Labour	1	1	1	-	-
<u>INSPECTORATE</u>					
Inspectors of Labour	6	6	5	1	-
Assistant Inspectors of Labour	11	10	9	1	-
<u>CLERICAL ESTABLISHMENT</u>					
Chief Clerk	1	1	1	-	-
<u>Statistical Section</u>					
Statistical Officer	1	1	1	-	-
Class II Clerks	1	1	1	-	-
<u>Accounts Section</u>					
Class I Clerk	1	1	1	-	-
Class II Clerks	2	2	2	-	-
C/F	25	24	22	2	-

Records ...

The Honourable Minister,
Ministry of Labour, Health & Housing,
Brickdam,
GEORGETOWN.

DESCRIPTION OF POST	AUTHORISED STRENGTH 1962	ACTUAL STRENGTH 1962	DISTRIBUTION		
			HEAD- QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
B/F	25	24	22	2	-
<u>Records and Typing Section</u>					
Secretary	1	1	1	-	-
Senior Clerical Assistants	2	2	2	-	-
Clerical Assistants	7	7	6	1	-
<u>SUBORDINATE STAFF</u>					
Receptionist	1	1	1	-	-
Messengers	3	3	2	1	-
Gardener	1	1	1	-	-
TOTAL	40	39	35	4	-

With a single exception the staff of the Inspectorate was at full strength numerically during the year; this was due to the return of two officers from long leave and the filling of two vacant posts. One Assistant Inspector of Labour was seconded to the Ministry of Development and Planning and was replaced by an officer from the Ministry of Labour, Health and Housing. The Assistant Inspector of Labour who hitherto had been on secondment to the Ministry of Development and Planning, was officially transferred to the Ministry of Trade and Industry and Mr. Nedd's resignation became effective from the 1st February following the expiration of his leave. Actually there is now one vacant post of Assistant Inspector of Labour and action has been taken to have it filled early in 1963.

There have been frequent changes among the clerical section of the Department during the year, but its authorised numerical strength was not affected.

(ii) EMPLOYMENT EXCHANGE SERVICE

DESCRIPTION OF POST	AUTHORISED STRENGTH 1962	ACTUAL STRENGTH 1962	DISTRIBUTION		
			HEAD QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
Manager, Employment Exchange	1	1	1	-	-
Juvenile Employment Officer (Male)	1	1	1	-	-
Asst. Juvenile Employ- ment Officer (Female)	1	1	1	-	-
Office Assistants	6	6	3	2	1
C/F	9	9	6	2	1

DESCRIPTION OF POST	AUTHORISED STRENGTH 1962	ACTUAL STRENGTH 1962	DISTRIBUTION		
			HEAD QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
B/F	9	9	6	2	1
<u>CLERICAL ESTABLISHMENT</u>					
Class I Clerk	1	1	1	-	-
Class II Clerks	2	2	2	-	-
Clerical Assistants	2	2	2	-	-
<u>SUBORDINATE STAFF</u>					
Messengers	3	3	2	-	1
TOTAL	17	17	13	2	2

The staff of the Employment Exchange was at full strength during the year. The development works at Tapakuma, Essequibo, by Messrs. Pauling and Company (Overseas) Ltd., to whom the contract was awarded by Government, continued apace, and necessitated the retention of the temporary branch office at Anna Regina which is in charge of a Senior Office Assistant.

During July, 1962, the Exchange commenced to carry out the local arrangements in connection with the Commonwealth Immigration Act 1962 and as a result an additional temporary Class II Clerk was appointed on 1st September, 1962, to assist with this job. The Manager proceeded on long leave in July and the functions of this office were carried out by Mr. H. Satnarain, Assistant Accountant of the Housing and Planning Department.

A new fortnightly registration service of the Employment Exchange was opened on the 13th July at Skeldon, Corentyne, Berbice. Registration for employment was heavy at the start and by the end of August as many as 300 were recorded. There was a subsequent falling off due to the receipt of very few requests particularly from private employers for the placing of workers.

3. Geographical Distribution of Staff

The staff of 56 is accommodated in four (4) buildings as follows:-

- (a) Headquarters - 237, Camp Street, Georgetown - 35 persons.
- (b) Employment Exchange - 245, Regent and Bourda Streets, Georgetown - 13 persons.
- (c) Labour Department - New Amsterdam, Berbice - 6 persons.
- (d) Labour Department - Anna Regina, Essequibo - 2 persons.

The necessity for an extension of the Head Office building at 237, Camp Street, Georgetown, to provide more convenient accommodation for the staff still exists and it is hoped that action will be taken early in 1963 to have the works started.

4. Duties of the Department and Officers

There was no fundamental change during the year either in the duties of individual officers or of the Department as a whole.

The duties of the Department may be summarised as follows:

- (a) to advise Government on all labour matters and to prepare such reports as may be required from time to time;
- (b) to enquire into the causes and circumstances of disputes between an employer or any class of employers and employees, or between different classes of employees and to take steps to promote a settlement;
- (c) to visit and inspect premises in which labour is employed and to obtain and require from employers information as to wages, hours and conditions of work of those employed;
- (d) to inspect factories in order to ensure that the provisions of the Factories Ordinance and the Regulations made thereunder are being complied with;
- (e) to investigate complaints relating to the non-payment of prescribed minimum rates of wages;
- (f) to inspect registers of wages and of holidays-with-pay in order to ensure compliance with legal requirements;
- (g) to inspect registers of accidents;
- (h) to foster the growth of trade unionism and to advise employers' associations and trade unions on the latest trends in industrial relations;
- (i) to operate the Employment Exchange Service for the registration and placement of unemployed persons.

5. The Commissioner of Labour, in addition to his normal duties, is Chairman of the Following Standing Committees and Boards which deal with matters relating to the work of the Department.

The Standing Committee of the Employment Exchange.

The Juvenile Employment Committee.

The Georgetown Port Labour Committee.

The Board of Industrial Training.

He is also a member of the Board of Governors of the Government Technical Institute.

ORGANISATION OF THE DEPARTMENT

6. For the efficient performance of these duties the Department is organised into -

(a) An Inspectorate comprising -

- (i) Conciliation;
- (ii) Endorcement;
- and (iii) Factories Sections.

(b) A Statistical Section.

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(c) Records and Accounting Sections.

(d) An Employment Exchange Section.

The names of the Senior Officers of the Department are as listed hereunder:-

The Commissioner of Labour	-	Mr.F.G. Taharally, B.Sc.(Econ.)(Lond.).
Deputy Commissioner of Labour	-	Mr. E.A. Richards, M.B.A. (Columbia); B.Sc.(Econ.)(Lond.); B.Com.(Lond.); D.P.A.(Lond.); A.C.I.S.; Barrister-at-Law.
Inspectors of Labour	-	(1) Mr. R.A. Chung. (2) Mr. M.G.N. Sankies. (3) Mr. L.A. Dyal. (4) Mr. J.E. Chabrol. (5) Mr. O.L. Henry. (6) Mr. C.F. Singh, A.C.C.S.
Assistant Inspectors of Labour	-	(1) Mr. F.A. Eytle (2) Mr. A.L. Price (3) Mr. D.E. Shepherd (4) Mr. C.E. Bostwick, B.A. (Lond.) (5) Mr.C.E. Douglas, B.A.(Hons.) (Exeter) (On secondment to the Ministry of Development and Planning) (6) Mr. I.W.L. Coleman. (7) Mr. S.B. Grover, B.A. (Punjab). (8) Mr. K.B. Ramcharitar, Barrister-at-Law. (9) Mr. P. Narayan (10) Mr. R.O. Bostwick (11) Vacant Post
Chief Clerk	-	Mr. K. Rohoman
Statistical Officer	-	Mr. V.L.A. Wong, A.I.S., F.S.S. (On Study Leave) Mr. B.G.C. Henry, F.S.S. (On Se- condment).
Manager, Employment Exchange Service.	-	Mr. C.J.S. Simmons.

II. GENERAL REVIEWAppointments and Assumptions of Duty

7. During the year under review Mr. C.F. Singh was confirmed in his acting appointment as Inspector of Labour with effect from 1st May.
8. Mr. K.B. Ramcharitar, Barrister-at-Law, was appointed an Assistant Inspector of Labour (Enforcement) with effect from 2nd July. Mr. P. Narayan, Class I Clerk was appointed an Assistant Inspector of Labour on secondment for 2 years with effect from 4th August.
9. Consequent on the departure of the Manager of the Employment Exchange on long leave from July, Mr. H. Satnarain, Senior Accounting Officer of the Housing and Planning Department was appointed to act in this post with effect from 4th July.
10. Mr. M.G.N. Sankies, Inspector of Labour, resumed duty on 9th July after spending his vacation leave in the United Kingdom and the United States of America. While in America he undertook an A.I.D. Course in Industrial Relations sponsored by the United States Government.
11. Messrs. F.A. Eytile and A. Price, Assistant Inspectors of Labour resumed duty on 30th July and 18th August respectively, after spending their vacation leave in the United Kingdom. Both of these officers attended special training courses for Labour Officers during their stay in the United Kingdom.
12. Mr. V.L.A. Wong, Statistician, left the colony on 1st September for Washington, U.S.A. on a year's leave to pursue a course on Labour Statistics sponsored by the International Co-operation Administration. Mr. B.G.C. Henry of the Economics Division of the Department of Agriculture was seconded on 17th August to this Department vice Mr. Wong.
13. Consequent on the resignation of Mr. G.H.D. Morgan, Inspector of Labour on the 1st May to take up an appointment as Labour Relations Officer with the Shipping Association of Georgetown, Mr. O.L. Henry, Inspector of Labour, was transferred from head office, Georgetown, to assume duty in New Amsterdam in charge of the Berbice branch of the Department. The Berbice district is now administered by an Inspector of Labour and an Assistant Inspector of Labour.
14. On 5th November, Mr. C.E. Douglas, Assistant Inspector of Labour, was seconded to the Ministry of Development and Planning and was replaced on 2nd November by Mr. R.O. Bostwick of the Ministry of Labour, Health and Housing.
15. Mr. M.M. Dial, Chief Clerk, left the colony on 4th January on long leave and Mr. K. Rohoman was seconded to the Department to carry on his duties. Mr. Dial returned to the colony on 1st October and was transferred to the Ministry of Finance leaving Mr. Rohoman in charge of the Clerical and Accounting Sections of the Department.
16. Miss M.O. Bardon, Secretary, resumed duty on 6th June following the expiration of her vacation leave which commenced in October, 1961.
17. The Commissioner, Mr. F.G. Taharally, proceeded to the United Kingdom on 6 months' vacation leave commencing 10th May, 1962. He left the United Kingdom in June to attend an A.I.D. Course on Labour Relations in the United States of America which commenced in July, 1962. During his absence the Deputy Commissioner, Mr. E.A. Richards was appointed to act as Commissioner and Mr. R.A. Chung, Inspector of Labour, took over the duties of Deputy Commissioner. Mr. Taharally resumed duty on the 13th December and Messrs. Richards and Chung reverted to their substantive posts.

Vacation Leave

18. During the course of the year Vacation Leave was granted to the following officers:-

Mr. L.A. Dyal, Inspector of Labour - 150 days with effect from 2nd December, 1962. During the course of his leave in America Mr. Dyal undertook an A.I.D. Course in Industrial Relations.

Mr. A.L. Price, Assistant Inspector of Labour - 6 months with effect from the 1st March; while in the United Kingdom, Mr. Price attended the Basic Training Course for H.M. Inspectors of Factories as well as a Training Course for Industrial Safety Officers organised by the Royal Society for the Prevention of Accidents.

Mr. M.M. Dial, Chief Clerk - 6 months with effect from 4th January.

Mr. C.J. S. Simmons, Manager, Employment Exchange - 6 months with effect from 4th July.

Mr. V.L.A. Wong, Statistician - 6 months with effect from 1st September, 1962, plus an extension of approximately six months to participate in a training course in the United States of America.

Mr. C.V. Too-Chung, Senior Office Assistant - 3 months with effect from 16th June.

Miss T.A. Fernandes, Senior Clerical Assistant - 143 days with effect from 13th October.

Miss G.A.Y. Deane, Senior Clerical Assistant - 5 months 19 days with effect from 1st July.

Miss C.G. Pompey, Clerical Assistant - 151 days with effect from 17th October, 1962.

Mr. N.E. Bishop, Messenger, Employment Exchange - 79 days with effect from 1st March.

Mr. A. Sahadeo, Messenger, Head Office - 84 days with effect from 1st March.

Resignations

19. The following officers left the Service during the year -

(a) Mr. G.H.D. Morgan, Inspector of Labour, resigned with effect from 1st May.

(b) Miss T.A. Yong, Clerical Assistant, resigned with effect from 30th July to take up an appointment in Puerto Rico.

(c) Miss Leah E. White, Temporary Clerical Assistant, resigned with effect from 1st April.

(d) Miss G. Hamilton, Office Assistant, resigned with effect from 9th September.

(e) Miss O.A. Kerrutt, Clerical Assistant, resigned with effect from 8th March.

20. To summarise 5 members of the staff (including one Inspector of London) left the service as a result of resignations. The service continues to lose several of its trained and experienced officers due to better conditions of employment being offered by Commercial and Industrial Enterprises. Loss of such personnel inevitably tends to disrupt the efficient working of the Department. The training of recruits to acquire a certain degree of efficiency takes quite some time with the result that some officers were under great pressure to cope with the ever increasing volume of work.

Financial Provision

21. The total recurrent financial provision approved in respect of the Department for the year 1962 was \$211,653. made up as follows:-

	<u>Labour</u> <u>Department</u>	<u>Employment</u> <u>Exchange Service</u>
Personal Emoluments	\$128,034	\$30,919
Transport and Travelling	25,500	2,500
Relief Messengers	10,000	-
Public Utility Undertakings and Public Health Services Arbitration Ordinance Expenses	5,000	-
Other Expenses	2,800	6,900
TOTAL	\$171,334	\$40,319

22. The sum of \$10,000 which was previously administered by the Employment Exchange has not been transferred to the Head Office for the purpose of supplying relief messengers for the entire Public Service. This was subsequently reduced by \$1,000.

23. The total amount voted for the Department last year was \$197,478 (revised); this amount was exceeded this year by \$14,175 and was mainly due to -

- (a) Increases in the Travelling and Subsistence Vote due to the normal expansion of the officers' sphere of activities resulting from increased labour problems and complaints.
- (b) The inclusion of \$6,000 for the Recruitment of Domestic to Canada Scheme - 1962.
- (c) Normal Increments on the salaries of the authorised staff.

24. The Estimates of the Department to meet all requirements necessary for the proper and efficient administration of the Department have always been prepared on the basis of strict economy in keeping with the policy of Government.

Production

25. Compared with 1961 there were increases in the levels of production in three of the principal industries in the Colony. Table I provides a comparative picture of the volume of production of the main

/industries

industries during 1961 and 1962.

TABLE I

PRODUCTION IN CERTAIN INDUSTRIES 1961 AND 1962

Commodity	Unit	1961	1962
Sugar	Tons	324,745	323,023
Rum	Proof gallons	2,790,833	2,748,367
Timber (Government Forests)	Cubic Ft. (Hoppus) (equivalent true volume)	6,927,593	6,271,231
Bauxite	Long tons	2,373,615	3,035,828
Gold	Bullion ounces	1,702	1,903
Diamonds	Metric carats	112,680	100,145
Manganese	Tons	193,038	271,103
Rice	Tons	124,000	140,295

There was no appreciable change in sugar production during the year as compared with the previous year.

Rum, however, showed a decrease of 42,466 proof gallons.

There was also a substantial decrease of 656,362 cubic feet in the amount of timber produced during the year.

In the mining and extractive industries there were increases in the quantities of bauxite, manganese and gold produced but a decrease in diamond production. The figures show a decrease of 12,535 metric carats of diamond and increases of 662,213 tons of bauxite, 78,065 tons of manganese and 201 bullion ounces of gold when compared with 1961.

In the Rice Industry there was an increase in production of 16,295 tons compared with the previous year.

Employment

26. Appendix I (Table I) indicates the level of employment in the principal industries and undertakings in the Colony.

Sugar Industry

27. There was an appreciable downward trend in the level of employment on sugar estates in 1962 compared with 1961. The continued decrease in the number of workers employed on sugar estates was due largely to the progressive development of the programme of mechanisation of the industry, the use of weedicides and also to the efforts by the employers to stabilise the required labour force.

28. This progressive downward trend in the level of employment in the sugar industry has continued to be a source of concern to the Government as it tends to aggravate the country's unemployment problem. The report of the enquiry conducted in 1961 by Dr. E.P. Reubens into the effects of mechanisation in the sugar industry is still being awaited.

29. Tables II and III showing the average numbers of men, women and young persons employed weekly for the years 1959, 1960, 1961 and 1962 are set out hereunder.

TABLE II

FIELD WORKERS

(Average number employed weekly)

Category	1959		1960		1961		1962	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Men	12,706	79.9	12,295	76.8	11,803	77.9	11,112	79.9
Women	3,205	19.1	2,994	18.7	2,668	17.6	2,250	16.2
Young Persons	836	5.0	712	4.5	688	4.5	539	3.9
TOTAL	16,747	100.0	16,001	100.0	15,159	100.0	13,901	100.0

TABLE III

FACTORY WORKERS

(Average number employed weekly)

Category	1959		1960		1961		1962	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Men	4,495	94.0	4,254	95.0	3,904	95.8	3,618	92.4
Women	100	2.1	88	2.0	64	1.6	54	1.4
Young Persons	* 189	3.9	* 136	3.0	** 107	2.6	*** 242	6.2
Total (Factory)	4,784	100.0	4,478	100.0	4,075	100.0	3,914	100.0
Total Field and Factory Workers	21,531	-	20,479	-	19,234	-	17,815	-

* These figures refer to boys only.

** Excludes 149 apprentices.

*** These figures refer to boys and apprentices.

30. The employment figures contained in the above tables reveal that the actual decrease in the average number of persons employed weekly in the industry during 1962 compared with 1961 was 1,419. Of the average number of 13,901 employed weekly in the field during 1962, 79.9% were men, 16.2% women and 3.9% young persons.

31. Table IV provides a comparative picture of the average number of days worked per week by field workers during each of the years 1959-1962.

TABLE IV

Average number of days worked per week by
Field Workers during 1959-1962

Year	Adults		Young Persons		Total		Overall Average Male and Female
	Male	Female	Male	Female	Male	Female	
1959	4.51	3.80	4.64	3.90	4.51	3.80	4.37
1960	4.63	3.95	4.72	3.96	4.63	3.95	4.50
1961	4.46	3.92	4.45	3.88	4.46	3.92	4.36
1962	4.41	3.78	4.25	3.93	4.40	3.78	4.30

32. It will be seen from Table V, that in comparison with 1961, there were appreciable decreases in the number of man-days worked by all categories of field workers in the sugar industry.

