

BRITISH GUIANA

oocOooo

ANNUAL REPORT

of the

DEPARTMENT OF LABOUR

for the year

1963

oooOooo

Presented by the Commissioner of Labour

to the Honourable Minister

of

Labour, Health and Housing

(i)

C O N T E N T S

Page

PART I - STAFF

Headquarters and Branches	1
Employment Exchange Service	2
Geographical Distribution of Staff	3
Duties of the Department and Officers	3
Organisation of the Department	4

PART II - GENERAL REVIEW

Appointments, Assumptions and Resumptions of Duty	6
Vacation Leave	6
Resignations	7
Financial Provision	7
Production and Employment	8
Employment Exchange Service	12
Vocational Training	13
Industrial Training	14
Cost of Living	15
Wages, Hours of Work	16

PART III - INDUSTRIAL RELATIONS

A. Industrial Relations and Disputes	
(a) General	19
(b) Industrial Disputes	21
(c) Negotiations	28
B. Growth of Trade Unions and Trade Union Education	31
C. Joint Consultation	34
D. Methods of Fixing Wages	35

PART IV - SAFETY, HEALTH & WELFARE

General	37
Industrial Accidents	38

(ii)

	<u>Page</u>
<u>PART V - LIVING CONDITIONS</u>	
Housing	38
Welfare Projects on Sugar Estates	39
Training and Appointment of Welfare Officers	40
<u>PART VI - HEALTH</u>	
<u>PART VII - SOCIOLOGICAL ASPECTS</u>	
Domestics for Canada	41
Migration within and without the Colony	41
<u>PART VIII - SOCIAL SECURITY</u>	
<u>PART IX - WOMEN AND CHILDREN</u>	
<u>PART X - LABOUR LEGISLATION</u>	
Labour Legislation	43
Enforcement of Labour Legislation	43
<u>PART XII - CONCLUSION</u>	

LIST OF TABLESAPPENDIX ITABLE

- I - Numbers Employed in Certain Industries during 1963.
- II - Employment Exchange Service - Numbers on the Live Register during 1963.
- III(a) - Employment Exchange Service - Notifications and Filling of Vacancies for the year 1963.
- III(b) - Employment Exchange Service - Comparison of New Registrations with Placings during 1963.
- IV - Vocational Training by Government.
- V - Rates of Wages and Hours of Work at 31st December, 1963.
- VI(a) - Average Earnings and Average Working Time per week in certain occupations 1962 - 1963.
- VII(a) - Urban Consumer Price Indices for 1962 - 1963.
- VII(b) - Urban Retail Prices of Selected Items consumed by Working Class Families 1956, 1961 - 1963.
- VIII - Particulars of Prosecutions and Court Cases relating to Labour - 1963.
- IX(a) - Incidence of Accidents according to Industry and Degree.
- IX(b) - Analysis of Accidents according to Industry and Causation.
- IX(c) - Distribution of Accidents according to Nature and Location.
- IX(d) - Distribution of Workmen's Compensation Cases before the Courts during 1963, according to Result and Amount of Compensation Awarded.
- X(a) - List of Trade Unions - 31.12.60.
- X(b) - Distribution of Organisations Registered under the Trade Union Ordinance according to size of paid up membership.
- X(c) - Distribution of Organisations Registered under the Trade Union Ordinance according to size of declared membership.
- XI - Industrial Disputes involving Stoppages of Work during 1963:-
 Part I - In Undertakings other than Sugar.
 Part II - In the Sugar Industry.

APPENDIX II

- (a) - Personnel: The Standing Committee of the Employment Exchange Service.
- (b) - Personnel: The Juvenile Employment Committee.

981

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

BRITISH GUIANA.

October, 1964.

Sir,

I have the honour to submit my report on the activities of the Department of Labour for the year 1963.

STAFF

2. The authorised staff for the year as compared with the actual strength as at 31st December, 1963, is shown hereunder.

(i)

HEADQUARTERS AND BRANCHES

DESCRIPTION OF POST	AUTHORISED STRENGTH 1963	ACTUAL STRENGTH 1963	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	8	7	1	-
<u>CLERICAL ESTABLISHMENT</u>					
Chief Clerk	1	1	1	-	-
<u>Statistical Section</u>					
Statistical Officer	1	1	1	-	-
Class II Clerk	1	1	1	-	-
<u>Accounts Section</u>					
Class I Clerk	1	1	1	-	-
Class II Clerks	2	2	2	-	-
C/F	25	22	20	2	-

/Records

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

DESCRIPTION OF POST	AUTHORISED STRENGTH 1963	ACTUAL STRENGTH 1963	DISTRIBUTION		
			HEAD- QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
B/F	25	22	20	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	37	33	4	-

The numerical strength of the staff of the Inspectorate was below the authorised complement by three during the greater part of the year under review. This was due to the resignation of an Assistant Inspector of Labour on the 1st February, the existence of one vacant post and the secondment of an Assistant Inspector of Labour to the Ministry of Development and Planning. This shortage of personnel throughout the year has resulted in additional pressure being brought to bear on the other officers. It is anticipated, however, that there would be some measure of relief next year and at least two posts would be filled.

Apart from slight changes among the clerical section of the Department, the authorised numerical strength remained unchanged.

(ii)

EMPLOYMENT EXCHANGE SERVICE

DESCRIPTION OF POST	AUTHORISED STRENGTH 1963	ACTUAL STRENGTH 1963	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	-	-
Departmental Clerks	6	6	3	2	1
<u>CLERICAL ESTABLISHMENT</u>					
Class I Clerk	1	1	1	-	-
Class II Clerks	2	2	2	-	-
Clerical Assistants	2	2	2	-	-
C/F	14	14	13	2	1

DESCRIPTION OF POST	AUTHORISED STRENGTH 1963	ACTUAL STRENGTH 1963	DISTRIBUTION		
			HEAD- QUARTERS	BERBICE DISTRICT	ESSEQUIBO DISTRICT
B/F	14	14	11	2	1
<u>SUBORDINATE STAFF</u>					
Messengers	3	3	2	-	1
TOTAL	17	17	13	2	2

During the year the staff of the Employment Exchange was reduced as a result of the death of Mr. E.W. Winter, Senior Office Assistant. The vacancy thereby created remained unfilled at the end of the year. The Manager of the Employment Exchange who was on six months' vacation leave from July, 1962, resumed duty on 21st January.

The development works at Tapakuma, Essequibo, undertaken by Messrs. Pauling and Company (Overseas) Limited continued throughout the year and recruitment of employees was effected through the temporary branch office at Anna Regina, supervised by a Senior Office Assistant.

The Exchange continued to carry out the local arrangements in connection with the operation of the provisions of the Commonwealth Immigrants Act, 1962. The temporary Class II Clerk who was appointed on 1st September, 1962, to assist in the work involved, was withdrawn in March, 1963, following a marked reduction in the number of applications for vouchers.

The fortnightly registration of persons in the Skeldon, Corentyne Berbice area continued. During the year, 50 new registrations for this area were recorded.

3. Geographical Distribution of Staff

The present staff of 54 is accommodated in four (4) buildings as follows:-

- (a) Headquarters - 237, Camp Street, Georgetown - 33 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 floor space afforded in the present building at 237, Camp Street, Georgetown, has proved inadequate for the convenient accommodation of the staff, office furniture and equipment. As a result, proposals were submitted for an extension of the building, but up to the end of the year the situation remained unchanged. It is hoped that remedial action will be taken early next year.

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 Board of Industrial Training

The Ad Hoc Tripartite Committee set up in September to examine all existing Labour Legislation.

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) Enforcement; and
 - (iii) Factories Section.
- (b) A Statistical Section
- (c) Records and Accounting Sections; and
- (d) An Employment Exchange Section.

/The

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. Eytte.
(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.
(Resigned w.e.f. 1.2.63).
(9) Mr. P. Narayan
(10) Mr. R.O. Bostwick
(11) Vacant Post
- Chief Clerk - Mr. K. Rohoman
- Statistical Officer - Mr. B.G.C. Henry, F.S.S.
- Manager, Employment Exchange Service - Mr. C.J.S. Simmons

II. GENERAL REVIEWAppointments, Assumptions and Resumptions of Duty

7. Mr. L.A. Dyal, Inspector of Labour, resumed duty on 10th July, 1963, following his vacation leave spent in the U.S.A., U.K. and Europe. While in the U.S.A. he attended a three-month course in Labour Administration sponsored by the Agency for International Development.

8. Mr. F.A. Eytte, Assistant Inspector of Labour was appointed to act as an Inspector of Labour with effect from the 2nd December, 1962, vice Mr. Dyal on leave.

9. Mr. V.L.A. Wong, Statistician, who left the colony on the 1st September, 1962, for Washington, U.S.A. on one year's leave to pursue a course in Labour Statistics sponsored by the International Co-operation Administration, resumed duty on 18th September, 1963, and was subsequently transferred to the Statistical Bureau on 15th October, 1963 as a Temporary Statistician-Economist. Mr. B.G.C. Henry of the Economics Division of the Department of Agriculture remained on secondment to this Department vice Mr. Wong.

10. Mr. C.J.S. Simmons, Manager, Employment Exchange, who proceeded on 6 months' vacation leave from 4th July, 1962, returned to the Colony on 22nd November, 1962. However, his leave was computed to expire on 31st January, 1963 but due to the exigencies of the Department he was recalled to duty on 21st January, 1963, the unexpired portion of his leave being carried forward to his next tour. While on leave Mr. Simmons received some training in Employment Exchange work in the United Kingdom as well as in the procedure in dealing with the admission of Commonwealth Citizens to the United Kingdom under the Commonwealth Immigrants Act, 1962. Mr. H.S. Satnarain, Assistant Accountant, Housing Department who was appointed to act as Manager, Employment Exchange, during Mr. Simmons' absence, was seconded to the Ministry of Labour, Health & Housing when Mr. Simmons resumed duty.

11. Mr. A.L. Price, Assistant Inspector of Labour (Factories) was appointed to act as Inspector of Labour (Factories) from 26th November, vice Mr. J.E. Chabrol on 4 months' study leave.

12. Consequent on the departure of Mr. E.A. Richards, Deputy Commissioner of Labour on pre-retirement leave, Mr. R.A. Chung, Inspector of Labour was appointed to act as Deputy Commissioner of Labour with effect from 1st October, 1963, and Mr. F.A. Eytte, Assistant Inspector of Labour to act as Inspector of Labour vice Mr. Chung.

13. Miss T.A. Fernandes, Senior Clerical Assistant who was granted 143 days' vacation leave with effect from 13th October, 1962, returned to the Colony and resumed duty on 3rd April, 1963.

14. Miss G.A.Y. Deane, Senior Clerical Assistant resumed duty on 26th January, 1963, after an absence of 5 months and 19 days on vacation leave.

15. Miss C.G. Pompey, Clerical Assistant resumed duty on 25th March, 1963, after spending 151 days' leave out of the Colony.

16. Miss G. Hamilton, Departmental Clerk, Employment Exchange Branch in New Amsterdam, Berbice, who resigned from the service on 9th September, 1962, was re-appointed to her post on 1st April, 1963.

Vacation Leave

17. During the course of the year vacation leave was granted to the following officers:-

Mr. D.E. Shepherd, Assistant Inspector of Labour, left the Colony

/on

on 7th August, on 6 months' and 24 days' vacation leave to be spent in the United Kingdom. During his stay in the United Kingdom, he attended a special training course for Overseas Labour Officers, sponsored by the Department of Technical Co-operation

Mr. S.B. Grover, Assistant Inspector of Labour (Factories), left the Colony on 22nd September, on 6 months' vacation leave to be spent in India. He was also nominated to attend a "Basic" Course in Factory Inspection of approximately 3 months duration which was due to commence on 3rd February, 1964, in the United Kingdom.

Mr. J.E. Chabrol, Inspector of Labour (Factories) was granted 113 days' vacation leave with effect from 26th November, 1963. He attended the Main Factories Course in the United Kingdom for Overseas Labour Officers which commenced on 2nd December.

Mr. E.A. Richards, Deputy Commissioner of Labour, proceeded on pre-retirement leave from 1st October, 1963, and retired on 31st December, 1963.

Resignations

18. Mr. K.B. Ramcharitar, Assistant Inspector of Labour resigned the service with effect from 1st February.

Financial Provision

19. The total recurrent financial provision approved in respect of the Department for the year 1963 was \$214,372. made up as follows:-

	<u>Labour Department</u>	<u>Employment Exchange Service</u>
Personal Emoluments	\$141,667	\$31,805
Transport and Travelling	25,500	2,500
Relief Messengers	7,000	-
Recruitment of Domestics to Canada	-	1,000
Public Utility Undertakings and Public Health Services Arbitration Ordinance Expenses	1,000	-
Other Expenses	3,000	900
TOTAL	\$178,167	\$36,205

20. The total amount voted for the Department last year was \$211,366 (revised); this amount was exceeded this year by \$3,006 and was mainly due to -

- (a) Normal increments on the salaries of the authorised staff.
- (b) Provision being made for payment to "relief" charwomen and increased cost of servicing and repairing office equipment.

21. 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

22. Compared with 1962 there were decreases in the levels of production in the principal industries in the Colony due mainly to the effects of the 80 day general strike. Table I provides a comparative picture of the volume of production of the main industries during 1962 and 1963.

TABLE IPRODUCTION IN CERTAIN INDUSTRIES 1962 AND 1963

Commodity	Unit	1962	1963
Sugar	Tons	323,023	317,137
Rum	Proof gallons	2,748,367	2,538,598
Timber (Government Forests)	Cubic Ft. (Hoppus equivalent true volume)	6,271,231	5,263,300
Bauxite	Long tons	3,035,828	2,342,289
Gold	Bullion ounces	1,903	2,847
Diamonds	Metric carats	100,145	99,748
Manganese	Tons	271,103	140,473
Rice	Tons	140,295	102,884

There was a 5,886 tons decrease in sugar production as compared with the previous year.

The production of rum also decreased by 209,769 proof gallons.

There was a substantive decrease of 1,007,931 cubic feet in the amount of timber produced during the year.

In the mining and extractive industries there were decreases in the production of bauxite, manganese and diamond but an increase in the amount of gold produced. The figures showed a decrease of 397 metric carats of diamond, 693,539 tons of bauxite and 130,630 tons of manganese when compared with 1962. Gold production showed an increase of 944 bullion ounces over the 1962 figure.

In the rice industry there was also a decrease in production of 37,411 tons compared with the previous year.

Employment

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

Sugar Industry

24. There was a slight recovery from the downward trend in the level of employment on sugar estates in 1963 compared with the previous years. Over the years the reduction 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 other labour saving devices and also to the efforts by the employers to stabilise the required labour force. However, the

increase in 1963 when compared with 1962, could be attributed to the effort made by management to benefit from the high world market prices which fluctuated as high as £110 (\$528 B.W.I.) per ton compared with £46 (\$220.80 B.W.I.) per ton assured by the Commonwealth Sugar Agreement.

25. The progressive downward trend in the level of employment in the sugar industry has aggravated the country's unemployment problem and has been a source of concern to the Government. An investigation of the problem in the sugar industry was carried out in 1961 by Dr. E.P. Reubens at the request of Government.

26. Tables II and III showing the average numbers of men, women and young persons employed weekly for the years 1960, 1961, 1962 and 1963 are set out hereunder.

TABLE II

FIELD WORKERS

(Average number employed weekly)

Category	1960		1961		1962		1963	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Men	12,295	76.8	11,803	77.9	11,112	79.9	11,443	80.4
Women	2,994	18.7	2,668	17.6	2,250	16.2	2,227	15.6
Young Persons	712	4.5	688	4.5	539	3.9	570	4.0
TOTAL	16,001	100.0	15,159	100.0	13,901	100.0	14,240	100.0

TABLE III

FACTORY WORKERS

(Average number employed weekly)

Category	1960		1961		1962		1963	
	No.	% of total	No.	% of total	No.	% of total	No.	% of total
Men	4,254	95.0	3,904	95.8	3,618	92.4	3,327	92.3
Women	88	2.0	64	1.6	54	1.4	47	1.3
Young Persons	136*	3.0	** 107	2.6	*** 242	6.2	*** 230	6.4
Total (Factory)	4,478	100.0	4,075	100.0	3,914	100.0	3,604	100.0
Total Field and Factory Workers	20,479	-	19,234	-	17,815	-	17,844	-

* These figures refer to boys only.

** Excludes 149 apprentices.

*** These figures refer to boys and apprentices.

27. The employment figures contained in the above tables reveal that the actual increase in the average number of persons employed weekly in the industry during 1963 compared with 1962 was 29. Of the average number of 14,420 employed weekly in the field during 1963, 80.4% were men, 15.6% women and 4.0% young persons.

28. Table IV provides a comparative picture of the average number of days worked per week by field workers during each of the years 1960 - 1963.

TABLE IV

Average number of days worked per week by
Field Workers during 1960-63

Year	Adults		Young Persons		Total		Overall Average Male and Female
	Male	Female	Male	Female	Male	Female	
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
1963	4.52	3.97	4.38	4.44	4.51	3.97	4.45

29. It will be seen from Table V, that in comparison with 1962, there were increases 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 1962
	1961	1962	1963	
<u>Men</u>				
Resident and Non-Resident Piece Workers	1,992,702	1,914,409	2,025,516	+ 111,107
Resident and Non-Resident Time Workers	744,327	633,792	661,389	+ 27,597
<u>Women</u>				
Resident and Non-Resident Piece Workers	351,765	327,293	341,713	+ 14,420
Resident and Non-Resident Time Workers	192,095	114,420	117,447	+ 3,027
<u>Young Persons</u>				
Male Workers	154,362	116,414	124,451	+ 8,037
Female Workers	4,071	2,614	5,700	+ 3,086
TOTAL	3,439,322	3,108,942	3,276,216	+ 167,274

Field Work on Sugar Estates

30. Table VI shows the percentages of man-days worked by men, women and young persons during the years 1961, 1962 and 1963.

TABLE VIPercentage of Total Man-Days Worked

Category	1961	1962	1963
Men	79.6	82.0	82.0
Women	15.8	14.2	14.0
Young Persons	4.6	3.8	4.0
Total	100.0	100.0	100.0

Rice Industry

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

32. Mechanisation of the industry continued to be the goal both in the field and in the factory where several modern multi-stage mills were installed by private mill owners.

33. In 1963, 14,300 acres of land were brought under rice cultivation at the Black Bush Polder Project Scheme, Corentyne, which encompassed an area of approximately 31,000 acres.

34. During the year the 27,000 acre Tapakuma Drainage and Irrigation Project on the Essequibo Coast was completed, and it was estimated that about 20,000 acres would be put under rice cultivation.

35. 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 261 (Appendix I Table I).

