

1928

Kenya

No. 15322

SUBJECT

CO 533/380

Training of Native Artisans.

Previous

Subsequent

X. *15323/28 (appt of
building
Lugan)*

5/10

Extract from Minutes of the 45th. Meeting of the
Advisory Committee on Native Education in
Tropical Africa held in the Colonial
Office on September 27th., 1928.

6. Kenya: Training of Native Artisans. Circular
No. 37, Public Works Department, 5th. April 1928.

The proposals put forward in the Circular by the Public Works Department for the employment of native artisans in that Department, were addressed to the executive and assistant engineers in various centres. The importance of training artisans was emphasised and a description given of what had already been done in this direction.

Sir Edward Denham informed the Committee that in the past all native artisans had been attached to the Industrial Training depot, but that under the new proposals a certain number would be attached to the Public Works Department. It remained to be seen which scheme gave the most successful results. A condition attached to the scheme was that every gang of native artisans sent out by the Public Works Department, should have a European supervisor.

PUBLIC WORKS DEPARTMENT,

HEAD OFFICE,

NAIROBI.

5th April, 1944.

Box 662.
 REGULAR NO. 27.

Executive Engineer,	Nairobi,	Nairobi.
"	"	Eldoret.
Ag. "	"	Kisumu.
"	"	Makara.
Assistant	"	Nyeri.
"	"	Kitale, through Executive Engineer, Eldoret.

AFRICAN ARTIZANS.

Government has decided that much more vigorous steps are to be taken by this Department to train Africans to become artizans than in the past. I wish it to be understood that Government, and I myself also, regard this matter as being of profound importance. Executive Engineers and all technical officers are enjoined to give, and to continue to give, this matter their most careful attention, even though the results may for the first few years be disappointing.

2. There are several methods in operation at present for training African artizans:-

(1) Native Industrial Training Depot, Kabete.

At this institution training is carried out more or less under school conditions, the youths being indentured to particular trades for 5 years, or less if the boy has already acquired some proficiency on account of prior training at a Mission school or elsewhere. The depot has accommodation for 300 apprentices under training at the depot and aims at having 500 more at work.

on Public works in the Colony in the future.

About 64 are at present at work on buildings for the Public Works Department, mostly in Nairobi.

The method of training is through the medium of European leading Africans. The wages paid to the pupils are 4/-, 5/-, 6/-, 8/- and 10/- per month in successive years during the period of apprenticeship.

(2) The method accepted by the Public Works Department is similar to that of the Native Industrial Training Depot in that European Instructors are employed to teach the prisoners. A gang of prisoners employed in the Joinery Shop at the Public Works Department, Nairobi, is reported by the foreman to be doing good work.

(3) Railway.

Two methods are employed by the Railway:-

(a) The Apprenticeship System.

At present there are 174 boys indentured for 5 years, according to an agreement which requires teaching on similar lines to the Native Industrial Training Depot agreement. Teaching is given in the workshops and also at the hostel after hours. The teaching at the hostel is partly literary. The wages paid are higher than at the Native Industrial Training Depot, being 6/-, 8/-, 12/-, 16/- and 20/- per month in successive years.

(3) The Artisan System.

A large number of native artisans are employed by the Railway in their workshops. They are graded as follows:- 3rd class artisans 25/- to 40/- per month; 2nd class artisans 45/- to 60/- per month; 1st class artisans 70/- to 120/- per month. There are only two 1st class artisans at present. 2nd and 3rd class artisans get rations. The method of recruitment is merely the selection of natives of intelligence for labourers. They are met on agreement. The method adopted for training and improvement is merely to make them work alongside trained artisans of any rank whenever at their work. Their increase of pay depends on their progress. A large proportion of the work in the Railway Workshops is now done by these native artisans. The Chief Mechanical Engineer of the Kenya and Uganda Railway regards this system as yielding better results than the method described in (a) above. Difficulty has, however, been experienced through artisans getting tired of the work and leaving after having progressed some way.

(4) Public Works.

In October, 1927, the Department was employing 45 native artisans (other than motor drivers) at rates varying from 13 cents to 61 cents per hour.

(5) Private Enterprises.

Some motor firms, farmers and a few contractors

(especially in respect of painters) have had a fair measure of success by adoption of the method outlined in (3) (b) above.

3. The system which it is now intended to work to in this Department is a modification of (3) (b) above. Natives who have been employed in the Department or otherwise for some time and who have shown a good degree of intelligence, aptitude and reliability during their work should be selected. In every division there are natives of this type who are more intelligent than the average and who are more or less reliable in respect of such operations as lining out, mixing concrete, fixing fencing, making huts, helping artizans, simple repairs to motor vehicles, etc. These natives may be regarded as having had initial mental training in work. Moreover, they are often to some extent detribalised and more likely to desire permanent employment in trades which offer higher wages as proficiency progresses. When enrolled as artizans they will, of course, work the ordinary working hours of the Division. Natives who have received initial training at mission schools or the Government technical school should not be enrolled as Government does not desire competition with the Native Industrial Training Depot as a finishing school.