TABLE V

Field Work on Sugar Estates

CATEGORY	MAN-DAYS WORKED			Increase + Decrease - Over 1961
	1960	1961	1962	
<u>Men</u>				
Resident and Non-Resident Piece Workers	2,183,358	1,992,702	1,914,409	- 78,293
Resident and Non-Resident Time Workers	772,943	744,327	633,792	- 110,535
<u>Women</u>				
Resident and Non-Resident Piece Workers	394,043	351,765	327,293	- 24,472
Resident and Non-Resident Time Workers	220,709	192,095	114,420	- 77,675
C/F	3,571,053	3,280,889	2,989,914	- 290,975

/Young.....

CATEGORY	MAN-DAYS WORKED			Increase + Decrease - Over 1961
	1960	1961	1962	
B/F	3,571,053	3,280,889	2,989,914	- 290,975
<u>Young Persons</u>				
Male Workers	161,934	154,362	116,414	- 37,948
Female Workers	10,670	4,071	2,614	- 1,457
TOTAL	3,743,657	3,439,322	3,108,942	- 330,380

Field Work on Sugar Estates

33. Table VI shows the percentages of man-days worked by men, women and young persons during the years 1960, 1961 and 1962.

TABLE VI

Percentage of Total of Man-Days Worked

	1960	1961	1962
Men	79.0	79.6	82.0
Women	16.4	15.8	14.2
Young Persons	4.6	4.6	3.8
	100.0	100.0	100.0

Rice Industry

34. Rice Farming is carried on mainly by residents of the rural areas and their families, and reliable information of the numbers gainfully employed is not available.

35. During the year under review, increasing mechanisation of the industry continued both in the field and in the factory. With respect to the latter, it is of interest to note that several modern multi-stage mills were erected.

36. In an effort to expand rice production, more land was brought under cultivation at the Black Bush Polder Project Scheme on the Corentyne Coast which was completed for settlement in 1961. Already in 1962, 13,500 acres of the 31,000acre Scheme, were devoted to this crop.

37. The average number of workers employed monthly by the British Guiana Rice Development Company Limited - the largest employer of wage earners in the Industry - on their holdings in the Mahaicony/Abary Area was 283 (Appendix I Table I).

38. The average number of wage earners employed in privately-owned rice mills during 1962 fluctuated between a low figure of 305 in August and a high figure of 523 in November. Details are as follows:-

TABLE VII

EMPLOYMENT IN RICE MILLS 1961 and 1962

1961			1962				
Month	Male	Female	Total	Month	Male	Female	Total
October	240	12	252	August	294	11	305
February	692	20	712	November	513	10	523

Government Agriculture and Marketing

39. The average number of workers employed by the Government Agricultural and Marketing Services (Appendix I Table I) showed a decrease of 82 over the figure for 1961.

40. The figures quoted relate principally to manual workers in Government Agricultural Services and Agricultural Research Stations.

Bauxite Industry

41. There was an increase of 282 in the average number of workers employed in the bauxite industry during 1962, compared with 1961 (Appendix I Table I).

Timber Industry

42. There was no reliable information regarding the total employment in the Industry during 1962. However, the estimated average number employed monthly in sawmills during 1962 was 843 compared with 831 in 1961.

Waterfront

43. Employment in Port Georgetown is regulated and controlled by a voluntary body known as the Georgetown Port Labour Committee. This Committee is composed of nine members made up as follows:

- (a) Four members appointed by the Shipping Association of Georgetown from among its members.
- (b) Four members appointed by the Waterfront Branch of the British Guiana Labour Union from among its members.
- (c) A Chairman agreed upon by both sides or failing agreement, appointed by His Excellency the Governor.

44. Since its inception, the Committee, by mutual request, has been operating under the Chairmanship of the Commissioner of Labour, with an Officer of the Department performing the secretarial duties.

45. At the end of 1962, the number of stevedores and wharf workers on the Port Labour Register was 372 and 381 respectively (Appendix I Table I) compared with 384 and 430 at the end of 1961.

Employment Exchange Service

46. The Employment Exchange Service carried out its functions in the building provided for the purpose at Lot 245 Regent and Bourda Streets, Lacytown, Georgetown, and through its branches at the offices of the Department of Labour, New Amsterdam, Berbice and at Anna Regina, Essequibo.

47. The Standing Committee of the Exchange which is an advisory body on matters connected with the service, held four (4) meetings during the year. The Commissioner of Labour continued to perform the duties of Chairman of the Committee. (Personnel at Appendix II (a))

48. The Juvenile Employment Committee (Personnel at Appendix II (b)) which was established by the Governor on the 11th November, 1951, to advise on matters relating to the Juvenile Section of the Exchange Service held four (4) meetings during the year. The main work of the Committee was channelled through a sub-committee the functions of which are advisory to the Main Committee. The sub-committee advises and guides youths who have been placed in employment and is also concerned with re-establishing youths who have lost their jobs. This sub-committee met on thirty-eight (38) occasions and interviewed one hundred and fifty-six (156) youths - 64 girls and 92 boys.

49. Thirty domestic servants recruited through the Employment Exchange, were sent to Canada during the year.

50. At the end of January the number of unemployed persons on the Live Register was 7446. Except however for the month of December when the registered figure had dropped to 4282, the Live Register indicated a constant registration between 5000 and 6000 persons. This information is set out in Appendix I Table II.

51. Particulars of vacancies notified to and filled by the Employment Exchange are set out in Appendix I Table III(a). The number of vacancies notified during 1962 showed an increase of 185 over the previous year. The number of vacancies filled during 1962 increased by 491 over that of 1961, representing an increase of 11.4%. Appendix I Table III(b) provides information regarding registrations and placings.

52. Following the enactment of the Commonwealth Immigration Act, the Employment Exchange processed 190 applications for vouchers for employment in the United Kingdom during the period July-December. Fifty-nine Labour Vouchers were issued on behalf of the U.K. Ministry of Labour during that period.

Vocational Training

53. Vocational training in the Government Service was undertaken during the year in the Medical, Lands and Mines, Transport and Harbours and Public Works Departments.

54. The Government Technical Institute, established by Government in 1951, continued to provide training facilities for technical personnel and handicraftsmen mainly for the purpose of developing and improving skills in a variety of trades. The numbers in training in January and December 1962 were 1252 and 824 respectively.

55. There has been joint sponsorship by the Institute and commercial firms of apprenticeship schemes for youths. In such cases apprentices received their usual rates of pay from their employers when in attendance one or two days a week at the Institute.

56. Apart from the successes in trade courses, 47 students were successful in 1962 at the examinations leading to awards of the City and

Guilds of London Institute Ordinary Certificates which are equivalent in scope and standard to the United Kingdom Ordinary National Certificate. The distribution of these successes at the technician courses are given below by categories:-

Mechanical and Electrical Engineering	
S1 - 1st year	- 9
Mechanical Engineering S2 - 2nd year	- 8
Mechanical Engineering S3 - 3rd and final year	- 1
Electrical Engineering S2 - 2nd year	- 3
Electrical Engineering S3 - 3rd and final year	- 2
Building S1 - 1st year	- 18
Building S2 - 2nd year	- 6

57. Training of Agricultural Apprentices at the Mon Repos Agricultural Station continued during the year. Three (3) new juvenile registrants were added to the number being trained.

58. In January, 170 girls between the ages of 15 - 18 years were undergoing a 3-year course in subjects relating to Home Economics at the Carnegie School of Home Economics. Of these, 60 completed their course of training and at the end of the year 175 were still undergoing similar training.

59. The School continued its adult evening class programme during each school term. Instructions were offered in the fields of Dressmaking, Cookery, Food Preservation, Upholstery and Home Improvement. Seven hundred persons were enrolled for these classes during the year.

60. The Y.W.C.A. conducted courses for 18 shop assistants and sales girls registered at the Exchange and who wished to improve their proficiency for employment in their respective fields. Appendix I Table IV gives information regarding vocational training undertaken by Government.

Apprenticeship Training

61. As early as 1909, Government took the initiative and established machinery for the regulation of apprenticeship training. The Industrial Training Ordinance was enacted on 28th May, 1910, and the Board of Industrial Training was established. The Board as constituted at that time, continued in existence until 1928/29, when its membership lapsed, but in 1950, it was resuscitated and passed the Industrial Training (Apprenticeship) Regulations, No. 7 of 1955, and the Industrial Training (Amendment) Ordinance, No. 40 of 1956.

62. The Ordinance provided for the appointment from time to time of fit persons, not exceeding ten, to be a Board of Industrial Training, and required three of the members so appointed to be skilled in and actively engaged in one or more of the trades to which boys may be apprenticed under the Ordinance. The Board as constituted at present comprises representatives of Industry, Trade Unions, and Government, under the Chairmanship of the Commissioner of Labour.

63. The Ordinance vested in the Board the responsibility for arranging and directing the technical education of apprentices in the 27 trades falling within the scope of the Ordinance. Despite this function, the Board allows to employers complete autonomy in organising their own schemes of training, provided they conform to the standards set by the Board.

64. In British Guiana, the apprentice is, in some instances, both a student and an employed worker. Training is provided both on and off the job, the latter being obtained at the Government Technical Institute in Georgetown and other recognised trade schools run by Industry for their apprentices. Despite these facilities, the provision for off the job training, especially in the rural areas, is far from adequate.

65. Normally, there are no fixed educational requirements to be met by applicants for apprenticeship training, but candidates are expected to have a good basic education, and be between the ages of 15 to 17 years. It is significant that the school leavers with the higher educational background, have not responded to the challenge of apprenticeship, and this may be due in part to the attraction of higher income at the start and better social standing attached to the non apprenticeable occupations. When the rigid discipline of a 5-year contract of apprenticeship is also considered it is little wonder that the field of selection of apprentices is mostly confined to primary school leavers.

66. There were up to the 31st December, 1962, 368 apprentices on the Register of Apprentices and 50 Licensed Masters registered with the Board; 96 applications for registration as apprentices were approved during the year, and 2 new masters licensed by the Board.

67. The Board of Industrial Training does not undertake the placing of apprentices, and in order to be registered as such, an apprentice must first be accepted by a Licensed Master, who shall within two weeks of receiving the apprentice apply on a prescribed form for registration of the apprentice. Thereafter, the apprentice is placed on the Register of Apprentices kept by the Board, and in due course enters into an agreement.

68. During 1962, the Board approved of 27 applications for the cancellation of agreements, as compared with 50 applications approved for the award of Certificates of Competency.

69. An examination of the reasons which necessitated cancellation of Agreements, shows clearly the lack of appreciation by apprentices and parents of the advantages of apprenticeship, and points to the need for a more enlightened attitude.

70. The total number on the Register of Apprentices as at 31st December, 1962, was 368, classified as follows:-

Welders	10
Fitters	219
Steel Fabricators	13
Electricians	23
Blacksmith	1
Patternmakers	2
Machinists	11
Carpenters	14
Moulders	4
Motor Mechanics	30
Masons	3
Draughtsmen	1
Auto Electricians	2
Agricultural Mechanics	21
Coppersmiths	1
Printing Trades	<u>13</u>
TOTAL	<u>368</u>

71. Applications for registration of apprentices received and approved during the year were of the following classifications:-

Welders	1
Machinists	3
Electricians	6
Motor Mechanics	20
Moulders	1
Carpenters	3
Steel Fabricators	2
Fitters	54
Printing Trades	2
Agricultural Mechanics	3
Draughtsmen	1
	<hr/>
TOTAL	96
	<hr/>

72. During the year 50 apprentices completed their training and were presented with Certificates of Competency in the following trades:

Electricians	7
Cabinet Maker	1
Carpenter	1
Fitter	19
Blacksmiths	1
Machinists	9
Moulders	2
Welders	1
Agricultural Mechanics	8
Pattern Makers	1
	<hr/>
TOTAL	50
	<hr/>

73. Twenty-seven applications for the cancellation of Agreements were approved in the following trades:-

Fitters	9
Electricians	3
Carpenters	3
Motor Mechanics	7
Printing Trades	2
Welders	3
	<hr/>
TOTAL	27
	<hr/>

74. The Sub-Committee appointed during 1961 to examine the question as to whether apprentices at the completion of their apprenticeship should be examined and tested with a view to assessing their competency expressed the view that it would be difficult having regard to the staffing position to administer such a scheme and consequently did not recommend the introduction of such a procedure immediately.

Cost of Living

75. The Cost of Living Indices are prepared by the Statistical Bureau as recommended by the International Labour Office Consultant who in 1956, completed a Survey on Family Expenditure.

76. 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.....

urban/rural population weights. This "Consumer Price Index" used as its base the average of prices during the year 1956.

77. 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 1961 and 1962.

78. The Urban Consumer Price Index is commonly used in wages negotiations. In January, the Index Figure stood at 106.7 and this was its lowest figure for the year. During the year the Index fluctuated and reached its highest figure of 111.0 in the months of May and October. At the end of the year the Index Figure stood at 110.8.

79. The Rural Consumer Price Index stood at 107.8 in March and this was its lowest figure for the year. From March it increased steadily to 108.6 in September. At the end of the year this Index stood at 108.5.

80. The Consumer Price Index for the Colony followed the pattern of the Rural Consumer Price Index. In March it stood at 108.5 and increased steadily through the year to reach its highest figure of 109.1 in September and December.

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

WAGES, HOURS OF WORK

Sugar Industry

82. During 1962, negotiations were entered into between the British Guiana Sugar Producers' Association and the Man-Power Citizens' Association for an increase in the rates of wages paid to daily and hourly paid workers.

83. Up to the end of the year no agreement was reached consequently the wage rates agreed upon since January, 1961, continued to be in force. These rates are given in Appendix I, Table V.

84. Appendix I Table VI shows the average weekly earnings of Field and Factory Workers on Sugar Estates.

Mining

Bauxite

85. Two new Collective Labour Agreements were made and entered into between the Demerara Bauxite Company Limited and Reynolds Metals Company Limited as employers and the British Guiana Mine Workers' Union on behalf of the employees of these companies. These new agreements provided for a new high wage rate of \$1.00 per hour for unskilled workers and proportionate increases for semi-skilled and skilled workers in addition to improvements in certain conditions of employment.

86. The new agreement with the Demerara Bauxite Company which was signed on the 28th of August is to last for two years and nine months and provides for the payment of new wage rates with effect from 1st July 1962. The agreement in respect of Reynolds Metals Company which was signed on the 14th of November is for a period of three years and the effective date of the new wage rates was

Waterfront

87. A formal agreement was signed on 4th September between the Shipping Association of Georgetown (representing the employers of the waterfront) and the Waterfront Branch of the British Guiana Labour Union on behalf of the waterfront workers. This agreement provided for a

/12½%

12½% increase in wage rates effective from 13th June, 1962.

88. Also provided for in the agreement is the setting up of two Committees as follows:-

- (a) An Ad Hoc Committee comprising representatives of the two parties to recommend in its report within one month of the date of the signing of the agreement what premium rate or other form of remuneration shall be paid for handling of sugar in bags on the waterfront as from the 13th June, 1962.
- (b) An Ad Hoc Committee comprising representatives of the Association and the Union under the Chairmanship of the Commissioner of Labour to -
 - (i) examine the Association's proposals for the introduction of the gang system for registered stevedores and the re-grouping of registered wharf-workers on the waterfront;
 - (ii) examine the Union's counter proposals to (i) above and any other proposals made by the Union regarding the shift system;
 - (iii) report within one month of the signing of the agreement on the best means of implementing such proposals as may be mutually agreed by the parties to the agreement made in accordance with any of the foregoing proposals.

It was decided to set up the latter Committee with a view to providing more work opportunities for registered waterfrontworkers and to ensure a more efficient operation of the shift system.

89. Details of the new wage rates are given in Appendix I Table V.

Building Trades

90. At a joint meeting between representatives of the Building and Civil Engineering Employers' Association Limited and officials of the British Guiana Amalgamated Building Trade Workers' Union held at the Department of Labour, it was agreed that employers would give to all categories of Building Trade Workers a 7¢ per hour increase on all prevailing rates with effect from the 24th April, 1962.

91. The new wage rates are categorised as follows:-

<u>Occupation</u>	<u>Rate per hour</u>
Labourer	44¢
Carpenter Grade A	61¢
Grade B	58¢
Grade C	52¢
Masons Grade A	61¢
Grade B	58¢
Painters Grade A	57¢
Grade B	52¢

GOVERNMENT

Public Service

92. Following the unrest and dissatisfaction in the Public Service

/which.....

which reached its climax in a strike by employees in various sections of the Public Service, a compromise was reached on Sunday, 18th February, regarding salaries, leave and other conditions of service prerequisite to a resumption of duty.

93. It was agreed that provisional payment of salaries recommended by the Guillebaud Commission and accepted by Government be made within a fortnight from the date of resumption and also that the variation in salaries from the Guillebaud Commission's Recommendations be referred to Whitley Council for settlement. The new salary scales became effective from 1st January 1961.

Municipality (New Amsterdam)

94. After prolonged negotiations between executives of the British Guiana Labour Union on behalf of the employees of the New Amsterdam Town Council, agreement was reached on the demand by the employees for increased wages and salaries. The new rates became effective from 1st January 1962.

Guiana Match Factory

95. As a result of negotiations with representatives of the General Workers' Union, this Company agreed to a $3\frac{1}{2}\%$ increase of wages paid to all its employees. These new wage rates became effective from 1st January, 1962, and details in respect of certain categories of workers are given in Appendix I, Table V.

Cable and Wireless (West Indies Ltd.)

96. After prolonged negotiations between executives of the B.G. Labour Union and the Management of Cable and Wireless (West Indies) Limited, the Union accepted the Company's offer for an increase in wages to its employees varying between 10 to 20 per cent. These percentages were computed on the 1957 basic rates plus both the temporary allowances which were payable from 1st July, 1961 and an increment on the revised scales. These new rates were effective from 1st July, 1961.

Wieting and Richter Limited

97. Following protracted negotiations between representatives of the Clerical and Commercial Workers' Union and the executives of Wieting and Richter Limited, full agreement was reached on 14th November on demands made by the Union for increased wages and better conditions of work for daily and weekly paid employees in the Provisions Department, Wharf, Ice Factory and Work Shop, Aerated Water Factory and the Demerara Oil Mill.

98. The average increase in wage rates was approximately 4% per hour and became effective from 1st June, 1962.

International Aeradio (Caribbean) Limited

99. A new agreement was signed on 3rd October between the International Aeradio (Caribbean) Limited and the Communications Workers' Union. This new Agreement which came into effect on 1st July, 1962 dealt with conditions of employment and increased salaries.

Shipping

100. Two new Agreements were signed on the 17th November between the British Guiana Seafarers' Union on behalf of employees and the Caribbean Molasses Company and the Bookers Shipping (Demerara) Limited.