36. The average number of wage earners employed in privately-owned rice mills during 1963 fluctuated between a low figure of 226 in December and a high figure of 587 in April. Details are as follows:-

TABLE VIIEMPLOYMENT IN RICE MILLS 1962 AND 1963

1962				1963			
Month	Male	Female	Total	Month	Male	Female	Total
August	294	11	305	December	215	11	226
November	513	10	523	April	565	22	587

Government Agriculture and Marketing

37. The average number of workers employed by the Government Agricultural and Marketing Services (Appendix I Table I) showed a decrease of 88 over the figure for 1962.

38. The statistics quoted relate principally to manual workers in Government Agricultural Services, Agricultural Research Stations and the Marketing Division.

Bauxite Industry

39. There was an increase of 113 in the average number of workers employed in the bauxite industry during 1963 (excluding May and June when workers were on strike) compared with 1962 (Appendix I Table I).

Timber Industry

40. There was no reliable information regarding the total employment in the Industry during 1963. However, the estimated average number employed monthly in sawmills during 1963 was 570 compared with 843 in 1962.

Waterfront

41. Employment in Port Georgetown was regulated and controlled by a voluntary body known as the Georgetown Port Labour Committee. This Tripartite Body was established 21 years ago to deal with labour problems on the waterfront and comprised 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.

42. Since its inception, the Committee, by mutual request, had been operating under the Chairmanship of the Commissioner of Labour, with an Officer of the Department performing the secretarial duties. It was felt that the employers and the workers through their respective organisations were able to manage their own affairs after assistance by the Department of Labour for 21 years. The Commissioner of Labour requested and the Committee agreed that the Department of Labour should relinquish its membership. This was effected in October.

43. At the end of 1963, the number of stevedores and wharf workers on the Port Labour Register was 347 and 371 respectively (Appendix I Table I) compared with 381 and 428 at the end of 1962.

Employment Exchange Service

44. 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.

45. The Standing Committee of the Exchange, an advisory body on matters connected with the service, held two (2) meetings during the year. The Commissioner of Labour continued to perform the duties of Chairman of the Committee. (Personnel at Appendix II (a)).

46. The Juvenile Employment Committee (Personnel at Appendix II (b)) which was established by the Governor on 11th November, 1951, to advise on

matters relating to the Juvenile Section of the Exchange Service held two (2) meetings during the year. The main work of the Committee was channelled through a sub-committee, the functions of which were advisory to the Main Committee. The sub-committee advised and guided youths who were placed in employment and was also concerned with re-establishing youths who had lost their jobs. This sub-committee met on twenty-four (24) occasions and interviewed one hundred and twenty-five (125) youths - 65 girls and 60 boys.

47. Thirty young women recruited through the Employment Exchange, as domestic helpers for work in Canada left the country during the latter part of the year.

48. At the end of January the number of unemployed persons on the Live Register was 6022. Except, however, for the month of December when the registered figure had dropped to 3445, the Live Register indicated a constant registration between 3000 and 4000 persons. This information is set out in Appendix I Table II.

49. 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 1963 showed a decrease of 1447 over the previous year. The number of vacancies filled during 1963 fell by 1413 over that of 1962, representing a decrease of 29.4%. Appendix I Table III(b) provides information regarding registrations and placings.

50. Arising from the enactment of the Commonwealth Immigrants Act, 1962, the Employment Exchange processed during the year 767 applications for vouchers for employment in the United Kingdom. During the same period one hundred and ninety-eight Labour Vouchers were issued on behalf of the U.K. Ministry of Labour.

Vocational Training

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

52. 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 1963 were 956 and 893 respectively.

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

54. Apart from the successes in trade courses, 52 students were successful during the year at 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 as categorised hereunder:-

Mechanical and Electrical Engineering S1 - 1st year	- 7
Building S1 - 1st year	- 3
Mechanical Engineering S2 - 2nd year	- 10
Electrical Engineering S2 - 2nd year	- 3
Building S2 - 2nd year	- 10
Mechanical Engineering S3 - 3rd and final year	- 6
Electrical Engineering S3 - 3rd and final year	- Nil
Building S3 - 3rd and final year	- 2
Other	- 11

55. Training of Agricultural Apprentices at the Mon Repos Agricultural Station continued. During the year there were six trainees, four of whom completed their course of training.

56. In January, 171 girls between the ages of 15 - 18 years were at various stages undergoing a 3-year course in subjects relating to Home Economics at the Carnegie School of Home Economics. Of these, 40 completed their course of training and at the end of the year 131 were still undergoing similar training.

57. Due to the lack of funds, adult evening classes were held during the first school term only. Instructions were offered in the fields of Dressmaking, Cookery, Food Preservation, Upholstery, Cake and Pastry Making, Weaving, Cake Decorating and Home Improvement. Two hundred and forty-seven persons were enrolled for these classes during the year.

58. The Y.W.C.A. conducted courses for 20 shop assistants and sales girls registered at the Exchange and who wished to improve their proficiency for employment in their respective fields.

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

Industrial Training

60. At the 31st December, there were, on the register of apprentices kept by the Board of Industrial Training, 349 apprentices, classified as follows:

Welders	10
Fitters	203
Steel Fabricators	11
Electricians	27
Blacksmiths	1
Patternmakers	1
Machinists	5
Carpenters	7
Moulders	3
Motor Mechanics	34
Masons	3
Draughtsmen	8
Auto Electricians	2
Agricultural Mechanics	18
Coppersmiths	1
Printing Trades	11
Sheet Metal Workers	4
	<hr/>
Total	349
	<hr/>

61. During the year under review, the Board approved 69 applications for the registration of apprentices made up as follows:

Agricultural Mechanics	1
Fitters	60
Motor Mechanics	6
Carpenters	2
	<hr/>
Total	69
	<hr/>

At the same time the Board approved of an application for a licence to one master.

62. The total number of applications for cancellation of Agreements was 9 as compared with 27 for the same period in 1962. The reduction in the incidence of these applications might, to some extent be related to the fact that the possession of skill, and evidence of having undergone formal training is an advantage to

/prospective

prospective immigrants seeking entry into the U.K. or other Commonwealth countries.

63. During the year under review, the Board approved of 13 applications by masters for the reclassification of apprentices as follows:

1 Fitter to Motor Mechanic
1 Carpenter to Fitter
5 Fitters to Draughtsmen
3 Fitters to Mechanists
3 Fitters to Electricians

In the case of apprentices attached to the Port Mourant Training Centre, and the Demerara Bauxite Company Ltd., applications for registration of apprentices were granted subject to the condition that the master would be at liberty at the end of the first two years of training to apply for reclassification of any apprentice to one or other of the engineering trades. In the case of apprentices attached to the Sugar Estates, this facility was granted at the end of the first year of training.

64. Seventy-five apprentices completed their training and were awarded Certificates of Competency in the following trades:

Electricians	13
Patternmakers	2
Machinists	10
Steel Fabricators	4
Fitters	21
Motor Mechanics	1
Auto Electricians	1
Agricultural Mechanics	9
Welders	1
Draughtsmen	8
Photolithographers	1
Carpenters	4
	<hr/>
Total	75

65. The desirability or otherwise of a reduction from 5 to 3 years of the period of apprenticeship continued to be examined by the Board, but a final decision had not been taken.

Cost of Living

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

67. In keeping with the Consultant's recommendations monthly urban and quarterly rural indices were compiled for working class families and the two were combined into a quarterly index by using urban/rural population weights. This "Consumer Price Index" used as its base the average of prices during the year 1956.

68. 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 1962 and 1963.

69. The Urban Consumer Price Index is commonly used in wages negotiations. In January, the Index Figure stood at 111.2 and this was its lowest figure for the year. During the year (excluding May and June for which no index figure was computed) the Index fluctuated and reached its highest figure of 114.8 in the month of August. At the end of the year the Index Figure stood at 112.2.

70. The Rural Consumer Price Index stood at 108.1 in March and this was its lowest figure for the year. From March it increased steadily to 109 in December.

71. The Consumer Price Index for the Colony stood at 109.3 in March and increased steadily to reach its highest figure of 110.8 in September. At the end of the year this Index stood at 110.6.

72. 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

73. Following the breakdown of negotiations commenced in 1962 between the British Guiana Sugar Producers' Association and the Man-Power Citizens' Association in respect of a demand made by the Union for increased rates of wages for weekly, daily and hourly paid workers in the Industry and the payment of a Once-for-all bonus for 1962, the Commissioner of Labour intervened.

74. Six joint meetings between representatives of the Sugar Producers' Association and the Man-Power Citizens' Association were held under the chairmanship of the Commissioner of Labour and culminated in the signing of a new agreement on 29th March, 1963.

The Agreement provided as follows:

(a) With effect from 1st January, 1962

- (i) the wages of all time workers (daily and hourly rated) were increased by 16 cents per day or 2 cents per hour.
- (ii) the cane cutting basic rate per ton was increased from \$1.78 to \$1.87; and
- (iii) the percentage paid to other piece workers on basic rates, known as the cost-of-living allowance, was increased from 145% to 158%.

(b) With effect from 1st January, 1963

- (i) the wages of all time workers (daily and hourly rated) were increased by 29 cents per day or 3.6 cents per hour.
- (ii) the cane cutting basic rate per ton was increased from \$1.87 to \$2.05.
- (iii) the percentage paid to other piece workers on basic rates known as cost-of-living allowance, was increased from 158% to 182%.

(c) Weekly and hourly rated workers received increases based on (a)(i) and (b)(i) above.

(d) Tractor operators on time work were paid not less than 46.1 cents per hour or its equivalent, if daily rated.

/Details

Details of some of the new rates are given below:

Minimum Daily Wage Rates to certain categories of workers in
the Sugar Industry

	<u>From 1.1.62 to 31.12.62</u>	<u>From 1.1.63 to 31.12.63</u>
	\$	\$
<u>"Able-bodied" field time workers</u>		
<u>Males</u>		
Adults	3.16	3.45
Young Persons (16-18 years)	2.26	2.55
Young Persons (under 16 years)	1.96	2.25
<u>Females</u>		
Adults	2.26	2.55
Young Persons (16-18 years)	1.63	1.92
Young Persons (under 16 years)	1.42	1.71

Agreement was also reached on the Once-for-all bonus for 1962 totalling \$2.5 million.

Mining - Manganese

75. A new Collective Labour Agreement was made and entered into between the Manganese Mines Management Limited and the British Guiana Mine Workers' Union on behalf of the workers employed in the industry. This Agreement was signed on 21st February, at the office of the Manganese Mines Management Limited and provided for, among other things, increased wage rates for several categories of workers in the Manganese Industry, details of some of which are given in Appendix I, Table V.

76. This new Agreement which became effective from 1st January is to last for a period of two years.

Sterling Products Limited

77. Following negotiations between representatives of Sterling Products Limited and officials of the British Guiana Labour Union on behalf of the employees of the Company, agreement was reached on 7th January in respect of the introduction of new wage rates effective from 1st January, 1963.

East Coast Estates Limited

78. A new 2-year Collective Labour Agreement between the General Workers' Union and the East Coast Estates Limited was signed at the Department of Labour on 1st February, 1963. This new Agreement became effective from 1st January, and in it provision was made for increased wage rates, year-end bonuses and holidays with pay for the 54 dairy men and field labourers of the Company.

79. The minimum rate of \$3.03 per day which was previously paid to field workers was increased to \$3.27 with effect from 1st January, and according to the terms of the Agreement were to be further increased to \$3.40 as from 1st January, 1964.

Albion Distilleries Limited

80. A new Collective Labour Agreement in respect of wages and other conditions of work was signed at the Department of Labour on 30th October between representatives of Albion Distilleries Limited and the officials of the British Guiana Labour Union on behalf of the coopers, machinists and porters employed at the Cooperage at La Penitence.

81. This new agreement which was to last for 2 years provided for wage increases effective from 12th September.

Esso Standard Oil S.A. Limited

82. On 4th December another new Collective Labour Agreement was signed at the Department of Labour between representatives of Esso Standard Oil S.A. Limited and officials of the General Workers' Union.

83. The Agreement which was in respect of wages and conditions of work was for a duration of 2 years.

Weiting and Richter

84. Following the breakdown of negotiations between representatives of Messrs. Weiting and Richter Limited and officials of the Clerical & Commercial Workers' Union on new rates of wages and improved conditions of work, the Commissioner of Labour was asked at the instance of the Union to intervene as conciliator.

85. Three joint meetings were held between 17th October and 10th December under the Chairmanship of the Acting Deputy Commissioner of Labour and agreement was reached for an increase of 3 cents per hour effective from 1st October and an additional 4 cents per hour increase effective from 1st April, 1964.

British Guiana Rice Development Company Limited

86. Consequent upon the breakdown of negotiations between representatives of the B.G. Rice Development Company Limited and officials of the Man-Power Citizens' Association for higher wages and improved conditions of employment the Commissioner of Labour was requested by the Union to intervene as conciliator.

87. The representatives of the Company and officials of the Union met under the Chairmanship of the Deputy Commissioner of Labour (ag.) on three occasions between 15th October and 16th December when it was agreed that:

- (a) $2\frac{1}{2}$ cents per hour increase with effect from 1st March, be paid to all hourly and daily paid employees and an equivalent increase to regular job and piece workers, based on the days worked;
- (b) temporary (or seasonal) workers to receive the new rates, but not with retrospective effect;
- (c) watchmen to receive increases on the following basis:

watchmen at M.A.R.D.S. - $2\frac{1}{2}$ cents per hour
 watchmen at Anna Regina - $\frac{1}{2}$ cent per hour

B.G. Electricity Corporation

88. In accordance with the provisions to the Agreement of August 22, 1962, negotiations were entered into between representatives of the B.G. Electricity Corporation and the Man-Power Citizens' Association in respect of salaries for the Corporation's permanent staff excluding Management, Supervisory and hourly-paid employees.

89. As a result of these negotiations a new supplementary agreement was signed between the parties introducing new salary scales and job classification for these workers effective from 1st July.

90. The supplementary Agreement was for a period of 4 years from 1st July, 1962.

III. INDUSTRIAL RELATIONS

A. INDUSTRIAL RELATIONS AND DISPUTES

(a) GENERAL

Labour Relations Bill

91. A general strike was called on 19th April, by the British Guiana Trades Union Council in protest against the introduction of the "Labour Relations Bill, 1963". The strike lasted for 80 days.

A Committee comprising:-

The Commissioner of Labour - Chairman
 The Permanent Secretary to the Ministry of Labour, Health and Housing
 The Deputy Commissioner of Labour
 Two (2) representatives of the Trades Union Council
 Two (2) representatives of the Consultative Association of Guianese Industry Limited.,

was appointed by the Premier on 13th May to explore the possibility of finding a way out of the deadlock on the main points of dispute in the Labour Relations Bill 1963.

92. The Trades Union Council was at the various meetings represented by Mr. R.A. Ishmael, Mr. J. Pollydore, Mr. C. Low-a-Chee and Mr. C. Cambridge. The Consultative Association of Guianese Industry Ltd., was represented throughout the sessions by Mr. R.E. Close and Col. G.B. Thomson.

93. The Committee reported that agreement was reached as follows:-

"(1) Composition of the Board

The Board shall comprise five members:-

- 1 Chairman appointed by the Minister at his entire discretion;
- 1 Member selected by the Minister from a panel of three nominated by the T.U.C., as already agreed between Government and the T.U.C.
- 1 Member selected by the Minister from a panel of three nominated by C.A.G.I.
- 2 Independent members appointed by the Minister in consultation with the T.U.C. and C.A.G.I.

"In appointing the two independent members, the Minister, the T.U.C. and C.A.G.I. will consult together over names submitted by the T.U.C. and C.A.G.I. with the object of formulating a panel of names from which the Minister will select the two independent members of the Board. It is appreciated that this understanding of the meaning of the term 'in consultation with' cannot be incorporated in the Bill. It should, however, as already indicated by Government at a meeting with the T.U.C. on 6th May, 1963, form a part of the records of the Legislative Assembly when the Bill is re-committed.

"Submission of names by the parties and discussion shall proceed as expeditiously as possible.

/(ii)

"(ii) Application and show of interest

"(a) If a union applying for recognition is prepared to have its claim of a showing of interest by 25% of the workers in the appropriate bargaining unit examined by the Board, then the Board shall proceed to examine the claim and if it is satisfied that the showing of interest is adequate, elections shall take place.

"(b) If the union does not wish to have an examination by the full Board and states so in its application, the union shall be required to swear to an affidavit that it has a showing of interest by 25% of the workers in the appropriate bargaining unit. If the Board approves the affidavit, elections shall take place but the union shall forfeit its deposit if it fails to secure the votes of 25% of the workers in the bargaining unit.

"If the Board decides not to accept the affidavit, it shall ask the Chairman to examine the documents and to determine whether the union's claim to a showing of interest is adequately supported. The Chairman shall report his findings and recommendations to the Board. If they are accepted, elections shall take place and the union shall forfeit its deposit if it fails to secure the votes of 25% of the workers in the bargaining unit.

"If the Chairman's recommendations are, for good and sufficient reasons, not accepted by the Board, the Union shall have the right to present evidence of its showing of interest to the Chairman and two independent members of the Board for their decision.

"(iii) Certification

"In the elections held under the provisions of this Bill, the union which receives the votes of the majority of the workers in the appropriate bargaining unit shall be certified as provided for in the Bill.

"The formula 'the majority of workers in the bargaining unit' used in this connection shall be subject to review in the light of experience.

"If in any elections none of the contesting unions secures the votes of a majority of workers in the bargaining unit, there shall be no certification under the provisions of this Bill."

94. Subsequently, the Premier referred to the Committee the minor points on which there was controversy. The vast majority of these were resolved when the strike came to an end on 7th July and Government and the Trades Union Council agreed on the following conditions for a resumption of work:-

"(1) the 'red line' would not be introduced, i.e. the strike period would not be regarded as a break in service for public service employees who went on strike; other unions negotiated terms of resumption on an industrial basis with other employers concerned;

"(2) there would be no victimisation on either side;

"(3) the Labour Relations Bill, 1963, (which precipitated the dispute) would be withdrawn and would not be re-introduced in its original form or any amended form;

"(4) (a) in any labour matter that may arise in future, Government would consult with the trade unions concerned and with the British Guiana Trades Union Council.

