

**THE SUGAR INDUSTRY  
LABOUR WELFARE FUND  
COMMITTEE**

**ANNUAL REVIEW**

**1998**

## **THE SUGAR INDUSTRY LABOUR WELFARE FUND**

### **COMMITTEE ANNUAL REVIEW 1998**

#### **HIGHLIGHTS OF THE REVIEW:**

1. There were nineteen (19) Pump Stations in operation which were providing 54 housing areas with potable water.  
  
Almost 99% of the beneficiaries were receiving water free of charge which costed the Committee approximately M\$23.3 for 1998.
2. Eight (8) Housing Areas were provided with new pipe network systems at a cost of M\$36.3. Six (6) of these areas were new housing schemes that were newly developed by either S.I.L.W.F.C. or Guysuco.
3. The absorption of the Committee's Water Supply Systems by Guywa was in Progress. One pumping station was handed over to Guywa during 1998 and several others were scheduled to be handed over during 1999.
4. One hundred and eight one (181) new house lots were developed during 1998 at a cost of M\$43.5. These lots were scheduled to be allocated during 1999 to Sugar Workers of various estates.
5. At the end of 1998, 149 new houses were fully constructed and 71 houses were under construction in six (6) of the Committee's new housing schemes.
6. An amount of 161 loans totalling M\$29.8 were approved by the Committee to assist Sugar Workers in the construction of their houses. Loans were interest free and repayable over a 15 years period.
7. Rehabilitation of several roads and bridges were done in several housing areas at a cost of M\$13.

1. **INTRODUCTION:**

This Report comments upon the works of The Sugar Industry Labour Welfare Fund Committee for the period January to December, 1998.

2. **ADMINISTRATION:**

2.1 At the end of the year, the Committee comprised the following personnel:

- |        |                             |                                                                                              |
|--------|-----------------------------|----------------------------------------------------------------------------------------------|
| (i)    | Mr. M.A. Akeel - Chairman - | Chief Labour Officer<br>Ministry of Labour, Health<br>Human Services & Social<br>Security    |
| (ii)   | Mr. G. Charles              | Representative<br>Central Housing & Planning<br>Authority                                    |
| (iii)  | Dr. I.A. McDonald           | Representative<br>Guyana Sugar Corporation Inc                                               |
| (iv)   | Mr. B. Ramkeerat            | Representative<br>Guyana Sugar Corporation Inc                                               |
| (v)    | Mr. J. Petam                | Representatives<br>Guyana Sugar Corporation Inc                                              |
| (vi)   | Mr. C. Duncan               | Representative<br>Guyana Labour Union                                                        |
| (vii)  | Mr. J. Persaud              | Representatives<br>Guyana Agricultural Workers Union                                         |
| (viii) | Mr. K. Takechandra          | Representatives<br>National Association of Agricultural<br>Commercial & Industrial Employees |
| (ix)   | Mr. I. Lord                 | Representative<br>National Cane Farming Committee                                            |

- 2.2 With the exception of Mr. J. Petam, all the other members of the Committee were appointed on September 01, 1997.

Mr. J. Petam replaced Mr. G. Harris who resigned from the employment of Guysuco. The terms of office of the existing Committee will expire on August 31, 1999.

- 2.3 At the end of December, 1998, there were 35 employees on roll compared to a total of 41 and 39 employees who were on roll as at 1997 and 1996 respectively.

There was no significant position that was vacant at the end of the year.

Details of number of persons employed in the respective positions can be seen on the attached Organisation Chart.

Refer to Appendix I.

- 2.4 The Committee continued in its effort to encourage the effectiveness of its human resources available.

Negotiations were concluded with the Guyana Agricultural and General Workers' Union in August 1998 and consequently a one (1) year Memorandum of Agreement was signed which was retro-active from January 01, 1998.

The Agreement among other conditions provided for:

- (a) An across-the-board increase of ten (10) percent in wages/ Salaries of all employees.
- (b) Free uniforms for female employees and employees of the Water Supply Section.
- (c) Vacation allowance for all employees.
- (d) Bursaries to a maximum of three (3) employee's children of \$8,000.00 each per annum.