These new Agreements provided for increased salaries and better conditions of work for crews employed on vessels owned and operated by these Companies.

101. These new wage rates came into effect from 1st July in respect of the Bookers Shipping (Demerara) Limited and 1st September for the Caribbean Molasses Company.

III. INDUSTRIAL RELATIONS

A. INDUSTRIAL RELATIONS AND DISPUTES

(a) GENERAL

102. On 13th February, Government employees went on strike and this was followed by a stoppage of work by certain other workers which lasted until 17th February. Reference to this is also contained in Part XI.

(b) INDUSTRIAL DISPUTES

(i) Sugar Industry

103. The industrial relations position in the industry on the whole remained normal throughout the year though at one time there was likelihood of a general strike arising from a breakdown in negotiations over the payment to workers in the industry of a once-for-all bonus. There were several stoppages of work of short duration on sugar estates which however were not of a serious nature. The most important of them were as follows:-

(a) Rose Hall Estate

104. On 18th October, 250 workers of the Adelphi cane-cutting gang of 284 went on strike in protest against Management's refusal to discuss on the previous day six items of grievance with a representative of the Man Power Citizens' Association. As a result an officer of the Department intervened and held discussions with both the representatives of the Union and Management in an attempt to settle the dispute.

105. Management claimed they had had discussions with a Union representative on one of the grievances concerning which there had been prior notification, but could not entertain the others at the same meeting because they were unaware of their existence and required time to make prior investigation. They however agreed to note the items for discussion after a full resumption of work. This proposal was rejected by the Union and the strike continued.

106. On the 20th October representatives of the parties met and agreed on terms for a resumption of work. However, the Union's call for a return to work was ineffective and on 22nd October, Management refused a request by the Union to discuss among other things, the employment of extra cane-cutters.

107. Following the intervention by an officer of the Department the Union undertook to expedite resumption of work by way of circular letter. As a result full resumption of work took place on 24th October.

(b) Albion, Port Mourant and Rose Hall Estates

108. On 20th March information was received of a stoppage of work by some workers at Rose Hall and Albion Estates in protest against Management's

decision to increase the qualifying period for purposes of employment on these estates from 50% to 75% and from 75% to 82½% respectively of the available working days for purposes of re-engagement in succeeding crop seasons. Two days later they were joined by some of the workers at Port Mourant Estate who protested against a proposed increase from 50% to 75% of the available working days.

109. Following negotiations between representatives of the Man Power Citizens' Association and representatives of the Sugar Producers' Association under the Chairmanship of the Commissioner of Labour agreement was reached that the period for qualification at Port Mourant and Albion Estates be increased from 50% to 60% and that for Rose Hall Estate would remain at 75%. As a result there was a full resumption of work on 9th April on all three estates.

110. On 23rd July, the Commissioner was asked to intervene as conciliator in a dispute which had arisen between Bookers Sugar Estates Ltd., and the Man-Power Citizens' Association over the question of whether or not the period of the strike in March-April at Albion, Port Mourant and Rose Hall Estates which the Company regarded as unofficial should be considered as days available for work to the strikers in terms of the provisions of a Collective Agreement between the parties. Settlement of the question was directly related to the qualification for future employment on those estates of the workers concerned. The discussions which were held on 14th and 21st August resulted in the Union accepting the Company's proposal that the days between the period 19th-24th March be regarded as not available for work.

(ii) Undertakings in Industries other than Sugar

111. The main disputes were as follows:-

(a) Public Service

112. The dissatisfaction among Public Servants which existed at the end of 1961, on the non-implementation by Government of the recommendations contained in the report of the Salaries Review Commission appointed early that year reached a climax when the majority of workers went on strike on 13th February.

113. Negotiations were immediately opened between representatives of the Government and Officials of the Unions to which the strikers belonged. Eventually on 18th February agreement was reached between Government and the Unions that there should be a resumption of work the following day subject to the following conditions:-

- (i) that there should be no victimisation of workers who went on strike;
- (ii) that the days spent on strike be set off against normal leave;
- (iii) that the pronouncement regarding the probable 10% reduction in salaries should there be a short fall in the country's revenue be withdrawn;
- (iv) that the provisional payment of salaries accepted by Government be made within a fortnight of resumption of work;
- (v) that pending final agreement, leave from 1st January, 1962, be granted in accordance with the recommendations of the Salaries Review Commission; and

- (vi) that the variation in salaries and other conditions of service in the Commission's recommendations be referred to the Whitley Council for settlement.

(b) Motor Transport

114. On 19th April employees of Motor Transport Ltd., one of the largest private transport establishments went on strike by way of protest against the employers' repeated refusals to agree to the introduction of the "check-off" system for union members.

115. Following negotiations between officials of the General Workers' Union to which the strikers belonged, and representatives of the Company agreement was reached on a full resumption of work as from 24th April, subject to the observance of the following conditions:-

that there would be no victimisation and that further meetings would be held as early as possible to discuss outstanding grievances of the workers.

(c) Commercial Establishments

116. (i) On 24th May employees of the Bottling Plant and Packing Room, Ice Factory, Provision Department and the Demerara Oil and Cake Mills, sections of the firm of Wieting and Richter Ltd., went on strike as a refusal of the Company to grant recognition to the Clerical and Commercial Workers' Union of which they were members. Following discussions between representatives of both parties on the intervention of the Department there was a full resumption of work on 26th May, on the condition that there would be no further discussion on the question of Union recognition. A survey carried out subsequently by the Department established that more than 50% of the employees involved were members of the Union.

As a result of this a Collective Labour Agreement was entered into on 23rd June between the Company and the Union providing for Union recognition and the avoidance and settlement of disputes.

(ii) On 31st May employees of the Security Service of Messrs. Bookers Central Services Ltd., went on strike in protest against the refusal of Management to accord recognition to the British Guiana Labour Union as their representative. There was a full resumption of work the next day following joint discussions between representatives of the parties, at which it was agreed that there would be no victimisation and also that further discussions would be held on the question of union recognition which was later granted by the Employers.

(iii) On 10th December, about 200 employees of certain departments of Messrs. Sandbach Parker and Company Ltd., staged a stoppage of work in protest against the Company's delay in granting recognition to the Clerical and Commercial Workers' Union of which they claimed they were members.

Discussions held under the Chairmanship of the Commissioner of Labour between representatives of the Company and the Union resulted in agreement being reached for a full resumption of work the same day on condition that there would be further discussions on the question of recognition and the categories of workers to be represented by the Union.

Following a survey carried out by the Department which established that over 50 per cent involved were members of the Union a Collective Labour Agreement was entered into on 21st December by the Company and the Union providing for recognition of the Union and the setting up of machinery for the avoidance and settlement of disputes.

(d) Public Works

117. On 9th July, 27 employees of the Public Works Yard staged a sit down strike in protest against the introduction of a staggered 4-day working week. As a result of this act officials of the Public Works, Pure Water Supply and Sea Defence Workers' Union to which the strikers belonged met executives of the Public Works Department and indicated the Union's support of the non-acceptance of the system which, it was claimed, would bring untold hardship to all workers concerned rather than a relatively smaller number of workers if there was retrenchment.

118. The strikers were joined the following day by 56 other workers making the number on strike 83 out of a total labour force of 112. Following discussions between representatives of the Union and officials of the Public Works Department held under the Chairmanship of the Deputy Commissioner of Labour agreement was reached as follows:-

- (i) that a 6-day week would be retained; and
- (ii) that some workers would be retrenched after consultations with the Union and application of the principle "last in first out", with the proviso that where possible the best workers would be retained. A full resumption of work took place on the 13th August.

(e) Pure Water Supply

119. Eleven clerks paid from the Open Vote of the Pure Water Supply Department staged a strike on 3rd September by way of protest against the delay in settling a long standing grievance involving increase in their salaries. It was represented by the Public Works, Pure Water Supply and Sea Defence Workers' Union to which the clerks belonged that the clerks of the Pure Water Supply Department had been remunerated along lines similar to those in operation for clerks of the Public Works Department though, in fact, the duties and responsibilities involved in the case of the former were considerably greater than those of the average district clerk paid from the Open Vote of the Public Works Department.

120. As a result of the intervention by an officer of the Department it was agreed by representatives of the Administration and representatives of the Union that a memorandum should be submitted to the Ministry of Labour, Health and Housing under which portfolio the Department fell for the appointment of a competent authority to probe into the salaries and wages of open vote clerks in the Pure Water Supply Department. A full resumption of work took place immediately thereafter.

121. On 18th September, 9 clerks and 2 technical employees went on strike and were later joined by 30 employees of the workshop who expressed dissatisfaction over the non-implementation of recommendations made by the Inspector of Labour (Factories) in regard to the provision of health and welfare facilities. As a result of this, representatives of the Administration and representatives of the Union met under the Chairmanship of an Officer of the Department when a decision was taken that settlement of the grievances involving the clerks and those of the workshop employees would be expedited. A full resumption of work took place the next day.

(f) Post and Telecommunications Department

122. On 10th September, following the murder of the Acting Postmaster and the theft at the same time of over \$3,000.00 at the Post Office at Tuschen, West Coast, Demerara, the Post Office Workers' Union called a strike to protest against the alleged delay in giving effective consideration to the Union's representation made some time ago for the provision of adequate measures to protect postal employees particularly in rural areas.

123. Approximately 700 employees responded to the call and, as a result of efforts by the Commissioner of Labour, representatives of the Union met the Honourable Minister of Communications on 11th September with representatives of the Administration of the Post and Telecommunications Department present. General agreement was reached as to the necessity for the introduction without delay of proper security measures. The Union's representatives however, expressed disappointment at the Minister's inability to accept for immediate introduction proposals for the introduction of temporary security measures.

124. Further, representatives of the Union requested that the two days the strike had lasted be treated as official leave of absence. To this proposal the Minister expressed sympathy but advised an immediate return to work which he felt would strengthen any representations which he might make at a meeting of the Council of Ministers fixed to take place the following day. The Union, however, failed to accept the Minister's advice claiming that they should first be provided with a written undertaking by the Minister that the strikers would be paid for the two days. This, for obvious reasons, the Minister was unable to provide and, as a result, the strike continued.

125. At the meeting of the Council of Ministers it was decided that they would not be paid for such days as they remained on strike. However, following from discussions between the Minister and representatives of the Union and at which the Commissioner of Labour and representatives of the Administration of the Post and Telecommunications Department were present, agreement was reached on the appointment of a Committee to examine the security measures then in force at Post Offices and to make recommendations for their improvement. The personnel of the Committee was as follows:-

Mr. P.G. Owen, Commissioner of Police - Chairman

Mr. E.H. Reis, Director of Posts and Telecommunications)) Members
Mr. C.M. Fraser, Accountant General	
Mr. G. Henry, Architect	
A representative of the B.G. Postmasters' Union	

with

Mr. J.A. Charles, Controller of Posts - Secretary

The B.G. Post Office Workers' Union refused to have representation on the Committee because of the B.G. Postmasters' Union being represented but offered to be available for consultation as and when required.

126. Subsequent discussions between the parties took place on the 15th and 17th September as a result of which Government at the request of the Union, gave the following undertaking in writing:-

- (i) that the recommendations of the Security Committee would be implemented with the minimum of delay; and
- (ii) that watchmen would be employed as a temporary measure at such Post Offices as may be advised by the Commissioner of Police in his capacity as Security Officer, pending submission of the Committee's full report or any interim report or recommendations.

127. As a result the Union ordered a full resumption of work which took effect from 19th September.

(g) B.G. Rice Marketing Board

128. On 26th September about 120 workers employed at the Board walked off their jobs in protest against the dismissal of nine of their number. The B.G. Rice Marketing Board Workers' Union to which the strikers belonged claimed that the Board had not honoured the provisions of the Collective Labour Agreement which they had entered into with them by refusing to meet representatives of the Union to discuss the reasons for the dismissals and also for refusing to accede to the Union's request to submit the matter to the Commissioner of Labour for conciliation.

129. The situation was rendered difficult by the fact that two unions, one of which was recognised by the Board, claimed representation of the workers and, in the context of this situation, efforts were made by the Department to effect a merger of the two unions.

130. Following protracted discussions between representatives of the Board and the Commissioner of Labour on the one hand and officials of the Unions and the Commissioner of Labour on the other, a resumption of work was agreed on with effect from 15th October subject to the following conditions:-

- (i) all workers who went out on strike on 26th September or subsequently and who would normally have been working at that time, would return to work en bloc;
- (ii) all workers who were at work on 26th September, and who did not go on strike but returned to work subsequently would also work;
- (iii) if workers at (i) and (ii) did not fulfill the labour requirements, then the Board would be free to employ other registered labour as may be required;
- (iv) after resumption the Board would be free to employ labour in the usual manner;
- (v) the grievances raised with Management by the Union by letter of 26th September would be handled at conciliation level at the Labour Department;
- (vi) the question of the dismissal of the nine workers would be the subject of conciliation by the Commissioner of Labour following the resumption of work and, if as a result of conciliation, it was agreed to reinstate any or all of the workers, such workers, would be paid wages as from the date of dismissal;
- (vii) there should be no victimisation, intimidation or discrimination on the part of the Board towards any of the workers who were on strike;
- (viii) the principle of "last in, first out" would be accepted by the Board and be implemented in relation to the register of workers which would be compiled by the Board in consultation with the Union on the basis of the "callon" register agreed on.

131. Conciliation proceedings which commenced soon after resumption of work were still in progress at the end of the year.

(h) Bauxite

132. On 13th September, over 900 workers employed by the Demerara Bauxite Company Ltd., at their works at McKenzie, Demerara River, with the exception of those employed in the Mines and at the Alumina Plant, went on strike in protest against the manner in which the Company's constabulary carried out their functions in relation to one of their fellow workers. The case involved an employee of the workshop who was suspended by the Management, following the institution of a charge of unlawful possession of the Company's property.

133. Following the intervention of the Deputy Commissioner of Labour on 15th September a full resumption of work took place on 16th September. Later that day joint meetings were held between representatives of the Union and representatives of Management and at which the Commissioner of Labour was present. Agreement was reached as follows:-

- (i) that the suspended employee be reinstated immediately;
- (ii) that investigation be carried out into the facts of the charge of unlawful possession and, if necessary disciplinary action be taken in terms of the provisions of the Collective Labour Agreement; and
- (iii) that the Union and Management would meet at a later date to discuss the entire question of the attitude of the constabulary.

(i) Construction

134. On 15th October, 30 employees of a work force of 50 engaged in excavation work by Wilson and Ricketts Construction Company went on strike in demand of higher rates and a re-adjustment of the system of allocating work in groups which they claimed resulted in an inequitable distribution of work.

135. On the intervention of an officer of the Department discussions were held on 16th October between representatives of the Building Trade Workers' Union which claimed to represent the strikers and representatives of the Company, and agreement was reached as follows:-

- (i) that the wage rates would remain the same as they were higher than those paid by the Public Works Department; and
- (ii) that work would be given out in pairs and not in groups as hitherto.

136. A full resumption of work took place around midday on 16th October.

(j) Catering Trade

137. On 28th July, 32 of the 52 employees of the Bamboo Gardens Restaurant and Bar in Georgetown went on strike in compliance with an order given by the executives of the Clerical and Commercial Workers' Union of which they were members. The action was taken by way of protest against the dismissal of one of their number and to demonstrate disapproval of the proprietor's non-compliance with the request of the Union for recognition as the sole bargaining agent for the employees of the restaurant and bar.

138. Following the intervention of an officer of the Department joint discussions between the parties were held under the Chairmanship of the Commissioner of Labour with a view to bringing the dispute to an end to

get the proprietor to re-open the establishment which he had closed immediately after the institution of the strike.

139. As a result agreement was reached on 23rd August as follows:-

- (i) that all arrangements to re-open the business on 10th September would be made;
- (ii) that on or before that date the parties would enter into a formal agreement for the recognition of the Union and the establishment of a procedure for the avoidance and settlement of disputes; and
- (iii) that all the staff employed before the dispute started would resume work on the same terms and conditions as obtained prior to the dispute.

140. The formal agreement was signed on 11th September when it was indicated that the proprietor had found it impossible to re-open on 10th September as previously agreed on. It was then agreed that the business would be re-opened on 15th September which actually took place.

(k) High School

141. Twenty teachers of the Rose Hall High School were on strike on 26th November in protest against the Board of Governor's decision to terminate their services on 31st December and the Board's failure to resolve the issue after two joint meetings.

142. It was established on the intervention of an officer of this Department that despite the fact that notices to terminate their services on 31st December gave them the option of re-employment if applications to that effect were made by 8th December, the teachers feared that the intention behind the notices was to afford an opportunity for a downward revision of salaries. On the other hand, the Board contended that its main desire was to establish its legal responsibility for the control and management of the school which, hitherto, was exercised by the Principal.

143. At a subsequent meeting between the officer, the Board and the Principal ways and means of bringing the dispute to an end were discussed and terms of resumption were proposed as follows:-

- (i) that the notices to the teachers would be withdrawn pending the appointment of a competent auditor or accountant to investigate and report on the financial position of the school; and
- (ii) that salaries of the teachers would be revised in the light of the report.

144. These proposals were accepted by the teachers who returned to work on 28th September.

(c) NEGOTIATIONS

(i) Sugar Industry

145. Following the breakdown in negotiations between the B.G. Sugar Producers' Association and the Man-Power Citizens' Association over the question of the payment of a once-for-all bonus to workers in the industry from the profits made on the sale of sugar to the U.S.A. in 1961, the matter was referred to the Commissioner of Labour for conciliation.

As a result agreement was reached on 27th April for the payment of an amount of \$3,000,000.00 to all workers in the industry, including the junior and senior staffs. The allocation of the amount to the various categories of workers was as follows:-

Field and Factory (M.P.C.A.)	-	\$2,552,078.00
Senior Staff	-	328,667.00
Junior Staff	-	129,255.00

146. The sum paid to each worker represented by the Man Power Citizens' Association was calculated as follows. The amount of \$2,552,078.00 was divided by the total sugar production in 1961, and the result was regarded as the bonus which should be paid on each ton of sugar. This sum was multiplied by the production in 1961, on each estate and the resultant sum represented the allocation to that estate. The allocation to each estate was then divided by the total labour bill of the estate for 1961 and the result was a factor which when multiplied by a worker's earnings for 1961, established the amount of bonus to be paid to him.

(ii) Public Service

147. Following a strike by public servants and other Government employees which lasted from 13th - 18th February, a compromise agreement was reached on salaries, leave and other conditions of service. This involved the provisional payment within a fortnight of resumption of work which took place on 19th February, of salaries as recommended in the report of Salaries Review Commission and that such variations on salaries recommended in the report be referred to Whitley Council for settlement.