- (b) in particular, all Bills affecting labour matters, would, before presentation to the Legislature be submitted to the trade unions concerned, and to the Trades Union Council for consideration and recommendation;
- (c) to facilitate the implementation of (a) and (b) a Joint Standing Committee would be appointed. The function and composition of this Committee would be agreed between Government and the parties concerned. Ad Hoc Tripartite Committees may be appointed from time to time. The functions and compositions of such Committees would be agreed between Government and the parties concerned;
- (d) in keeping with the foregoing provisions, the Joint Standing Committee or a specially appointed Ad Hoc Tripartite Committee would examine the existing labour laws in order to make recommendations to the Government for the consolidation and/or amendment of these laws, and the enactment of any new legislation which may be considered necessary. Until this Committee has reported, which would be done within a reasonable period (say six months) the Government would not introduce any new labour legislation.

"(5) government agreed that on resumption immediate payment would be made on wages and salaries earned by their employees up to the time the strike started. Government also undertook to make available to its employees who were on strike, loans of two weeks' wages to daily and weekly paid employees or half month's salary to monthly paid employees. Repayments are to be made over a period of six months but not including December, in equal weekly or monthly instalments commencing two months after resumption of work. Government agreed that on resumption the Staff Associations would have the right to pursue through normal industrial relations channels including Whitley Council machinery, the question of no loss in income or the conversion of the loan to an ex-gratia payment, and also the period of repayment of loan;

"(6) in order to avoid hardships, the Emergency Measures which were introduced during the strike would be gradually withdrawn as the situation warranted; and

"(7) all scabs would be immediately withdrawn."

(b) INDUSTRIAL DISPUTES

(i) Sugar Industry

(a) Albion Estate

95. On 13th July, 176 cane cutters at Pln. Albion went on strike in protest against:

- "(i) non-payment of incentive bonus;
- (ii) the attitude of an overseer; and
- (iii) their desire not to work with employees of African descent."

96. With respect to (i) Management informed the affected workers that non-payment had been due to an error in the preparation of the relevant paysheets and undertook to have the position rectified.

97. Regarding (ii) the overseer in question was interviewed and the allegations against him were proven to be correct. He was consequently reprimanded in the presence of a delegation of the workers involved.

98. (iii) was really the result of racial feeling engendered over the controversy in connection with the Labour Relations Bill, to which reference has already been made. Management informed the workers that they had had no intention whatsoever to segregating the workers along racial lines.

The workers resumed work on 24th July.

(b) Cornelia Ida and Leonora Estates

99. On 19th August, 200 cane cutters of Cornelia Ida Estate followed on 20th August by 699 members of the field labour force of Leonora Estate went on strike over several grievances including the following:-

- "(i) employment for workers who failed to qualify;
- (ii) priority of employment for children of regular workers, and widows in need;
- (iii) provision of transportation for cane cutters; and
- (iv) the provision of house lots for certain workers."

100. At the request of the workers concerned the Department intervened and following a joint meeting of representatives of the workers, representatives of management, and an officer of the Department, a satisfactory settlement was reached. The strike lasted for two days.

(c) Skeldon Estate

101. On 25th October, 9 employees of the Skeldon Hospital staged a two-hour strike in protest against the offensive smell resulting from the disposal of the remains of three putrefied bodies by 'burning' in the hospital compound.

The workers resumed duty after the nuisance had abated.

(d) Albion Estate

102. On 18th December, 47 out of 164 clerks employed at Albion Estate went on strike in protest against the dismissal of a foreman whom Management had found guilty of a practice contrary to the expressed instructions of Management.

103. Following representations by representatives of the Sugar Estates Clerks' Association, it was agreed that:-

- "(i) the foreman concerned should be suspended for six weeks without pay;
- (ii) that he be issued with a 'final' warning notice; and
- (iii) that he should not be awarded an increment from 1st January, 1964."

The strikers resumed on 19th December.

(ii) Undertakings in Industries other than Sugar

The main disputes were as follows:-

(a) B.G. Rice Marketing Board

104. The conciliation proceedings which had begun towards the end of 1962 in connection with the strike of 120 of the Board's employees in protest against the dismissal of 9 of their number, continued.

105. The then Acting Commissioner of Labour who was the conciliator in this matter, at the conclusion of the conciliation proceedings, made certain suggestions but these were turned down by the Board. One of the dismissed employees took legal action against the Board but at the end of the period under review the matter was not determined. Generally speaking, trade union relationship at the

Board continued to be unsatisfactory mainly on account of the rivalry between the B.G. Rice Workers' Union which was affiliated to the Trades Union Council and the B.G. Rice Marketing Board Workers' Union which was not affiliated to the Trades Union Council, but was recognised as the bargaining agent by the Board for its employees. Following the general strike called by the Trades Union Council during the year, in protest against the 'Labour Relations Bill, 1963' a number of employees at the Board who were members of the B.G. Rice Workers' Union and who had participated in the strike had been denied re-employment. The Board had taken this stand primarily because that Union was not recognised as the bargaining agent for their workers. The Board claimed that the strike was unauthorised. Notwithstanding this however, the unrecognised Union felt that this action contravened the terms of resumption in the Agreement for striking workers between the Trades Union Council and Government.

106. Acting in accordance with the provisions of Section 4 of the Labour Ordinance, Chapter 103, the Commissioner of Labour held six joint meetings with representatives of the Rice Marketing Board and the B.G. Trades Union Council between the 8th and 20th August and it was agreed that:-

- "(1) the Board would restore the status quo ante, i.e. the Board would re-employ those persons who were employed on the 19th April (the day preceding the general strike);
- "(2) persons who had been re-employed following convictions for offences would not be penalised;
- "(3) the workers would resume on Thursday, 22nd August, 1963;
- "(4) employees who were on criminal charges at the date of the signing of the Agreement would be immediately suspended. If they were not convicted they would be paid retroactively from the date of the resumption, i.e. Thursday 22nd August, 1963;
- "(5) the principle of keeping a register of employees was one of vital importance and that the Board would take action to have one compiled within 2 weeks in conjunction with the recognised union and taking into account the findings of the Sub-Committee appointed by the meeting to examine the list presented by the Trades Union Council."

107. At the end of the period under review the compilation of the register referred to at (5) above had been completed.

(b) Manganese Mines Management Ltd.

108. About 30 clerks employed by the Manganese Mines Management Limited went on strike on 16th January in protest against the fact that chlorinated water was being supplied them for drinking purposes. On the following day they were joined in the strike by 520 workers employed at the Company's concessions at Matthew's Ridge and two days later, it spread to another of the Company's operations at Port Kaituma where 114 employees also came out on strike.

109. The Department intervened on 19th January and following a meeting between representatives of the Union and representatives of the Company under the Chairmanship of an Inspector of Labour, it was agreed that untreated drinking water would in future be supplied to the workers. There was a full resumption of work on 21st January.

(c) Toolsie Persaud Ltd.

110. Five hundred employees of Toolsie Persaud Limited went on strike on 7th February in support of a demand for recognition of the Sawmill and Forest Workers' Union as the bargaining agent for the 11 employees of the firm's mechanical workshop. On the same day the Company expressed its willingness to recognise the Union

/and

and the strikers resumed work. Following conciliatory talks between the representatives of the Union and representatives of the Company under the Chairmanship of the Commissioner of Labour, an Agreement for the Avoidance and Settlement of Disputes was entered into by the parties on 15th February.

(d) Georgetown Municipality

111. On 11th March, 20 employees (fourteen Town Constables and six clerks) of the Georgetown Municipality staged a protest strike against the appointment of a clerk to a post in preference to another employee whom they felt had acted satisfactorily in the very post. The National Union of Public Service Employees intervened and representatives of that Union met the Commissioner of Labour on the 11th and 12th March. On the advice of the Commissioner the strike was called off. The Union, however, insisted that the Municipality give a written undertaking to the effect that they would be prepared to negotiate promptly with respect to the matter at issue. The Municipality acceded.

(e) B.G. Rice Marketing Board

112. Arising out of a demand by the Rice Marketing Board Workers' Union for 25% increase in wages, members of the Union adopted a 'go slow' method of work. By 12th December the situation had deteriorated so much that the Board decided to close down its operations with effect from 4 p.m. that day. On the day following a discussion with a Sub-Committee of the Board which was appointed to consider the implications of the Union's demand, officials of the Union decided to withdraw their wage claim and accept instead a bonus on the following basis:-

- "(i) 8% of the annual earnings of all labourers and weekly and monthly employees in respect of salaries up to and inclusive of \$210.00 per month; and
- (ii) 4% of the annual earnings to employees in receipt of salaries between \$211.00 and \$485.00 per month."

(f) Transport and Harbours Department

113. On 3rd April about 300 workers of the Transport and Harbours Department Central Workshop went on strike against Management's decision to institute departmental charges against four of the workers. These workers were accused of:-

- "(i) failing to pay due courtesy to the Minister of Communications and the Traffic Manager; and
- (ii) operating a trailer in such a manner as to endanger the lives of the Minister and the Traffic Manager."

These offences were alleged to have been committed on 15th March when the Minister of Communications was being taken on a tour of the scene of a recent fire on the premises.

114. The Union had claimed that an enquiry had already been held into the incident and that the four men were told that they were not held responsible. On the following day the strike had spread to the Vreed-en-Hoop workshop and to the dredge 'Sir Crawford'. An Officer of the Department intervened and met a delegation from the Transport Workers' Union. As a result, it was decided that the strikers would resume work on 5th April after which there would be further discussions on the grievances which had led to the strike.

(g) Reynolds Metals Company

115. On 23rd September one hundred and eighty workers of Reynolds Metals Company at Kwakwani went on strike in protest against the continued employment of a mining engineer concerning whom a resolution was passed by the Kwakwani branch of the B.G. Mine Workers' Union giving Management an ultimatum for his removal within 60 days.

116. Following a meeting between representatives of the Company and the
/Union

Union under the Chairmanship of the Commissioner of Labour, it was decided that an officer of the Department would meet representatives of the parties concerned at the locus in quo with a view to resolving the dispute. The workers resumed on 27th September pending discussion on the issue which led to the Union's demand. Arising out of the discussion it was agreed that:-

- "(1) the safety committee would be re-activated and organised on a more active basis as described in the current union contract;
- "(2) in accordance with the intent of the contract hours of work credited to the employees of the Kwakwani workboat would conform to the following:-
 - (i) each 12 hours of operation by the crew of the workboat would be deemed to be 8 hours work for each regular member of the crew;
 - (ii) any shift of less than 12 hours operation would be credited as 8 hours;
- "(3) the Union would submit in writing, a points system for the award of any vacant house to eligible employees and the Company would give serious consideration to the Union's submission and develop a plan agreeable to both parties which would be used for any future awards of houses;
- "(4) the agreed plan referred to at (3) above would not be changed without full consultation with the Union."

(h) Reynolds Metals Company

117. On 28th October, 136 workers of the Company went on strike over an accumulation of 14 items of grievances among which was dissatisfaction regarding the taste of water provided by the Company for drinking purposes. An Officer of the Department intervened and after several joint meetings, during which time about 190 other workers of the said Company joined the strike in sympathy, the workers resumed on 1st November. Conciliation talks began the very day and after two sessions it was agreed that:-

- "(1) equal opportunities for overtime would be given to persons with similar experience in the performance of the same type of job;
- "(2) management would have the water supply filtered within a month's time;
- "(3) management would prepare a chart indicating sectional heads and areas over which they have control;
- "(4) workers' annual merit increments would be checked and if any worker's pay was found to be incorrect it would be rectified;
- "(5) new equipment would be provided for the men's toilet and whatever improvement could be made for their comfort. The union would see that reasonable care is taken to maintain the equipment;
- "(6) the union and management would arrange for job descriptions;
- "(7) discussions would be held on the introduction of a pension insurance plan and that any agreed proposal would be transmitted to the company's principals in the United States of America;
- "(8) a particular employee whose substantive post was that of 'workboat' operator but who was required to perform other duties in his spare time would be considered for re-classification as a salaried employee;
- "(9) overtime due to a demoted employee would be paid and his work reviewed at the end of December;

/"(10)

- "(10) a tunnel used by the workers would be repaired as soon as cement and other materials were available;
- "(11) concrete proposals for loans for building houses would be discussed before submission of a plan to the company's principals;
- "(12) a scholarship scheme which had previously been rejected by the employers would be reconsidered;
- "(13) regular casuals would be provided with work before other casuals dependent upon the requirements of the industry; and
- "(14) the union would adhere to the tenets of the agreement and would resume normal industrial practices."

(i) Charlestown Sawmills Limited

118. On 15th November 79 employees of Charlestown Sawmills Limited went on strike in protest against the dismissal of two of their fellow workers, one of whom had three years service with the firm and both of whom worked as a team on a producing unit. Management had alleged that these workers were directly responsible for slowing up production.

119. An Officer of the Department intervened and after discussions with the Company and the B.G. Labour Union - the recognised union - it was agreed that:-

- "(i) the dismissed employee who had three years' service would resume work on midday of the 18th November and full wages would be paid to him from that date; and
- (ii) the other employee who had only been employed for two days and was suffering from a defective back would remain dismissed."

There was a full resumption of work on 18th November.

(j) Sankar Bros. (Pln. Hope)

120. On 23rd November, 42 manual workers of Pln. Hope, East Coast Demerara, went on strike in protest against the price offered for weeding and mulching trees.

121. An Officer of the Department intervened and there was a full resumption of work on 27th November following a joint meeting between representatives of management and the Guyana Agricultural Workers' Union. The agreement was as follows:-

- "(i) that there would be a full resumption;
- (ii) that the workers would revert to the previous system of weeding at the same price that existed before;
- (iii) that if it was required that the grass should be weeded completely the price would be increased to \$10.00 per acre;
- (iv) that management would make every effort to expedite the signing of the Memorandum of Agreement for the Avoidance and Settlement of Disputes."

The Agreement was subsequently signed.

(k) Sophia Experimental Station

122. On 16th December, 24 field workers out of a total working force of 40, went on strike at the Sugar Experimental Station, Pln. Sophia over the following grievances:

- "(i) disagreement with the system of computing holidays with pay;

/(ii)

- (ii) a claim for production bonus; and
- (iii) objection of nursery hands working with cane cutters."

123. An Officer of the Department intervened and a joint meeting was held between representatives of management and field workers under his Chairmanship.

124. At this meeting it was pointed out that the Department of Labour had made a check of the books with respect to the calculations of holidays with pay and these were found to be absolutely correct.

125. In respect of production bonus it was explained that the Sugar Experimental Station had no production target but that the workers did not lose by being paid a $7\frac{1}{2}\%$ bonus after each crop. This bonus was paid to those workers who had qualified for holidays with pay, so that the criterion became 75% of the days available instead of $82\frac{1}{2}\%$ as obtained on a sugar estate. It was also demonstrated that the $7\frac{1}{2}\%$ special bonus paid was proportionately more than the 9 days' pay given as production bonus to sugar estate employees.

126. In respect of the third complaint, it was shown that while nursery hands were aggrieved, their annual earnings were more than those of the cane cutters. This matter was discussed at some length and it was suggested that the weeders could be put to work in the nursery. Management pointed out that there was other work for weeders but none available for cane cutters whose employment was seasonal. It was agreed to let the position remain unchanged.

The strikers resumed work on 18th December.

(iii) Commercial Establishments

(a) Sankar Bros. Ltd.

127. On 4th January the employees of the engineering workshop of Sankar Bros. Limited went on strike in protest against the dismissal of one of their number, alleged intimidation of workers, and the refusal of the Company to grant recognition to the Union (B.G. Labour Union) which they desired to represent them in industrial matters. The dispute was reported to the Commissioner of Labour who intervened. At a meeting held under his Chairmanship on 8th January, the Union and the Company agreed that:

- "(1) as a prerequisite to recognition a survey would be carried out by the Department of Labour to determine whether the union had the majority of the employees of the workshop of the firm as members.
- "(2) the employers would re-instate the dismissed employee (the period from date of dismissal to resumption of work to be treated as suspension without pay) and that the union would give the assurance that the complaint made against him by the firm would be investigated and, if necessary, that he be warned by the union about his future conduct, etc.; and
- "(3) the employers would not victimise the employees who went on strike."

A full resumption of work took place on 9th January.

(iv) Other Undertakings

(a) Foreman's Electrical Shoe Shop

128. On 18th November, 17 employees of Foreman's Electrical Shoe Shop went on strike in protest against the retrenchment of 8 of their number.

129. The workers alleged that the action on the part of management was one of victimisation for joining the B.G. Labour Union which for some months was seeking recognition as their bargaining agent. Management denied the allegation and claimed that there was not a sufficient volume of work to maintain the employment of the full complement of workers.

130. Following intervention by an Officer of the Department, a joint conference was held between the Management and the Union and the following was agreed:-

- "(i) piece workers would report for work on 21st November, and if work was available they would be employed;
- (ii) one of the retrenched women workers with long years of service would be re-instated; and
- (iii) the other workers would be guaranteed first preference to employment when vacancies occurred."

(b) Messrs. Pauling and Company (Overseas) Ltd.

131. On 9th September, about 55 frontland workers of Messrs. Pauling and Company (Overseas) Limited went on strike in protest against the delay in deciding their claim for arrears of wages under the provisions of the Factories Ordinance.

132. On 11th September, an Officer of the Department intervened and explained to a delegation of the striking workers that a ruling was being awaited from the law officers as the validity of their claim. The workers accepted this explanation and resumed work on 12th September.

(c) Maharaja Oil Mills Ltd.

133. On 1st April about 25 employees of the Maharaja Oil Mills Limited went on strike in protest against the attitude of Management in not granting recognition to the British Guiana Labour Union which they wished to represent them in industrial matters.

134. The strikers claimed that negotiations in this respect had begun since June, 1962, and Management had continually used delaying tactics despite the fact that a survey conducted by the Department at the request of the two parties had shown that the union had a majority of the workers as their members. The strike lasted for about 40 minutes when an assurance was given by the Directors of the company to the Union that a formal Agreement of Recognition would be signed by 15th April.

(d) Sanitary Laundry and Dry Cleaners Ltd.

135. On 16th March, 46 employees out of a labour force of 49 employed by the Sanitary Laundry and Dry Cleaners Limited went on strike in protest against Management's decision to discontinue the deduction of union dues by the company in respect of workers who were members of the General Workers' Union, the recognised bargaining agent for these workers. There was no provision in the Agreement between the union and the company for the "check-off" system but it was brought out that former executives of the company had informally granted the check-off only as a facility to the union. Management claimed that its decision to discontinue the check off was influenced by pressure on the company's accounting section following the introduction of the P.A.Y.E. system of income tax.

136. The union, on the other hand, took the stand that the real intention was to break the morale of the union since the withdrawal of the facility of the check-off would weaken its main fabric. Following the intervention of an Officer of the Department, discussions were held jointly with representatives of the union and the company and as a result the company agreed to re-introduce the check-off system. Workers resumed on 16th March.

(c) NEGOTIATIONS

(a) Sterling Products Ltd.

137. Following negotiations between representatives of Sterling Products Limited and representatives of the B.G. Labour Union, agreement was reached on 7th January which provided for new wage rates effective from 1st January.