4. The grading of the native artizans will be as follows:-

Fourth Class Native Artizans	16/- to 20/-	per month
Third " " "	22/- to 40/-	" "
Second " " "	42/- to 60/-	" "
First " " "	32 cents to 62 cents	per hour.

Ordinarily a selected labourer will enter as a fourth class artisan at the wage which he is obtaining, or would obtain if he were employed, as a labourer. If, however, the wage which the boy is obtaining in some capacity other than labourer is between 20/- and 40/-, he would be enrolled in that grade at the wage which he is obtaining. Native artisans who are at present employed at a rate per hour may either be enrolled under this scheme or remain as casual employees at an hourly rate at the discretion of the Executive Engineer. I do not, however, wish any artisan to be enrolled as a first class artisan, nor should any untrained artisan enter in any grade above the third and only in exceptional cases should an untrained artisan commence higher than the bottom of this grade. If there are any native artisans at present who are really proficient, I prefer that they be designated "leading native artisans" and their work largely that of instruction in the use of tools. When work is required at out-stations, a temporary increase in wages not exceeding 25% may, in special cases, be given while so employed, at the discretion of the Executive Engineer.

5. I shall expect all European foremen and Indian sub-foremen to take an active interest in the scheme and to co-operate fully in making it as successful as possible. It has been stated that

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there is some difficulty with regard to training natives with Indians, but it is thought that if the method is properly explained to the Indian artisans difficulty should not arise in the majority of cases. It is necessary for Executive Officers to take steps to see that it is properly explained and that foremen and sub-foremen fully co-operate and assist in the necessary instruction. Proficiency in this respect will be favourably regarded when considering the granting of increments or promotion. Indian artisans who are notably helpful will receive special consideration.

6. Native artisans will be on probation for a period which will ordinarily be 3 months. If they show promise during that period (or such further period as may be required), an agreement in accordance with the enclosed form will be entered into if the employee is willing to do so. The agreement will ordinarily be for 5 years, but the period may be reduced at the discretion of the Executive Engineer. It will date from the beginning of the probationary period. The reasons for an agreement are to ensure that the artisans will be available for work at out-stations and that the labour of training them will not be lost to the Department.

7. When native artisans are signed on, they will be supplied with sets of tools suitable for their trades. Such tools will not differ from

those of native labourers. Accommodation separate from those of ordinary labourers should be provided for them. When employed away from the base, they will ordinarily have either portable corrugated iron shelters or tents.

8. It is desired to aim at having at least 150 native artisans in the Department. It is recognised that the selection of natives of the proper type suitable for training under this scheme cannot be effected immediately in large numbers. The number to be aimed at in each division must be left largely to the discretion of Executive Engineers.

9. The number for each trade must be left indefinite at present and be dependent on circumstances in each division. The chief demand is likely to be for builders in concrete block and brickwork, plasterers and carpenters.

10. Arrangements should be made in each case for instruction in the use of tools, in the first instance, by a skilled artisan. There is a sum in the estimates this year to cover initial expenses, such as purchase of tools, but, after the boys have received such initial training, they should be employed on works with trained men as above described and their wages and other expenses charged to those works. It is not intended to give any literary or other training in schools or depots, though initial instruction in the reading of the

-3-

foot rule should be given. It has been decided by Government that this system of training is only to be adopted if there is an European in charge who is competent in the trades of which the artisans are acquiring knowledge. It is intended to engage six Europeans for the purpose who will be distributed as required after engagement. Meantime the scheme is only applicable to Loan Buildings. Where it is impossible in divisions to give the initial training in the use of tools which is required, such natives as enter the scheme should be sent to Nairobi in the first instance.

11. It has been decided by Government that Indians may be employed on those Class B buildings of the Loan Schedule where this method of training Africans is adopted.

(Signed) H.L. SIKES.

DIRECTOR OF PUBLIC WORKS.

COLONY AND PROTECTORATE OF KENYA.

COLONY AND PROTECTORATE OF KENYA.

PUBLIC WORKS DEPARTMENT.

PUBLIC WORKS DEPARTMENT.

