

**THE SUGAR INDUSTRY LABOUR  
WELFARE FUND COMMITTEE  
(SILWFC)**

**ANNUAL REPORT**

**2013**

**COMMITTEE INFORMATION**

**REGISTERED OFFICE:**

87 Duke & Barrack Street  
Kingston, Georgetown  
Guyana

**AUDITOR:**

The Auditor General  
Audit Office of Guyana  
63 High Street  
Kingston  
Georgetown  
Guyana  
South America

**ATTORNEYS-AT-LAW:**

Messrs. Cameron & Shepherd  
Attorneys-at-Law  
Lot 2 Avenue of the Republic  
Georgetown

**BANKERS:**

Bank of Guyana  
Avenue of the Republic  
Georgetown  
Guyana

## **SILWFC'S MANDATE**

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

### **PRINCIPAL ACTIVITIES**

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

In accordance with Regulation 10 of The Sugar Industry Labour Welfare Fund Regulations made under The Sugar Industry Special Funds Act Chapter 69:03, the members of the Committee appointed by the Honourable Minister of Labour to administer the Sugar Industry Labour Welfare Fund, take the honour of submitting the report on the administration of the Fund for the year 2013.

## **(1) MEMBERS OF THE COMMITTEE**

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

Ms. Deolatchmee Ramotar	-	Chairperson	}	Public Officers
Mr. Charles Ogle	-	Member		
Mr. Carvil Duncan	-	Member	}	Trade Union Representatives
Mr. Kenneth Joseph	-	Member		
Mr. Rooplall Persaud	-	Member		
Mr. Paul Bhim	-	Member	}	GuySuCo Representatives
Mr. Jairam Petam	-	Member		
Mr. Rishi Sookram	-	Member		
Mr. Paul Cheong	-	Member		Cane Farmers Association Representative

During the year 2013 the following meetings were held:-

- **Five (5) Main Committee Meetings**
- **Three (3) Housing Sub Committee Meeting**
- **Four (4) Finance Sub Committee Meetings**
- **Three (3) Tender Board Committee Meetings**

### **STAFF:**

At the commencement of 2013 the staff of the Committee comprised of:

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

**(2) RETIREMENT OF BUILDING INSPECTORS**

Mr. Hanzar M. Ali, the East Demerara Building Inspector has retired on **2013-07-28**, while **Mr. H.A Omar, the West Demerara Building Inspector** was given a **one (1) year contract** after his retirement which ended on **2013/12/17**.

**(3) APPOINTMENTS**

An analysis of the Committee's work in Demerara revealed that one **Building Inspector** will be capable to execute the Committee's mandate; hence a **Building Inspector** was employed effective **2013/08/05**.

The Committee's Accountant was employed on **2013/03/01**.

**(4) FINANCIAL STRUCTURE**

As at **31 December 2013**, Net Deficit was **\$42,977,523 (forty two million, nine hundred and seventy seven thousand, five hundred and twenty three dollars)**.

**(5) WAGES AND SALARIES**

The Guyana Agricultural and General Workers Union (GAWU) remains the sole bargaining agent for the employees at SILWFC. In **2013** the employees received an increase of **eight percent (8%)** across the Board.



**Signing of the Collective Labour Agreement between SILWFC and GAWU - 2013**

**(6) INCREASE IN HOUSING LOAN**

On 2013/05/30 the Committee increased the New Housing Loan from \$500,000 to \$1,000,000, with a repayment rate of \$4,000 per week.

**(7) BURSARY AWARDS FOR CHILDREN OF THE SUGAR INDUSTRY LABOUR WELFARE FUND COMMITTEE (SILWFC)**

The Committee has awarded four bursary awards to children of The Sugar Industry Labour Welfare Fund Committee at a tune of \$33,000.

**(8) BURSARY AWARD FOR CHILDREN OF SUGAR WORKERS**

On May 30, 2013, it was decided that SILWFC award two (2) bursaries for children of sugar workers one each from Berbice and Demerara for a **four (4)** years period.

The Sugar Industry Labour Welfare Fund Committee (SILWFC) presented bursary awards to the two (2) successful Grade Six Candidates one each from Berbice and Demerara whose parents are employees of GuySuCo for a four (4) years period.

The value of the Bursary was 10,000 each with an increase of \$1,000 per year for the additional four (4) years.