(b) East Coast Estates Ltd.

138. A two-year Collective Labour Agreement between the General Workers' Union and East Coast Estates Limited was signed at the Department of Labour on 1st February. This Agreement became effective from 1st January and it provided for increased wage rates, year-end bonuses and holidays-with-pay for 54 dairy men and field labourers employed by the company. The minimum rate of \$3.03 per day which was previously paid to field workers was increased to \$3.27 with effect from 1st January and provision was made for a further increase to \$3.40 per day as from 1st January, 1964.

(c) Manganese

139. Manganese Mines Management Limited and the British Guiana Mine Workers' Union signed an Agreement on 21st February, providing for among other things, increases in wage rates for several categories of workers in the Manganese Industry. Details of these rates are given in Appendix V. Prior to the signing of the Agreement, negotiations between the company and the union had reached a deadlock. The Commissioner of Labour was requested to intervene as conciliator and after a number of meetings, complete agreement was reached on 7th February in respect of all the major points at issue between the two parties.

(d) Sugar Industry

140. Consequent on the breakdown of negotiations between the Man-Power Citizens' Association and the Sugar Producers' Association in respect of wage increases for workers in the industry for 1962 and 1963 and a once-for-all bonus for 1962, the union gave a 72-hour notice on 4th March of their intention to call a strike. The union contended at this stage that they saw no useful purpose in conciliatory proceedings in the absence of what they considered as justifiable arguments to disprove their case. Notwithstanding this, the Sugar Producers' Association claimed that they were still prepared to continue negotiations for a settlement according to the agreed procedure for the avoidance and settlement of disputes and on 5th March requested the Commissioner of Labour to intervene as conciliator. After six joint meetings between the representatives of the Sugar Producers' Association and the Man-Power Citizens' Association under the Chairmanship of the Commissioner of Labour, agreement was reached and signed on 29th March. Details of the Agreement are given under "Wages, Hours of Work".

(e) B.G. Sugar Producers' Association

141. As a result of discussions between representatives of the B.G. Sugar Producers' Association and the B.G. and West Indies Sugar Boilers' Union, amendments were agreed upon with regard to hours of work and holidays with pay in respect of their collective labour agreement of 3rd January, 1962. This Agreement was signed on 28th September.

(f) G. Bettencourt Ltd.

142. Following prolonged negotiations between G. Bettencourt Limited and representatives of the Clerical and Commercial Workers' Union, two collective labour agreements were signed at the Department of Labour on 8th October. One agreement was in respect of the avoidance and settlement of disputes and the other provided for the implementation of the check-off system.

(g) T. Geddes Grant Ltd.

143. After one month's negotiations between representatives of T. Geddes Grant Limited and officials of the B.G. Labour Union, an Agreement for the Avoidance and Settlement of disputes was signed at the Department of Labour on 18th October.

(h) Albion Distilleries Ltd.

144. A collective labour agreement in respect of wages and other conditions

/of

of work was signed at the Department of Labour on 30th October, between representatives of the Albion Distilleries Limited and of the B.G. Labour Union on behalf of the coopers, machinists and porters employed at the company's coöperage at La Penitence. The agreement which is for two years' duration provided for wage increases effective from 12th September.

(i) Sandbach Parker and Company Ltd.

145. Two Collective Agreements for recognition, avoidance and settlement of disputes between Sandbach Parker and Company Limited and the B.G. Labour Union was signed at the Department of Labour on 26th November. One Agreement covered the weekly paid employees of the company's security department in Georgetown and the other was in respect of the hourly and weekly paid workers of the company's service depot at Ruimveldt. Both agreements became effective as from 26th November.

(j) Demerara Sugar Terminals Ltd.

146. On 30th November, a Collective Agreement for the Avoidance and Settlement of Disputes was signed at the Department of Labour between representatives of the Demerara Sugar Terminals Limited and the B.G. Labour Union. This agreement was made in respect of the full time permanent staff employed in clerical work excluding

- (a) staff covered by other existing agreements between the company and the union; and
- (b) staff holding confidential positions i.e. secretaries, executives and certain sections of the accounting personnel.

(k) Esso Standard Oil S.A. Ltd.

147. On 4th December, a collective agreement was signed at the Department of Labour between representatives of Esso Standard Oil, S.A. Limited and representatives of the General Workers' Union, in respect of wages and other conditions of work. This agreement was for two years' duration.

(l) Kirpalani Bros. Ltd.

148. An Agreement for recognition as well as the avoidance and settlement of disputes was entered into between Kirpalani Bros. Limited and the Clerical and Commercial Workers' Union. This Agreement which also made provision for the check-off system was signed at the Department of Labour on 4th December.

(m) B.G. Electricity Corporation

149. The B.G. Electricity Corporation and the Man-Power Citizens' Association entered into negotiations in respect of salaries for the Corporation's permanent staff excluding management, supervisory and hourly paid employees. As a result an agreement was signed on 14th December introducing new salary scales and job classifications for these workers effective from 1st July.

(n) Sandbach Parker and Company Ltd.

150. On 3rd April, the Commissioner of Labour was requested to intervene as conciliator in a dispute which had arisen between the Clerical and Commercial Workers' Union and Sandbach Parker and Company Limited on wages and other conditions of work. At the end of the year conciliation talks were still in progress.

(o) Wieting and Richter Ltd.

151. Following a breakdown of negotiations between representatives of Wieting and Richter Limited and representatives of the Clerical and Commercial Workers' Union on wages and other conditions of work the Commissioner of Labour was requested by the Union to intervene as conciliator. Following three joint meetings the employers agreed to grant an increase of 3 cents per hour with effect from 1st October and a further 4 cents per hour with effect from 1st April, 1964.

(p) B.G. Rice Development Company Ltd.

152. Following a breakdown of negotiations between representatives of the B.G. Rice Development Company Limited and representatives of the Man-Power Citizens' Association for higher wages and improved conditions of employment the Commissioner was asked by the union to intervene as conciliator. After three joint meetings agreement was reached. Details of the Agreement reached are contained in Appendix V.

(q) Sugar Estate Letter Carriers

153. The Ministry of Communication accorded recognition to the Guiana Public Service Workers' Union as the bargaining agent for Sugar Estate Letter Carriers following the withdrawal of a claim by the National Union of Public Service Employees for recognition. As a result, negotiations which were still in progress at the end of the period under review, were entered into in respect of overtime and other conditions of work for these workers.

B. GROWTH OF TRADE UNIONS AND TRADE UNION EDUCATION

154. During the year, Trade Union activities in British Guiana reached a high peak both in the field of Trade Union Education and in maintaining contact particularly with parent bodies to which the various unions are affiliated.

155. Trade Union Education continued to receive primary attention in the development of Trade Unionism and sound industrial practice locally. The Clerical and Commercial Workers' Union and the Guiana Air Transport Trade Union each appointed an officer specially for the purpose of promoting Trade Union Education while an Educational Organiser was also appointed by the B.G. Trades Union Council to assist all affiliates in education work.

156. The Clerical and Commercial Workers' Union proceeded with its programme aimed at educating both the rank and file workers of all branches on trade union matters and in September, ten of its members attended a trade union Seminar in Grenada sponsored by the International Federation of Commercial and Technical Workers.

157. Also participating in other International Seminars were seven local trade unionists. Two attended a Seminar in Jamaica on "Labour Relations in Mining and Extractive Industries"; four attended a Seminar in Barbados on "Democracy and Trade Union Rights" and one attended a Seminar in Brazil on "Physical Education".

158. In August a Special 5-day Educational Seminar was held at Transport House under the auspices of the British Guiana Trades Union Council at which each affiliate of the Council was invited to send three members. This course of Study was conducted by Dr. Ben Segal, Director of Education and International Affairs Department of the Electrical Radio and Machine Workers - AFL - CIO - in the United States.

Other staff at the Seminar included:

Mr. S. Daly, Treasurer of the Transport Workers' Union
 Mr. G. DePeana, Education Officer of the Clerical and Commercial Workers' Union
 Mr. N. Griffith, General Secretary of the Post Office Workers' Union
 Mr. W. Carrington, General President of the Transport Workers' Union
 Mr. A. McLean, General Secretary of the B.G. Labour Union.

159. Two three-day seminars were also held at Suddie, Essequibo and New Amsterdam, Berbice, by the National Union of Public Service Employees for Shop Stewards and branch executives in Essequibo and Berbice between the 12th and 14th October and the 9th and 11th November, respectively.

160. Both Seminars were directed by Mr. R. Thorne, Education Secretary of the Union and lecturers included Mr. Winslow Carrington, T.U.C. Education Organiser, the Inspector of Labour, Berbice, and the Labour Officer for the Essequibo Coast.

161. A six-day Residential Seminar sponsored by the Medical Employees' Union was held at Kingston, Georgetown, between the 1st and 6th December.

162. This Trade Union Seminar was declared open by Dr. C.C. Nicholson, Chief Medical Officer, and the Director of Studies was Mr. Winslow Carrington, of the B.G. T.U.C.

Lectures were given by:

Mr. M.G.N. Sankies, Inspector of Labour
 Mr. R.A. Ishmael, President of the B.G. T.U.C.
 Mr. Colin Moore, Graduate, U.W.I.
 Mr. H. Cyrus, General Secretary, Medical Employees' Union
 Mr. A.M. McLean, General Secretary, B.G. Labour Union
 Mr. W. Stoll, Executive Member, B.G. Civil Service Association
 Mr. V. McAlmont, Treasurer, Man-Power Citizens' Association
 and Miss E. Cox, Executive Member of the Women's Auxiliary, B.G. C.S.A.

163. Other Seminars during the year were sponsored by the M.P.C.A., the Printers' Industrial Union, the General Workers' Union, the Sugar Estates Clerks' Association the Sawmill and Forest Workers' Union and the B.G. Mine Workers' Union.

164. The Commissioner of Labour also lectured to the Clerical and Commercial Workers' Union on the interpretation of agreements and to the Police Training School on trade disputes.

165. Three trade unionists, Mr. R. Waddel, General Secretary of the B.G. Amalgamated Building Trade Workers' Union, Mr. E. Hamilton, Research Officer of the National Union of Public Service Employees and Mr. Reginald Farley, Field Secretary of the Man-Power Citizens' Association went to Washington, U.S.A. on a three-month American Institute of Free Labour Development Scholarship awarded by the Agency for International Development in the United States. These scholarships embraced lectures on trade union structure and administration, collective bargaining and labour management laws, economics of labour and labour welfare organisation.

166. Mr. Basil Blair, Representative of the B.G. Teachers' Association on the General Council of the B.G. Trades Union Council, underwent a three-month trade union course at the International Institute of Labour Studies in Geneva, while Mr. Eustace Grahame, General Secretary of the National Union of Public Service Employees, went to the United Kingdom on a three-month Scholarship awarded by the Ministry of Labour in the United Kingdom to study trade unionism in Britain.

167. A Public Relations Committee was established by the B.G. Trades Union Council in September in order to keep the workers informed of the activities of the free trade union movement as well as to bring both the workers and the public up-to-date on trade union affairs and matters of public interest pertaining to labour and related issues. The functional process of the Committee was limited to two daily radio broadcasts under the programme "Voice of Labour" and was supervised by Mr. Gene Meakins of the Inter-American Federation of Working Newspapermen's Organisation who has been seconded from the United States by the AFL-CIO. The Committee comprised Mr. C.V. Cambridge (Chairman), Mr. A. McLean, Mr. W. Carrington, Mr. B.L. Carto, Mr. R. Waddel, Mr. V. McAlmont, Mr. D. Sukdeo, Mr. R. Thorne, Misses, J. Cambridge and W. Agard with Mr. G. DePeana (Secretary).

168. In the field of communication abroad several local trade unionists went on conferences which included the International Metal Workers' Federation in Santos, Brazil, the International Federation of Plantation, Agricultural and Allied Workers

in San Fernando, Trinidad, the 12th Assembly of the World Confederation of Organisation of the Teaching Profession at Rio de Janeiro, Brazil, the International Food and Allied Workers in Paris, France, the Caribbean Congress of Labour in Jamaica and the Postal, Telegraph and Telephone International in London.

169. In addition to participation at these International Conferences, the local trade union movement received visits from the following overseas trade unionists:

170. Dr. Ben Segal, Director of Education and International Affairs Department of the International Union of Electrical and Machine Workers in the United States paid two visits to British Guiana. The first three-day visit was in January while he was on a special mission to Latin American Countries on behalf of the U.S. State Department. The second visit was in August when he conducted a special five-day Seminar sponsored by the B.G. Trades Union Council.

171. Mr. Walter Hood, Commonwealth Representative of the British Trades Union Congress, arrived in the colony on 20th April, to continue his work of bolstering the local Trade Union movement with a view to increasing its efficiency. However, on his arrival he found that the strike which resulted from the introduction of the Labour Relations Bill had just begun and was occupying the full attention of the local trade union movement. In the result Mr. Hood directed his energies towards giving whatever assistance he could to resolve the deadlock.

172. Also in the colony after the strike had begun, was Mr. Howard McCabe Area Representative of the Public Service International. He came as the Inter-American representative of O.R.I.T. to hold talks with the local labour movement on the Labour Relations Bill and give whatever assistance was possible.

173. On May 2nd, both Mr. Hood and Mr. McCabe were invited to have talks with the Premier on the strike.

174. Mr. J.A. Hargreaves, Head of the International Department of the British Trades Union Congress, arrived in British Guiana on May 31st to carry out an appraisal of the strike situation on behalf of the British Trades Union Congress.

175. Mr. Hargreaves should have accompanied Mr. Frank Cousins, General Secretary of the Transport and General Workers' Union on this assignment but had to travel alone as Mr. Cousins had suffered a heart attack while preparing to leave for British Guiana.

176. Mr. Hargreaves held discussions with representatives of the Local Trades Union Council and Unions which were on strike. He met the Premier and also had discussions with interested bodies.

177. Mr. Robert Willis, a leading British Trade Unionist, visited British Guiana on behalf of the British Trade Union Congress to assist in bringing about a settlement of the dispute between the B. G. Government and the B.G. Trades Union Council over the Labour Relations Bill, 1963.

178. Mr. Willis in his role as mediator between the Government and the Trades Union Council met the Governor and held discussions with representatives of the Government and the local Trades Union Council.

179. Mr. Willis left British Guiana on July 8th after a settlement had been reached.

180. Mr. Basil Blackman, Assistant Secretary of the Caribbean Congress of Labour, arrived in British Guiana on 13th August to have consultations with Mr. J.H. Pollydore as an executive member of both the B.G. Trades Union Council and O.R.I.T. Mr. Blackman left the colony on 14th August.

181. Mr. Nicholas Pollard, Joint Secretary of the Latin American Confederation of Christian Trade Unionist (CLASC) visited British Guiana during July to organise a National Federation of Maritime Unions in British Guiana.

182. Mr. Pollard's visit was made possible through the Guyana National Maritime Union.

183. Father Paul Crane, head of a school in Britain for Social Studies and Leadership for students from Africa, visited the country on 1st September for a four week tour of lectures to Guianese trade unionists under the sponsorship of the Trades Union Council and other organisations.

184. Mr. Dean Clowes of the United Steel Workers of America came on a routine visit as representative of the International Metal Workers' Federation. He arrived on 23rd August and left on 25th August.

185. Mr. J. Funk, an Economist, also of the United Steel Workers of America, arrived in British Guiana on 22nd September while on a familiarisation tour of all unions affiliated to the Caribbean Bauxite and Mine Workers' Federation. His stay in the country lasted 11 days during which he paid visits to all branches of the B.G. Mine Workers' Union.

186. Mr. Jull Poleson, General Secretary and Mr. Ernest Koch, Treasurer of the International Union of Food and Allied Workers of Geneva arrived in British Guiana on 21st October for a 4-day visit to have discussions with officials of the Clerical and Commercial Workers' Union, an affiliate to their body. During their stay Messrs. Poleson and Koch also had talks with officers of the Department of Labour.

187. Mr. Sven Boye, I.L.O. Social Security Expert arrived in British Guiana on 27th November on a follow-up visit to that paid in 1962, at the invitation of the B.G. Government, to examine the proposed Sugar Industry Pension Scheme and to make recommendations for a National Pension Scheme for the country.

188. Mr. Xavier Vela, Assistant Inter-American Representative of the International Federation of Clerical, Commercial and Technical Employees (IFCCTE) arrived in the country on 4th December to examine the Educational Programme of the Clerical and Commercial Workers' Union. Mr. Vela's stay lasted for three days.

C. JOINT CONSULTATION

189. 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.

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

Industry and Undertaking
and number of Committees

Approximate number
of persons employed

(ix) Garment - 1 200

3 Whitley Councils one each for -

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

were in operation in the Government Service during the year.

191. In addition, Hospital Staff Councils operated in eight institutions. Of these, four covered nursing staff and seven non-nursing staff.

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

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

D. METHODS OF FIXING WAGES

Wages are fixed by -

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

194. 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.

195. 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.

196. Four Advisory Committees which were investigating the conditions of employment of workers in certain industries and undertakings reported in the course of the year. The industries and undertakings are:

- (a) cinemas;
- (b) drug, dry goods and hardware stores and groceries;
- (c) quarries; and
- (d) watchmen

197. Wages councils were in operation in the following undertakings:

Printing Trade
Aerated Water Factories
Timber Grants
Sawmills.

IV. SAFETY, HEALTH AND WELFAREAccident Prevention

198. While only comparatively few organisations had full time Safety Officers every firm of any size maintained some sort of organisation - be it only the pay-list clerk - who was concerned with accidents, and in every firm, there was some realisation that it was the concern and duty of Management to prevent accidents.

199. The number of establishments which had any formal safety organisation such as a committee was by no means large; it was not necessarily among these firms that the best results were achieved. It was in the firms, large or small where safety was regarded as of the highest importance by the proprietor or directors that the highest standards of safety were attained. It was indeed very fortunate that the industrial concerns in the more remote areas namely, bauxite, manganese and sugar, employed full time Safety Officers who saw to it that the message of safety was put over to workpeople and maintained at all levels.

200. Safety training for the year under review took the form of lectures, the distribution of safety posters and short talks to groups at seminars and industrial concerns. It was emphasised that the main effort of making employees safety conscious should be done by industry. The prime difficulty regarding general fencing of machinery still remained with small employers who were often in default of providing adequate guards on dangerous machinery. These factories in the main were responsible for the majority of accidents.

201. On the question of ventilation and lighting, much progress had been made in this respect in getting employers to provide the correct environmental conditions for employees to work. Particular attention was given to comfort ventilation as many factories fell short in this connection. Contributory factors which led to a default of this condition were that many factories were badly designed and in a few instances factories were rented and the proprietors were reluctant to make structural alterations to afford better air movement in factories.