(iii) Municipality

148. Following prolonged negotiations between the British Guiana Labour Union and the New Amsterdam Town Council agreement was reached in March on the demand by the Union for increased wages and salaries. The new rates of wages and salaries were made effective from 1st January.

(iv) Match Manufacture

149. Following negotiations between the General Workers' Union and the Guiana Match Company Ltd. agreement was reached in March on a 3½ per cent increase on wages then paid to all the Company's employees. Details of the new wage rates which were made effective from 1st January are set out in Appendix I Table V.

(v) Building Trade

150. At a joint meeting held early in the year under the chairmanship of the Commissioner of Labour between representatives of the Building and Civil Engineering Employers' Association Ltd. and officials of the B.G. Amalgamated Building Trade Workers' Union agreement was reached for the payment by the Employers with effect from 24th April, of a 7¢ per hour increase on all prevailing rates of wages paid to their workers.

151. Details of the old and new wage rates are as follows:

<u>Category of Worker</u>	<u>Old Rate</u>	<u>New Rate</u>
Carpenters Grade A	54 ¢	61 ¢
Grade B	51 ¢	58 ¢
Grade C	45 ¢	52 ¢
Masons Grade A	54 ¢	61 ¢
Grade B	51 ¢	58 ¢

<u>Category of Worker</u>		<u>Old Rate</u>	<u>New Rate</u>
Painters	Grade A	50¢	57¢
	Grade B	45¢	52¢
Labourers		37	44

(vi) Cable and Wireless (West Indies) Limited

152. As a result of negotiations between the Executives of the British Guiana Labour Union and the Management of Cable and Wireless (West Indies) Limited agreement was reached after the intervention of the Commissioner of Labour on increases ranging from 10 to 20 per cent on wages and salaries paid to the Company's employees and based on the 1957 basic rates plus both the temporary allowance payable from 1st July, 1961, and an increment on the revised scales. The new scales became effective as from 1st July, 1961.

(vii) Bauxite Industry

153. Following the breakdown in June of negotiations between the Demerara Bauxite Company Limited and the B.G. Mine Workers' Union over demands by the Union made since 14th May for increased wages and improved working conditions for industrial workers employed at the Company's concessions at Mackenzie the matter was referred to the Commissioner of Labour for conciliation. Conciliation proceedings came to an end on 28th August when a new Collective Labour Agreement was signed. The Agreement which expires on 30th November, 1964, provided with effect from 1st July for a new high wage rate of approximately \$1.00 per hour for unskilled workers and proportionate increases for semi-skilled and skilled workers and also for improvements in conditions of employment.

154. A similar situation also resulted from negotiations which commenced on 23rd August between representatives of Reynolds Metal Company Limited and representatives of the B.G. Mine Workers' Union. As a result of the intervention of the Commissioner of Labour as conciliator a new Collective Labour Agreement was signed on 14th November provided for new rates of wages and certain improvement in the conditions of employment. Details of the new wage rates are given in Appendix I, Table V.

(viii) Waterfront

155. Following the breakdown of negotiations between representatives of the British Guiana Labour Union and representatives of the British Guiana Shipping Association on proposals made by the former for increased rates of wages and improved conditions of employment for waterfront workers after several meetings held with the parties under the Chairmanship of the Commissioner of Labour a new Agreement was signed on 4th September providing for a 12½ per cent increase in wage rates effective from 13th June. Comparisons of the old and new basic rates are as follows:-

<u>Category</u>	<u>Old basic rate</u> <u>per hour</u>	<u>New basic rate</u> <u>per hour</u>
Women	36¼¢	40¾¢
Truckers	47¾¢	53¾¢
Ordinary Packers	49½¢	55¾¢
Sugar Packers	55¼¢	62¾¢
Stevedores	64¼¢	72¼¢
Winchmen and Leading Hands	67½¢	76¢

156. The Agreement also provided for the setting up of two Committees as follows:-

- (a) an ad hoc Committee comprising representatives of the two parties to recommend in its report what premium rate or other form of remuneration shall be paid for handling of sugar in bags as from 13th June;
- (b) an ad hoc Committee comprising representatives of the Association and the Union under the Chairmanship of the Commissioner of Labour to -
 - (i) examine the Association's proposals for the introduction of the gang system for registered stevedores and the regrouping of registered wharfworkers on the waterfront;
 - (ii) examine the Union's counter proposals to (i) above and any other proposals made by the Union regarding the shift system; and
 - (iii) report on the best means of implementing such proposals as may be mutually agreed by the parties in accordance with any of the foregoing proposals.

157. The decision to set up the latter Committee was taken with a view to providing more work opportunities for registered waterfront workers and to ensure a more efficient operation of the shift system.

(ix) Electricity

158. Following the breakdown in negotiations between representatives of the British Guiana Electricity Corporation and of the Man-Power Citizens' Association over proposals by the Union for increases in the wage rates of weekly, daily and hourly paid employees of the Corporation the matter was referred on 27th August to the Commissioner of Labour for conciliation. As a result, agreement was reached on 29th September as follows:-

- (a) effective from 1st August, 8¢ per hour across the board;
- (b) effective from 1st August, 1963, 3¢ per hour across the board;
- (c) effective from 1st August, 1964, 2¢ per hour within the scale.

159. The Agreement which was made effective from 1st August, is for a period of 2½ years.

160. Prior to the deadlock reached on the points referred to above, the Corporation and the Union had reached agreement on the increases to be granted monthly paid employees.

(x) Commercial Establishment

161. Following the breakdown of negotiations between representatives of the Clerical and Commercial Workers' Union and representatives of Wieting and Richter Limited over demands made by the Union for increased wage rates and improved working conditions for daily and weekly paid employees in the Company's Provision Department, Wharf, Ice Factory and Workshops, Aerated Water Factory and the Demerara Oil Mills both parties met under the Chairmanship of the Commissioner of Labour and agreement was reached on 14th November providing for an increase in wage rates of approximately 4¢ per hour with effect from 1st June.

(xi) International Aeradio (Caribbean) Limited

162. As a result of negotiations between representatives of the International Aeradio (Caribbean) Limited and Officials of the Communications Workers' Union, an agreement affecting employees of the Company's service in British Guiana was signed on 3rd October. The Agreement which came into effect on 1st July covers conditions of employment in addition to new salary scales.

163. Particulars of the old and new salary scales are as follows:-

<u>Grade</u>	<u>Old Scale</u> <u>per month</u>	<u>New Scale</u> <u>per month</u>
Senior Radio Operator	\$380 x \$20 - \$480	\$430 x \$20 - \$530
Radio Operator	\$200 x \$15/\$345 x \$10 - \$370	\$240 x \$20 - \$420
Local Teleprinter Operator	\$310 x \$20 - \$370	\$360 x \$20 - \$460
Teleprinter Operator	\$180 x \$20 - \$280	\$240 x \$20 - \$340
Junior Radio Teleprinter Operator	\$150 x \$15 - \$200	\$150 x \$15 - \$230
Senior Radio Technician	\$430 x \$20 - \$530	\$480 x \$20 - \$540
Technician	\$330 x \$20 - \$430	\$330 x \$20 - \$450
Mechanic	\$200 x \$20 - \$300	\$230 x \$20 - \$330
Rigger	\$255 x \$20 - \$355	\$355 x \$20 - \$375
Dinner Station Attendant	\$130 x \$15 - \$230	\$145 x \$15 - \$260
Janitor	\$160 x \$15 - \$135	\$ 70 x \$15 - \$180

(xii) Caribbean Molasses Company Limited

164. Negotiations conducted between representatives of the Caribbean Molasses Company Limited and of the British Guiana Seafarers' Union over proposals made by the latter for increased salary scales and improved conditions of work for crews employed on vessels operated and owned by the Company resulted in an Agreement being signed on 17th November providing for the following new scales of salary effective from 1st September:-

<u>Category</u>	<u>Scale per month</u>
Chief Officer	\$180 x \$10 - \$220
Second Officer	\$135 x \$8 - \$155
Third Officer	\$115.87 x \$6 - \$132.87
Second Engineer	\$180 x \$10 - \$220
Third Engineer	\$135 x \$8 - \$155
Fourth Engineer	\$115.87 x \$6 - \$132.87
Donkeyman	\$115.87 x \$6 - \$132.87
Cook	\$115/\$125
Sailor	\$99
Fireman	\$99
Messman	\$87

165. The Agreement is for a period of duration of two years.

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(xiii) Shipping

166. A new Agreement was signed on 17th November between Bookers Shipping (Demarara) Ltd. and the British Guiana Seafarers' Union providing for improved salary scales and better conditions of employment for members of the crews of the Company's vessels. Particulars of its new salary scales as set out in the Agreement which is due to expire on 30th June, 1964, are as follows:-

<u>Category</u>	<u>Old Scale effective from 1st July, 1960 per month</u>	<u>New Scale effective from 1st July, 1962 per month</u>
Chief Officer	\$150 x \$10 - \$200	\$168.75 x \$10 - \$218.75
Second Officer	\$100 x \$8 - \$140	\$112.50 x \$8 - \$152.50
Boatswain	\$90 x \$6 - \$120	\$101.25 x \$6 - \$131.25
Second Engineer	\$150 x \$10 - \$200	\$168.75 x \$10 - \$218.75
Third Engineer	\$100 x \$8 - \$140	\$112.50 x \$8 - \$152.50
Sailor, A.B.	\$80	\$96
Sailor, O.S.	\$72	\$86.40
Cook	\$96	\$115.20
Messman	\$80	\$96
Boy	\$55	\$66

(xiv) British Guiana Airways (Government)

167. Following a dispute between Government and the Guiana Air Transport Trade Union over proposals made by the latter for revision of wages and salaries of certain categories of the Company's employees, a Committee of Enquiry was appointed by Government to consider the possible revision of salaries and wages. The Committee submitted its report on 21st August and in October effect was given to the recommendations contained in the report of the Committee. The revised scales of salary became effective from 1st January, 1962.

B. GROWTH OF TRADE UNIONS AND TRADE UNION EDUCATION

168. There was an intensification during 1962 in the programme of education in the trade union movement. During March, a 10-day training conference for Officers and Organisers of Clerical, Commercial and Technical Employees Unions in the Caribbean area and British Guiana was held under the joint auspices of the International Federation of Clerical, Commercial and Technical Employees and the Clerical and Commercial Workers' Union of British Guiana. The Director of Studies for the seminar was Mr. Ernest Lee, the Inter-American Representative of the IFCCTE and lectures were given on various aspects of trade union matters.

169. As a follow-up to this seminar seven members of the Clerical and Commercial Workers' Union attended a one week seminar in Trinidad held from 16th-30th September for similar workers in the Caribbean area.

170. As a continuation of this educational drive two seminars were held between October and December by the local Union. The first for the benefit of Shop Stewards and the second for members of the Union who are not office bearers.

171. The first Postal-Telegraph-Telephone International Seminar on Democracy and Trade Union Rights was held from 26th March - 7th April. The seminar was organised mainly for the benefit of members of the British Guiana Post Office Workers' Union but was also attended by representatives of several other West Indian territories. Lectures were given by a panel of prominent local trade unionists.

172. A 7-day seminar for senior trade union officials, lasting from 12th-18th August, was held at the Indian Educational Trust College under the auspices of the University of the West Indies Department of Extra Mural Studies (Industrial Relations Division) the British Guiana Trades Union Council and the Labour Department.

173. 21 unions, each of which was entitled to send two candidates participated in the Seminar. The maximum attendance recorded at any one session was 39. Among the lecturers were:

Dr. B. Collins, Extra Mural Tutor, U.W.I.
 Mr. R. Ishmael, President of the B.G. Trades Union Council
 Mr. R. Rosane, Industrial Relations Officer, Demarara Bauxite
 Company Limited.
 Mr. W. Hood, Head of the Commonwealth Division of the British
 Trades Union Congress.
 Mr. R. Close, Director, Bookers Sugar Estates Ltd.
 Mr. E.A. Richards, Acting Commissioner of Labour.

Lectures were also given by officers of the Department and other prominent members of the public.

174. Another 7-day seminar was held in December under the auspices of O.R.I.T., the Caribbean Congress of Labour and the British Guiana Trades Union Council.

175. Among the lecturers at the seminar which was declared open by Mr. R. Ishmael, President of the British Guiana Trades Union Council were:

Mr. F. Walcott, President of the Caribbean Congress of Labour.
 Mr. W. Hood, Head of the Commonwealth Division of the British
 Trades Union Congress.
 Mr. L. Naraine, Industrial Relations Officer, Bocker Group of
 Companies.
 Mr. B.B. Blackman, Assistant Secretary (Education) Caribbean
 Congress of Labour.
 Mr. E.A. Richards, Deputy Commissioner of Labour.

176. Lectures were also given by visiting Executive members of the Caribbean Congress of Labour, Officers of the Department and other prominent members of the public.

177. Mr. Fernando Azana, the Regional Director for Latin America and the Caribbean region of the International Transport Workers' Federation paid a short visit to the Colony in order to carry out a survey to determine the need for technical assistance in education and other fields to the three unions affiliated to his organisation.

178. Mr. Paul K. Reed, Special International Representative of the Mine Workers of America visited the country in May and held talks with officials of the B.G. Mine Workers' Union, other prominent trade unionists and Government officials.

179. Two British Trades Union Congress Officials, Messrs. J. Hargreaves, Head of the International Department and W. Hood, Head of the Commonwealth Division, visited the country during the early part of the year. Mr. Hargreaves' stay was of short duration but Mr. Hood remained until December. The main purpose of their visit was to help bolster the local trade union movement and to inquire into its workings with a view to increasing its efficiency.

180. Mr. Jack Bune1, representative of the International Federation

of Commercial, Clerical and Technical Employees with headquarters in Holland, visited the country in September and remained for 3 days. He held discussions with officials of its local affiliate, the Clerical and Commercial Workers' Union.

181. Mr. Dean Clowes, Executive member of the United Steel Workers' Union of the U.S.A. paid a two-day visit to the country in October to attend as an observer the second Biennial Conference of the British Guiana Mine Workers' Union.

182. Mr. Rene Liceanjie, Co-ordinator/Organiser of the National Maritime Union of the U.S.A. visited the country for 2 days in December. The purpose of his visit was to conduct a survey in respect of the Guyana Maritime Union's application for affiliation to the National Maritime Union of America, A.F.L.C.I.O. He also held discussions with officials of the B.G. Trades Union Council and the B.G. Seafarers' Union.

183. The Annual General Council Meeting of the Caribbean Congress of Labour was held for the first time in this country on the 3rd and 4th December. The meeting which was held under the Chairmanship of Mr. Frank Walcott, President of the Caribbean Congress of Labour, and Secretary of the Barbados Workers' Union was attended by eight executive members from Jamaica, Trinidad, Barbados, St. Lucia and British Guiana.

184. During the year six trade unions were struck off the Register for failure to file their annual returns with the Registrar of Trade Unions as required by section 35 of the Trades Union Ordinance, Chapter 113. The defaulting unions were:-

B.G. Dental Assistants and Mechanics' Association
 B.G. Law Clerks' Association
 United Guianese Miners' Association
 B.G. Hire Car Owners' Association
 B.G. Rice Millers and Landlords' Association
 United Guianese Mineral and General Workers' Union.

185. During the latter part of the year the Guyana Maritime Union was registered as a trade union. The nucleus of this union was previously part of the Sawmill and Forest Workers' Union.

186. On 17th December, the Public Works, Pure Water Supply and Sea Defence Workers' Union and the Municipal Labour Trade Union merged into one Union now known as the National Union of Public Service Employees. The merged Union has been registered with the Registrar of Trade Unions.

C. JOINT CONSULTATION

187. As in the previous years joint consultative bodies were in operation in certain industries and undertakings where their usefulness was evidenced by the solution of many problems through the established machinery. They also served as a stabilising influence in the relationship between employer and employee.

188. The industries and undertakings and the approximate number of persons covered by such consultative bodies during the year were as follows:

<u>Industry and Undertaking</u> <u>and number of Committees</u>	<u>Approximate number</u> <u>of persons employed</u>
(i) <u>Sugar</u> - 25	19,000
(ii) <u>Rice</u> - 1	300

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<u>Industry and Undertaking and Number of Committees</u>	<u>Approximate Number of Persons Employed</u>
(iii) <u>Electricity Supply</u> - 1	420
(iv) <u>Match</u> - 1	200
(v) <u>Municipality</u> - 2	900
(vi) <u>Furniture</u> - 1	80
(vii) <u>Pure Water Supply</u> - 1	310
(viii) <u>Printing</u> - 1	150
(ix) <u>Garment</u> - 1	200

3 Whitley Councils one each for -

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

were in operation during the year.

189. In addition hospital staff councils operated in eight institutions. Of these, four covered nursing staff and seven non-nursing staff.

190. In each Government Department provision is made for the operation of a Staff Council. Unfortunately only a few such Staff Councils really function.

191. All the joint consultative bodies in existence combine the functions of a Joint Industrial Council and Joint Consultative Committee.

D. METHODS OF FIXING WAGES

192. Wages are fixed by -

- (a) Collective Bargaining; and
- (b) Legislation.

193. Collective Bargaining Agreements exist in most of the larger industries and undertakings in which there are recognised trade unions. These include sugar, bauxite, rice, sawmilling, building trade, electricity supply, works of engineering construction and shipping.

194. There are still several establishments in which workers are not organised or in which the organisation of workers is too weak to permit of effective collective bargaining. In such instances, Wages Councils appointed under the Wages Council Ordinance, 1956, or Advisory Committees, appointed under section 7 of the Labour Ordinance, Chapter 103, may be established for the purpose of the regulation of wages.

195. Certain of the Advisory Committees which were investigating the conditions of employment of workers in certain industries and undertakings in 1961 continued to function throughout 1962. The industries and undertakings are:-

- (a) rice mills.
- (b) cinemas
- (c) drug, dry goods and hardware stores and groceries

- (d) quarries
- (e) mechanical transport
- (f) watchmen
- (g) petrol filling stations

196. Wages Councils were in operation in the following undertakings:

Printing Trade
Aerated Water Factories
Timber Grants
Sawmills

197. In December, Wages Council Wages Regulation Proposals were made in respect of the Printing Trade.

IV. SAFETY, HEALTH AND WELFARE

198. During the year no case of industrial or occupational disease was reported to the Department of Labour. In the outlying districts where wet conditions exist, there has been no upward trend in the number of people suffering with malaria. Since the introduction of medicated salt for human consumption, it would appear that a permanent check of this dreaded disease has been accomplished.

199. The steadily growing realisation by industry of its responsibilities in matters connected with Safety, Health and Welfare, has led to a much more co-operative attitude. This has had an important effect on the work of the Inspectorate.

200. The general nature of many requirements of the Factories Ordinance and regulations made thereunder make it essential to explain to and advise occupiers and employees of the various aspects of industrial safety. Generally speaking, the occupier is responsible for complying with the law but in the absence of precise standards, the Inspectorate cannot avoid indicating what should be regarded as a reasonable standard.