During the year 1996 and 1997 similar agreements were signed and all employees were paid an across-the-board increase of eighteen (18) percent and twenty (20) percent respectively.

- 2.5 Bursary awards were increased from two (2) in 1997 at \$5,000.00 each to three (3) in 1998 at \$8,000.00 each.

Workers children who performed creditably at the Secondary School Entrance Examination were granted awards and payable over a five (5) years period.

To date, the Committee had awarded twenty five (25) bursaries.

- 2.6. Employees continued to be encouraged to improve on their efficiency as part of the on-going Human Resources Development Strategy. During the year, training activities were conducted locally by resource personnel from various agencies.

Eight (8) employees benefitted from courses conducted in Computer Operations, Accounting and Supervisory Management.

In addition, several training programmes were conducted in-house by Management

- 2.8 Committee Meetings held over a three (3) years period were as follows:-

<b>NO. OF MEETINGS</b>				
<b>NO.</b>	<b>CATEGORY</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>
1.	Main Committee	7	7	9
2.	Housing Sub-Committee	4	8	10

All meetings were summoned and conducted in accordance with the Sugar Industry Special Funds Act, Chapter 69:03

### 3. DEVELOPMENTAL WORKS

- 3.1 The re-activation of the Committee's Housing Programme has impacted significantly on the workers of the Sugar Industry. Workers had begun to occupy their lots and the demand for house lots were increasing.

- 3.2 During 1998, the Committee developed 181 new house lots at a cost of \$43,574,727.00. These lots will be allocated in early 1999.

For the period 1995 to 1998, a total of 711 new house lots were developed at a cost of \$207,081,896.00.

Refer to Appendix II for details.

- 3.3 For the corresponding period (1995-1998), 149 new houses were fully constructed and 71 houses were under construction. With the exception of Bath Settlement and Skeldon, all the other new housing areas were quickly occupied by allottees.

Refer to Appendix III for details.

- 3.4 At the end of 1998, the Committee was in the process of completing engineering designs and surveys for an additional 162 house lots which are expected to be developed in 1999.

The areas identified for development were Belle (West Bank Demerara), Zeelugt (West Coast Demerara), Land of Canaan (East Bank Demerara) and Canefield (Canje, Berbice).

- 3.5 Allottees of house lots were required to pay a nominal fee to the Committee as a contribution towards the cost of developmental works.

Payments received were re-used to develop more land for allocation.

The rates of payment were as follows:-

<b><u>YEAR OF ALLOCATION</u></b>	<b><u>AMOUNT</u></b>
	\$
1995	20,000.00 per lot
1996	40,000.00 per lot
1997/98	60,000.00 per lot

3.6 Payment made by allottees as at December 31, 1998 were as follows:-

AREA	YEAR OF ALLOCATION	NO. FULL PAYMENTS		NO. PART PAYMENTS		NO. PAYMENTS	
		1997	1998	1997	1998	1997	1998
Canefield East New Area Phase I	1995	100	104	0	0	6	2
Enterprise	1996	88	103	10	3	13	5
Bath	1996	22	30	5	2	23	18
Skeldon	1997	31	33	1	1	10	8
Cornelia Ida	1997	48	55	2	0	0	0
Canefield East New Area Phase II	1998	-	95	-	0	-	17

Allottees who have defaulted in their payments in excess of six (6) months were served with notices of re-possession.

3.7 As a result of the unavailability of appropriate land, the Committee's work programme in respect of developmental works will have to be restricted in future years unless land is made available by the Ministry of Agriculture, Central Housing and Planning or Guysuco.

4. WATER SUPPLY

- 4.1. The Committee continued with its programme to provide a reliable and adequate supply of potable water to residents which is an integral part of its function.

The demand for potable also continued to increase significantly with the establishment of new housing areas.

At the end of 1998, there were 19 operable pump stations in operation which were supplying 54 housing areas with potable water.

Refer to Appendix IV.



- 4.2 As a result of the continuous use of the pumping equipment in addition to their outlived life span, rehabilitation of several mechanical pumps and diesel engines were undertaken.