202. Lighting did not present serious difficulties for where there was insufficient lighting from natural sources, artificial lighting was installed to supplement natural conditions. On the whole the majority of factories visited, had provided good lighting for the employees. Whenever the opportunity presented itself, bright colours were used on walls, ceilings and adjoining areas to provide maximum reflection in the factories. Apart from increasing the brightness, work-rooms took on a clean and healthy look which, no doubt, contributed to increased production.

Boiler Accidents

203. During the year a man died as a result of an explosion of a boiler. The failure was attributable to a defective safety valve which caused excessive pressure to be built up in the boiler. Defective fittings and connections were some of the other causes of accidents on boilers. There was some evidence to substantiate that in some instances safety valves had been tampered with after boilers had been tested and passed as fit to operate at a given steam pressure.

First Aid

204. There was evidence during the year that not enough attention was paid by factory occupiers to making adequate provision for first aid treatment, as required under the Factories (First Aid) Regulations No. 2 of 1951. In some factories there were inadequate stocks of first aid equipment. On a number of occasions the visiting Inspector found the first aid box in a dirty condition and articles other than first aid appliances were kept therein. In some instances, the advice on first aid treatment (Form II) was missing from the box while the name of the person in charge of the box was not displayed in the workroom. Frequent comments were made by Inspectors on the failure to maintain the prescribed contents, particularly in the smaller boxes. Several employers were warned of prosecution, but no charges were brought during the year.

Reporting of Accidents

205. There was general compliance with the provisions of the Accident and Occupational Diseases (Notification) Ordinance, No. 46 of 1955. The larger industrial establishments were not found wanting in respect of notifying the Department of any reportable accidents. The small employer, by and large, had usually been the culprit, but with the necessary warnings, this default was corrected. Only in three cases were prosecutions found to be necessary.

General

206. On account of the unrest in the country during 1963, attempts to intensify factory inspections on a country wide basis were seriously restricted. The bulk of inspections therefore centered around Georgetown and its environs. The inspections revealed several breaches of the law. In the main, there was failure to guard and fence transmission machinery, as well as circular saws. In some instances, the condition of woodworking establishments and sawmills was unsatisfactory and in rare cases, unsafe.

207. On the question of building operations, insufficient attention was paid to the erection of scaffolding. It was also markedly noticeable that there was an absence of tow-boards and, in a few cases, put-logs were insecurely fastened to the structures. In several cases, openings were also not properly fenced. The factory Inspectorate had devoted much time and attention to these aspects.

208. It was observed on many sites that portable tools were not correctly wired in respect of having the earth-wire connected so as to minimise the possibility of energising the apparatus if the insulation of live conductors perished. Many factories needed to have their entire electrical installation replaced and advice in this connection was given to the offending defaulters.

209. Some workers' skins were affected by the use of caustic solutions and, in two instances, by exposure to sewerage. Advice regarding prevention and treatment was given. No industrial diseases were prescribed during the year under review.

210. With the completion of the new electricity generating station at Kingston, with an output of 30 megawatts, electrical power would be extended to the outlying districts and villages. In this connection, the standard voltage for domestic use in the outlying districts would be 240 volts A.C., 50 cycles, and for industrial concerns 415 volts. The existing voltage in town for domestic use was 110 volts A.C., 50 cycles, and higher voltages for industrial concerns.

Prosecutions

211. During 1963, thirty prosecutions for breaches of the Factories Ordinance, Chapter 115, were brought before the Courts. The Charges were as follows:

(1) Breaches of the Factories (First Aid) Regulations	- 10
(2) Breaches of Section 43 of the Factories Ordinance with regard to the keeping of a General Register for Factories	- 12
(3) Failing to securely fence transmission machinery	- 5
(4) Breaches of Section 5 of the Factories Ordinance with regard to registration of Factories	- 2
(5) Breaches of the Factories (Woodworking Machinery) (Safety Regulations). Failing to fence a Circular Saw	- 1
Total	<u>30</u>

/Three

Three prosecutions for failing to notify the Commissioner of Labour of an accident were also laid before the Courts

The prosecutions were brought under the Accidents and Occupational Diseases (Notification) Ordinance, No. 46 of 1955.

The total number of prosecutions brought by the Factories Inspectorate

- 33

Industrial Accidents

212. Eight thousand, two hundred and twenty-six (8, 226) accidents reportable under the Accidents and Occupational Diseases (Notification) Ordinance came to the notice of the Department during the year. These accidents accounted for an estimated loss of 191,186 man-days, inclusive of a weighting for 14 fatalities and also for 15 other accidents causing permanent partial disability.

213. In the main, the pattern of classified statistics set out in Appendix I Tables IX (a), IX(b), IX(c) and IX(d) follows closely that of previous years. However it would appear that the Department's efforts by way of propaganda, advisory talks to workpeople, supervisors, employers and organisations, particularly during visits of inspection, brought about a greater sense of awareness of the importance of accident prevention measures.

214. There were several instances where indirect information of an accident led to enquiries which resulted in a statutory notification being received and in some instances legal proceedings were taken against the employer for failure to report the accident.

215. Three thousand, five hundred and ninety-four (3,594) accidents, including 7 fatalities, of which 3 were due to persons falling and 4 as a result of falling objects, occurred as a result of:

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

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

V. LIVING CONDITIONS

Housing

217. 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 29 houses on a self-help basis was completed during the year making a total of 827 since the inception of the programme.

218. The Committee of the Sugar Industry Labour Welfare Fund continued its programme in the re-housing of sugar estate workers. During 1963, 1,998 applications for loans to build houses were received involving a amount of \$730,963.74.

Of these applications, 1,600 were approved, the amount involved being \$514,357.30. Of the number of applications approved, 290 involving a sum of \$70,953.80 were for additional loans for painting and guttering, while 153 applications involving a sum of \$15,296.79 were for connecting water pipes to workers' houses.

219. At the same time expenditure totalling \$301,918.81 was approved for the development or extension of 51 housing areas, \$357,227.93 for water supply installations and \$84,274.43 for construction and maintenance of roads in Housing Areas.

Welfare Projects on Sugar Estates - 1961

220. At the end of 1954, the Sugar Industry Labour Welfare Fund Committee had approved in principle a comprehensive welfare scheme for sugar estates. In the implementation of this scheme, the Committee approved expenditure of \$184,506.82 during 1963. Details of the projects approved are as follows:

<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u> \$	
Skeldon	Welfare Officer's House (Male)	395.63	
	Welfare Officer's House (Female)	214.68	
	Recreation Ground	7,362.89	
	Repairing Motor Mower	321.83	
Pcrt Mourant	Children's Playground (Tain)	19.59	
	Nurses' Quarters and Clinic	32.70	
Albion	Girls' Club	1,170.51	
	Recreation Ground	1,218.90	
Rose Hall	Girls' Club	538.29	
Blairmont	Community Centre	2.21	
	Girls' Club	411.46	
Bath	Community Centre/Girls' Club & Equipment	7,983.25	
	Welfare Officers' Houses	15,740.00	
Enmore	Community Centre and Equipment	698.61	
	Caretaker's House	83.36	
Non Pareil	Community Centre/Girls' Club - Equipment	5,871.54	
	Motor Mower	4,850.00	
	Caretaker's House	6,650.00	
Lusignan	Community Centre - Equipment	831.65	
	Filing Cabinet (Female Welfare Officer)	28.00	
	Nurse Midwife Clinic	604.07	
	Girls' Club - Equipment	31.50	
La Bonne Intention	Community Centre and Equipment - L.B.I.	71.00	
	Girls' Club	554.95	
	Maternity Clinic	10.26	
	Welfare Officer's House (Female)	32.13	
	Community Centre/Girls' Club & Equipment - Better Hope	7,185.75	
	Motor Mower	5,968.28	
	Youth Club - Cricket Equipment	200.00	
	Welfare Officers' and Caretakers' Houses - Better Hope and Industry	32,408.28	
		<hr/>	
		C/F	101,491.32

<u>Estate</u>	<u>Project</u>	<u>Approved Expenditure</u> \$
	B/F	101,491.32
Ogle	Community Centre and Equipment	473.57
	Motor Mower	5,969.97
Diamond	Community Centre - Equipment	90.20
Wales	Community Centre and Equipment	1,028.45
	Girls' Club - Equipment	36.74
Versailles	Community Centre and Equipment	2,230.22
	Girls' Club	675.00
Leonora	Community Centre - Equipment (Leonora)	492.75
	Community Centre and Equipment (Cornelia Ida)	6,236.75
	Motor Mower " "	4,850.00
	Girls' Club and Equipment " "	1,555.49
	Caretaker's/Groundsman's House " "	6,488.94
	Recreation Ground - Edinburgh	20,058.80
	Motor Mower "	4,850.00
Uitvlugt	Community Centre and Equipment (Ocean View)	2,258.54
	Community Centre/Girls' Club and Equipment - Meten-Meer-Zorg	8,151.16
	Recreation Ground - Zeeburg/De Willem	159.19
	Recreation Ground - Meten-Meer-Zorg	1,752.46
	Motor Mower	4,850.00
	Youth Club - Cricket Equipment - Meten-Meer-Zorg	200.00
	Welfare Officer's House - Ocean View	607.27
	Welfare Officer's House - Meten-Meer-Zorg	10,000.00
		<hr/>
		\$184,506.82
		<hr/>

Training and Appointment of Welfare Officers

221. Six new Welfare Officers, four males and two 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 lectures on Community Development, Case Work, visits to various agencies and field work on the sugar estates. The training programme for the Women Welfare Officers included a short course in Home Economics. These new officers were, at the completion of their three months' training, posted to Ogle, Blairmont, Bath, Meten-Meer-Zorg, Enmore and Uitvlugt. Two Welfare Officers, one male and one female, were sent to Jamaica to participate in a six-month course on the principles and practice of social work, sponsored by the Extra Mural Department of the University of the West Indies.

222. 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.

223. A special two week in-service training course organised for all Sugar Estates Welfare Officers and Government Social Development Officers was held at the Board-room of the Sugar Producers' Association. This course was conducted by Mr. Clyde Walcott, Social Welfare Adviser, Mr. H.B. Davis, Training Officer, Bookers Sugar Estates and Miss Roma Persaud, Assistant Social Welfare Adviser of the Sugar Producers' Association.

224. At the end of the year, there were in the sugar industry, 29 Welfare Officers, 12 of these being female Officers.

VI. HEALTH

225. 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.

226. 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 ASPECTS

Domestics for Canada

227. 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.

228. 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 had been received from the Canadian Government in subsequent years. Accordingly at the end of 1963, the total number of women recruited under this scheme was 240, including a batch of 30 who left for Canada in October, 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.

229. 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

230. 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.

231. Following the enactment of the new immigration law in the United Kingdom on 1st July, 1962, requiring prospective immigrants to have a Certificate of Entry to that country, the number of emigrants which reached its peak in 1962 dropped to about half that level and was almost restricted to next of kin, students and skilled workers. The following table gives a comparison of emigration for 1962 and 1963.

--
/DEPARTURES

DEPARTURES OF BRITISH GUIANESE FOR PERMANENT RESIDENCE ABROAD
1962 and 1963

Month	1962				1963			
	British Caribbean ^{1/}	Other British Territories	Foreign Countries	Total	British Caribbean ^{1/}	Other British Territories	Foreign Countries	Total
Jan.	108	154	145	407	150	32	42	224
Feb.	73	197	101	371	23	22	22	67
Mar.	53	718	118	889	54	303	55	412
April	18	917	55	990	33	62	25	120
May	66	489	148	703	17	24	113	154
June	181	822	109	1,112	25	52	40	117
July	41	120	28	189	54	164	315	533
August	132	174	26	332	78	223	43	344
Sept.	141	160	53	354	73	403	41	517
Oct.	58	143	14	215	64	303	62	429
Nov.	64	110	28	202	53	162	39	254
Dec.	84	98	97	279	49	126	24	199
Total	1,019	4,102	922	6,043	673	1,876	821	3,370

^{1/} Including Br. Honduras and the Bahamas

VIII. SOCIAL SECURITY

232. 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 Areas	\$10.00	\$6.50 - \$10.00
Country Areas	\$ 8.00	\$5.50 - \$ 8.00

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

234. 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.

IX. WOMEN AND CHILDREN

235. 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.

236. Apart from the Sugar Industry, where the tendency was 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, drug, biscuit, soap, margarine, etc.

237. 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 included the Police Force where there was opportunity for an attractive career.

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

239. Legislation also prohibited 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 was not rendered on a school day during school hours.

240. 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

241. Legislation enacted during 1963 included:-

- (i) Order-in-Council made under the Wages Council Ordinance No. 51 of 1956. This Order, the Aerated Water Factories Wages Council Regulation Order, No. 11 of 1963 came into operation on the 9th day of March, 1963.
- (ii) Ordinance No. 10 of 1963, Accidental Deaths and Workmen's Injuries (Compensation)(Amendment) Ordinance, 1963. This Ordinance may be cited as the Accidental Deaths and Workmen's Injuries (Compensation) (Amendment) Ordinance, and shall be construed and read with the Accidental Deaths and Workmen's Injuries (Compensation) Ordinance, referred to in the Principal Ordinance and any ordinances amending same. This Ordinance came into effect on 19th October, 1963.

Enforcement of Labour Legislation

242. 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.

243. 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.

244. 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.

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

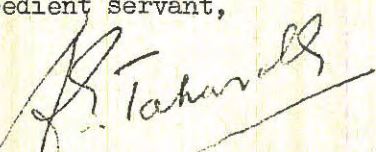
XI. CONCLUSION

The most outstanding event during the year was the controversy over the Labour Relations Bill which provided for compulsory recognition of trade unions. The introduction of the Bill in the Legislature resulted in a protracted strike. The settlement which ensued was of far-reaching importance to the Trade Union Movement. For the first time, the Trades Union Council obtained from the Government, as one of the conditions for a resumption of work, an assurance that in any labour matter that might arise in the future, Government would consult with the Trade Unions concerned and with the B.G. Trades Union Council. This undertaking, if carried out by both parties in a spirit of co-operation, should lead to better relations in the future.

I have the honour to be

Sir,

Your obedient servant,


F.G. Taharally,
Commissioner of Labour.

APPENDIX I

TABLE I
NUMBERS EMPLOYED IN CERTAIN INDUSTRIES DURING 1963

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 ϕ #	8,381	January	18,724	November	11,443	2,227	570	14,240
Rice Development Scheme *	45	June	583	October	254	7	-	261
Agriculture and Marketing #	927	May	1,431	September	990	187	26	1,203
Bauxite Industry *# ϕ	3,606	July	3,488	January	3,534	170	16	3,720
Sugar Milling ϕ #	2,132	May	4,090	August	3,327	47	230	3,604
Rice Milling +	226	December	587	April	394	13	36	443
Roads and Public Works (a)	1,889	June	3,575	January	2,736	13	2	2,751
Railway and Water Transport # (b) ϕ	1,140	April	1,381	October	1,225	25	28	1,278
Port Labour (c)	n.a.	n.a.	n.a.	n.a.	718	-	-	718

N.B.: ϕ "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.
 ϕ - Excluding May and June when workers were on strike.
n.a. - Not Available

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

1076
TABLE IIEMPLOYMENT EXCHANGE SERVICENumbers on Live Register during 1963

DATE	Adults		Juveniles		TOTAL
	Males	Females	Boys	Girls	
31. 1.63	3491	1529	782	220	6022
28. 2.63	3608	1407	722	269	6006
31. 3.63	3425	1519	673	298	5915
30. 4.63	2622	1137	529	239	4527
31. 5.63	-	-	-	-	-
30. 6.63	-	-	-	-	-
31. 7.63	2089	944	366	178	3577
31. 8.63	2326	1203	427	214	4170
30. 9.63	2311	873	485	203	3872
31.10.63	2145	1025	573	264	4007
30.11.63	2091	1200	714	299	4304
31.12.63	2030	839	385	191	3445

TABLE III (a)

EMPLOYMENT EXCHANGE SERVICE

NOTIFICATIONS AND FILLING OF VACANCIES FOR THE YEAR 1963

	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	-	-	-	1031	754	1785	118	25	143	913	729	1642	-	-	-
Juvenile Section	-	-	-	328	149	477	4	4	8	324	145	469	-	-	-
<u>New Amsterdam</u>															
Adult Section	-	-	-	252	46	298	28	7	35	224	39	263	-	-	-
Juvenile Section	-	-	-	33	2	35	-	1	1	33	1	34	-	-	-
<u>Anna Regina</u>															
Adult Section	-	-	-	1136	19	1155	193	6	199	943	13	956	-	-	-
Juvenile Section	-	-	-	23	-	23	2	-	2	21	-	21	-	-	-
Colony Total, 1963	-	-	-	2803	970	3773	345	43	388	2458	927	3385	-	-	-
Colony Total, 1962	-	-	-	3302	1918	5220	337	85	422	2965	1833	4798	-	-	-
Georgetown, 1962	-	-	-	1558	1781	3339	171	50	221	1387	1731	3118	-	-	-
New Amsterdam, 1962	-	-	-	360	91	451	14	20	34	346	71	417	-	-	-
Anna Regina, 1962	-	-	-	1384	46	1430	152	15	167	1232	31	1263	-	-	-

TABLE III (b)

EMPLOYMENT EXCHANGE SERVICE

COMPARISON OF NEW REGISTRATIONS WITH PLACINGS DURING 1963

	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	745	948	712	263	157	48	421	50	744	356	2779	1665
Number of Persons Placed	578	651	269	63	66	15	943	13	224	39	2080	781
<u>Juvenile Section</u>												
New Registrations	422	276	155	53	39	12	51	4	155	77	822	422
Number of Persons Placed	209	142	94	3	21	-	21	-	33	1	378	146
Total New Registrations	1167	1224	867	316	196	60	472	54	899	433	3601	2087
Total No. of Persons Placed	787	793	363	66	87	15	964	13	257	40	2458	927

TABLE IV
VOCATIONAL TRAINING BY GOVERNMENT

Category of Trainee	In Training during 1962				In Training during 1963			
	January		December		January		December	
	Male	Female	Male	Female	Male	Female	Male	Female
Preliminary Craft	265	-	145	-	203	-	233	-
Telecommunications Engineering	14	-	3	-	4	-	24	-
Electrical and Mechanical Engineering	82	-	55	-	74	-	66	-
Civil Engineering	-	-	-	-	5	-	-	-
Electrical Trades	153	-	122	-	144	-	153	-
Motor Vehicle Trades	96	-	115	-	122	-	120	-
Building Engineering	46	-	22	-	30	-	34	-
Building Trades	50	-	47	-	42	-	27	-
Fitters and Machinists	53	-	72	-	68	-	50	-
Woodworking Trades	-	-	-	-	44	-	12	-
Land Surveying	61	-	37	-	33	-	16	-
Welding Trades	9	-	-	-	-	-	14	-
Plumbing Trades	5	-	-	-	-	-	-	-
Lady Tracers	-	30	-	-	-	-	-	-
Teachers - Handicraft	14	-	12	-	12	-	-	-
Teachers - Public School	78	72	107	118	106	119	20 108	45* 260#
Student Nurses	61	259	64	302	70	209	35	237
Chemists and Druggists	4	1	3	1	3	1	3	1
Sicknurses and Dispensers	19	-	15	1	7	1	10	-
Tailoring	17	-	19	-	19	-	18	-
Shoemaking	7	-	8	-	8	-	8	-
Farming	66	-	71	-	71	-	80	-
Agricultural Mechanics	-	-	11	-	16	-	18	-
Navigation	31	-	-	-	-	-	17	-
Radio Servicing	22	-	13	-	10	-	20	-
Total	1153	362	941	422	1091	330	1086	543

* In Service Training Course
Pre Service Training Course

1030
TABLE V

Rates of Wages and Normal Hours of Work
at 31st December, 1963

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	\$3.45		
Young Persons (16-18)	2.55		
Young Persons (Under 16)	2.25	8 hours per day	These are minimum daily rates fixed by Agreement.
<u>Females</u>			
Adults	2.55		
Young Persons (16-18)	1.92		
Young Persons (Under 16)	1.71		
<u>Factory Workers</u>	<u>Per Hour</u>		
Male Unskilled	43.1¢	8 hours per day	These are minimum hourly rates fixed by Agreement.
Male (16-18)	31.9¢	48 hours per week	Rates for overtime are paid in accordance with the Factories Ordinance.
Male (Under 16)	28.1¢		
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		
Carpenter - Learner	1.05-1.09	Shift work is carried on.	