201. In this connection, Inspectors have continued to give lectures and to assist occupiers by giving advice on the requirements of the law. It should be noted, however, that the main effort of making employees safety conscious should be undertaken by industry. It is gratifying to record that a well established safety programme has been set up in the sugar industry and safety Committees meet regularly every month on all the estates.

202. The effort regarding training in safety for the entire colony could be intensified. Organised training is confined almost entirely to the large industrial firms, many of which have well established apprentice training school where emphasis is placed on safety. It is interesting to note that at seminars and lectures organised by the Trade Union Movement and large industrial concerns where specialist officers of the Factory Inspectorate lectured, safety is a topic which received attention.

203. The consensus of opinion of the Inspectorate is that most occupiers have a general desire to make their workplaces as safe as is humanly possible. It has also been observed that more and better designed guards have been installed in some of the factories. As a result of the vigilance of the Inspectorate, a number of factories which had been working without compulsory workmen's compensation were thoroughly inspected and in many cases legal proceedings were instituted against the occupiers.

204. The number of inspections and the number of successful prosecutions undertaken during the year surpassed those of the previous years. The Inspectorate continued to keep a close watch on the fencing of dangerous parts of machinery, and the impression gained is that while some of the more enterprising occupiers pay high regard to safety in work-places, it was very difficult to obtain satisfactory conditions in some of the smaller undertakings.

205. Lighting of work-rooms, the keeping of up-to-date first aid boxes as well as the installation of adequately fenced machinery were still the aspects most frequently found to be deficient.

V. LIVING CONDITIONS

Housing

206. The problem of housing, aggravated by a steady increase in the population, continued to be of major importance. Progress was made during the year by the Central Housing and Planning Department in alleviating overcrowding, squalor and distress, especially in the urban areas. In its efforts to improve conditions of the masses, the Housing Department continued to lay emphasis on the spirit of self-help in the community. The construction of 42 houses on a self-help basis was completed during the year.

207. The Committee of the Sugar Industry Labour Welfare Fund continued its programme in the re-housing of sugar estate workers. During 1962, 2,955 applications for loans to build houses were received involving an amount of \$954,233.93. Of these applications, 2,674 were approved, the amount involved being \$808,803.98. Of the number of applications approved, 493 involving a sum of \$121,893.54 were for additional loans for painting and guttering. One application for \$133.01 was an additional loan to assist a worker to complete his house, while 507 applications involving a sum of \$50,507.52 were for connecting water pipes to workers' houses.

208. During the year, expenditure totalling \$116,438.03 was approved for the development or extension of 57 housing areas, \$298,017.32, for water supply installations and \$60,811.75 for construction and maintenance of roads in Housing Areas.

Welfare Projects on Sugar Estates - 1961

209. At the end of 1954, the Sugar Industry Labour Welfare Fund Committee had approved in principle a comprehensive welfare scheme for sugar estates. In implementation of this scheme, the Committee approved expenditure of \$103,226.18 during 1962. Details of the projects approved are as follows:

<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u>
		\$
<u>Skeldon</u>	Welfare Officer's House - Male	359.59
	Welfare Officer's House - Female	714.51
	Cricket Equipment	199.93
	Training Course - Welfare Officer	35.18
	Community Centre - Equipment	220.32
	Recreation Ground - Repairs to Lawn Mower	100.00
<u>Port Mourant</u>	Welfare Officer's House	31.40
	Children's Playground	<u>503.71</u>
	Carried forward	<u>2,164.64</u>

<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u> \$
	Brought forward	2,164.64
<u>Port Mourant</u> (Con'd)	Nurse's Quarters and Clinic	376.24
	Girls' Club	352.47
	Community Centre - Equipment	431.22
<u>Albion</u>	Preparing grass wicket	20.69
	Recreation Ground	17.82
<u>Rose Hall</u>	Brabo Lighting Plant	1,452.52
	Girls' Club	824.90
<u>Bath</u>	Community Centre	255.00
	Recreation Ground	3,043.75
<u>Blairmont</u>	Cricket Equipment	199.98
	Community Centre - Equipment	200.84
<u>Non Pareil</u>	Community Centre/Girls' Club	128.00
<u>Lusignan</u>	Midwife's Quarters and Clinic	689.85
	Girls' Club	2,343.58
	Lighting Plant	1,850.00
<u>La Bonne Intention</u>	Welfare Officer's House	104.14
	Maternity Clinic	2,311.85
	Community Centre - Equipment	426.94
	Volley Ball Equipment	30.72
<u>Ogle</u>	Community Centre - Equipment	7,837.92
<u>Diamond</u>	Community Centre - Equipment	270.00
<u>Providence</u>	Domestic Science Equipment	830.72
	Community Centre - Equipment	290.00
<u>Wales</u>	Community Centre and Equipment including Welfare Officer's House and Caretaker's House	3,272.04
	Girls' Club	2,138.31
	Recreation Ground	48.53
<u>Versailles</u>	Community Centre and Equipment	13,102.20
<u>Leonora</u>	Recreation Ground - Edinburgh	2,322.86
	Community Centre - Equipment	7,095.90
	Girls' Club - Equipment	6,763.84
	Lighting Plant	3,760.00
<u>Uitvlugt</u>	Training Course - Welfare Officer	20.00
	Welfare Officer's House	705.59
	Volley Ball Court	126.63
	Community Centre - Meten-meer-zorg	37,048.85
	Community Centre - Ocean View	366.17
	Girls' Club	1.47
	TOTAL	<u>\$103,226.18</u>

/Training.....

Training and Appointment of Welfare Officers

210. Six new Welfare Officers, three males and three females, were appointed and trained during the year. The training programme, organised by the Social Welfare Adviser and Assistant Social Welfare Adviser of the B.G. Sugar Producers' Association, included practical and field work under the supervision of Women Welfare Officers on the sugar estates. These new Officers were, at the completion of their three months' training, posted to Albion, Rose Hall, Lusignan, Leonora and Houston.

211. During the year a residential conference which dealt with various aspects of welfare work was held for welfare officers. This was supplemented by two Regional Conferences, one in Berbice and the other in Demerara.

212. A special one day Seminar organised for all Sugar Estates Welfare Officers and Government Social Development Officers was held at the Bookers Group Training Centre. This seminar was conducted by Mrs. Sybil Francis, Staff Tutor in Social Work at the University of the West Indies and Dr. Clara Kaiser, former Dean of the New York School of Social Science.

213. At the end of the year, there were in the sugar industry, 26 Welfare Officers, 11 of these being female Officers.

VI. HEALTH

214. During the year, no cases of silicosis or other diseases of occupational origin were detected, nor was there any evidence of gross malnutrition among the labouring section of the population.

No studies were carried out to provide data on the diet of the wage earning labourer as compared with the normal scale of other comparable sections of the population.

VII. SOCIOLOGICAL ASPECTSRecruitment of Labourers for Agricultural Work
in the U.S.A.

215. In March, a request was received for the recruitment of four (4) farm workers for employment on farms in the United States. These four workers had been recruited originally in 1958 and had been repatriated during 1961 after having completed their contracts to the satisfaction of their employers.

216. Two of the workers refused the offer of employment and negotiations were instituted to secure a satisfactory arrangement for the payment of the outward passages for the remaining two workers. However, so much time elapsed before agreement was reached that the employers withdrew their request for these workers.

Domestics for Canada

217. In 1956, a batch of 30 domestics was recruited for work in Canada under a scheme by which a quota of 30 women was allocated to this territory for admission into Canada. The selectees were required to work for one year in domestic service, after which they were eligible to seek Canadian citizenship and accept any other type of employment in Canada.

218. Since the inception of this scheme, the domestics were found to be so satisfactory to their employers, that requests for further yearly quotas of 30 have been received from the Canadian Government in subsequent years. Accordingly at the end of 1962, the total number of women recruited under this scheme was 210.

219. During July, a batch of 30 domestics left for Canada, after completing the usual training course in cookery, laundry and homecraft at the Carnegie School of Home Economics. The successful candidates were selected after several applications were processed by a Committee and

after they had satisfied all the medical requirements demanded by the Canadian Government.

220. Once again Government made available to the selectees, loans under guarantee to meet the cost of their air passages to Canada. The amounts loaned were made repayable over two years, in monthly instalments with compound interest at the rate of 6% per annum.

Migration within and without the Colony

221. There is no reliable information regarding the extent of migration within the Colony. The seasonal movement of labour continued from the coastlands to the interior districts and vice versa - mainly to the gold and diamond areas and to the wood and charcoal grants, stone quarries and the recently established manganese plant at Matthew's Ridge, North West District.

222. During the first half year, volume of migration out of the Colony reached its peak. This resulted from the enactment of a new immigration law requiring a certificate of entry for prospective immigrants to the United Kingdom and the intention was to "beat the ban". Subsequent to the enforcement of this law on 1st July, 1962, the flow of persons to that country reduced considerably and was then almost restricted to next of kin students and skilled workers.

VIII. SOCIAL SECURITY

223. The payment of Old Age Pensions and Public Assistance as provided by legislation, continued throughout the year at the following monthly rates:

	<u>Old Age Pensions</u>	<u>Public Assistance</u>
Georgetown Area	\$10.00	\$6.50 - \$10.00
Country Areas	\$ 8.00	\$5.50 - \$ 8.00

224. The amounts payable in respect of public assistance were dependent upon the particular circumstances of the recipient.

225. During the year, an increasing number of commercial organisations entered into arrangements for the introduction of Social Security Schemes for their employees. Embodied in these Schemes were provisions for contributory pensions, group insurances, sickness benefits, retirement benefits, etc.

IX. WOMEN AND CHILDREN

226. There is no reliable information regarding the employment of women, young persons and children. Nevertheless, indications are that an increasing number of women have been entering wage-earning occupations.

227. Apart from the Sugar Industry, where the tendency is to displace female by male labour, women were absorbed in substantial numbers in most fields of employment particularly in commercial organisations, in the shirt and garment factories, and in various manufacturing industries such as cigarettes, plyboard, drug, biscuit, soap, margarine, etc.

228. Formerly, the wage earning employment of women was limited to such occupations as dress-making, routine clerical work, nursing, school teaching and telephone operating. The range of employment now open to women includes the Police Force where there is opportunity for an attractive career.

229. Legislation exists to prohibit the employment of women and young persons by night, except in special circumstances.

230. Legislation also prohibits the employment of children under the age of 14 years, save and except the service rendered by children to their parents, provided that the service is not rendered on a school day during school hours.

231. There were no prosecutions during the period under review for any breach of the provisions of the Employment of Women, Young Persons and Children Ordinance, Chapter 107.

X. LABOUR LEGISLATION

232. Legislation enacted during 1962 included:-

- (i) Order-in-Council made under the Labour Ordinance (Chapter 103). This Order, the Minimum Wages (Sawmill Workers)(Revocation) Order, No. 21 of 1962, came into effect on the 1st day of March, 1962.
- (ii) Order-in-Council made under the Labour Ordinance (Chapter 103). This Order, the Minimum Wages (Laundry Employees) Order No.28 of 1962, came into effect on the 31st day of March, 1962.
- (iii) Regulations made under the Labour Ordinance (Chapter 103). These Regulations, the Hours of Work (Laundries) Regulations, No. 4 of 1962, came into effect on the 31st day of March, 1962.
- (iv) Regulations made under the Labour Ordinance (Chapter 103). These Regulations, the Laundries Records Regulations, No. 5 of 1962, came into effect on the 31st day of March, 1962.
- (v) Order-in-Council made under the Labour Ordinance (Chapter 103). This Order, the Minimum Wages (Shirt and Garment Workers) (Amendment) Order, No. 31 of 1962, came into effect on the 19th day of April, 1962.
- (vi) Order-in-Council made under the Holidays with Pay Ordinance (Chapter 108). This Order, the Holidays with Pay (Laundry Employees)(Amendment) Order, No. 38 of 1962, came into effect on the 4th day of June, 1962.
- (vii) Order-in-Council made under the Shops (Consolidation) Ordinance, No. 33 of 1958. This Order, the Shop Hours (Special Provision)(McKenzie) Order, No. 61 of 1962, came into effect on the 25th day of October, 1962.
- (viii) Order-in-Council made under the Shops (Consolidation) Ordinance, No. 33 of 1958. This Order, the Shop Hours (Special Provision)(Ituni) Order, No. 62 of 1962, came into effect on the 25th day of October, 1962.
- (ix) Regulation No. 25 of 1962 made under Wages Councils Ordinance, No. 51 of 1956, with effect from 10th November, 1962. This Regulation may be cited as the Wages Councils Regulations, 1962, and revokes the Wages Councils Regulations, No. 14 of 1957.
- (x) Order-in-Council made under the Shops (Consolidation) Ordinance, No. 33 of 1958. This Order, the Shop Hours (Special Provision)(African Manganese Company (Mines Management) Limited) Order, No. 73 of 1962, revokes the Shop Hours

(Special Provision)(African Manganese Company (Mines Management) Limited) Order, No. 19 of 1960, and came into effect from the 19th day of November, 1962.

Enforcement of Labour Legislation

233. An important phase of the work of the Department was the enforcement of labour legislation with particular reference to prescribed wages, hours of work, holidays with pay and the safety, health and welfare of workers.

234. Enforcement was effected in two ways:-

- (1) by periodic inspections of places of employment; and
- (2) by ad hoc inspections following complaints made by trade unions or individual workers.

235. The policy of the Department was to persuade employers generally, to observe the provisions of the law. Where there was failure or refusal to co-operate, legal proceedings were then instituted. There was still much to be done in the way of bringing home to employers an appreciation of their responsibilities to their employees under the law.

236. Appendix I Table VIII shows the number of prosecutions undertaken during the year, by the Enforcement Section.

XI. CONCLUSION

"The development of a strong and responsible trade union movement is essential to progress towards self-government. It has an important part to play not only in promoting good industrial relations, but also in affording opportunities for instilling among the people that spirit of service to the community at large which is one of the contributions that sound trade unionism can make to a democratic system."#

237. In 1962, British Guiana, it was generally felt, stood on the threshold of independence. This was a critical year for the trade union movement. The unprecedented strike of Civil Servants over salaries and conditions of employment was the precursor of a grim and bitter struggle between the Trade Union Movement and the Government. In the strike which ensued with underlying discontent over the Government's Budget Proposals, there was rowdiness and rioting, resulting in damage to and destruction of property, and loss of life.

238. The Trades Union Council was accused of taking part in politics aimed at the overthrow of the Government. Although the Council denied this, relationship between the two parties began to deteriorate. Both sides will require to make an effort to heal the breach and restore good relations.

I have the honour to be,
Sir,
Your obedient servant,

F.G. Taharally,
Commissioner of Labour.

T A B L E I

NUMBERS EMPLOYED IN CERTAIN INDUSTRIES DURING 1962.

APPENDIX I

INDUSTRY	LOWEST NUMBER EMPLOYED		HIGHEST NUMBER EMPLOYED		AVERAGE NUMBER EMPLOYED			TOTAL
	Number	Month	Number	Month	18 years and over		Young Persons Male and Female	
					Male	Female		
Sugar: Field Workers \emptyset #	6,208	January	17,430	September	11,112	2,250	539	13,901
Rice Development Scheme *	210	February	430	September	277	6	-	283
Government Agriculture and Marketing #	1,456	February	1,172	August	1,054	203	34	1,291
Bauxite Industry *#	3,471	January	3,792	September	3,431	162	14	3,607
Sugar Milling \emptyset #	2,920	January	4,594	December	3,618	54	242	3,914
Rice Milling +	305	August	523	November	371	12	30	413
Roads and Public Works * (a)	4,256	March	2,721	November	3,499	19	17	3,535
Railway and Water Transport # (b)	1,399	January	1,223	July	1,252	12	38	1,302
Port Labour (c)	n.a.	n.a.	n.a.	n.a.	753	-	-	753

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

- Weekly Average.
* - Fortnightly Average.
+ - Monthly Average.

n.a. - Not Available.

(a) - Public Works Department.
(b) - Transport and Harbours Department.
(c) - Registered workers under the Georgetown Port Labour Scheme.

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T A B L E . I I

EMPLOYMENT EXCHANGE SERVICE

Numbers on Live Register during 1962

DATE	Adults		Juveniles		TOTAL
	Males	Females	Boys	Girls	
31. 1.62	4,947	1,624	661	214	7,446
28. 2.62	3,849	1,270	547	178	5,844
31. 3.62	4,190	1,548	601	186	6,525
30. 4.62	3,301	1,376	545	180	5,402
31. 5.62	3,316	1,383	616	201	5,516
30. 6.62	3,115	1,561	557	218	5,451
31. 7.62	3,388	1,348	588	239	5,563
31. 8.62	3,134	1,270	551	186	5,141
30. 9.62	3,457	1,135	560	224	5,376
31.10.62	2,797	1,456	566	206	5,025
30.11.62	2,827	1,224	733	233	5,017
31.12.62	2,560	994	600	178	4,282

T A B L E III(a)

EMPLOYMENT EXCHANGE SERVICE

NOTIFICATIONS AND FILLING OF VACANCIES FOR THE YEAR 1962.

	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	-	-	-	1174	1515	2689	141	39	180	1033	1476	2509	-	-	-
Juvenile Section	-	-	-	384	266	650	30	11	41	354	255	609	-	-	-
<u>New Amsterdam</u>															
Adult Section	-	-	-	328	91	419	14	20	34	314	71	385	-	-	-
Juvenile Section	-	-	-	32	-	32	-	-	-	32	-	32	-	-	-
<u>Anna Regina</u>															
Adult Section	-	-	-	1348	46	1394	146	15	161	1202	31	1233	-	-	-
Juvenile Section	-	-	-	36	-	36	6	-	6	30	-	30	-	-	-
Colony Total, 1962	-	-	-	3302	1918	5220	337	85	422	2965	1833	4798	-	-	-
Colony Total, 1961	-	-	-	3226	1809	5035	531	197	728	2695	1612	4307	-	-	-
Georgetown, 1961	-	-	-	2255	1666	3921	449	191	640	1806	1475	3281	-	-	-
New Amsterdam, 1961	-	-	-	348	109	457	10	4	14	338	105	443	-	-	-
Anna Regina, 1961	-	-	-	623	34	657	72	2	74	551	32	583	-	-	-

T A B L E III(b)

EMPLOYMENT EXCHANGE SERVICE

COMPARISON OF NEW REGISTRATIONS WITH PLACINGS DURING 1962.