Details of works undertaken are as follows:

ACTIVITY	AREAS	NO. OF JOBS COMPLETED			COST		
		YEAR			YEAR		
		1996	1997	1998	1996	1997	1998
Rehab to Engines	Berbice	6	2	3	3,500,000	2,000,000	1,690,000
	Demerara	2	4	5	1,300,000	3,500,000	2,680,000
Rehab to Wells/Pumps	Berbice	2	7	1	1,000,000	1,800,000	600,000
	Demerara	2	5	1	700,000	1,300,000	250,000
	<b>TOTAL</b>	<b>12</b>	<b>18</b>	<b>10</b>	<b>6,500,000</b>	<b>8,600,000</b>	<b>5,220,000</b>

- 4.3 During the period under review, eight (8) water supply projects were completed at a cost of \$36,395,278.00

Details of works undertaken are as follows:

AREA	SCOPE OF WORK	TOTAL COST (MATERIAL & LABOUR) \$
1. Industry, East Coast Demerara	Laying of Pipelines, Guysuco's New Housing Area.	3,410,216.00
2. Kilcoy/Chesney, Berbice	Laying of Pipelines, Guysuco's New Housing Area.	4,771,626.00
3. Canefield East, Berbice	Laying of Pipelines, SILWFC New Housing Area.	4,072,816.00
4. Skeldon	Laying of Pipelines, Guysuco's and SILWFC Housing Area.	3,739,369.00

AREA	SCOPE OF WORK	TOTAL COST (MATERIAL & LABOUR) \$
5. Patentia West Bank Demerara	Laying of Pipelines, GuySUco New Housing Area.	3,000,000.00
6. Edinburgh, Berbice	Laying of Pipelines, GuySUco New Housing Area.	5,000,000.00
7. Tuschen	Laying of Pipelines, SILWFC Housing Area.	6,125,538.00
8. Goed Fortuin	Laying of Pipelines, SILWFC Housing Area.	6,275,713.00
<b>TOTAL</b>		<b>36,395,278.00</b>

Comparatively for the period 1996 and 1997, the amount of \$3,900,000.00 and \$20,388,599.00 were expended respectively to undertake new water supply projects.

- 4.4 The Committee's Pump Station at Goed Fortuin which was in operation in excess of twenty-five (25) years was handed over to GuyWa in December 1998.

This was done after all the everite pipelines that existed in the Goed Fortuin housing areas were replaced with new PVC pipes.

The Committee's pumping equipment was replaced with new electrical pumping equipment by GuyWa.

- 4.5 At the end of the year, the Committee was still in discussion with GuyWa in relation to the implementation of a phased programme pertaining to the handing-over of the water supply systems to GuyWa.

During 1999, approximately five water supply systems are expected to be handed over to GuyWa.

**5. REHABILITATION WORKS**

5.1 The Committee continued to provide assistance in various housing areas with respect to the maintenance of existing infrastructure. During 1998, the sum of \$13,035,837.00 was expended to rehabilitate roads, bridges and other structures. Similarly, for the years 1996 and 1997 amounts totalling \$3,646,820.00 and \$8,044,515.00 respectively were expended to undertake rehabilitation works.

Details of significant works completed during 1998 are as follows:-

<u>Area</u>	<u>Brief Description of Project</u>	<u>Cost</u> \$
a) Mocha/Arcadia, E.B.D	Rehabilitation of Road	5,109,200.00
b) Enterprise, E.C.D	Rehabilitation of Road	5,366,000.00
c) Enterprise, E.C.D	Construction of Street Barriers	134,000.00
d) Enterprise E.C.D and Cornelia Ida, W.C.D	Construction of foot path bridges (one in each area)	2,426,637.00
Total		<u>13,035,837.00</u>

5.2 In addition, during 1998 the Committee expended the sum of \$5,221,562.00 to undertake complete rehabilitation to two (2) of its buildings. Details are as follows:-

<u>Location</u>	<u>Brief Description of Work</u>	<u>Cost</u> \$
a) Canefield, Berbice	Rehabilitation of a building to house the Committee's Sub-Office and overnight accommodation for the Water supply personnel.	2,030,062.00
b) Kingston, Georgetown	Repairs and painting of the Committee's main Office.	3,191,500.00
Total		<u>5,221,562.00</u>

5.3 In addition, the sum of \$1,190,822.00 was expended to undertake rehabilitation works to several other of the Committee's buildings including the workshop, storage bond and Pump stations' buildings.