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	40 hours per week.	Special rates are paid for overtime work.
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	40 hours per week.	Special rates are paid for overtime work.
Electrician Class I	1.35 - 1.45		
Electrician Class II	1.15 - 1.30	Shift work is carried on.	
Welder Class I	1.30 - 1.40		
Welder Class II	1.15 - 1.25		
(ii) <u>Manganese Industry</u>			
General Labourer	72¢		
Electrician Class I	94¢		
Electrician Class II	82¢		
Fitter Class I	94¢		
Fitter Class II	82¢		
Welder Class I	91¢	8 hours per day.	These rates are fixed by Agreement.
Welder Class II	80¢	48 hours per week.	
Blacksmith Class I	91¢		
Blacksmith Class II	80¢		
Carpenter Class I	91¢		
Carpenter Class II	80¢		
Plumber Class I	91¢		
Plumber Class II	80¢		
Mason Class I	87¢		
Mason Class II	80¢		

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
IV. <u>Building Trade</u> Unskilled Labourer Carpenters Masons Painters	<u>Per Hour</u> 44¢ 52¢ - 61¢ 58¢ - 61¢ 52¢ - 57¢	8 hours per day. 45 hours per week.	These are agreed rates between the Employers' Association and the Union representing these types of workers. The prescribed minimum rates are much lower.
V. <u>Commercial Undertakings</u> (a) Urban Areas (b) Rural Areas <u>Cash Boy</u> Under 16 years 16 years and under 18 years 18 years and over <u>Clerks</u> Under 16 years 16 years and under 18 years 18 years and over <u>Porters</u> Under 16 years 16 years and under 18 years 18 years and over Unskilled Female Workers not employed in any of the abovementioned categories of work.	<u>Weekly Rate</u> (a) (b) \$ \$ 8.40 6.00 10.40 8.40 15.60 13.20 8.40 6.00 10.80 8.40 15.60 13.20 7.20 6.00 9.60 8.40 15.60 13.20 <u>Daily Rate</u> 1.80 1.44	7 $\frac{1}{4}$ hours per day. 40 $\frac{3}{4}$ hours per week.	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.
VI. <u>Clothing Industry</u> Tailor Cutter Assistant Cutter Assorter Examiner Layer	<u>Per Week</u> \$25.00 22.00 20.00 20.00 16.50 15.00	8 hours per day. 45 hours per week.	These rates are the minimum weekly and daily rates of wages prescribed by law.

INDUSTRY	Wages or Rates of Pay	Normal Hours of Work	REMARKS
VI. <u>Clothing Industry (cont'd)</u>	<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	45 hours per week.	
Semi-skilled workers	2.50		
Trainee Machinist	1.86		
VII. <u>Cinemas</u>			
<u>Urban Areas</u>			
(a) First Run Cinemas			
(b) Second Run Cinemas			
<u>Operators</u>	<u>Weekly Rates</u>		
	(a) (b)		
	\$ \$		
First	20.56 16.45	45 hours per week.	These rates are the minimum weekly rates of wages prescribed by law. The hours of work are also prescribed by law.
Second	16.45 15.28		
Third	15.28 -		
<u>General Staff</u>			
Under 18 years	9.33 9.33	48 hours per week.	
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> Under 18 years 18 years and over <u>GUARD</u>	Per Hour 25¢ 26¢ 27¢	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.
<p><u>Note:</u></p> <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> Unskilled Labourer Semi-skilled Tradesmen Skilled Class II Tradesmen Skilled Class I <u>Machine Shop Employees</u> Unskilled Labourer Tradesmen Skilled Class II Tradesmen Skilled Class I	Per Hour 40.5¢ 44.6¢ 54.6¢-59.5¢ 60.2¢ 40.5¢ 54.6¢-60.2¢ 63.4¢-65.8¢	8 hours per day. 48 hours per week.	These rates are the minimum hourly rates of wages awarded by Arbitration. (voluntary).
IX. <u>Motor Transport</u> <u>Bus Drivers</u> Grade A Grade B Grade C <u>Mechanics</u> Grade A Grade B Grade C	Per Hour 55¢ 48¢ 40¢ 54¢ 46¢ 44¢	48 hours per week.	These are hourly rates paid by Agreement to the employees of one large Motor Transport Company.

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¢		
Grade C	52¢	44 hours per week.	
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		
Assistant Chopper (Adult)	2.37	48 hours per week.	
Machine Operator (Adult)	2.37		
Machinist	2.07		
Main Saw Operator	3.76		
Small Saw Operator	3.13		

1036

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	48 hours per week.	
Frame Builder (Adult)	2.37		
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:			These are the daily rates paid by Agreement to employees in various Government Departments.
Skilled - Class II	4.08	48 hours per week.	
Skilled - Class I	4.41		
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 1962 and 1963

INDUSTRY AND OCCUPATION	MALES				FEMALES			
	Earnings		Working Time		Earnings		Working Time	
	1962	1963	1962	1963	1962	1963	1962	1963
	\$ ¢	\$ ¢	Days	Days	\$ ¢	\$ ¢	Days	Days
<u>Sugar Field Workers</u>								
Resident and Non-Resident Piece Workers	21.82	24.93	4.35	4.42	8.89	10.72	3.56	3.77
Resident and Non-Resident Time Workers	16.97	20.39	4.61	4.84	8.75	10.77	4.55	4.68
Young Persons	10.17	12.14	4.25	4.38	8.38	10.25	3.93	4.44
<u>Sugar Factory Workers</u>								
Skilled Workers	26.76	30.02	-	-	-	-	-	-
Semi-skilled Workers	22.11	25.41	-	-	-	-	-	-
Unskilled Adults	19.50	22.87	-	-	10.57	12.59	-	-
Young Persons	11.30	12.49	-	-	-	-	-	-
			<u>Man Hours</u>				<u>Man Hours</u>	
<u>Mahaicony/Abary Rice Development Scheme</u>	27.13	25.01	52.7	43.4	9.83	11.77	37.4	26.4

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).

Figures of earnings for skilled, semi-skilled and unskilled workers in Factories are not averages of the entire groups of these workers since the S.P.A. summaries introduced in 1962 show two sets of figures in which some of these three types of workers are grouped together. Notwithstanding this, however, these figures represent groups which are large enough to be indicative of the level of earnings of the respective categories.

1038

T A B L E VII(a)

URBAN CONSUMER PRICE INDICES FOR 1962 AND 1963

(1956 = 100)

YEAR	Jan.	Feb.	March.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
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
1963	111.2	112.1	112.2	112.1	113.9	114.8	114.0	112.7	112.2	112.2

RURAL CONSUMER PRICE INDICES FOR 1962 AND 1963

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1962	107.8	108.1	108.6	108.5
1963	108.1	...	109.4	109.9

COMBINED PRICE INDICES FOR BRITISH GUIANA FOR 1962 AND 1963

(1956 = 100)

YEAR	MARCH	JUNE	SEPT.	DEC.
1962	108.5	108.6	109.1	109.1
1963	109.3	...	110.8	110.6

N.B. Prepared by the Statistical Bureau.

... No figure computed on account of General Strike.

1039

TABLE VII(b)
URBAN RETAIL PRICES OF SELECTED ITEMS
 1956, 1961 - 1963

ITEMS	Unit	1956	1961	1962	1963
<u>MEAT AND FISH</u>					
Steak (Ribs)	Per lb.	41.0	54.9	57.8	57.8
Beef (Pickled)	"	55.2	72.9	70.7	70.7
Fish (Salt) (Pollock)	"	37.6	41.7	47.4	47.4
Portails	"	62.1	74.5	72.0	69.6
Polk (Fresh)	"	64.0	80.6	79.4	76.8
Sardines	Per tin	16.6	17.3	16.8	16.3
<u>VEGETABLES</u>					
Cassava	Per lb.	7.4	6.8	5.6	7.8
Eddoes	"	7.1	9.5	7.1	8.3
Onions	"	18.2	15.3	18.2	18.4
Peas (Black Eye)	"	25.6	23.8	24.1	25.9
Peas (Split)	"	19.7	18.5	17.5	17.3
Plantains	"	8.5	7.5	6.4	6.6
Potatoes (English)	"	8.2	13.7	14.1	16.9
Potatoes (Sweet)	"	12.2	15.1	13.1	13.8
Tannias	"	14.4	16.1	12.4	13.0
Yams	"	13.9	21.1	16.3	19.0
<u>OTHER ITEMS</u>					
Barley	Per lb.	19.0	18.4	18.2	18.8
Bread	"	17.5	19.2	21.0	22.4
Butter (Cooking)	"	105.3	104.2	100.0	97.9
Butter (Fresh)	"	118.1	108.7	109.8	109.8
Cheese	"	77.2	87.2	86.5	83.4
Coconut Oil (Deodorised)	Per pt.	32.0	33.0	33.0	33.0
Coffee (Ground)	Per lb.	126.2	90.9	80.8	82.0
Eggs	Each	10.2	8.6	8.5	8.4
Flour (Extra)	Per lb.	10.2	10.3	12.1	12.6
Milk (Condensed)	Per tin	28.2	30.5	30.5	31.0
Oatflakes (Loose)	Per lb.	19.6	19.0	19.0	19.4
Rice Brown A	Per gal.	80.0	88.0	88.8	-
Sugar (D.C.)	Per lb.	6.5	6.5	6.5	6.5
Tea	Per oz. Packet	18.7	17.8	18.0	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 V I I I

PARTICULARS OF PROSECUTIONS AND COURT CASES

RELATING TO LABOUR - 1963

Ordinance under which prosecution was instituted	Number of Cases brought	Results			Amount, of fines imposed
		Convictions		Withdrawn or Dismissed	
		With Fines	Reprimanded and Discharged		
Labour (Cap. 103)	9	4	2	3	\$ 57.50
Factories (Cap. 115)	36	23	10	3	\$554.00
Workmen's Compensation (Cap. 111)	9	8	-	1	\$345.00
Holidays-with-pay (Cap. 108)	5	4	1	-	\$296.00
Accidents and Occupational Diseases (Notification) Ordinance 46 of 1955	3	1	2	-	\$ 10.00
TOTAL	62	40	15	7	\$1,262.50

INDUSTRY (1)	Fatal			Permanent									Temporary Disability			Total (All Accidents)				
				Total Disability			Partial Disability			Total										
	M. (2)	F. (3)	J. (4)	M. (5)	F. (6)	J. (7)	M. (8)	F. (9)	J. (10)	M. (11)	F. (12)	J. (13)	M. (14)	F. (15)	J. (16)	M. (17)	F. (18)	J. (19)	Number (20)	Percentage (21)
I. Agriculture																				
(a) Sugar Cane Planting	1	-	-	-	-	-	-	-	-	-	-	-	5,209	564	138	5,210	564	138	5,912	71.9
(b) Rice Planting	-	-	-	-	-	-	-	-	-	-	-	-	17	-	2	17	-	2	19	0.2
(c) Forestry and logging	7	-	-	-	-	-	2	-	-	2	-	-	132	1	-	141	1	-	142	1.7
(d) Other	-	-	-	-	-	-	-	-	1	-	-	1	79	1	2	79	1	3	83	1.0
TOTAL I	8	-	-	-	-	-	2	-	1	2	-	1	5,437	566	142	5,447	566	143	6,156	74.8
II. Mining and Quarrying	2	-	-	-	-	-	-	-	-	-	-	-	85	-	-	87	-	-	87	1.1
III. Manufacturing																				
1. Food, beverage and tobacco																				
(a) Sugar Milling	-	-	-	-	-	-	1	-	-	1	-	-	320	5	6	321	5	6	332	4.0
(b) Rice Milling	-	-	-	-	-	-	1	-	-	1	-	-	102	1	16	103	1	16	120	1.5
(c) Tobacco	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	6	-	-	6	0.1
(d) Other	-	-	-	-	-	-	-	-	-	-	-	-	54	7	5	54	7	5	66	0.8
2. Wood and Furniture (including sawmilling)	-	-	-	-	-	-	4	-	-	4	-	-	134	-	10	138	-	10	148	1.8
3. Printing	-	-	-	-	-	-	1	-	-	1	-	-	22	3	6	23	3	6	32	0.4
4. Metal Industries	-	-	-	-	-	-	2	-	-	2	-	-	100	-	5	102	-	5	107	1.3
5. Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-	-	-	-	-	28	10	10	28	10	10	48	0.6
TOTAL III	-	-	-	-	-	-	9	-	-	9	-	-	766	26	58	775	26	58	859	10.5
IV. Construction	1	-	-	-	-	-	-	-	-	-	-	-	356	-	-	357	-	-	357	4.3
V. Electricity, Water and Sanitary Services	-	-	-	-	-	-	1	-	-	1	-	-	133	-	16	134	-	1	135	1.6
VI. Commerce	-	-	-	-	-	-	-	-	-	-	-	-	68	2	4	68	2	4	74	0.9
VII. Transport, Storage and Communication	3	-	-	-	-	-	2	-	-	2	-	-	409	29	30	414	29	30	473	5.8
VIII. Service																				
(1) Government & Business	-	-	-	-	-	-	-	-	-	-	-	-	73	9	3	73	9	3	85	1.0
(2) Recreation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL VIII	-	-	-	-	-	-	-	-	-	-	-	-	73	9	3	73	9	3	85	1.0

1043

INDUSTRY (1)	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	Other causes	Not stated	TOTAL (24)			
	Power Driven				Other																	Handling without machinery	Power Driven	Other
	Prime Movers	Transmission	Lifting	Other	Lifting	Other																		
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)		
I. Agriculture																								
(a) Sugar Cane Planting	-	-	-	1	-	1	273	49	30	3	7	-	1330+1	132	185	686	947	1995	49	87	89	49	5911+1	
(b) Rice Planting	-	1	-	4	-	-	2	-	-	-	-	-	2	-	-	1	4	4	1	-	-	-	19	
(c) Forestry and logging	-	-	2	-	-	-	11	4+1	-	1	-	-	25+2	22+4	11	6	19	10	15	3	1	-	135+7	
(d) Other	-	-	-	-	-	-	1	-	-	-	-	-	10	8	3	11	8	31	3	3	2	3	83	
TOTAL I	-	1	2	5	-	1	287	53+1	30	4	7	-	1367+3	162+4	199	704	978	2036	68	93	92	52	6148+8	
II. Mining and Quarrying	1	-	+1	3	-	-	5	4+1	-	1	15	-	16	19	3	1	5	-	6	-	5	1	85+2	
III. Manufacturing																								
1. Food, beverage & tobacco																								
(a) Sugar Milling	3	3	4	4	1	2	20	5	2	4	17	-	67	59	22	21	50	1	30	-	10	7	332	
(b) Rice Milling	-	5	-	3	-	-	18	6	1	-	1	-	27	24	5	8	12	-	7	-	2	1	120	
(c) Tobacco	-	-	-	-	-	-	-	2	-	-	-	-	1	1	-	-	1	-	-	-	1	-	6	
(d) Other	-	3	-	4	-	1	9	1	-	4	1	-	9	10	1	3	15	-	2	-	2	1	66	
2. Wood and Furniture (including sawmilling)	3	8	1	8	1	-	10	-	2	-	-	1	10	50	17	5	23	-	8	-	1	-	148	
3. Printing	-	1	-	7	-	6	3	-	-	-	-	-	3	4	1	1	4	-	2	-	-	-	32	
4. Metal Industries	-	2	-	6	2	-	2	1	-	1	7	1	11	17	25	5	10	-	11	-	4	2	107	
5. Miscellaneous Manufacturing industries	1	3	1	4	-	2	2	-	1	4	-	-	3	6	2	1	12	2	3	-	-	1	48	
TOTAL III	7	25	6	36	4	11	64	15	6	13	26	2	131	171	73	44	127	3	63	-	20	12	859	
IV. Construction	1	2	4	3	1	2	35	6	1	2	6	1	74	74	22	52	28	7	17	5	9+1	5	357+1	
V. Electricity, Water and Sanitary Services	2	1	-	1	1	-	4	1	1	1	3	2	17	9	6	5	11	46	6	8	4	6	135	
VI. Commerce	-	-	-	2	1	-	11	3	1	2	-	-	6	23	3	3	11	-	2	1	4	1	74	
VII. Transport, Storage and Communication	1	5	8	5	-	4	31	36+1	14	2	3	-	78	118	24	18	71	3	8	3	26+2	12	470+3	
VIII. Service																								
1. Government & Business	-	-	1	-	-	-	9	5	-	-	-	-	11	13	2	6	10	14	4	3	2	5	85	
2. Recreation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL VIII	-	-	1	-	-	-	9	5	-	-	-	-	11	13	2	6	10	14	4	3	2	5	85	

TABLE IX(c)
DISTRIBUTION OF ACCIDENTS ACCORDING TO NATURE AND LOCATION
1963

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	773	182	1,225	646	450	3,086	157	29	6,548
2. Amputation	-	-	18	-	-	1	-	-	19
3. Dislocation	-	-	2	1	1	4	-	-	8
4. Fracture	-	6	26	18	8	56	4	1	119
5. Sprain, strain	1	82	43	150	756	232	35	2	1,301
6. Concussion	-	3	-	-	-	-	-	-	3
7. Burns	16	2	4	9	3	31	13	1	79
8. Asphyxiation	-	-	-	-	3	-	-	-	3
9. Hernia	-	-	-	-	32	-	-	-	32
10. Other tearing of internal organs	-	-	-	-	4	1	1	-	6
11. Electric shock	-	-	-	-	-	-	-	2	2
12. Other and unspecified	8	3	13	9	5	29	-	39	106
TOTAL	798	278	1,331	833	1,262	3,440	210	74	8,226

1005

T A B L E IX(d)

Distribution of Workmen's Compensation Cases before the Courts during 1963

According to Result and Amount of Compensation Awarded.

