



UNITED NATIONS  
TRUSTEESHIP  
COUNCIL



GENERAL

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PETITION FROM THE TANGANYIKA AFRICAN GOVT. SERVANTS  
ASSOCIATION CONCERNING TANGANYIKA

Note by the Secretary-General: In accordance with rule 84 and supplementary rule F of the rules of procedure for the Trusteeship Council, the Secretary-General has the honour to transmit to the members of the Trusteeship Council and to the Government of Italy as the Administering Authority of the Trust Territory of Somaliland, a communication dated 28 August 1951 from the Tanganyika African Govt. Servants Association concerning the Trust Territory of Tanganyika.

This communication was transmitted to the Secretary-General by the United Nations Visiting Mission to Trust Territories in East Africa.

THE TANGANYIKA AFRICAN GOVT. SERVANTS ASSOCIATION

P.O. Box 1007.

Ref. No. 1/2/51/120

DAR ES SALAAM

Tanganyika Territory

The Chairman,  
United Nations Organisation Visiting Mission,  
DAR ES SALAAM.

Dear Sir,

We have been directed by this Association to extend a very cordial invitation to your Mission to express the hope that you will enjoy your visit and benefit by the contacts that you have made.

2. Ours is an Association of African Civil Servants which is very well represented in every District and Province of this vast Territory. It comprises all classes and grades workers right down to the messenger. We represent a Territorial membership of not less than 4,000.

3. We, as the Central Executive Committee for the whole Territory have been entrusted with the task of bringing to your notice certain anomalies and discrepancies which appertain to African Civil Servants of whom, except for one isolated case, belong to the Junior Service.

4. We would like to submit that for a long time past the traditional official attitude has been one of employing and classifying members of the service according to race. This was possibly necessitated by the fact that owing to two world wars and also the fact that education had not spread widely enough, it was necessary to depend on India and Europe for staff to man various posts in Government Departments. We are still faced with the problem of insufficient education but Tanganyika does not have to depend entirely on outside sources for staff for some of the vacancies now available.

5. The necessity to depend on outside sources for staff persisted for a whole generation so that when finally the staff for most of the posts could be obtained locally, the tradition to import staff had become firmly established. As a consequence of rising costs since the end of the last War, women turned to the offices for clerical posts so that gradually, in order to create clerical vacancies for the, African Clerks who could have had an opportunity of improving

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themselves and climbing the ladder lost their chances to women of the other races.

6. The salaries previously offered to African members of the service reached a maximum of Shs.360/-, which an African employee reached after serving for 25 or 30 years. This maximum was raised to Shs.500/- but only one African had so far attained it. It was purely a salary scale for Africans. In practice up to the year 1939 very few people reached more than Shs.300/-.

7. As a result of the War and changed conditions of living, a Salary Commission was meted and after exploring a very wide and bewildering field, the Commission came out with a blue-print for two services, i.e. the Senior Service (now almost exclusively a European preserve irrespective of qualifications) and the Junior Service almost exclusively for all coloured people, again, irrespective of qualifications, service years of experience.

8. We appreciate fully the fact that for a long time to come this Territory will have to depend upon specialized skill imported from abroad but where, as will often happen, there are Africans sufficiently trained and capable of taking over those posts, the practice should be confined to posts of a special category or categories only. It need hardly be stated that the African cannot understand how a white junior Linotype operator or an Agricultural Assistant with no better qualifications than himself goes up to the Senior Service when the avowed policy is one that disclaims reward based purely on race.

9. It is strongly maintained that there are unnumerable cases where Africans with the same academic or other qualifications and performing the same type of duties the two type of employees are in different services and on different salaries. These are cases as in the Medical, Veterinary, Welfare and Education and Police Departments where Africans who are discharging full responsibilities along-side their European colleagues, they are paid differently. We beg to submit that there are many cases where members of all races should receive an equal substantive salary when they perform the same duties. The case for expatriation allowance has never been argued by us but the allowance should be separate and apart from the fixed substantive salary for any post.

/10. As a result

10. As a result of the Salary Commission several changes in salaries and status were brought about. The Government introduced in the light of the Salary Commission a scheme known as the "Pearson Scheme" under which many Africans with several year's service have lost their seniority: Such loss of seniority is portrayed in the case of members of the Medical Department, the Education Department and a few others in which, employees who joined the service in, say, 1939 are now drawing a salary equal to that drawn by a new entrant who joined the service in 1948. There is great discontent and dissatisfaction amongst those who are affected by this scheme for they feel that their many years of the experience and devotion have been completely ignored.