Chairperson & Members of SILWFC Board, Parents & Children    Chairperson & Members of the Board and Children of sugar workers



**(9) SCHOLARSHIP AWARD**

On July 16, 2013, it was decided that SILWFC partner with GuySuCo in granting scholarship to two (2) of GuySuCo's Cadets annually. It is one method of binding them to serve the corporation on the completion of their studies, since the scope of employment is limited at SILWFC and their skills would be utilized to the maximum by GuySuCo which will help GuySuCo to perform better in the future and that SILWFC also will be benefitted because SILWFC's operation is dependent on the production of sugar. The cadets will be bond to GuySuCo.

It was also agreed that GuySuCo pay the cadets their salaries since they are bona-fide employees of GuySuCo and the areas of study must be relevant to the operation of GuySuCo and The Sugar Industry Labour Welfare Fund Committee (SILWFC) pays for the scholarship package i.e Tuition Fee and Book allowance.

The awards cover tuition fee and book allowance per cadets.

NAME OF CADETS	TUITION FEE \$	BOOK ALLOWANCE \$	AMOUNT \$
Joel Patterson	126,597	40,000	166,597
Mohamed Razack	127,000	40,000	167,000
		<b>TOTAL</b>	<b>333,597</b>

SILWFC reimbursed The Guyana Sugar Corporation the sum of \$333,597 for tuition fee and book allowance.

**(10) STAFF PARTY**

The Annual Christmas was held at Duke Lodge at a cost of \$536,584

**(11) DISBURSEMENT OF HOUSING LOAN TO SILWFC STAFF**

A loan of \$500,000 each was disbursed to the Mr. Chetram Singh, Office Assistant, and Bernadeth Anderson, Senior Clerk to assist in the construction of their dwelling houses.

**(12) LAUNCHING OF SOCIAL ISSUES**

On 2013/03/06 Members of The Sugar Industry Labour Welfare Fund Committee (SILWFC) met with residents of Hampshire, Corentyne, Berbice to allow an interaction with stakeholders and residents to identify social problems and possible solutions to eradicate or minimize social issues within the communities of sugar workers.

- (b) **Construction of Concrete Walk Way at Non Pariel, East Coast Demerara was awarded to Gupta Contracting & General Supplies on 2013/10/04 at a tune of \$2,316,404.**

**This walk way was constructed for the residents that are living in the New Housing Area for easier access to other section of the community. It would also benefit the school children greatly.**



**Under Construction (Before)**



**Completion of Walk-way**



**Opening of the Concrete Walkway**



- (C) **Rehabilitation of 1228 ft x 10 ft Asphaltic Concrete Street in Cherry Field, LBI was awarded to Yunas Civil & Building Construction on 2013/03/14 at a tune of \$6,158,904.**



**Cherry Field**

- (d) **Rehabilitation of 600 ft. x 10 ft Asphaltic Concrete Street in Onion Field, L.B.I. was awarded to Yunas Civil & Building Construction on 2013/03/14 at a tune of \$12,256,792.**



**Onion Field**

- (e) On 2013/10/14 a Contract was awarded to AMIC General Contracting Services to clear and remove all shrubs, grass and debris/garbage off all shoulders, reserve and vacant lots at Zeelugt, Phase II Housing Area, East Bank Essequibo at a tune of \$286,000.

**(17) AUDIT**

The interim stage of the Financial Statements for the period 2005 to 2009 was conducted in 2013.

**(18) REGISTERED EXPORTER:**

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

Exports of sugar for the period **January to December, 2013** totaled **\$162,371** tons accruing a levy of **\$81,185,500** at the statutory rate of **\$500.00** per tonne.

**(19) INCOME**

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

No levies were paid into the fund for the period May 2010 to December 2013.

**(b) Loan Repayment (Remittances)**

- (i) One of the social responsibilities of the Committee is to improve the living condition of workers in the sugar industry. As a result interest free loans were granted to assist the Sugar Workers in constructing, repairing and extending their houses.
- (ii) The loans are repayable in weekly installments by way of authorized deduction from the workers' wages/salaries through the estates (Guyana Sugar Corporation) after which the deduction amount is remitted to SILWFC.
- (iii) During the year in review SILWFC received a total of **\$41,018,793** as Loan remittances and this amount was deposited into SILWFC Fund.  
An analysis of Loan Repayment Remittances is shown in the table below:-