**6. FINANCE**

**6.1 The finances continued to be managed in a structured manner and in accordance with strict financial procedures.**

**During 1998, the Committee continued to received \$500.00 for each ton of sugar exported by the Guyana Sugar Corporation Inc.**

**The Levy payable by Gyuco was the Committee's main source of income.**

**6.2 Actual expenditure incurred during 1998 amounted to \$190,338,852.00 against a budgeted amount of \$198,018,000.00.**

**Refer to Appendix V for details of Expenditure incurred for the period 1992 to 1998.**



6.3 An analysis of actual percentage expenditure incurred under each category compared to total expenditure for 1998 is as follows:-

<u>Category</u>	<u>Percentage to total Expenditure (1998)</u>	<u>Percentage to total Expenditure (1997)</u>	<u>Percentage Increase/Decrease</u>
a) Loans (New, Repairs & Extension)	16.26	14.0	2.26
b) Developmental Works	18.58	32.21	(13.63)
c) Maintenance Works in Housing Areas	6.95	6.52	0.43
d) Water Supply (all categories)	42.85	30.18	12.67
e) Administration & Control	11.56	15.58	4.02
f) Maintenance to Welfare buildings	3.36	1.51	1.85
g) Office Equipment & Furniture	0.44	-	0.44
<b>TOTAL</b>	<u>100</u>	<u>100</u>	

6.4 Levies received from Guyuco during 1998 amounted to \$162,066,100.00 which represented levies for the period October 1997 to December 1998. Levies received, represented 88% of total income for the year under review. Similarly levies received for the preceding years 1996 and 1997 represented 93% and 92% respectively of total income received for those years.

Refer to Appendix VI for details of Income received for the period 1992 to 1998.

- 6.5 The Office of the Auditor General was still continuing with the audit of the Committee's records.**

**At the conclusion of this report, the Audit was completed up to 1990 and the Auditors were in the process of completing the audit for the period 1991 to 1994.**

- 6.6 Loans approved by the Committee for disbursement to Sugar Workers to assist in the construction of their houses, amounted to \$29,890,000.00 which represented 67.17% of the budgeted amount.**