MAPATANO yamefanyika siku
 ya.....ya mwezi wa.....
 19... KATI YA Director of Public
 Works (ambae hapa yunitwa "Mwenyi
 Kazi") kwa upande mmoja NA.....
Mwenyi
 Kipande cha namba.....
 (ambae hapa yunitwa "Fundu") kwa
 upande mwingine.
 KWA KUWA huyu Fundu wamesikizana
 na huyo Mwenyi Kazi nae amejiunga
 mwenyewe kwa kumtumikia katika
 Colony and Protectorate of Kenya
 kwa muda wa miaka.....
 Kuhesabiwa tangu.....
 Katika Kazi ya Ufundu wa
kwa mkataba huu
 ufuatanao.

AN AGREEMENT made the.....
 day of.....19...
 BETWEEN the Director of Public
 Works (hereinafter called "The
 Employer") of the one part and

 registered number.....
 (hereinafter called "The Artisan")
 of the other part.
 WHEREAS the Artisan hereby con-
 tracts with the Employer and
 binds himself to serve him in
 the Colony and Protectorate of
 Kenya for a period of.....
 years to be computed from
in the
 capacity of.....
 Artisan upon the terms and con-
 ditions hereinafter specified.

MAPATANO YENYEWI NI KAMA HAYA:-

IT IS HEREBY AGREED as follows:-

Fundu apatana nae ajifunga
 mwenyewe kama hivi:-
 1. Kwamba, baada ya kumaliza
 miezi mitatu ya kujaribiwa na
 kazi yakwe ikionekana kuwa ni
 nzuri kwa huyo Mwenyi Kazi, au
 kwa muda wowote apendao yule
 Mwenyi Kazi, nae kwa bidii na
 kwa uaminifu na kwa uwezo wakwe
 wote atatii amri zote na kufanya

The Artisan agrees and binds
 himself as follows:-
 1. That, having completed a
 probationary period of three
 months to the satisfaction of
 the Employer, or such longer
 period as the Employer may
 regard as necessary, he will
 diligently, faithfully, and to
 the best of his ability obey all

kazi zote zitakazohusu za kazi
 yakwa atakayopewa ni yule Mwenyi
 kazi au mtu yoyote ambao tini ya
 amri yakwe anwekwa atumike kwa
 muda huo wa mapatano. Nae atatii
 amri zote za kazi za huyo Mkubwa
 Wakwa katiya saa za kazi au saa
 nyengine ziwazo zote wala asiata
 kuja kazini mtane au usiku
 bila ya rubusa. Zaidi ya hivyo
 atakiwa afanye bidii kushika
 mafunzo ya kazi yakwe anendeleo
 kuwa mtu wa ilima na fundi wa
 akili.

Wa Mwenyi Kazi apatana hivi:-

2. Kwamba kwa mada wa masikiano
 hayo atampa Fundi nyumba iliyo na
 nafasi au hema, kisha atamtezana
 sana kwa kumpeleka kupawa dawati
 wakati awao mgonjwa nne atampa
 mshahara kama hivi:-

4th Class Artisan Shgs.16/- mpaka
 Shgs.20/- kwa mwezi.
 3rd Class Artisan Shgs.22/- mpaka
 Shgs.40/- kwa mwezi.
 2nd Class Artizan Shgs.42/- mpaka
 Shgs.60/- kwa mwezi.
 1st Class Artisan 32 cents mpaka
 62 cents kwa saa moja.

such orders and perform all such
 work appertaining to his craft or
 otherwise as may be given to him
 by the Employer or any other
 person under whose authority he may
 be placed during the currency of
 the Agreement. He shall obey all
 lawful commands of the said Officer
 both within and beyond the actual
 working hours and shall not absent
 himself by day or night from his
 service without leave. Further that
 he will use every endeavour to
 improve his proficiency at his trade
 and do his best to become and con-
 tinue to be a skilled and efficient
 craftsman.

The Employer agrees as follows:-

2. That during the said term he
 will provide the Artisan with
 reasonable accommodation in quarters
 or in tent, will see that he obtains
 Medical attention and medicine in
 illness and will pay him wages as
 follows:-

4th Class Artizan Shgs.16/- to 20/-
 per month.
 3rd Class Artisan Shgs.22/- to 40/-
 per month.
 2nd Class Artisan Shgs.42/- to 60/-
 per month.
 1st Class Artisan 32 cents to 62
 cents per hour.