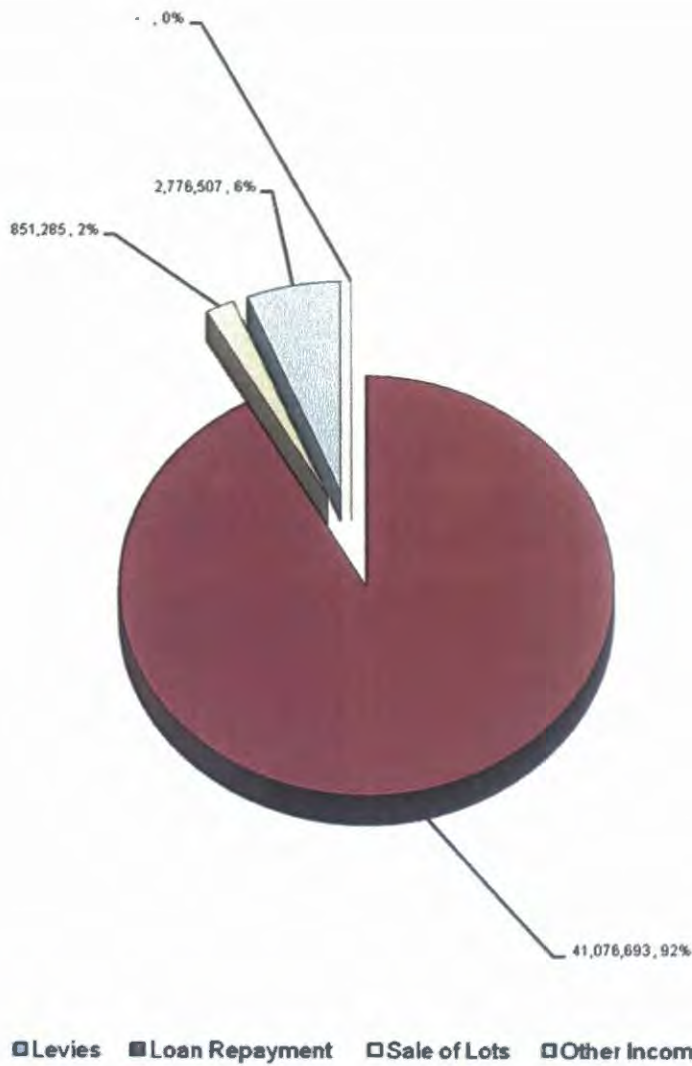
**(20) CONVEYANCING OF TITLES AND SECOND TRANSFERS**

- (i) The Committee continues to convey Certificates of Title to sugar workers who were leased land in the Extra Nuclear Housing Areas and to those who were allocated house lots in new housing areas developed by the Committee.
- (ii) A total of **75** applications were received and processed in **2013**. **85** applicants paid for their titles, and this number represented **6** applicants who applied in **2013** and **79** applicants who applied in previous years. **88** Transfers were filed at the Land Registry and **99** Certificates of Title were uplifted from the Land Registry from transfer filed in previous years and delivered to the Registered Proprietors.
- (iii) During the period under review ten (**10**) Registered Proprietors applied to the Committee for transfer of their properties to which SILWFC complied.
- (iv) Proceeds from the sale of the lots for the year **2013** totaled **\$469,259** which was deposited into the Fund.

**(21) RECEIPTS**

The information presented below summarizes the Committee's sources of income. Levies together with other sources of receipts for **2013** were as follows:

SOURCES OF INCOME	TOTAL
Levies	-
Income from Loan (Remittances)	41,018,793
Sale of Lot & Transfers	851,285
Other Income	2,776,507
<b>TOTAL</b>	<b>44,646,585</b>