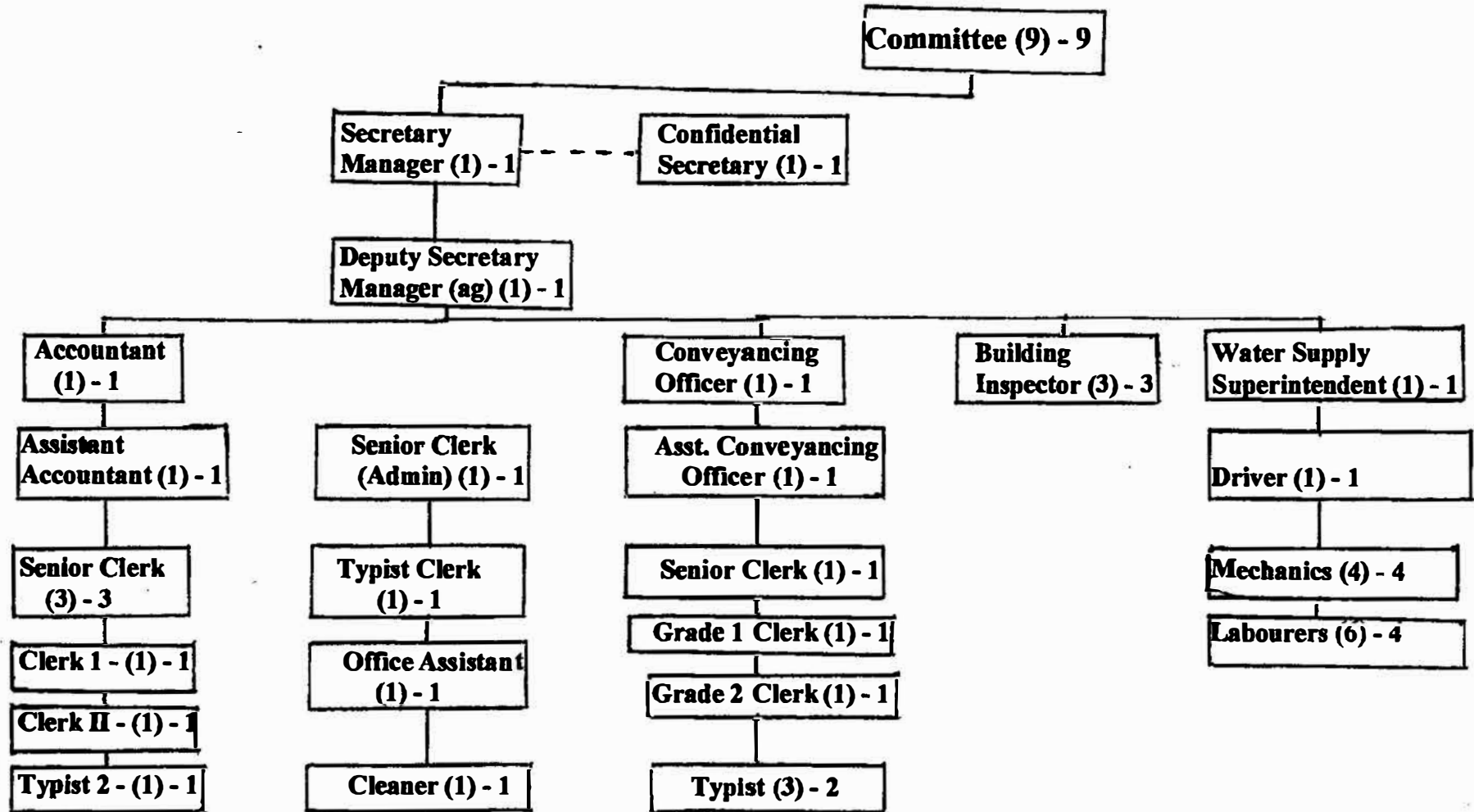
**Comparatively during the years 1996 and 1997 the sum of \$7,110,000.00 and \$27,860,000.00 were approved in respect of loan disbursements or 12.05% and 62.6% respectively of the budgeted amount.**

**Refer to Appendix VII for details**

7. **CONCLUSION**

The Sugar Industry Labour Welfare Fund Committee continued to make remarkable progress particularly in the Housing and Water sectors. The Chairman wishes to express his appreciation and thanks to his fellow Committee Members, Management and Staff, all of whom have all worked closely and have contributed significantly towards the progress of the Committee.

**APPENDIX I**  
**ORGANISATION CHART**





## **APPENDIX II**

### **DETAILS OF HOUSE LOTS COMPLETED FOR THE PERIOD 1995 TO 1998**

<b>AREAS</b>	<b>NO. OF HOUSE LOTS</b>	<b>DATE COMPLETED</b>	<b>COST \$</b>	<b>AVERAGE COST PER HOUSE LOTS</b>
<b>Canefield, canje Berbice</b>	<b>119</b>	<b>October 1995</b>	<b>23,002,689.00</b>	<b>268,930.00</b>
<b>Enterprise, East Coast Demerara</b>	<b>111</b>	<b>April 1996</b>	<b>39,914.00</b>	<b>359,590.00</b>
<b>Bath, West Coast Berbice</b>	<b>56</b>	<b>July 1996</b>	<b>17,155,000.00</b>	<b>290,763.00</b>
<b>Skeldon, Corentyne</b>	<b>56</b>	<b>November 1996</b>	<b>20,160,000.00</b>	<b>360,000.00</b>
<b>Cornelia Ida, West Coast Demerara</b>	<b>55</b>	<b>March 1997</b>	<b>17,300,000.00</b>	<b>308,929.00</b>
<b>Canefield, Canje Berbice</b>	<b>133</b>	<b>December 1997</b>	<b>36,975,000.00</b>	<b>278,000.00</b>
<b>Herstelling, East Bank Demerara</b>	<b>58</b>	<b>September 1998</b>	<b>18,163,077.00</b>	<b>313,156.00</b>
<b>Enterprise, East Coast Demerara</b>	<b>53</b>	<b>December 1998</b>	<b>17,429,000.00</b>	<b>328,849.00</b>
<b>Kilcoy Chesney</b>	<b>70</b>	<b>December 1998</b>	<b>7,982,650.00</b>	<b>114,037.00</b>
<b>TOTAL</b>	<b>711</b>		<b>207,081,896.00</b>	