11. HOUSING. We would like to tell the Mission of the difficulty which faces the African Civil Servants on transfer between stations. It is held strongly by the Government that the African must be regarded as being "at home" in any part of the Territory and that therefore he should not normally expect quarters wherever he is sent. This is not true for until road communications were established and extended, there was little means of contact between members of the different tribes. It really means that the African in the Central Province is as foreign in the Western Province as an American in China.

To say that an African will always find "a home" waiting for him in any corner of the 360,000 sq. miles of Territory is to expect the impossible. Repeated representations to Government have not brought a wholly satisfactory reply. It has now been possible for Government to introduce Housing Schemes in a few Districts but they have only touched the fringe of a vast subject. Where quarters are available, African Civil Servants are told not to expect them normally. Where they get them are charged 7 1/2% rent without any furniture. European officials are charged 10% complete with furniture, with a maximum of £150; ironically enough, although African salaries are much lower, the difference between the two figures is 2 1/2%. Although the African has many times pleaded that he too should be allowed to pay 10% (hard though it is) in order to be relieved of the inconvenience of carrying all his worldly possessions along on transfers which are often frequent and sudden, this has not been possible. The Government have always replied that there is no possibility of their supplying

/furniture

furniture because the Public Works Department which is responsible for the supply of furniture is unable to cope with the demand for furniture for Europeans houses, but that is not a very laudable reason why we should not have even the minimum of furniture in Government owned houses for which rents are paid.

We hope the Mission will look into this and persuade the Government to do something about it for the hardship is indeed great and the whole business costly. Transporting furniture and all ones effects frequently on our sort of roads is an impossible feat and constant breakages are wearing our pockets thin.

12. Finally, we would like to submit that too much is expected of the African in the Service - in fact for more so than the European Civil Servants. We know of Agricultural Assistants who are not half as qualified as African members in similar posts; we know of Stock Inspectors who have no scientific knowledge of their profession, yet they are in the Senior Service. There are District Assistants who cannot speak English; and in one particular case who cannot write it, yet by virtue of their race, he is in the Senior Service.

It is ridiculous that a European Stenographer should be placed above the head of an African officer occupying an executive and responsible post, with full academic qualifications. It cannot logically be argued that every white man and woman is more qualified than any African. If it were so, it would make a mockery of all the efforts that have been put in by the Government itself these last 30 years.

We remain,  
Dear Sir,  
Yours faithfully.

Signed by:  
T.L.M. Marealle.  
A.K. Sykes - Alternated by - Gilbert Andrew.  
Robert H. Barabara.  
L.M. Magege - Alternated by - Ahmed Masenga.  
R.M. Kawawa.  
Lernard Bakunama  
Stephen Mhando.  
J. Bumbura - Alternated by - S.K.M.Dillo.  
William Percival.  
M.C. Othman.  
Sydney Tawe.

ANNEXURE NO. 1.

ADVANCES TO PURCHASE MOTOR VEHICLES.

It has been represented that the service regulations affecting advances to officers for the purchase of motor vehicles operate harshly as they exclude all Africans irrespective of what they do by virtue of the fact that such advances are confined to "Scheduled officers" of whom there is not a single African. There are doctors, Welfare Officers, Agricultural Assistants, and Assistant Veterinary Officers whose very nature of their duties necessitate getting around but they are all lumped together in that queer Non-European basket and none of them qualifies for such advances.

2. A strong plea was submitted to the Government for a rise in the wages paid to the members of the Subordinate service whose plight and prospects are very grim. No reply has been received yet since March. A copy of the said communication is enclosed for the information of the Mission. It is self explanatory.

C O P Y

THE TANGANYIKA AFRICAN CIVIL SERVANT ASSOCIATION

Dar es Salaam Branch.

C/o P.O. Box 1007.

Ref. No. 151/90 16th March, 1951.

The Hon'ble The Chief Secretary,  
Secretariat,  
DAR ES SALAAM.

Sir,

MINIMUM SALARY OF UNGRADED CLERKS - SHS.102/50.

I have been directed by my Association to approach you on the above subject.