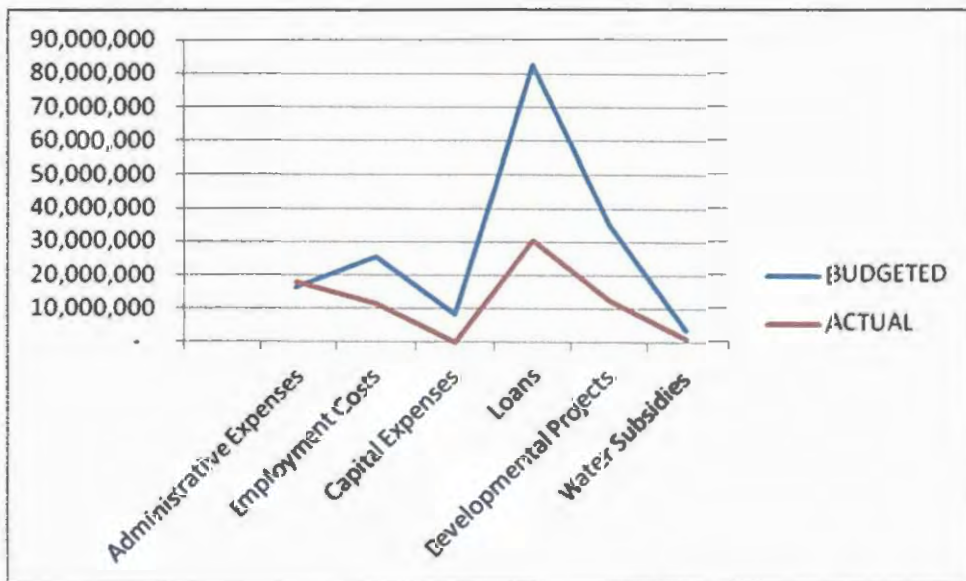


The pie chart represents the sources of receipts as percentage of the total receipts

**(22) EXPENSES**

The Committee budgeted expenditure is **\$172,062,092** for the year. The table provides a variance analysis of the expenses while the line graph captures the budgeted against the actual expenses for year 2013.

2013 OPERATING And CAPITAL EXPENSES VARIANCE			
COST	BUDGETED	ACTUAL	VARIANCE
Administrative Expenses	16,261,880	11,588,772	(4,673,108)
Employment Costs	25,509,056	19,105,084	(6,403,972)
Capital Expenses	8,473,000	153,046	(8,319,954)
Loans	82,750,000	31,150,000	(52,226,000)
Developmental Projects	35,318,156	12,426,883	(22,891,273)
Water Subsidies	3,750,000	1,172,300	(2,577,700)
<b>TOTAL</b>	<b>172,062,092</b>	<b>74,970,085</b>	<b>(97,092,007)</b>



### (23) LOANS

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

Housing Loans remain at **\$1,000,000**; however, the Sugar Workers who had already accessed a housing loan can apply for an additional loan of **\$500,000** for renovations and extensions.

Loans of **\$500,000** are granted to Sugar Workers to repair and extend their dwelling houses. The rate of repayment of loans for repair and extension is \$2,500 per week.

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

Total loans disbursed to sugars workers during the year under review was **\$31,150,000**.

Details of the number of applications received, approved and disbursed during 2013 are shown in the table below.

TYPE OF LOAN	NO. APPLICATION RECEIVED IN 2013	NO. OF APPLICATION APPROVED IN 2013	NO. OF APPLICATION DISBURSED IN 2013	AMOUNT DISBURSED IN 2013
NEW LOAN	45	54 Some of the applications were b/f from 2012	21	28,550,000
REPAIR & EXTENSION	2	5	3	1,000,000
SECOND REPAIR & EXTENSION	12	11	-	1,600,000
<b>TOTAL</b>	<b>59</b>	<b>70</b>	<b>24</b>	<b>31,150,000</b>

**(24) WATER SUBSIDY**

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

A subsidy of \$3,000 was paid to each eligible sugar worker.

Water Subsidy for 2012 was paid in year 2013 and the amount totaled \$1,174,300.

Below is a breakdown:

<b>ESTATE</b>	<b>NO. OF PERSON</b>	<b>AMOUNT \$</b>
Skeldon	8	24,000
Albion	8	24,000
Rose Hall	71	208,100
Blairmont	-	-
Enmore	49	146,000
LBI	24	72,000
Diamond	-	-
Head Office	1	3,000
DST	5	15,000
Wales	113	334,200
Uitvlugt	116	348,000
GAWU	-	-
Houston	1	3,000
<b>TOTAL</b>		<b>1,174,300</b>

**(25) OVERPAYMENT OF LOANS**

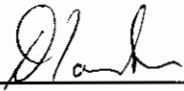
During the year in review 73 borrowers uplifted their overpayment totaling \$714,550.

**(26) CLAIMS**

The Committee is indebted to Guyana Sugar Corporation to the tune of \$315,084.980.

**CONCLUSION**

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



Deolatchmee Ramotar  
Chairperson



Kavita Bishun  
Administrative Manager