## **APPENDIX III**

### **DETAILS OF ALLOCATION AND OCCUPATION OF HOUSE LOTS**

	CANEFIELD	ENTERPRIS E	BATH	SKELDON	CORNELIA IDA	CANEFIEL D (New Area)	TOTAL
1. No. of Lots available	119	111	56	56	55	133	530
2. No. of lots allocated	106	111	50	50	55	112	484
3. Date of Allocation	95-12-11	96-08-04	96-12-15	97-04-13	97-07-20	98-07-05	
4. No. of Houses completed	93	45	5	0	6	0	149
5. No. of Houses under construction	5	30	1	2	30	3	71
6. No. of Loans approved	56	59	5	0	37	0	157
7. No. of Houses occupied	93	45	5	0	6	0	149

## APPENDIX IV

### Details of Pump Stations and Areas served with water.

<u>ESTATES</u>	<u>LOCATION OF PUMP STATION</u>	<u>NO. OF AREAS SERVED</u>	<u>NO. OF HOUSEHOLD SERVED</u>
Skeldon	i) Line Path	6	526
	ii) Queenstown	4	490
Albion/Port mourant	i) Johns	1	134
	ii) Tain	3	620
	iii) Belvedere	3	500
	iv) Albion Front	3	260
Rose Hall	i) Cansfield	2	780
	ii) Adelphi	2	240
Blairmont	i) Riverside No. 4	4	404
	ii) Shieldstown	2	225
	iii) Bath	2	517
Wales	i) Patentia	2	393
Uitvlugt/ Leonora	i) Anna Catherina	4	390
	ii) Stewartville	4	225
	iii) Uitvlugt	1	228
	iv) Ocean View	2	226
	v) Zeeburg	4	348
	vi) Meten-Meer-Zorg	3	370
	vii) Tuschen	2	150
	TOTAL	54	7026

APPENDIX V

6. FINANCE

6.2 Below is a summary of Actual Expenditure incurred by the Committee for the period 1992 to 1998.

CATEGORY	1992 \$	1993	1994	1995	1996	1997	1998
New Housing Loans	-	81,555.00	-	-	7,544,300.00	18,961,820.00	30,450,000.00
Repairs Loan	-	-	-	-	495,000.00	405,000.00	250,000.00
Extension Loans	-	-	-	-	310,000.00	305,000.00	250,000.00
Developmental Works	-	-	-	68,153,651.00	42,893,033.00	45,248,150.00	35,358,641.00
Maintenance Work in Housing Areas	124,537.96	53,719.00	-	-	11,706,627.00	9,169,166.00	13,239,463.00
Water Supply	32,342,857.11	19,129,639.69	47,143,362.00	54,851,499.00	10,389,783.00	16,408,991.00	23,327,084.00
Maintenance & Repairs to Welfare Buildings	50,680.00	56,842.05	-	12,199,536.00	2,252,267.00	2,125,690.00	6,412,384.00
Procurement of Pipelines & Fittings	-	-	-	5,292,945.00	3,875,992.00	25,988,374.00	58,235,246.00
Procurement of Motor Vehicle	-	-	-	5,054,776.00	-	-	-
Administration & Control	7,808,568.04	10,271,461.75	12,702,068.00	14,718,681.00	19,109,557.00	21,864,611.00	22,003,779.00
Procurement of Office Equipment	-	-	-	-	-	-	812,225.00
<b>TOTAL</b>	<b>40,326,643.11</b>	<b>29,593,217.00</b>	<b>59,845,430.00</b>	<b>160,271,088.00</b>	<b>98,576,559.00</b>	<b>140,476,802.00</b>	<b>190,338,852.00</b>