	GEORGETOWN AND ENVIRONS		EAST DEMERARA		WEST DEMERARA		ESSEQUIBO		BERBICE (NEW AMSTERDAM)		COLONY TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<u>Adult Section</u>												
New Registrations	1240	1119	1071	285	461	88	1022	70	1400	449	5194	2011
Number of Persons Placed	712	1087	228	269	81	27	1203	31	313	71	2537	1285
<u>Juvenile Section</u>												
New Registrations	549	268	238	47	76	31	79	8	198	65	1140	419
Number of Persons Placed	215	229	125	27	21	1	30	-	32	-	423	257
Total New Registrations	1789	1387	1309	332	537	119	1101	78	1598	514	6334	2430
Total Number of Persons Placed	927	1316	353	296	102	28	1233	31	345	71	2960	1742

TABLE IV

VOCATIONAL TRAINING BY GOVERNMENT

Category of Trainee	In Training during 1961				In Training during 1962			
	January		December		January		December	
	Male	Female	Male	Female	Male	Female	Male	Female
Preliminary Craft	254	-	182	-	265	-	145	-
Telecommunications Engineering	9	-	14	-	14	-	3	-
Electrical and Mechanical Engineering	40	-	32	-	82	-	55	-
Electrical Trades	150	-	117	-	153	-	122	-
Motor Vehicle Trades	127	-	95	-	96	-	115	-
Building Engineering	17	-	15	-	46	-	22	-
Building Trades	17	-	21	-	50	-	47	-
Fitters and Machinists	44	-	51	-	53	-	72	-
Woodworking Trades	20	-	24	-	-	-	-	-
Land Surveying	38	-	47	-	61	-	37	-
Welding Trades	21	-	9	-	9	-	-	-
Plumbing Trades	9	-	5	-	5	-	-	-
Lady Tracers	-	-	-	30	-	30	-	-
Teachers - Handicraft	19	-	14	-	14	-	12	-
Teachers - Public School	75	75	78	72	78	72	107	118
Student Nurses	73	219	58	265	61	259	64	302
Chemists and Druggists	9	2	10	2	4	1	3	1
Sicknurses and Dispensers	9	-	9	-	19	-	15	1
Tailoring	16	-	17	-	17	-	19	-
Shoemaking	7	-	7	-	7	-	8	-
Farming	50	-	66	-	66	-	71	-
Total	1004	296	871	369	1100	362	917	422

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T A B L E V

Rates of Wages and Normal Hours of Work
at 31st December, 1962.

INDUSTRY	Wages or Rates of Pay	Normal Hours of work	REMARKS	
I. <u>Sugar Industry</u>				
<u>"Able-bodied" Field Time Workers</u>				
<u>Males</u>				
	<u>Per Day</u>			
Adults	\$3.00			
Young Persons (16-18)	2.10			
Young Persons (Under 16)	1.80	8 hours per day	These are minimum daily rates fixed by Agreement.	
<u>Females</u>				
Adults	2.10			
Young Persons (16-18)	1.47			
Young Persons (Under 16)	1.26			
<u>Factory Workers</u>				
	<u>Per Hour</u>			
Male Unskilled	37.5¢	8 hours per day		These are minimum hourly rates fixed by Agreement. Rates for overtime are paid in accordance with the Factories Ordinance
Male (16-18)	26.3¢	48 hours per week		
Male (Under 16)	22.5¢			
II. <u>Waterfront Workers</u>				
	<u>Per Day</u>			
Women	\$3.26		These are basic daily rates for an 8-hour day fixed by Agreement. Special rates are paid for overtime work.	
Truckers	4.30			
Ordinary Packers	4.46	8 hours per day		
Sugar Packers	5.02			
Stevedores	5.78			
Winchmen and Leading Hands	6.08			
III. <u>Mining</u>				
(i) <u>Bauxite Industry</u>				
<u>Demerara Bauxite Co. Ltd.</u>				
	<u>Per Hour</u>			
Unskilled Labourer	\$1.00	8 hours per day - 40 hours per week.	These hourly rates are fixed by Agreement. Special rates are paid for overtime work.	
Carpenter - Journeyman	1.40	Shift work is carried on.		
Carpenter - Learner	1.05-1.09			

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
III. <u>Mining</u> (cont'd)			
<u>Demerara Bauxite Co. Ltd.</u>			
	<u>Per Hour</u>		
Mason - Journeyman	\$1.40		
Mason - Learner	1.05 - 1.35	8 hours per day.	These hourly rates are fixed by Agreement.
Electrician - Journeyman	1.50		
Electrician - Learner	1.45	Shift work is carried on.	
Welder - Journeyman	1.40		
Welder - Learner	1.05 - 1.35		
<u>Reynolds Metals Co.</u>			
Unskilled Labourer	\$1.00		
Carpenter Class I	1.30 - 1.40		
Carpenter Class II	1.15 - 1.25		
Mason Class I	1.25 - 1.30	8 hours per day.	These hourly rates are fixed by Agreement.
Mason Class II	1.10 - 1.20		
Electrician Class I	1.35 - 1.45	Shift work is carried on.	
Electrician Class II	1.15 - 1.30		
Welder Class I	1.30 - 1.40		
Welder Class II	1.15 - 1.25		
<u>(ii) Manganese Industry</u>			
General Labourer	60¢		
Electrician Class I	82¢		
Electrician Class II	70¢		
Fitter Class I	82¢		
Fitter Class II	70¢		
Welder Class I	79¢	8 hours per day.	These rates are fixed by Agreement.
Welder Class II	68¢		
Blacksmith Class I	79¢		
Blacksmith Class II	68¢		
Carpenter Class I	79¢		
Carpenter Class II	68¢		
Plumber Class I	79¢		
Plumber Class II	68¢		
Mason Class I	75¢		
Mason Class II	68¢		

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
IV. <u>Building Trade</u>			
	<u>Per Hour</u>		
Unskilled Labourer	44¢	8 hours per day.	These rates are the minimum hourly rates of wages prescribed by law.
Carpenters	52¢ - 61¢	45 hours per week.	
Masons	58¢ - 61¢		
Painters	52¢ - 57¢		
V. <u>Commercial Undertakings</u>			
(a) Urban Areas			
(b) Rural Areas	<u>Weekly Rate</u>		
<u>Cash Boy</u>	(a) (b) ¢ ¢		
Under 16 years	8.40 6.00	7½ hours per day.	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.
16 years and under 18 years	10.80 8.40		
18 years and over	15.60 13.20	40¾ hours per week.	
<u>Clerks</u>			
Under 16 years	8.40 6.00		
16 years and under 18 years	10.80 8.40		
18 years and over	15.60 13.20		
<u>Porters</u>			
Under 16 years	7.20 6.00		
16 years and under 18 years	9.60 8.40		
18 years and over	15.60 13.20		
Unskilled Female Workers not employed in any of the abovementioned categories of work	<u>Daily Rate</u> 1.80 1.44		
VI. <u>Clothing Industry</u>			
	<u>Per Week</u>		
Tailor	\$25.00		
Cutter	22.00	8 hours per day.	These rates are the minimum weekly and daily rates of wages prescribed by law.
Assistant Cutter	20.00	45 hours per week.	
Assorter	20.00		
Examiner	16.50		
Layer	15.00		

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
VI. <u>Clothing Industry</u> (cont'd)	<u>Per Day</u>		
Pressers and Finishers	\$3.00	8 hours per day.	These rates are the minimum weekly and daily rates of wages prescribed by law.
Machinists	3.00		
Semi-skilled workers	2.50	45 hours per week.	
Trainee Machinist	1.86		
VII. <u>Cinemas</u>			
<u>Urban Areas</u>			
(a) First Run Cinemas			
(b) Second Run Cinemas	<u>Weekly Rates</u>		
<u>Operators</u>	(a) (b) \$ \$		
First	20.56 16.45		
Second	16.45 15.28	45 hours per week.	
Third	15.28 -		
<u>General Staff</u>			
Under 18 years	9.33 9.33	48 hours per week.	These rates are the minimum weekly rates of wages prescribed by law. The hours of work are also prescribed by law.
18 years and over	15.17 15.17		
<u>Cashiers</u>			
Under 18 years	10.50 7.00	(a) 45 hours per week.	
18 years and over	15.17 15.17	(b) 20 hours per week.	
<u>Clerical Assistants</u>			
Under 18 years	10.50 10.50	45 hours per week.	
18 years and over	15.17 15.17		
<u>Guard</u>	15.17 15.17	60 hours per week.	
<u>Rural Areas</u>			
<u>Operators</u>	<u>Per Hour</u>		
First	40¢	These vary from cinema to cinema but do not usually exceed 48 hours per week	These rates are the minimum hourly rates of wages prescribed by law.
Trainee	36¢		
<u>General Staff</u>			
Under 18 years	21¢		
18 years and over	34¢		
Cashier	38¢		

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS	
VII. <u>Cinemas (cont'd)</u>				
<u>Rural Areas</u>				
<u>Clerical Assistants</u>	<u>Per Hour</u>			
Under 18 years	25¢	These vary from cinema to cinema but do not usually exceed 48 hours per week.	These rates are the minimum hourly rates of wages prescribed by law.	
18 years and over	26¢			
<u>Guard</u>	27¢			
<u>Note:</u>	<p>"First Run Cinema" means any cinema in Georgetown or New Amsterdam which usually exhibits motion pictures not including Indian, Chinese or advertising films for the first time.</p> <p>"Second Run Cinema" means any cinema which is not a "First Run Cinema."</p>			
VIII. <u>Rice Industry</u>				
<u>B.G. Rice Development Co.</u>				
<u>Mill Employees</u>	<u>Per Hour</u>			
Unskilled Labourer	38¢	8 hours per day.	These rates are the minimum hourly rates of wages awarded by Arbitration (Voluntary).	
Semi-skilled	42.1¢			
Tradesmen Skilled Class II	52.1¢ - 56¢	48 hours per week.		
Tradesmen Skilled Class I	57.7¢			
<u>Machine Shop Employees</u>				
Unskilled Labourer	38¢			
Tradesmen Skilled Class II	52.1¢ - 57.7¢			
Tradesmen Skilled Class I	60.9¢ - 63.3¢			
IX. <u>Motor Transport</u>				
<u>Bus Drivers</u>	<u>Per Hour</u>			
Grade A	55¢	48 hours per week.	These are hourly rates paid by Agreement to the employees of one large Motor Transport Company.	
Grade B	48¢			
Grade C	40¢			
<u>Mechanics</u>				
Grade A	54¢			
Grade B	46¢			
Grade C	44¢			

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
IX. <u>Motor Transport (cont'd)</u>			
<u>Servicemen</u>	<u>Per Hour</u>		
Grade A	41¢	48 hours per week.	These are hourly rates paid by Agreement to the employees of one large Motor Transport Company.
Grade B	34¢		
X. <u>Metal Workshops in Foundries</u>			
Special Grades	86¢ - 98¢		
<u>Skilled Workers</u>			
Grade A	74¢		
Grade B	70¢		
Grade C	62¢		
<u>Semi-skilled Workers</u>			
Grade A	56¢	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	54¢	44 hours per week.	
Grade C	52¢		
Unskilled Labourer	47¢		
<u>Apprentices</u>			
First Year	15¢		
Second Year	20¢		
Third Year	26¢		
Fourth Year	36¢		
Fifth Year	47¢		
XI. <u>Match Manufacturing</u>	<u>Per Day</u>		
Porter	\$3.00		
Splint Chopper	3.00	8 hours per day.	These rates are fixed by Agreement.
Heater	2.70	48 hours per week.	
Assistant Chopper (Adult)	2.37		
Machine Operator (Adult)	2.37		
Machinist	2.07		
Main Saw Operator	3.76		
Small Saw Operator	3.13		

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
XI. <u>Match Manufacturing (cont'd)</u>	<u>Per Day</u>		
Chief Case Maker	\$3.00	8 hours per day.	These rates are fixed by Agreement.
Carriage Boy	2.50		
Frame Builder (Adult)	2.37	48 hours per week.	
Charwoman	2.07		
XII. <u>Government</u>			
Unskilled	3.04		
Unskilled (Under 18)	1.93		
Semi-skilled: Class II	3.35		
Class I	3.69		
Tradesmen:			
Skilled - Class II	4.08		These are the daily rates paid by Agreement to employees in various Government Departments.
Skilled - Class I	4.41	48 hours per week.	
Tradesmen:			
Special Grade - Class II	4.80		
Special Grade - Class I	5.16		
Females - Unskilled	2.24		

TABLE VI
AVERAGE EARNINGS AND AVERAGE WORKING TIME PER WEEK IN
CERTAIN OCCUPATIONS DURING 1961 and 1962

INDUSTRY AND OCCUPATION	MALES				FEMALES			
	Earnings		Working Time		Earnings		Working Time	
	1961	1962	1961	1962	1961	1962	1961	1962
	\$ ¢	\$ ¢	Days	Days	\$ ¢	\$ ¢	Days	Days
<u>Sugar Field Workers</u>								
Resident and Non-Resident Piece Workers	22.20	21.82	4.37	4.35	9.05	8.89	3.65	3.56
Resident and Non-Resident Time Workers	16.77	16.97	4.71	4.61	8.17	8.75	4.55	4.55
Young Persons	10.16	10.17	4.44	4.25	8.19	8.38	3.88	3.93
<u>Sugar Factory Workers</u>								
Charge Hands	31.65) 26.76	-	-	-	-	-	-
Skilled Workers	27.80		-	-	-	-	-	-
Semi-skilled workers	24.02	22.11	-	-	-	-	-	-
Unskilled Adults	21.00	19.50	-	-	10.92	10.57	-	-
Apprentices	11.21) 11.30	-	-	-	-	-	-
Boys	12.29		-	-	-	-	-	-
			<u>Man-Hours</u>				<u>Man-Hours</u>	
<u>Mahaiconv/Abary Rice Development Scheme</u>	25.64	27.13	44.9	52.7	15.83	9.83	40.1	37.4

N.B.:

Figures of earnings include amounts paid separately before 1961 as weekly and half-yearly bonuses which varied between 10% and 15% of the workers' annual earnings. They however 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).

The new summaries introduced by the S.P.A. in 1962 do not permit separate computation of earnings and working time for charge hands and skilled workers as well as for apprentices and boys. The latter two were grouped together as Young Persons.

Figures of earnings for charge hands and skilled workers and unskilled adults in Factories are not averages of the entire groups of these workers since the S.P.A. summaries show two sets of figures in which some of these three types of workers are grouped together.

T A B L E VII(a)

URBAN CONSUMER PRICE INDICES FOR 1961 AND 1962

(1956 = 100)

YEAR	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1961	105.3	105.8	106.5	107.0	106.9	107.2	107.3	107.2	107.3	106.8	107.0	107.1
1962	106.7	109.8	110.1	110.4	111.0	109.8	109.7	110.2	110.4	111.0	110.8	110.8

RURAL CONSUMER PRICE INDICES FOR 1961 AND 1962

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1961	102.5	103.1	103.7	104.2
1962	107.8	108.1	108.6	108.5

COMBINED PRICE INDICES FOR BRITISH GUIANA FOR 1961 AND 1962

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1961	103.7	104.3	104.8	105.1
1962	108.5	108.6	109.1	109.1

N.B. Prepared by the Statistical Bureau.

T A B L E VII (b)

URBAN RETAIL PRICES OF SELECTED ITEMS

1956, 1960 - 1962

ITEMS	Unit	1956	1960	1961	1962
<u>MEAT AND FISH</u>					
Steak (Ribs)	Per lb.	41.0	45.1	54.9	57.8
Beef (Pickled)	"	55.2	70.7	72.9	70.7
Fish (Salt)(Pollock)	"	37.6	43.2	41.7	47.4
Pigtails	"	62.1	67.0	74.5	72.0
Pork (Fresh)	"	64.0	82.6	80.6	79.4
Sardines	Per tin	16.6	17.3	17.3	16.8
<u>VEGATABLES</u>					
Cassava	Per lb.	7.4	5.3	6.8	5.6
Eddoes	"	7.1	7.0	9.5	7.1
Onions	"	18.2	15.5	15.3	18.2
Peas (Black Eye)	"	25.6	24.8	23.8	24.1
Peas (Split)	"	19.7	19.5	18.5	17.5
Plantains	"	8.5	6.2	7.5	6.4
Potatoes (English)	"	8.2	14.7	13.7	14.1
Potatoes (Sweet)	"	12.2	13.3	15.1	13.1
Tannias	"	14.4	14.0	16.1	12.4
Yams	"	13.9	20.3	21.1	16.3
<u>OTHER ITEMS</u>					
Barley	Per lb.	19.0	18.6	18.4	18.2
Bread	"	17.5	19.6	19.2	21.0
Butter (Cooking)	"	105.3	105.3	104.2	100.0
Butter (Fresh)	"	118.1	118.1	108.7	109.8
Cheese	"	77.2	88.0	87.2	86.5
Coconut Oil (Deodorised)	Per pt.	32.0	33.0	33.0	33.0
Coffee (Ground)	Per lb.	126.2	113.6	90.9	80.8
Eggs	Each	10.2	8.9	8.6	8.5
Flour (Extra)	Per lb.	10.2	10.2	10.3	12.1
Milk (Condensed)	Per tin.	28.2	30.5	30.5	30.5
Oatflakes (Loose)	Per lb.	19.6	19.2	19.0	19.0
Rice Brown A	Per gal.	80.0	88.0	88.0	88.8
Sugar (D.C.)	Per lb.	6.5	6.5	6.5	6.5
Tea	Per oz. Packet	18.7	17.6	17.8	18.0

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 - 1962

Ordinance under which prosecution was instituted	Number of Cases	Results		Amount of fines imposed
		Convictions	Dismissed or Withdrawn	
Labour (Cap. 103)	10	4	6	\$ 32.50
Factories (Cap. 115)	13	13	-	170.00
Workmen's Compensation (Cap. 111)	6	6	-	195.00
Holidays-with-pay (Cap. 108)	5	3	2	40.00
Bakeries Ordinance (Cap. 120)	2	2	-	50.00
TOTAL	36	28	8	\$487.50