Pending	Withdrawn	Struck Out	Compensation Paid	
			Settled out of Court (By Agreement)	By Order of Court
55	21	9	26	137

Nature of Permanent Injury	Number of cases in which Compensation was claimed to the value of									Total Cases
	under \$100*	\$101-\$200	\$201-\$400	\$401-\$600	\$601-\$800	\$801-\$1000	\$1001-\$2000	\$2001-\$4000	\$4000 & over	
Death	6	-	-	-	-	-	-	10	4	20
Damage to arm or leg	18	15	20	14	3	6	10	3	-	89
Damage to leg or foot	9	4	6	5	6	2	7	2	1	42
Damage to eye	4	8	14	-	4	2	3	1	1	37
Other	27	2	5	-	4	1	10	8	3	60
TOTAL	64	29	45	19	17	11	30	24	9	248

*include cases without mention of the values of compensation sought.

152/6

1047

TABLE X(a)
LIST OF TRADE UNIONS - 31.12.63

Name of Trade Union	Registration		Declared Membership	Paid up Membership
	No.	Date		
<u>Workers' Organisations</u>				
+ The British Guiana Labour Union	1	21. 7.22	5,641	3,082
+ Man Power Citizens' Association	3	5.11.37	22,552	22,552
#+ The Transport Workers' Union of British Guiana	5	23. 3.38	2,116*	1,800*
#+ The British Guiana Post Office Workers' Union	6	3. 6.38	573	573
+ The British Guiana Amalgamated Building Trade Workers' Union	8	3.10.38	627	400
#+ Government Employees' Union	9	6.10.38	460	350
Cosmopolitan Workers' Union	17	15. 5.44	n.a.	n.a.
+ The British Guiana and West Indies Sugar Boilers' Union	29	2. 6.44	146	146
The British Guiana Headmen's Union	36	16.11.45	300	300
Sugar Estates Clerks' Association	40	9.12.46	1,050*	1,034*
Guiana Industrial Workers' Union	49	5. 4.48	162*	140*
Guiana Workers' Federation	52	5. 6.48	350*	323*
+ The British Guiana Civil Service Association	55	5.11.48	1,656	1,515*
+ British Guiana Land Surveyors' Association	59	11. 5.49	70*	26*
Clerical and Commercial Workers' Union	65	8. 2.50	2,519	1,005*
+ The British Guiana Mine Workers' Union	68	23.10.50	2,100*	2,016*
Federation of Unions of Government Employees	69	5. 1.51	4 unions	4 unions
+ Printers' Industrial Union	72	17. 8.51	500*	350*
+ Sawmill and Forest (Woodworking) Workers' Union	77	21. 4.52	162	162
British Guiana Trades Union Council	81	11.12.53	26unions	26unions
British Guiana Women's Social Union	84	23.10.54	n.a.	n.a.
+ British Guiana Postmasters' Union	85	22. 9.54	30	26
#+ British Guiana Medical Employees' Union	88	8. 9.54	1,059	531
+ British Guiana Local Government Officers' Association	90	22. 2.55	225	183
+ The British Guiana Seafarers' Union	91	5. 3.55	449	316
+ General Workers' Union	94	26. 9.55	1,577	900

Name of Trade Union	Registration		Declared Membership	Paid up Membership
	No.	Date		
British Guiana Rice Marketing Board Workers' Union	99	23.11.56	350*	317
+ British Guiana Rice Workers' Union	102	17. 9.57	160*	152*
+ Guiana Air Transport Trade Union	104	22.10.57	138	138
+ The Pilots Association of British Guiana	112.	23.10.58	21*	19*
+ British Guiana Teachers' Association	115	2. 8.60	2,572	2,572
The British Guiana Women's Public Health Officers' Association	116	14.11.60	65	17
Guiana Sugar Workers' Union	118	28. 9.61	14,211	3,000
British Guiana General Domestic's Union	119	4.12.61	35*	n.a.
British Guiana Rural Local Authorities Officers' Association	120	9.11.61	112	75
British Guiana Engineers and Allied Workers' Association	121	23. 2.62	n.a.	n.a.
Guiana Cinema and Theatre Workers' Union	122	4. 4.62	n.a.	n.a.
Guiana Sicknurse and Dispensers' Association	123	5.10.62	39	34
+ National Union of Public Service Employees	124	9.11.62	3,008	3,008
Guiana National Maritime Union	125	9.11.62	n.a.	n.a.
East Bank Hire Car Owners' Union	126	27.11.62	21*	21*
Guiana Public Service Workers' Union	127	28 1.63	920	n.a.
Association of Masters and Mistresses	128	31.12.63	150	85
Nursing and Allied Employees' Union	129	17. 7.63	259	n.a.
Ship Masters, Deck and Engineer Officers' Association	130	21. 9.63	59	57
Coastal Maritime Union	131	23.11.63	53	53
<u>Employers' Organisations</u>				
British Guiana Commission Agents' Association	21	22.10.42	17	17
Forest Products Association of British Guiana	25	4. 2.44	17	6
British Guiana Licensed Spirit Dealers Association	31	12.12.44	12*	12*
British Guiana Bakery Proprietors' Association	44	30. 5.47	18	18
Public Works Dept. Contractors' Association	75	14.12.51	76*	10*
B.G. Rice Millers' & Land Lords' Association	132	16.12.63	n.a.	n.a.

NOTE:

- * - indicates last available figure
+ - 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 PAID UP MEMBERSHIP AS AT 31ST DECEMBER, 1963.

Range of Membership	Number of Organisations			Total Number of Members
	#Workers	Employers	Total	
0 - 49	6	5	11	206
50 - 249	10	-	10	1,191
250 - 999	10	-	10	4,360
1000 - 4999	9	-	9	19,032
5000 and over	1	-	1	22,552
Not Available	8	1	9	-

Note: # Federation of Unions of Government Employees and British Guiana Trades Union Council are excluded.

T A B L E X(c)

DISTRIBUTION OF ORGANISATIONS REGISTERED UNDER THE TRADE UNION ORDINANCE ACCORDING TO SIZE OF DECLARED MEMBERSHIP AS AT 31ST DECEMBER, 1963.

Range of Membership	Number of Organisations			Total Number of Members
	#Workers	Employers	Total	
0 - 49	5	4	9	210
50 - 249	12	1	13	1,578
250 - 999	10	-	10	4,788
1000 - 4999	9	-	9	17,657
5000 and over	3	-	3	42,404
Not Available	5	1	6	-

Note: # Federation of Unions of Government Employees and British Guiana Trades Union Council are excluded.

T A B L E X I

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1963

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				
Sankar Bros.	11	-	4.1.63	8.1.63	4 days	44	<p>(a) Protest against alleged dismissal of one of their number.</p> <p>(b) Alleged intimidation of workers.</p> <p>(c) Refusal of Company to grant recognition to Union of their choice.</p>	<p>(a) The employers would reinstate the dismissed employee (the period from date of dismissal to resumption of work to be treated as suspension without pay) on the assurance given by the Union that the complaints made against him by the firm would be investigated and, if necessary, that he be warned by the Union about his future conduct etc.</p> <p>(b) The employers agreed that there would be no victimisation of the employees.</p> <p>(c) A survey would be carried out by the Department of Labour to determine whether the B.G. Labour Union had the majority of the employees of the workshop of the firm as</p>

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				
Sankar Bros. (cont'd)								their members as a pre-requisite to recognition of the Union.
Manganese Mines Management Ltd.	30 520 114	n.a. n.a. n.a.	16.1.63 17.1.63 19.1.63	19.1.63 19.1.63 19.1.63	3 days 2 days 1 day	90) 1040) 114)	Protest against a supply of chlorinated water for drinking purposes.	It was agreed that untreated water would be supplied.
Toolsie Persaud Ltd.	500	n.a.	7.2.63	7.2.63	$\frac{1}{2}$ day	250	Demand for Union Recognition as bargaining agent for 11 employees of firm's Mechanical Workshop.	Management agreed to grant recognition to the Union.
Georgetown Municipality	20	n.a.	11.3.63	13.3.63	3 days	60	Protest against the appointment of a clerk in preference to another employee whom they felt acted satisfactorily in the very post.	Council gave a written undertaking that it would be prepared to negotiate with respect to the matter.
Sanitary Laundry and Dry Cleaners, Ltd.	46	3	15.3.63	15.3.63	1 day	46	Protest against Management's decision to discontinue the check-off system for Union dues collection.	Company agreed to re-introduce the check-off system.
Maharajah Oil Mills Ltd.	25	n.a.	1.4.63	1.4.63	$\frac{1}{2}$ hour	...	Protest against delay by Management in granting recognition to Union of their choice.	Directors of the Company and the Union agreed on a date for signing an Agreement.
Transport and Harbours Department	300	n.a.	3.4.63	4.4.63	2 days	600	Protest against Management's decision to institute departmental charges against 4 of their number, despite	Strikers resumed work pending further discussions with Management on the matter.

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				
Transport and Harbours Department (cont'd)							the fact that a departmental enquiry had exonerated them.	
T.U.C General Strike	n.a.	n.a.	19.4.63	7.7.63	80 days	n.a.	Protest against "Labour Relations Bill, 1963".	See under Industrial Relations.
Messrs. Pauling & Co. (Overseas) Ltd.	55	-	9.9.63	11.9.63	3 days	165	Protest against delay in payment of arrears of wages under provisions of Factories Ordinance.	Workers agreed to await the results of Law Officer's report on the findings of the Factories Inspector.
Reynolds Metals Co.	180	58	23.9.63	26.9.63	4 days	720	Protest against continued employment of Mining Engineer.	See under Industrial Relations.
Demerara Bauxite Co. Ltd. (Alumina Plant) Foremen	30	10)	25.10.63	28.10.63	3 days	990	Protest against the transfer and demotion of a foreman.	Disciplinary action against foreman was sustained.
General Payroll Employees	300	100)						
Reynolds Metals Company Ltd.								
Everton	136	35	28.10.63	31.10.63)	4 days	534	Dissatisfaction over 14 items of grievances.	See Text under Industrial Relations.
Kwakwani	190	43	31.10.63	31.10.63)				

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				
Charlestown Sawmills Ltd.	79	-	15.11.63	17.11.63	3 days	237	Protest against the dis- missal of two of their fellow employees.	(a) The employee with 3 years' service was re-instated. (b) The other who had been suffering from a defective back, remained dismissed.
Foreman's Electrical Shoe Shop	17	-	18.11.63	20.11.63	3 days	51	Protest against the retrenchment of 8 of their number.	(a) Piece workers would report for work on 21st November and if work is available they should be employed. (b) One of the retrenched women would be re- instated. (c) Other workers would be guaranteed first preference to employ- ment.

INDUSTRIAL DISPUTES INVOLVING STOPPAGES OF WORK DURING 1963

PART II -- IN THE 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				
<u>WALES</u> No. 1 Shovel Gang	10	98	15.1.63	16.1.63	2 days	20	Protest against change in method of pricing work.	Work given to shovelmen from cane cutting gang.
<u>SKELDON</u> No. 2 Fork and Plant Gang	20	6	16.1.63	17.1.63	1 day	20	Demand for higher rates.	Demand rejected.
<u>WALES</u> No. 2 Weeding Gang	39	100	22.1.63	22.1.63	1 day	39	Protest against distance required to be travelled aback.	Management agreed to provide transportation for distances beyond an agreed amount.
<u>DIAMOND</u> Farm Shovel Gang	40	6	6.2.63	6.2.63	1 day	40	Demand for increased rates.	Slight increase in rate granted.
<u>VERSAILLES</u> #7A	180	16	6.2.63	8.2.63	3 days	990	Dissatisfaction over accuracy of cane scale.	Weights were checked by Government Weigher and Guager and found to be accurate.
#7B	150	25						
<u>BATH</u> #1 Shovel, Fork & Male Weeders	74	-	26.2.63	26.2.63	1 day	420	(i) Demand for the reinstatement of dismissed employee (ii) Misunderstanding over whether days on which forkers refused to do shovel work would be considered as days "not available for work".	(i) Management decided not to re-employ dismissed employee (ii) Explained method adopted in determining days "not available for work".
#2 Female Weeders	54	1						
#3 General Purpose	28	2						
#4 Cane Transportation	23	-						
#5 General Maintenance	19	-						
#6 Cane Cutters	215	28						
#8 Mechanical Tillage	7	-						

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>SKELDON</u>								
Factory Department	159	80	5.3.63	7.3.63	2½ days	237	Strike called by Man-Power Citizens' Association following breakdown of negotiations on the Once-for-All Bonus for 1961 between Union and the B.G. Sugar Producers Association.	The Commissioner of Labour was asked to conciliate and Union ordered a resumption of work.
Field Department	829	302	6.3.63	6.3.63	1 day	829		
<u>ROSE HALL</u>								
Cultivation A	121	15	6.3.63	6.3.63	1 day	1,355	-do-	-do-
" B	157	1						
" C	38	10						
Crop Control	17	72						
Harvest A	184	3						
B	291	15						
C	222	6						
D	102	4						
Drainage & Navigation	1	50						
Mechanical Tillage	76	49						
Factory	146	23						
<u>BLAIRMONT</u>								
No. 5 General Maintenance	12	24	5.3.63	6.3.63	2 days	46	-do-	-do-
	36	-	(6.3.63)					
#6 Cane Cutting								
Gang	273	13	5.3.63	7.3.63	3 days	845		
	286	-	(6.3.63)					
	286	-	(7.3.63)					

1055

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 (Con'd)</u>								
#1 Shovel Gang	80	11	6.3.63	6.3.63	1 day	675	Strike called by Man-Power Citizens' Association following breakdown of negotiations on the Once-for-All Bonus for 1961 between Union and the B.G. Sugar Producers' Association.	The Commissioner of Labour was asked to conciliate and the Union ordered a resumption of work.
#2 Female Weeders	98	2						
#3 General Purpose	57	13						
#4 Cane Transportation	101	1						
#8 Field Mechanics	62	11						
Central Factory	277	31						
<u>BATH</u>								
#1 Shovel Gang	72	2	5.3.63	6.3.63	2 days	884	-do-	-do-
#2 Female Weeders	55	-						
#3 General Purpose	29	1						
#4 Cane Transport	22	1						
#5 General Maintenance	15	4						
#6 Cane Cutters	243	-						
#8 Field Mechanics	7	-						
<u>ENMORE</u>								
#2 Shovel men	77	17	5.3.63	9.3.63	5 days	7,068	-do-	-do-
#3 Pest Control	18	5						
#4 Cane Transport	68	13						
#5 Weeders	62	-						
#6 Creoles	25	3						
#7 Field Workshop	36	9						
#8 Cane Cutters	252	-						
#9 Mechanical Tillage (Field)	55	2						
#10 Building Department	61	3						
EPH 1 Miscellaneous Workers	1	15						

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 (Con'd)</u>								
NP 2 Shovelmen	64	16	5.3.63	9.3.63			Strike called by Man-Power Citizens' Association following breakdown of negotiations on the Once-for-All Bonus for 1961 between Union and the B.G. Sugar Producers' Association.	The Commissioner of Labour was asked to conciliate and the Union ordered a resumption of work.
3 Pest Control	16	1						
5 Weeders	70	32						
6 Creoles	25	5						
8 Cane Cutters	318	-						
KFM 1 Miscellaneous Workers	17	15						
#2 Shovelmen	111	-						
#3 Pest Control	21	2						
#4 Cane Transport	15	-						
#5 Weeders	102	-						
#6 Creoles	36	-						
#8 Cane Cutters	381	-						
#9 Mechanical Til- lage (Field)	32	5						
Factory	370	10						
Watchmen, Chau- ffeurs, etc. (Weekly)	26	57						
<u>DIAMOND</u>								
Factory	213	189	5.3.63	7.3.63	3 days	6,300	-do-	-do-
Garage & Mechanical Tillage	86	60						
Shovel Gangs	200	10						
Weeding Gangs	257	43						
Boys	91	12						
General Purpose Gang	103	20						
Sundries	120	60						
Transportation	97	6						
Cut and Load Gang	933	-						

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>VERSAILLES & SCHOON ORD</u>								
#1 Forking & Shovel Gang								
#3 Weeding (Male)								
#4 Rodent Control								
#5 Weeding (Females)								
#6 Weekly	859	60	5.3.63	6.3.63	2 days	1,718	Strike called by Man-Power Citizens' Association follow- ing breakdown of negotiations on the Once-for-All Bonus for 1961 between Union and the B.G. Sugar Producers' Assoc- iation.	The Commissioner of Labour was asked to conciliate and the Union ordered a resumption of work.
#7A & #7B Cane Cutting								
#8 Cane Transport								
#10 Mechanical Tillage								
#11 Factory								
<u>WALES</u>								
#1, 3, 3A, 3B, 4, 6, 7, 11, 12, and 15 gangs	1,400	285	5.3.63	6.3.63	2 days	2,800	-do-	-do-
<u>LEONORA</u>								
#1 Cane Cutting	119	2	5.3.63	9.3.63	5 days	500	-do-	-do-
#4 Cane Cutting	161	-	(5.3.63)	(9.3.63)	5 days	609		
#2 Shovel	57	18	(5.3.63)	(9.3.63)	5 days	245		
#10 Boys	44	18	(5.3.63)	(9.3.63)	5 days	111		
#12 Cane Cutting	78	26	(5.3.63)	(7.3.63)	3 days	183		
#5 Mechanical Tillage	43	7	(5.3.63)	(7.3.63)	3 days	114		
#7 General Purpose (B) Factory	46 167	29 48	(5.3.63)	(8.3.63)	4 days	145		
#24 Cane Cutting	223	3	(6.3.63)	(9.3.63)	4 days	730		
#21 Shovel	46	20	(6.3.63)	(9.3.63)	4 days	118		
#25 General Purpose (CI)	29	6	(6.3.63)	(8.3.63)	3 days	71		
#9 Weeders	24	48	(7.3.63)	(9.3.63)	3 days	72		