**APPENDIX VI**

**6.4 For the Corresponding period (1992 to 1998)  
Revenue earned by the Committee is shown below:**

<b>CATEGORY</b>	<b>1992 \$</b>	<b>1993 \$</b>	<b>1994 \$</b>	<b>1995 \$</b>	<b>1996 \$</b>	<b>1997 \$</b>	<b>1998 \$</b>
<b>Services</b>	<b>23,178,309.00</b>	<b>113,311,320.00</b>	<b>117,884,665.00</b>	<b>102,472,500.00</b>	<b>81,181,135.00</b>	<b>121,584,000.00</b>	<b>162,066,100.00</b>
<b>Sale of Lots</b>	<b>308,272.46</b>	<b>335,069.80</b>	<b>261,641.00</b>	<b>988,900.00</b>	<b>4,391,817.00</b>	<b>8,150,119.00</b>	<b>17,859,469.00</b>
<b>Loan Repayments</b>	<b>103,237.30</b>	<b>72,387.63</b>	<b>80,294.00</b>	<b>42,348.00</b>	<b>504,548.00</b>	<b>170,647.00</b>	<b>3,240,929.00</b>
<b>Interest on Investment</b>	<b>1,581,477.80</b>	<b>842,586.00</b>	<b>920,748.36</b>	<b>911,890.00</b>	<b>925,800.00</b>	<b>925,800.00</b>	<b>925,800.00</b>
<b>Miscellaneous</b>	<b>107,996.00</b>	<b>108,042.00</b>	<b>87,125.00</b>	<b>55,715.00</b>	<b>65,808.00</b>	<b>122,134.00</b>	<b>70,887.00</b>
<b>TOTAL</b>	<b>25,279,292.56</b>	<b>114,669,405.43</b>	<b>119,234,473.36</b>	<b>104,471,353.00</b>	<b>87,069,108.00</b>	<b>130,952,700.00</b>	<b>184,163,185.00</b>

**APPENDIX VII**

6.6 Loans approved by the Committee for the Period 1992 - 1998 were as follows:-

**CATEGORY (a) New Housing Area**

<b>YEAR</b>	<b>NO</b>	<b>LOAN CEILING \$</b>	<b>TOTAL VALUE \$</b>
1992	-	150,000.00	-
1993	-	150,000.00	-
1994	31	200,000.00	6,200,000.00
1995	40	200,000.00	8,000,000.00
1996	33	200,000.00	6,600,000.00
1997	135	200,000.00	27,000,000.00
1998	146	200,000.00	29,200,000.00
<b>TOTAL</b>	<b>385</b>		<b>77,000,000.00</b>

**(b) REPAIR LOANS**

<b>YEAR</b>	<b>NO</b>	<b>LOAN CEILING \$</b>	<b>TOTAL VALUE \$</b>
1992	-	4,000.00	-
1993	-	4,000.00	-
1994	3	4,000.00	120,000.00
1995	18	40,000.00	720,000.00
1996	9	40,000.00	360,000.00
1997	9	40,000.00	360,000.00
1998	6	40,000.00	240,000.00
<b>TOTAL</b>	<b>45</b>		<b>1,800,000.00</b>

© EXTENSION LOANS

<b>YEAR</b>	<b>NO</b>	<b>LOAN CEILING \$</b>	<b>TOTAL VALUE \$</b>
1992	-	6,000.00	-
1993	-	6,000.00	-
1994	-	50,000.00	-
1995	7	50,000.00	350,000.00
1996	3	50,000.00	150,000.00
1997	10	50,000.00	500,000.00
1998	9	50,000.00	450,000.00
<b>TOTAL</b>	<b>29</b>		<b>1,450,000.00</b>