INCIDENCE OF ACCIDENTS ACCORDING TO IN

INDUSTRY (1)	Fatal			Permanent									Te Di (14)
				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)	
I. Agriculture													
(a) Sugar Cane Planting	2	-	-	-	-	-	-	-	-	-	-	-	6,553
(b) Rice Planting	-	-	-	-	-	-	-	-	-	-	-	-	16
(c) Forestry and logging	2	-	-	-	-	-	3	-	-	-	3	-	90
(d) Other	1	-	-	-	-	-	-	-	-	-	-	-	105
TOTAL I	5	-	-	-	-	-	3	-	-	-	3	-	6,764
II. Mining and Quarrying	2	-	-	-	-	-	2	-	-	-	2	-	159
III. Manufacturing													
1. Food, beverage and tobacco													
(a) Sugar Milling	-	-	-	-	-	-	-	-	-	-	-	-	606
(b) Rice Milling	2	-	-	-	-	-	1	-	-	-	1	-	140
(c) Tobacco	-	-	-	-	-	-	-	-	-	-	-	-	13
(d) Other	-	-	-	-	-	-	-	-	-	-	-	-	54
2. Wood and Furniture (including sawmilling)	1	-	-	-	-	-	2	-	1	2	-	1	283
3. Printing	-	-	-	-	-	-	-	-	-	-	-	-	30
4. Metal Industries	1	-	-	-	-	-	-	-	-	-	-	-	117
5. Miscellaneous manufac- turing industries	-	-	-	-	-	-	-	-	-	-	-	-	11
TOTAL III	4	-	-	-	-	-	3	-	1	3	-	1	1,254
IV. Construction	1	-	-	-	-	-	1	-	-	1	-	-	451
V. Electricity, Water and Sanitary Services	2	-	-	-	-	-	-	-	-	-	-	-	207
VI. Commerce	-	-	-	-	-	-	-	-	-	-	-	-	30
VII. Transport, Storage and Communication	3	-	-	-	-	-	3	-	-	3	-	-	398
VIII. Service													
(1) Government & Business	1	-	-	-	-	-	1	-	-	1	-	-	247
(2) Recreation	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL VIII	1	-	-	-	-	-	1	-	-	1	-	-	247
TOTAL I - VIII	18	-	-	-	-	-	13	-	1	13	-	1	9,510

(2)

T A B L E (a)

INCIDENCE OF ACCIDENTS ACCORDING TO INDUSTRY AND DEGREE - 1962

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)	T. (14)	F. (15)	J. (16)	M. (17)	F. (18)	J. (19)
2	-	-	-	-	-	-	-	-	-	-	-	6,553	784	190	6,555	784	190
-	-	-	-	-	-	-	-	-	-	-	-	16	-	-	16	-	-
2	-	-	-	-	-	3	-	-	3	-	-	90	-	-	95	-	-
1	-	-	-	-	-	-	-	-	-	-	-	105	20	1	106	20	1
5	-	-	-	-	-	3	-	-	3	-	-	6,764	804	191	6,772	804	191
2	-	-	-	-	-	2	-	-	2	-	-	159	-	-	163	-	-
-	-	-	-	-	-	-	-	-	-	-	-	606	8	28	606	8	28
2	-	-	-	-	-	1	-	-	1	-	-	140	8	11	143	8	11
-	-	-	-	-	-	-	-	-	-	-	-	13	-	1	13	-	1
-	-	-	-	-	-	-	-	-	-	-	-	54	4	2	54	4	2
1	-	-	-	-	-	2	-	1	2	-	1	283	-	9	286	-	10
-	-	-	-	-	-	-	-	-	-	-	-	30	2	5	30	2	5
1	-	-	-	-	-	-	-	-	-	-	-	117	-	4	118	-	4
-	-	-	-	-	-	-	-	-	-	-	-	11	34	4	11	34	4
4	-	-	-	-	-	3	-	1	3	-	1	1,254	56	64	1,261	56	65
1	-	-	-	-	-	1	-	-	1	-	-	451	-	4	453	-	4
2	-	-	-	-	-	-	-	-	-	-	-	207	1	-	209	1	-
-	-	-	-	-	-	-	-	-	-	-	-	30	3	-	30	3	-
3	-	-	-	-	-	3	-	-	3	-	-	398	9	11	404	9	11
1	-	-	-	-	-	1	-	-	1	-	-	247	21	9	249	21	9
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	-	-	-	-	-	1	-	-	1	-	-	247	21	9	249	21	9
18	-	-	-	-	-	13	-	1	13	-	1	9,510	894	279	9,541	894	280

T A B L E II (a)

EVENTS ACCORDING TO INDUSTRY AND DEGREE - 1962

Total			Temporary Disability			Total (All Accidents)				
(1)	F. (12)	J. (13)	M. (14)	F. (15)	J. (16)	M. (17)	F. (18)	J. (19)	Number (20)	Percentage (21)
-	-	-	6,553	784	190	6,555	784	190	7,529	70.2
-	-	-	16	-	-	16	-	-	16	0.1
3	-	-	90	-	-	95	-	-	95	0.9
-	-	-	105	20	1	106	20	1	127	1.2
3	-	-	6,764	804	191	6,772	804	191	7,767	72.4
2	-	-	159	-	-	163	-	-	163	1.5
-	-	-	606	8	28	606	8	28	642	6.0
1	-	-	140	8	11	143	8	11	162	1.5
-	-	-	13	-	1	13	-	1	14	0.1
-	-	-	54	4	2	54	4	2	60	0.6
2	-	1	283	-	9	286	-	10	296	2.8
-	-	-	30	2	5	30	2	5	37	0.3
-	-	-	117	-	4	118	-	4	122	1.1
-	-	-	11	34	4	11	34	4	49	0.5
3	-	1	1,254	56	64	1,261	56	65	1,382	12.9
1	-	-	451	-	4	453	-	4	457	4.3
-	-	-	207	1	-	209	1	-	210	2.0
-	-	-	30	3	-	30	3	-	33	0.3
3	-	-	398	9	11	404	9	11	424	4.0
1	-	-	247	21	9	249	21	9	279	2.6
-	-	-	-	-	-	-	-	-	-	-
1	-	-	247	21	9	249	21	9	279	2.6
3	-	1	9,510	894	279	9,541	894	280	10,715	100.0

NOTE:

M. = Males 18 years and over.

F. = Females 18 years and over.

J. = All persons under 18 years.

- = Nil or negligible

ANALYSIS OF ACCIDENTS ACCORDING TO INDUSTRY

INDUSTRY (1)	Machinery						Handling without machinery (8)	Means of transport		Fire or explosion (11)	Other hot or corrosive substances (12)	Electric Shock (13)	Persons Falling (14)
	Power Driven				Other			Power driven (9)	Other (10)				
	Prime Movers (2)	Transmission (3)	Lifting (4)	Other (5)	Lifting (6)	Other (7)							
I. Agriculture													
(a) Sugar Cane Planting	-	-	-	-	-	1	288	17+1	11	7	30	-	1882
(b) Rice Planting	-	-	-	-	-	-	1	2	-	-	-	-	3
(c) Forestry and logging	-	-	-	-	-	-	4	5	-	1	-	-	12
(d) Other	+1	-	-	-	-	-	6	18	-	1	-	-	11
TOTAL I	+1	-	-	-	-	1	299	42+1	11	9	30	-	1908
II. Mining and Quarrying	2	8	1	-	-	-	5	4	1	2	20	1	19
III. Manufacturing													
1. Food, beverage and tobacco													
(a) Sugar Milling	2	4	-	-	1	1	36	2	2	11	36	2	85
(b) Rice Milling	1	4+1	-	-	-	-	13	4	-	-	-	2	35
(c) Tobacco	-	-	-	1	-	-	3	-	1	-	-	-	-
(d) Other	-	3	1	-	-	-	4	-	-	-	1	-	7
2. Wood and Furniture (including sawmilling)	3	14	2	8	-	-	13	2	1	1	3	-	37
3. Printing	1	5	-	3	-	1	3	-	-	-	3	1	4
4. Metal Industries	3	7	-	-	-	1	9	3	-	1+1	8	-	11
5. Miscellaneous Manufacturing industries	1	2	-	1	-	1	1	-	-	29	-	-	2
TOTAL III	11	39+1	3	13	1	4	82	11	4	42+1	52	5	181
IV. Construction	3	5	1	1	-	2	33	9+1	1	3	8	1	77
V. Electricity, Water and Sanitary Services	1	1	-	1	-	-	14	3	1	1	4	2	21
VI. Commerce	1	-	-	-	-	-	2	1	-	-	1	-	3
VII. Transport, Storage and Communications	2	6	3	1	-	-	31	9	4	3	3	-	77
VIII. Service													
1. Government & Business	1	1	-	-	-	-	22	3+1	1	3	7	-	49
2. Recreation	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL VIII	1	1	-	-	-	-	22	3+1	1	3	7	-	49
TOTAL I - VIII	21+1	60+1	8	16	1	7	488	82+3	23	63+1	125	2	2335

ANALYSIS OF ACCIDENTS ACCORDING TO INDUSTRY AND CAUSATION

	Machinery				Handling without machinery	Means of transport		Fire or explosion	Other hot or corrosive substances	Electric Shock	Persons Falling	Falling objects	Flying objects	Stepping on sharp or pointed objects	Striking against or coming in contact with objects	Use of cutlasses	Use of hand tools (excluding cutlasses)	Animals
	Power Driven		Other			Power driven	Other											
	(4)	(5)	(6)	(7)														
	-	-	-	1	288	17+1	11	7	30	-	1882+1	177	517	902	969	2411	64	111
	-	-	-	-	1	2	-	-	-	-	3	2	1	-	2	2	2	1
	-	-	-	-	4	5	-	1	-	-	12	20+2	11	3	9	11	15	1
	-	-	-	-	6	18	-	1	-	-	11	4	8	17	14	29	2	3
	-	-	-	1	299	42+1	11	9	30	-	1908+1	203+2	537	922	994	2453	83	116
	1	-	-	-	5	4	1	2	20	1	19+1	57+1	14	3	12	-	4	1
	-	-	1	1	36	2	2	11	36	2	85	118	102	38	130	1	37	1
+1	-	-	-	-	13	4	-	-	-	2	35	40+1	13	11	23	-	9	1
	-	1	-	-	3	-	1	-	-	-	-	4	-	1	4	-	-	-
	1	-	-	-	4	-	-	-	1	-	7	11	3	1	20	-	4	1
	2	8	-	-	13	2	1	1	3	-	37+1	101	42	9	41	2	10	-
	-	3	-	1	3	-	-	-	3	1	4	2	-	2	10	-	-	-
	-	-	-	1	9	3	-	1+1	8	-	11	29	18	2	14	-	11	-
	-	1	-	1	1	-	-	29	-	-	2	4	1	-	1	-	4	-
+1	3	13	1	4	82	11	4	42+1	52	5	181+1	308+1	179	64	243	3	75	3
	1	1	-	2	33	9+1	1	3	8	1	77	116	26	52	66	1	29	1
	-	1	-	-	14	3	1	1	4	2	21+1	32	23	19	29	24	11	2+1
	-	-	-	-	2	1	-	-	1	-	3	8	2	2	11	-	2	-
	3	1	-	-	31	9	4	3	3	-	77+3	117	28	20	81	-	6	1
	-	-	-	-	22	3+1	1	3	7	-	49	45	23	23	33	36	13	6
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	22	3+1	1	3	7	-	49	45	23	23	33	36	13	6
+1	8	16	1	7	488	82+3	23	63+1	125	9	2335+7	886+4	832	1105	1469	2517	223	130+1

TABLE 1A (b)

3

573

ACCORDING TO INDUSTRY AND CAUSATION

(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)
Fire or explosion	Other hot or corrosive substances	Electric Shock	Persons Falling	Falling objects	Flying objects	Stepping on sharp or pointed objects	Striking against or coming in contact with objects	Use of cutlasses	Use of hand tools (excluding cutlasses)	Animals	Other causes	Not stated	TOTAL
7	30	-	1882+1	177	517	902	969	2411	64	111	59	81	7527+2
-	-	-	3	2	1	-	2	2	2	1	-	-	16
1	-	-	12	20+2	11	3	9	11	15	1	1	-	93+2
1	-	-	11	4	8	17	14	29	2	3	3	10	126+1
9	30	-	1908+1	203+2	537	922	994	2453	83	116	63	91	7762+5
2	20	1	19+1	57+1	14	3	12	-	4	1	7	-	161+2
11	36	2	85	118	102	38	130	1	37	1	24	9	642
-	-	2	35	40+1	13	11	23	-	9	1	4	-	160+2
-	-	-	-	4	-	1	4	-	-	-	-	-	14
-	1	-	7	11	3	1	20	-	4	1	-	4	60
1	3	-	37+1	101	42	9	41	2	10	-	6	-	295+1
-	3	1	4	2	-	2	10	-	-	-	-	2	37
1+1	8	-	11	29	18	2	14	-	11	-	4	-	121+1
29	-	-	2	4	1	-	1	-	4	-	-	2	49
42+1	52	5	181+1	308+1	179	64	243	3	75	3	38	17	1378+4
3	8	1	77	116	26	52	66	1	29	1	7	14	456+1
1	4	2	21+1	32	23	19	29	24	11	2+1	5	14	208+2
-	1	-	3	8	2	2	11	-	2	-	-	-	33
3	3	-	77+3	117	28	20	81	-	6	1	16	13	421+3
3	7	-	49	45	23	23	33	36	13	6	6	6	278+1
-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	7	-	49	45	23	23	33	36	13	6	6	6	278+1
63+1	125	9	2335+7	886+4	832	1105	1469	2517	223	130+1	142	155	10697+18

NOTE:
Plus sign (+) denotes Fatal Accidents.

T A B L E IX(c)

DISTRIBUTION OF ACCIDENTS ACCORDING TO NATURE AND LOCATION

1961

NATURE (1)	Location (where known or applicable)								TOTAL (10)
	Head		Upper Extremities		Trunk (6)	Lower Extremi- ties (7)	Multiple (8)	Unspecified (9)	
	Eyes (2)	Other (3)	Fingers (4)	Other (5)					
1. Contusion, abrasion, cuts	1,100	234	1,567	721	455	3,716	187	32	8,012
2. Amputation	-	-	12	-	-	2	-	-	14
3. Dislocation	-	-	-	4	4	-	-	-	8
4. Fracture	-	6	33	23	6	61	5	1	135
5. Sprain, strain	-	143	61	205	1,169	539	69	14	2,200
6. Concussion	-	5	-	-	-	1	-	-	6
7. Burns	54	6	12	48	7	20	20	4	171
8. Asphyxiation	-	-	-	-	4	-	-	-	4
9. Hernia	-	-	-	-	20	-	-	-	20
10. Other tearing of internal organs	-	-	-	-	5	1	1	-	7
11. Electric shock	-	-	1	3	-	-	3	1	8
12. Other and unspecified	7	4	11	12	9	28	2	57	130
TOTAL	1,161	398	1,697	1,016	1,679	4,368	287	109	10,715

TABLE IX(d)

Distribution of Workmen's Compensation Cases before the Courts during 1962

According to Result and Amount of Compensation Awarded.

Pending	Withdrawn	Struck Out	Compensation Paid	
			Settled out of Court (By Agreement)	By Order of Court
16	69	32	212	39

Nature of Permanent Injury	Number of cases in which Compensation was claimed to the value of							Total Cases
	Under \$200	\$201 - \$400	\$401-\$600	\$601-\$800	\$801-\$1000	\$1001-\$1200	Over \$1200	
Death	-	-	-	-	-	-	23	23
Damage to arm or leg	31	12	8	12	3	7	4	77
Damage to leg or foot	3	8	6	6	8	9	3	43
Damage to eye	7	10	5	4	1	15	-	42
Other	8	6	4	8	2	9	9	46
TOTAL	49	36	23	30	14	40	39	231

LIST OF TRADE UNIONS - 31.12.62

Name of Trade Union	Registration		Paid up Membership
	No.	Date	
<u>Workers' Organisations</u>			
+ The British Guiana Labour Union	1	21. 7.22	3,841
+ Man Power Citizens' Association	3	5.11.37	21,046
*+ The Transport Workers' Union of British Guiana	5	23. 3.38	1,800
*+ The British Guiana Post Office Workers' Union	6	3. 6.38	549
+ The British Guiana Amalgamated Building Trade Workers' Union	8	3.10.38	634
*+ Government Employees' Union	9	6.10.38	604
Cosmopolitan Workers' Union	17	15. 5. 41	-
+ The British Guiana and West Indies Sugar Boilers' Union	29	2. 6.44	129
The British Guiana Headmen's Union	36	16.11.45	262
Sugar Estates Clerks' Association	40	9.12.46	1,034
Guiana Industrial Workers' Union	49	5. 4.48	140
Guiana Workers' Federation	52	5. 6.48	323
+ The British Guiana Civil Service Association	55	5.11.48	1,515
+ British Guiana Land Surveyers' Association	59	11. 5.49	26
Clerical and Commercial Workers' Union	65	8. 2.50	1,005
+ The British Guiana Mine Workers' Union	68	23.10.50	2,016
Federation of Unions of Government Employees	69	5. 1.51	4 Unions
+ Printers' Industrial Union	72	17. 8.51	350
+ Sawmill and Forest (Woodworking) Workers' Union	77	21. 4.52	946
British Guiana Trades Union Council	81	11.12.53	25 Unions
British Guiana Women's Social Union	84	23.10.54	-
+ British Guiana Postmasters' Union	85	22. 9.54	19
*+ British Guiana Medical Employees' Union	88	8. 9.54	1,300
+ British Guiana Local Government Officers' Association	90	22. 2.55	125

Name of Trade Union	Registration		Paid Up Membership
	No.	Date	
+ The British Guiana Seafarers' Union	91	5. 3.55	237
+ General Workers' Union	94	26. 9.55	700
British Guiana Rice Marketing Board Workers' Union	99	23.11.56	317
+ British Guiana Rice Workers' Union	102	17. 9.57	152
+ Guiana Air Transport Trade Union	104	22.10.57	131
+ The Pilots Association of British Guiana	112	23.10.58	19
+ British Guiana Teachers' Association	115	2. 8.60	1,581
The British Guiana Women's Public Health Officers' Association	116	14.11.60	34
Guiana Sugar Workers' Union	118	28. 9.61	3,000
British Guiana General Domestic Workers' Union	119	4.12.61	-
British Guiana Rural Local Authorities Officers' Association	120	9.11.61	70
* British Guiana Engineers and Allied Workers' Association	121	23. 2.62	-
* Guiana Cinema and Theatre Workers' Union	122	4. 4.62	-
* Guiana Sicknurse and Dispensers' Association	123	5.10.62	30
+ National Union of Public Service Employees	124	9.11.62	2,608
Guiana National Maritime Union	125	9.11.62	-
East Bank Hire Car Owners' Union	126	27.11.62	21
<u>Employers' Organisations</u>			
British Guiana Commission Agents' Association	21	22.10.42	17
Forest Products Association of British Guiana	25	4. 2.44	14
British Guiana Licensed Spirit Dealers Association	31	12.12.44	12
British Guiana Bakery Proprietors' Association	44	30. 5.47	18
Public Works Department Contractors' Association	75	14.12.51	10

NOTE: + Indicates Unions affiliated to the B.G. T.U.C.
* Indicates Unions affiliated to the F.U.G.E.

T A B L E X(b)

DISTRIBUTION OF ORGANISATIONS REGISTERED UNDER THE
TRADE UNION ORDINANCE ACCORDING TO SIZE OF MEMBERSHIP
AS AT 31st DECEMBER, 1962

Range of Membership	Number of Organisations			Total Number of Members
	*Workers	Employers	Total	
0 - 49	6	5	11	220
50 - 249	6	-	6	984
250 - 999	10	-	10	4,685
1000 - 4999	10	-	10	19,700
5000 and over	1	-	1	21,046
Not available	6	-	6	-

NOTE: *Federation of Unions of Government Employees and British Guiana Trades Union Council are excluded.