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>LA BONNE INTENTION/OGLE</u>								
Factory	239	49	5.3.63	12.3.63	7 days	11,851	Strike started for causes above but continued in demand that Management discipline factory workers who worked through strike.	Demand not met.
Cane Cutting	846	16						
Weeders	130	81						
Pest Control	23	37						
Shovelmen	186	28						
General Purpose	14	16						
Carpenters and general labourers	255	30						
<u>UITVLUGT</u>								
ICB/U - 1 Jobbing & Pest Control	14	56	5.3.63	8.3.63	4 days	4,847	Strike called by M.P.C.A. following breakdown of negotiations on the Once-for-All Bonus for 1961 between the Union and the Sugar Producers' Association.	The Commissioner of Labour was asked to conciliate and the Union ordered a resumption of work.
2 Shovel Gang	24	32						
4 Creole	94	32						
7 General A	9	104						
8A Cane Cutters	211	76						
8C Cane Cutters	148	179						
9 Weeders	49	43						
10 Forkmen	25	28						
Transportation	75	49						
Factory	204	127						
Albion Distilleries Ltd. (Rum and Gin)	19	14						
Mechanical Tillage and Field Workshop	70	16						
DK 3 Weeders	52	24						
DK 8 Cane Cutters	218	80						
<u>BL IRMONT</u>								
#6 Cane Cutting Gang	286	-	18.3.63	18.3.63	1 day	286	Workers struck in sympathy with relatives of the watchman of Bath Stables who was found killed	

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>BATH</u>								
#1 Shovel Gang	74	-	18.3.63	18.3.63	1 day	451	Workers struck in sympathy with relatives of the watchman of Bath Stables who was found killed	-
#2 Female Weeders	55	-						
#3 General Purpose	30	-						
#4 Cane Transport	23	-						
#5 General Maintenance	19	-						
#6 Cane Cutters	243	-						
#8 Field Mechanics	7	-						
#6 Cane Cutters	243	n.a.	22.3.63	22.3.63	1 day	243	Dissatisfaction over badly burnt field and infestation by rattle snakes.	Another field was burnt and snakebite serum given for use in case of emergency.
<u>VERSAILLES</u>								
#1 Forking (Planters)	23	19	27.3.63	27.3.63	1 day	23	Demand for increase in basic rates	No increase made to basic rate but a $\frac{3}{4}$ per bank was given for bad condition of field.
<u>ALBION</u>								
#16 Cut and Load Gang	220	60	3.4.63	3.4.63	1 day	220	Dissatisfaction over the termination of the services of a fellow employee on grounds of accident proneness.	Workers resumed work after Management explained reasons for terminating the employee's services.
#1 Shovel Gang	55	-	17.4.63	19.4.63	3 days	165	Dissatisfaction over rates paid.	Inspection of work was made by Management in the presence of their Union Officials and a standard quality work was agreed upon.
<u>PROVIDENCE</u>	This was a partial strike		19.4.63	6.7.63	80 days	2,643	Protest against the Labour Relations Bill, 1963.	See section on Industrial Relations (Labour Relations Bill, 1963).

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>	This was a partial strike		19.4.63	6.7.63	80 days	13,681	Protest against the Labour Re- lations Bill, 1963.	See section on Industrial Rela- tions (Labour Relations Bill, 1963).
<u>BATH</u>	-do-		19.4.63	6.7.63	80 days	2,436	-do-	-do-
<u>LA BONNE INTENTION/OGLE</u>	-do-		20.4.63	6.7.63	79 days	12,073	-do-	-do-
<u>HOUSTON</u>	-do-		20.4.63	6.7.63	79 days	8,036	-do-	-do-
<u>VERSAILLES</u>	-do-		20.4.63	6.7.63	79 days	43,198	-do-	-do-
<u>WALES</u>	-do-		20.4.63	8.7.63	81 days	48,759	-do-	-do-
<u>UITVLUGT</u>	-do-		20.4.63	6.7.63	79 days	47,794	-do-	-do-
<u>LEONORA</u>	-do-		20.4.63	6.7.63	79 days	6,545	-do-	-do-
<u>ENMORE</u>	-do-		22.4.63	6.7.63	77 days	36,861	-do-	-do-
<u>DIAMOND</u>	-do-		22.4.63	6.7.63	77 days	69,740	-do-	-do-
<u>ROSE HALL</u>	-do-		23.4.63	10.7.63	72 days	73,307	-do-	-do-
<u>SKELDON</u>	-do-		24.4.63	6.7.63	75 days	2,180	-do-	-do-

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>ALBION/PORT MOURANT</u>								
#2 Female Weeders	40	104	12.7.63	13.7.63	2 days	80	Dissatisfaction over rates paid.	No increase in rates given.
#15 Cut and Load and all Departments including factory, area workshop etc.	176	114	13.7.63	23.7.63	9 days	11,401	(i) Non-payment of incentive bonus. (ii) Attitude of an Overseer. (iii) Desire not to work with em- ployees of African descent.	(i) Management agreed to pay incentive bonus. (ii) Overseer was interviewed and consequently repriman- ded. (iii) Management stated that they had no intention whatso- ever of segregating the workers along racial lines. (iv) Half-day of the 13th July would be considered as "not available" for work.
	176	114	15.7.63					
	178	455	16.7.63					
	330	303	17.7.63					
	1,663	1,198	18.7.63					
	1,764	547	19.7.63					
	2,428	444	20.7.63					
	2,391	418	22.7.63					
2,295	514	23.7.63						
<u>ENMORE</u>								
EPH 1 Miscellaneous Workers	3	11	19.7.63	23.7.63	4 days	3,844	(i) Support for workers at Albion. (ii) Demand for recognition of Guyana Agricultural Workers' Union.	(See Albion strike dated 12.7.63) Demand not met.
#2 Shovel Gang	80	17						
#3 Pest Control	17	7						
#4 Cane Transport	56	30						
#5 Weeding	61	2						
#6 Creoles	19	5						
#7 Field Mechanic Work- shop	34	14						
#8 Cane Cutting	151	75						
#10 Building Department	35	27						
NP2 Shovel Gang	73	15						
3 Pest Control	17	-						
5 Weeding	100	3						
6 Creoles	17	10						
8 Cane Cutting	263	51						

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 (Con'd)</u>								
KFM1 Miscellaneous Workers	9	16	19.7.63	23.7.63			(i) Support for workers at Albion.	(See Albion strike dated 12.7.63)
2 Shovel Gang	105	8						
3 Pest Control	11	13					(ii) Demand for recognition of Guyana Agricultural Workers' Union.	Demand not met
4 Cane Transport	11	4						
5 Weeding	107	5						
6 Creoles	23	12						
8 Cane Cutting	310	66						
Factory	25	331						
<u>BLAIRMONT</u>								
#6 Cane Cutters	143	143	22.7.63	23.7.63	2 days	285	Demand for recognition of Guyana Agricultural Workers' Union.	Demand not met.
<u>LA BONNE INTENTION/OGLE</u>								
Factory	110	176	22.7.63	24.7.63	3 days	2,166	Demand for strike relief loan of \$60.00 for workers who did not participate in Trades Union Council general strike.	Demand rejected.
Cane Cutting	462	183						
Weeders	38	201						
Shovelmen and Forkmen	112	120						
<u>LEONORA</u>								
#4 Cane Cutting Gang	167	-	29.7.63	29.7.63	1 day	287	Demand for merger of #1 and #4 gangs.	Workers accepted Management's compromise for an equal distribution of fields with and without drains to cross for loading canes.
#1 Cane Cutting Gang	120	-						
<u>WALES</u>								
#11 Factory Workshop	221	4	13.8.63	14.8.63	1 day	253	Demand for the refund of \$20.00 which counterfeit bill it was alleged was paid to a factory employee.	Management recommended that matter be reported to the police and if proven Management undertook to make the refund.
#15 Factory	32	10	13.8.63	14.8.63	1 day			

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>ALBION</u>								
#14, #15, #16, and #17	416	893	19.8.63	21.8.63	3 days	2,163	Dissatisfaction over shortage of punts due to the employment of temporary workers.	Management agreed to withdraw temporary workers and make certain arrangements to satisfy the demands for punts.
Cut and Load Gangs	865	444	(20.8.63)					
	882	427	(21.8.63)					
<u>VERSAILLES</u>								
Factory	204	7	19.8.63	20.8.63	1 day	204	Dissatisfaction over: (i) the removal of transport facilities for factory workers on night shift. (ii) suspension of a blacksmith	(i) Transport service was continued. (ii) Blacksmith's suspension was rescinded.
<u>LA BONNE INTENTION/OGLE</u>								
Factory	110	175	19.8.63	30.8.63	11 days	9,608	Demand for the removal of Field Clerk.	Demand rejected.
Cane Cutting	536	373						
Transportation	92	63						
Shovel and Forkmen	91	146						
Pest Control	44	52						
Mechanical Tillage and Field Workshop	55	106						
Weeders	159	82						
* General Labourers	38	129						
<u>LEONORA</u>								
C.I. 24 Cane Cutting	200	36	19.8.63	20.8.63	2 days	974	Request for employment of more workers.	Management agreed to investigate the matter in the light of assisting needy families.
B 1	100	30						
B 4	112	48						
B12	75	35						

1860

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>								
NP 2 Shovel Gang	53	36	27.8.63	29.8.63	3 days	1,493	Strike in sympathy with workers at La Bonne Intention/Ogle.	-
5 Weeders	46	60						
6 Creoles	10	11						
8 Cane Cutting	265	87						
KFM 2 Shovel Gang	103	9						
5 Weeders	120	6						
8 Cane Cutting	271	69						
MXE 8 Cane Cutting	85	5						
KFM Shovel and Forkmen	43	66	13.9.63	13.9.63	1 day	43	Dissatisfaction over: (i) Suspension of two workers who refused to overhaul bad work. (ii) Difficult soil conditions.	(i) Management maintained its decision on the suspension of the 2 workers, and (ii) agreed to flood field so as to improve the condition of the soil.
<u>ENMORE</u>								
EPH 8 Cane Cutting	237	50	21.9.63	21.9.63	1 day	237	Dissatisfaction over accuracy of scale.	Workers were invited to send representatives to check scale.
<u>ALBION</u>								
#9 (P.M.) Mechanical Tillage	17	79	24.9.63	24.9.63	1 day	17	Dissatisfaction over method of checking and making payment for mould board ploughing.	It was agreed that the matter would be discussed at E.J.C. Meeting.
<u>LOCHABER</u>								
Cane Cutters and Loaders	71	-	7.10.63	7.10.63	1 day	71	Dissatisfaction over amount of work-days offered.	An additional work-day was provided.

Occupation and Locality	No. of Workers Involved		Stoppage of Work		Duration of Strike	Man-Days	Cause	Terms of Settlement
	Directly	Indirectly	Began	Ended				
<u>ENMORE</u>								
EPH 9 Mechanical Tillage	41	18	8.10.63	8.10.63	1 day	55	Protest against the suspension of fellow employee for insubordination.	Management agreed to withdraw suspension and instead record a verbal warning.
KFM 9 Mechanical Tillage	14	24						
<u>ALBION/PORT MOURANT</u>								
No. 1 Shovel Gang	382	121	15.10.63	15.10.63	1 day	2,451	Support for Guyana Agricultural Workers' Union call for withdrawal from the Man Power Citizens Association.	No demands made of Management.
No. 2 Female Weeders Gang	211	145						
No. 3 General Purpose Gang	107	20						
No. 4 Pest Control Gang	81	19						
No. 5 Cane Transport Gang	138	51						
No. 6 Boys Gang	170	46						
No. 8 Area Workshop	54	21						
No. 9 Field Mechanical Gang	75	30						
No. 10 S/Station	27	37						
No. 11 Jobbing Gang	37	33						
No. 12 Factory	15	319						
No. 13 Weekly paid Staff	2	51						
Nos. 14, 15, 16 and 17 Cut and Load Gangs	1,148	286						
No. 18 Distillery	4	20						
<u>PROVIDENCE</u>								
No. 1 Shovel, Forking and Male Weeders Gang	19	22	15.10.63	15.10.63	1 day	143	-do-	-do-
No. 2 Female Weeders Gang	8	19						
No. 3 General Purpose Gang	10	32						
No. 4 Cane Transport Gang	26	37						
No. 5 General Maintenance	1	16						
No. 6 Cut and Load Gang	78	145						
No. 8 Field Mechanical Gang and Workshop	1	17						

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>								
No. 1 Shovel, Forking & Male Weeders Gang	11	80	15.10.63	15.10.63	1 day	386	Support for Guyana Agricultural Workers' Union call for withdrawal from the Man Power Citizens' Association.	No demands made of Management.
No. 2 Female Weeders Gang	63	35						
No. 3 General Purpose Gang	51	58						
No. 4 Cane Transport Gang	56	43						
No. 5 General Maintenance Gang	5	38						
No. 6 Cut and Load Gang	199	177						
No. 8 Field Mechanical Gang and Workshop	1	77						
<u>BATH</u>								
No. 1 Shovel, Forking & Male Weeders Gang	60	14	15.10.63	15.10.63	1 day	391	-do-	-do-
No. 2 Female Weeders Gang	42	3						
No. 3 General Purpose Gang	34	4						
No. 4 Cane Transport Gang	18	5						
No. 5 General Maintenance Gang	10	10						
No. 6 Cut and Load Gang	227	22						
<u>ENMORE</u>								
EHP #2 Shovel Gang	83	19	15.10.63	15.10.63	1 day	1,527	-do-	-do-
#3 Cane Pest	18	6						
#4 Cane Transport	70	19						
#5 Weeding Gang	54	3						
#6 Creole	58	8						
#7 Field Mechanical Workshop	17	33						
#8 Cane Cutting	148	171						
#9 Mechanical Tillage	38	21						

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 (Con'd)</u>								
#10 Building & Main- tenance	32	30	15.10.63	15.10.63			Support for Guyana Agricultural Workers' Union call for with- drawal from the Man Power Citizens' Association.	No demands made of Management.
NP #2 Shovel Gang	82	11						
#3 Cane Pest	16	-						
#5 Weeding	102	2						
#6 Creole	45	9						
#8 Cane Cutting	275	81						
KFM#1 Scrubbers & Gar- deners	8	18						
#2 Shovel Gang	99	10						
#3 Cane Pest	13	13						
#4 Cane Transport	2	12						
#6 Creole	7	58						
KFM#9 Mechanical Tillage	38	13						
KFM 8 & MXE 8 Cane Cut- ting Factory	289 58	167 293						
<u>UITVLUGT</u>								
ICB/U 1 Jobbing & Pest Control	46	11	15.10.63	15.10.63	1 day	968	-do-	-do-
2 Shovel Gang	13	43						
4 Creole	40	24						
8A Cane Cutters	255	11						
8B Cane Cutters	176	127						
9 Female Weeders	72	7						
10 Forkmen	42	9						
Cane Transport	75	42						
DK 3 Weeders and Spray Gang	49	13						
8A Cane Cutters	200	76						

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>ALBION/PORT MOURANT</u> No. 1A Shovel Gang	25	-	28.10.63	28.10.63	1 day	25	Protest against order to correct badly done shovel work.	Workers agreed to correct work.
#1 Shovel Gang	60	-	1.11.63	1.11.63	1 day	60	Dissatisfaction over standard of work required by Management in cane planting operation.	Workers agreed to maintain standard of work.
<u>BLAIRMONT</u> Cane Cutters	220 230	156 146	18.11.63 19.11.63	19.11.63	2 days	550	Fear over the mysterious death of a fellow cane cutter.	No demands made.
<u>LA BONNE INTENTION/OGLE</u> Fork & Shovelmen Gang	41	80	19.11.63	21.11.63	3 days	123	Demand for a change in type of work.	Demand rejected.
<u>UITVLUGT</u> ICB/U # 8A Cane Cutters	248*	19	21.11.63	27.11.63	3 days	710	Demand for the withdrawal of warning notice against fellow worker.	Demand rejected.
# 8C Cane Cutters	154*	176			(2 days)	268		
# 9 Female Weeders	70	7			(1 day)	70		
DK # 3 Female Weeders and spray gang	55	9			(1 day)	55		
DK # 8A Cane cutters	158	116			(1 day)	158		
ICB/C #2 Shovel Gang	39	16	26.11.63	26.11.63	1 day	39	Demand for higher rates.	Demand rejected.
<u>LEONORA</u> No. 42 Factory Process	18	122	28.11.63	29.11.63	1 day	18	Dissatisfaction over retrospective increases in wage rates.	Adjustments were made in six cases.
No. 1 Cane Cutters	70	60	28.11.63	29.11.63	2 days	340	Claim of half-days' pay for shortage of punts due to Factory breakdown.	Management awarded \$1.20 each for loss of earnings due to disruption of supply of punts.
No. 4 Cane Cutters	100	65						

NOTE: * Maximum number of persons on strike on any one day.

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> Factory (Sugar Boilers)	9	-	2.12.63	3.12.63	1 day	9	Protest against the method adopted in selecting a Process Foreman.	No demands made.
<u>VERSAILLES</u> Field Workshop	16	13	7.12.63	10.12.63	3 days	48	Dissatisfaction over change in work schedule from 6 to 3 days.	Management agreed to alter work schedule to 5½ days.
<u>ENMORE</u> EHP #9 Mechanical Tillage	24	35	11.12.63	11.12.63	1 day	24	Dissatisfaction over method of measuring work which requires operators to go into trenches.	Management agreed to institute a new method which does not entail entry into trenches.
<u>ALBION</u> Local Accounts Clerks	47	117	18.12.63	19.12.63	1½ days	69	Protest against dismissal of fellow employee.	Management agreed to discuss matter after a full resumption of work.
# 1A Shovel Gang	30	25	23.12.63	23.12.63	1 day	30	Demand for higher rates.	Demand rejected.

1071

APPENDIX II (a)

The Standing Committee of the
Employment Exchange Service

Personnel:

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

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

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

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

with

The Manager, Employment Exchange - Secretary.

APPENDIX II (b)

The Juvenile Employment Committee

Personnel:

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

Mr. D. Hetram	Miss Mansfield, M.B.E.
---------------	------------------------

Mr. C. Pooran	Mrs. J.B. Singh, M.B.E.
---------------	-------------------------

Rev. W.A. Fraser	Mrs. M.C. Rodrigues, M.B.E.
------------------	-----------------------------

Mr. H.C. Campbell-Adams	Miss G. Collins
-------------------------	-----------------

Mr. T. Thom	Miss C. Francis
-------------	-----------------

with

The Juvenile Employment Officer - Secretary.