2. It is becoming increasingly difficult for Government clerical employees to exist on Shs.102/50 per mensem whether they are on the coast or up-country.
3. It is quite impossible for a bachelor to live on such a pay let alone a married man with a family, and it does seem that in the light of recent events and accelerated costs of living, the whole question of the minimum salary paid to ungraded employees should be reviewed by Government.
4. It is surprising to note that an ungraded clerk who fails in his work immediately transforms into a most highly paid individual overnight by the simple process of joining the Police Depot for 6 short months. At the end of this period a Sub-Inspector (ex-inefficient ungraded clerk) gets into uniform at Shs.196/66 along with all the attendant privileges of transport and travelling. To place such undue premium on individuals of the same calibre by virtue of the mere difference of departments and designations, seem hardly justified. This Associations far from grudging the junior Sub-Inspectors the amount they get in minimum salary which enables a youth newly appointed to be well equipped against the battle of the ever rising cost of living wherever he may be stationed.
5. It can safely be said that the ungraded employee is a man who will have received some sort of formal education and who while at school for some 10 years (which takes him up to Standard VIII or X,) will have adopted himself even in

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a small way, to a tolerable standard of living. This he will be completely unable to maintain on his minimum salary, especially in the more expensive towns. The situation is further aggravated by the necessity to get married, a condition which almost every landlady in most towns insists upon, as a pre-requisite to one being an acceptable tenant.

6. Taking Dar Es Salaam as a practical example, an ungraded clerk on Shs.102/50 would have to pay anything from 25/- to 27/- per month in rent, 24/- to 27/- a month in bus fares at the average of -/20 a time. It must be mentioned here that most of these clerks would rather walk to and from home where the distances between their centres of employment and their quarters not so pitifully forbidding. Out of their salary it is thus seen a clear Shs.49/- or 51/- goes for two items only: The balance of Shs.53/50 or 51/50 must then cover food, bedding, water, soap, matches, kerosene, and all the other innumerable. Out of such a list, clothes for the worker his wife and even one child must be left out, so must Church, Community centre, Women's classes, National, tribal and civil service membership fees. There is of-course no question of a saving from such a salary and therefore the plight and prospects of such workers must be really grim. The 15% increase may be considered a help but it is the merchants and not the Senior or Junior Civil Servants who finally get it.

7. A large number of these employees are those who have risen from the ranks of half literates by their efforts and experience, industry and application. It is therefore evident that such people, well ahead in years of service and age, cannot possibly be expected to pass the necessary examinations of entry to the higher points and may be regarded as destined to remain where they are until they retire. Bearing this factor in mind, it does seem unfair to get the best out of such employees and retire them at the age of 45 or 55 on Shs.102/50 when they are too old to be of service either to their community or to themselves. It is appreciated however that youths joining the service should not only be expected to be good enough for the examinations set, but should be encouraged to aspire to the higher rungs of the ladder. That principle is freely accepted and is quite beside the point in this despatch, since the most important factor to be determined is that, having seen what it takes the average ungraded clerk in



Dar es Salaam has to face whether the present minimum is indeed equitable. It must be borne in mind that these people, unlike tax clerks and other employees of such a category, are as subject to frequent transfers as anyone else in the service, and that they are expected to maintain themselves and their families on 102/50 as well in the Ukerewe Islands as in our expensive Dar es Salaam or Mtwara.

8. Government is earnestly requested to consider this matter seriously and review the whole question of minimum salaries paid to the clerical African members of the Civil Service. Government may in such an event be good enough to have a special allowance for such ungraded clerks in certain specified town or introduce a flat rate for such employees, since rents and other basic commitments are almost identical in about three quarters of the Territory today. To conclude, the issue in a nutshell is how an educated African employee in Dar es Salaam for example is to live on Shs.51/50 net balance after deduction of rent and transport, in the year 1951. Plus the new cost of living the total would be Shs.66/-. Even admitting for the sake of argument that an ungraded employee (married with one child) could live on 1/50 a day (for one meal not two a day) there would only be Shs.21/- left for soap, water, salt, oil, not to mention bread, milk, matches clothes, etc.

We commend this matter to the sympathetic ear of His Excellency and hope that it will receive the attention it deserves.

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

(Sgd.) Ally K. Sykes  
HONORARY GENERAL SECRETARY.

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