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Public Service	N.A.	N.A.	13.2.62	18.2.62	4½ days	N.A.	Government's refusal to implement <u>in toto</u> the recommendations of the Guillebaud Commission which was appointed to review wages, salaries and conditions of service in the Public Service.	<p>Government agreed that:-</p> <p>(a) There should be no victimisation of workers who went on strike.</p> <p>(b) The days spent on strike be set off against normal leave</p> <p>(c) The probable 10% reduction of salaries, should there be a shortfall in the country's revenue, be withdrawn.</p> <p>(d) The provisional payment of salaries accepted by Government to be made within a fortnight of the resumption.</p> <p>(e) Pending final agreement, leave from the 1st January, 1962 be granted in accordance with the recommendations of the Guillebaud Commission, and</p> <p style="text-align: right;">/(f)</p>

T A B L E X I

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Public Service (cont'd)								(f) The variation in salaries and other conditions of service from the Guillebaud Commission recommendations be referred to the Whitley Council for settlement.
Motor Transport Ltd.	N.A.	N.A.	19.4.62	23.4.62	5 days	N.A.	Protest against employers repeated refusal to agree to the check-off system for Union members.	No victimisation and further discussions on outstanding grievances.
Wieting & Richter Ltd.	N.A.	N.A.	24.5.62	25.5.62	2 days	N.A.	Employers refusal to grant recognition to a certain Union as their sole Bargaining Agent.	Management entered into an agreement with the Union of their choice for the avoidance and settlement of disputes.
Bookers Security Service	N.A.	N.A.	31.5.62	31.5.62	1 day	N.A.	Refusal of employer to grant recognition to a certain Union as their sole Bargaining Agent.	(a) No victimisation, and (b) Further discussions on the question of recognition of Union.

TABLE XI

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Yong Hings Supermarket and Bamboo Gardens	32	20	28.7.62	14.9.62	49 days	1,568	Protest against Management's refusal to grant recognition to a certain Union as their sole bargaining agent.	Management agreed to enter into a formal agreement for recognition of the Union.
Post & Telecommunications Department	700	200	10.9.62	19.9.62	9 days	6,300	Protest against Government's failure to provide adequate protection for postal employees in rural areas despite representations to this effect.	(a) Government agreed to appoint a Security Committee and to act on its recommendations. (b) Also the employment of watchmen as a temporary measure pending the submission of the Committee's report or any interim report or recommendations.
Public Hospital Laundry	28	3	11.9.62	13.9.62	2½ days	70	Dissatisfaction over Government's decision to regard the recommendations of the Laundries Advisory Committee as not applicable to Hospital Laundry employees.	Government agreed to regard certain posts of Hospital laundry employees as being in line with those prescribed under the Minimum Wage (Laundry Employees) Order 1962 and to implement new salary scales.

TABLE XI

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Demerara Bauxite Company	978	2,073	13.9.62	15.9.62	3 days (approx.)	1,146	(a) Protest over Company's action in suspending a fellow employee. (b) Dissatisfaction over the manner in which the Constabulary performed their duties.	Management's agreement to:- (a) Allow the suspended employee to resume work. (b) Investigate the facts of the charge of alleged unlawful possession and discipline him industrially and if necessary, (c) offer no evidence against the employee on the charge of unlawful possession.
Pure Water Supply	41	39	18.9.62	19.9.62	1 day	41	Delay in settling long outstanding grievances relating to better salaries and conditions of work for open-vote employees. Dissatisfaction over the non-implementation of recommendations made by the Factory Inspector in regard to health and welfare precautions.	Administration agreed to request the appointment of a competent authority to probe into salaries and wages of open-vote employees in the Pure Water Supply, and to expedite the implementation of the Factories Ordinance in relation to employment in the workshop.
British Guiana Rice Marketing Board	120	N.A.	26.9.62	15.10.62	15 days	N.A.	(a) Protest against the dismissal of nine (9) of their number; and	See under IV. Industrial Relations - B.G. Rice Marketing Board.

TABLE XI

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
British Guiana Rice Marketing Board (cont'd)							(b) the Union's claim that the Board did not honour their agreement by refusing to meet representatives of the Union to discuss the reasons for the dismissals and disagreeing with the Union's request to submit questions concerning the dismissals to the Commissioner of Labour.	
Wilson & Ricketts Construction Co.	30	20	16.10.62	16.10.62	$\frac{1}{2}$ day	15	Demand for higher rates and a re-adjustment of the system of allocating work in groups.	It was agreed that:- (a) Rates would remain the same, and (b) work would be given out in pairs and not in groups as before.
Rose Hall High School	20	N.A.	26.11.62	27.11.62	2 days	40	Protest against Board of Governors' decision to terminate their services on 31st December, 1962.	The Board agreed that:- (a) The notices would be withdrawn pending the appointment of a competent auditor or accountant to investigate and report on the financial position of the school, and

TABLE XI

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962PART I - IN UNDERTAKINGS OR INDUSTRIES OTHER THAN SUGAR

Industry, Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
Rose Hall High School (cont'd)								(b) that salaries would be revised in light of the report.
Sandbach Parker & Co. Ltd.	207	N.A.	10.12.62	10.12.62	$\frac{1}{2}$ day	104	Protest against their employers' refusal to grant recognition to the British Guiana Clerical and Com- mercial Workers' Union as their bargaining agent.	Management agreed to acknow- ledge the Union as representing their employees.

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1962

PART II - IN THE SUGAR INDUSTRY

53

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>NON PAREIL</u> No. 2 Shovelmen gang.	22	59	10.1.62	11.1.62	2 days	44	Request for increased rates.	Small increase in rates granted.
<u>UITVIJGT</u> DK 3 Spray Gang	11	76	2.2.62	2.2.62	1 day	11	Request for increased rates.	Request granted after consultation with other estates.
DK Shovel Gang (DK 4) Negro Part	24	16	13.2.62	13.2.62	1 day	24	T.U.C. call to down tools.	No demands made.
<u>NON PAREIL</u> #8 Cane Cutting Gang	127	107	19.2.62	20.2.62	2 days	254	Demand for immediate withdrawal from Union.	Management agreed to provide the required withdrawal forms as early as possible.
<u>BATH</u> No. 1 Shovel, Task Forkers & Male Weeders.	34	33	20.2.62	20.2.62	1 day	34)	Dissatisfaction over the increase from 66 2/3% to 75% "available days" being regarded as minimum qualification for work.	After discussion workers accepted 75% available days as minimum qualification for work.
No. 2 Female Weeders	44	19	"	"	"	44)		
No. 4 Cane Transport	25	16	"	"	"	25)		
No. 6 Cane Cutting	216	3	"	"	"	216)		

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>UITVLUGT</u>								
Cane Cutting & Loading Gangs	43	253	28.2.62	28.2.62	1 day	43)	Demand for payment of "Once-for-all" Bonus.	Matter under negotiation.
ICB/U 8A	239	55	6.3.62	6.3.62	1 day	239)		
DK 8A	239	42	"	"	"	239)		
8C	339	45	"	"	"	339)		
ICB 8A) Cane	287	7	7.3.62	7.3.62	1 day	287)	Demand for payment of "Once-for-all" Bonus.	Matter under negotiation.
DK 8A) Cutting	263	18	"	"	"	263)		
8C) Gangs	384	-	"	"	"	384)		
ICB/U #4) Shovel	67	24	"	"	"	67)		
ICB/U #2) Gangs	32	1	"	"	"	32)		
ICB/U #9) Weeding Gang	103	4	"	"	"	103)		
<u>LEONORA</u>								
#1 Cane Cutting Gang	125	5	7.3.62	10.3.62	3 days	375)	Guiana Sugar Workers' Union demand for immediate pay- ment of "Once-for-all" Bonus.	Request not granted.
#4 Cane Cutting Gang	164	6	"	"	"	492)		
#2 Cane Cutting Gang	103	8	"	"	"	309)		
#2 Cane Cutting Gang	42	33	"	"	"	126)		
#7 General Purpose Gang	28	57	"	"	"	84)		
#10 Boy Gang	33	33	"	"	"	99)		

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>L.B. I.</u> Cane Cutting Gang	363	97	12.3.62	12.3.62	1 day	363	Request for date of payment in respect of "Once-for-all" Bonus.	Request not granted.
<u>ROSE HALL</u> Cutting & Loading Gang	469	267	19.3.62	31.3.62	12 days	5,628	Dissatisfaction over the increase from 75% to 82½% "available days" being regarded as minimum qualification for work.	Management agreed to retain the minimum qualification of 75%.
<u>ALBION</u> #6 Cut and Load	181	14	20.3.62	7.4.62	15 days	2,715)	Demand for a reduction in the percentage of "available days" to be regarded as minimum qualification for work from 75 to 50.	Demand discussed at Company level and after conciliation with Commissioner of Labour the percentage was reduced to 60.
#7 Cut and Load	156	24	20.3.62	7.4.62	16 days	2,496)		
#8 Cut and Load	150	11	20.3.62	7.4.62	14 days	2,100)		
#9 Cut and Load	155	6	20.3.62	7.4.62	11 days	1,705)		
<u>PORT MOURANT</u> #16 Cut and Load	345	53	23.3.62	7.4.62	5 days	1,725)	- do -	- do -
#17 Cut and Load	174	26	23.3.62	7.4.62	4 days	696)		
<u>NON PAREIL No. 2</u> General Agricultural Workers, Trench Cleaning, Forking, Shovel, etc.	46	70	28.3.62	30.3.62	3 days	138	Demand for increased rates.	Demand rejected.
<u>ENMORE</u> General Agricultural Workers, Trench Cleaning, Forking Shovel, etc.	10	105	29.3.62	29.3.62	1 day	10	Demand for increased rates.	Demand rejected.

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>BLAIRMONT</u> Cane Cutting Gang	266	23	17.5.62	21.5.62	4 days	1,064	Dispute over the accuracy in computing "Once-for-all" Bonus.	It was agreed that the Inspector of Labour and Union Officers would check with the E.J.C. representatives as observers.
<u>PROVIDENCE</u> Shovel Boy Gang	35	14	18.5.62	22.5.62	4 days	140)	Dispute over the accuracy in computing "Once-for-all" Bonus.	It was agreed that the In- spector of Labour and Union Officers would check with the E.J.C. representatives as observers.
Female Weeders Gang	34	5	18.5.62	19.5.62	1 day	34)		
General Purpose Gang	20	10	18.5.62	21.5.62	3 days	60)		
Cane Transport Gang	36	33	18.5.62	22.5.62	4 days	144)		
Cane Cutting Gang	223	2	18.5.62	22.5.62	4 days	892)		
Cane Cutting Gang	181	44	24.5.62	24.5.62	1 day	181		
<u>LOCHABER</u> Cane Cutting & Loading	79	-	24.5.62	28.5.62	4 days	316)	Dissatisfaction over accuracy of "Once-for-all" Bonus payment.	Workers resumed work after being told that Bonuses were calculated exactly as those for Rose Hall.
Male Weeders	8	-	24.5.62	28.5.62	4 days	32)		
Female Weeders	35	-	26.5.62	28.5.62	2 days	70)		
Time Workers	8	-	24.5.62	28.5.62	4 days	32)		

625

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>L.B.I.</u> Factory Workers	135	44	30.5.62	31.5.62	2 days	270	Requested that unskilled workers be given 4 days work per week.	Request not granted.
<u>WALES</u> Cane Cutting Gangs (3A & 3B)	150	150	26.6.62	26.6.62	1 day	150	Insufficient work and earnings. Requested \$10: guaranteed pick up for week before work is given out.	No guaranteed pick up, but 3 days work guaranteed on shift basis with declaration of rates before work commences.
<u>ENMORE</u> #8 Cane Cutting Gang	22	283	10.7.62	10.7.62	1 day	22	Claim that canals given out to be cleaned were too deep and weed infested for safe handling.	Management agreed to clean canals by mechanical equipment
<u>WALES</u> Shovel & Forkmen	41	-	11.7.62	12.7.62	2 days	82	Dissatisfaction over order to overhaul bad work before receiving new assignment.	Strikers resumed work in agreement with Estate policy to overhaul bad work before allocating new assignments.
<u>VERSAILLES</u> 7A Cutting & Loading Gang	90	108	20.8.62	20.8.62	1 day	90	Request that day be treated as "not available" and payment for lost time due to late arrival of field foreman.	Request granted.
<u>L.B.I.</u> #7 Cane Cutting Gang	241	49	20.8.62	21.8.62	2 days	482	Protest against short supply of punts to load cane.	Factory increased grinding rate to remedy the cause of dissatisfaction.

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>ENMORE</u> #8 Cane Cutting Gang	220	-	23. 8.62	23. 8.62	1 day	220	Dissatisfaction over general conditions of work.	Management agreed to discuss grievances by means of established procedures.
<u>LEONORA</u> #1 Cane Cutting Gang	52	68	24. 8.62	25. 8.62	2 days	104	Dissatisfaction over water supply.	Additional workers were employed to supply water.
#4 Cane Cutting Gang	49	117	24. 8.62	25. 8.62	2 days	98		
<u>ENMORE</u> EPH 8 Cane Cutting Gang	246	-	22. 9.62	22. 9.62	1 day	246	Demand for higher rates.	Demand rejected.
H 3 General Workers' Gang	30	91	5.10.62	5.10.62	1 day	30	Demand for higher rates to compensate for soil con- ditions.	Management agreed to under- take mechanised tillage.
<u>PORT MOURANT</u> #2 Shovel Gang	128	N.A.	9.10.62	13.10.62	5 days	6,125	Dissatisfaction over general working conditions	Returned to work pending investigation and discussion.
#3 General Purpose Gang	190	N.A.	9.10.62	13.10.62	5 days			
#5 Weeders	61	N.A.	9.10.62	13.10.62	5 days			
#6 Male Weeders	83	N.A.	9.10.62	13.10.62	5 days			
#8 Pest Control	47	N.A.	9.10.62	13.10.62	5 days			
#9 Mechanical Tillage	62	N.A.	9.10.62	13.10.62	5 days			
#10 Cane Transportation	92	N.A.	9.10.62	13.10.62	5 days			
#11 Days Hands	24	N.A.	9.10.62	13.10.62	5 days			
#16 Cutting and Loading	360	N.A.	9.10.62	13.10.62	5 days			
#17 Cutting and Loading	178	N.A.	9.10.62	13.10.62	5 days			

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>WALES</u>								
Female Weeders	30	30	17.10.62	17.10.62	1 day	30	Dissatisfaction over rates and other conditions of work.	Management agreed to visit field where they found conditions normal. As a result rates remained the same.
<u>UITVLUGT</u>								
DK 3 Spray Gang	26	-	17.10.62	19.10.62	3 days	78	Claimed that system of payment did not guarantee minimum day rates.	Management agreed to investigate rates on other estates and if necessary review the matter.
Field Workshop	26	-	18.10.62	18.10.62	1 day	26	Protest against arbitrary reduction of rates for day-time operator and assistant.	Management agreed to pay standard rates for 2 weeks after which job rate would be assessed by Field Workshop Superintendent.
Tractor Gang	7 48	41 -	18.10.62 19.10.62	18.10.62 19.10.62	2 days	55	- do -	- do -
<u>ROSE HALL</u>								
Cane Cutters	250 484 684 288	588 354 154 550	18.10.62 19.10.62 20.10.62 22.10.62	22.10.62)))	4 days	1,706	Protest against Management's refusal to discuss six grievances with the representatives of the Man Power Citizens' Association concerning which there was no prior notification.	Management agreed to further meetings to discuss grievances provided there was a full resumption of work.
Female Weeders	58	48	19.10.62	19.10.62	1 day	58	Demand for additional boards and water facilities.	Management agreed to provide two boards for each punt and one water fetcher to every 30 cane cutters.

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-days Lost	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>BLAIRMONT</u> Cane Cutters	157 156	38 39	19.10.62) 20.10.62)	20.10.62	2 days	313	Dissatisfaction over general conditions of work.	Management agreed to discuss grievances by means of established procedures.
<u>SKELDON</u> #2 Shovel Gang	24	-	25.10.62	25.10.62	1 day	24	Claim that new system introduced for planting canes was too arduous for strength of gang.	Additional workers were employed to undertake part of the work involved.
<u>ALBION</u> #2 Shovel Gang	70	58	14.11.62	16.11.62	3 days	210	Demand for extra payment for trash and obstacles.	Extra payment given for abnormal conditions.
<u>L. B. I.</u> M B Cane Cutting Gang	200	49	19.11.62	19.11.62	1 day	200	Demands for: (a) two loading boards for each punt and, (b) water tanks to be protected overnight.	Demands met.
<u>ALBION</u> #15 Cutting & Loading	158	62	21.11.62	21.11.62	1 day	158	Request for lorry transportation aback.	Request could not be granted because of adverse condition of dams, however, punt transportation was made available.
<u>PORT MOURANT</u> Male Weeders	29	61	29.11.62	30.11.62	2 days	58	Dissatisfaction over introduction of new system of rotation of work.	Management explained that system was introduced because of shortage of work and would only be enforced for a limited period.
<u>BATH</u> Female Weeders	50	9	17.12.62	18.12.62	2 days	100	Demand for increased rate.	Demand met.

APPENDIX II(a)

The Standing Committee of
The Employment Exchange Service

Personnel:

Mr. F.G. Taharally, Commissioner of Labour - Chairman

Mr. C. McCowan)	
Mr. J.W. Huddart)	
Mr. W.A. Logan)	Industrial Panel
Mr. C. Rohee)	

Mr. J.A. Agard, M.B.E.)	
Mr. C. Charran)	Workers' Panel
Mr. J.H. Pollydore)	

Mr. L. Kawall)	
Mr. A.J. Lopes)	
Mrs. M.C. Rodrigues, M.B.E.)	Additional Members
Mr. V.J. Willems)	
Mr. S.G. Wiltshire)	

with

The Manager, Employment Exchange - Secretary

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APPENDIX II(b)

The Juvenile Employment Committee

Personnel:

Mr. F.G. Taharally, Commissioner of Labour - Chairman

Mr. V.J. Sanger-Davies	Miss M. Mansfield, M.B.E.
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Mr. C. Pooran	Mrs. J.B. Singh, M.B.E.
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Mr. G.W.E. Cooper, O.B.E.	Mrs. M.C. Rodrigues, M.B.E.
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Rev. W.A. Fraser	Miss G. Collins
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Mr. H.C. Campbell-Adams	Mrs. D.L. Wharton
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Mr. G.O. Fox

with

The Juvenile Employment Officer - Secretary.