Katika kuandikwa wakwe buyo Fundi atapawa blanket nae talipwa kwa kadiri ya mshahara wa class atakayokuwa. Na mara kwa mara huyo Mwenyi Kazi ataamru mishahara iongezwe na huyo Fundi aendeleae apandishwe katika darasa ya juu. Na awapo Fundi hafai katika mafunzo yakwe au akiwa mvivu au akiwa haendelei, Mwenyi Kazi atamrudisha darasa la tini au ampunguze mshahara wakwe au vyovyote atakavyofanya mwenyewe akiona ni vyema. Na zaidi ya mshahara huo uliotajwa hapa juu Fundi atapawa na posho kama vile wapatavyo wengine wafanyao kazi Public Works Department. Mishahara itakatwa akiwa mtu amechelewa, au asipotii amri au akiwa ameharibu mali ya Mwenyi Kazi au mshahara wote utazuiwa iwapo mtu ameugua ugonjwa wa kujitakia mwenyewe alioupata kwa ndia ya kutojitunza kwakwe. Mtu akiwa hakuja kazini kwa ugonjwa wa haki atapawa kama nusu ya mshahara wakwe muda wa majuma matatu ya ugonjwa baada ya hapo hatapawa mshahara tena mpaka

Upon engagement the artisan will be given a blanket and will be paid at the initial wage of the class which his proficiency merits. From time to time the Employer will sanction increases of pay and transfer to a higher class strictly in accordance with the Artisan's progress and efficiency. In the event of the Artisan proving inefficient or lazy or failing to make progress, the Employer may reduce him in grade or pay to whatever extent may seem to him suitable. In addition to the above wages the Artisan will be given rations on a similar scale to other natives in the employ of the Public Works Department. The wages will be subject to partial stoppages in the event of unpunctuality, insubordination or wilful destruction of Employer's property or full stoppage for illness due to his own neglect or misconduct. In the case of absence from work owing to illness not due to his own neglect or misconduct the Artisan will be paid at a rate not less than half his ordinary wage.

arudi kazini.

3. Huyo Mwenyi Kazi atampa huyo Fundi vyombo vifaavyo kwa hiyo kazi yakwe nae Fundi atavitwaa hivyo vyombo kwa daraka yakwe vikipotea au akivitumia vibaya itamlazimu kuvilipia thamani yakwe yote au fungu la thamani yakwe kama atakavyofikiri huyo Mwenyi Kazi. Muda wote utakapomalizika wa miakana itakapokuwa tabia ya huyo Fundi imeonekana kuwa ni nzuri nae ameonyesha bidii na uhodari katika kazi yakwe, huyo Mwenyi Kazi atampa hivyo vyombo vyote alivyokuwa akivitumia na ambavyo ndivyo hasa vya kazi ya ufundi namna hiyo awe navyo kabisa.

4. Mwenyi Kazi atampa huyo Fundi ruksa ya majuma matatu kwa killa mwaka na mshahara mzima nae atalipa gharama ya Railway ya kwenda na kurudi.

for a period not exceeding three weeks at a time, after which he will not be paid until he resumes work.

3. The Employer will provide the Artisan with suitable tools for his trade and the Artisan will be responsible for all tools placed in his charge and loss or misuse of same will involve payment at their value either in whole or in part as the Employer may decide. Upon completion of the whole period of.....years, and provided that the conduct of the Artisan has been good and he has shown diligence and efficiency in his work, the Employer will give him the ordinary set of tools he has been using and which it is customary for an Artisan of his trade to possess.

4. The Employer will give the Artisan three weeks leave in every year, which shall not be accumulative, on full pay and will pay his return railway fare to the Railway Station nearest his home.

Pande zote mbili zimapatana zaidi kama hivi:-

5. Wakati huyo Fundi atakapoonekana ni huyo Mwenyi Kazi kuwa haendelei kwilimaka katika kazi yakwe au kwake tabia yake yote si nzuri au katii amri zambiwaizo, itamlazimu huyo Mwenyi Kazi kufuta huu mkataba bila ya notisi (ilani) na huyo Fundi...

6. Wakati huyo Mwenyi Kazi atakapokwama hana kazi ya kumpa huyo Fundi itamlazimu Mwenyi Kazi kumpa Fundi kwa ajili ya mkataba huu notisi ya miezi mitatu. Kwa ajili hiyo huyo Fundi atapawa sehemu nzima ya vyombo bure kama vile ambavyo amekuwana memalizi muda timamu wa miaka...

It is further mutually agreed as follows:-

5. In the event of the Artisan, in the opinion of the Employer, failing to make adequate progress in becoming skilled at his trade, or in the case of gross misconduct or insubordination on his part, it shall be competent for the Employer to have this Agreement cancelled without notice and the Artisan shall return all tools and any other property of the Employer in his charge and shall forthwith cease to work for the Employer and shall not be entitled to any leaving certificate.

6. In the event of the Employer being unable to continue his employment with the Artisan it shall be competent for the Employer to determine this Agreement by giving the Artisan three months notice. In such a case the Artisan will be entitled to his set of tools free of charge as would be the case had he completed the full period of... years service.

KWA KUSHUKUWA hizi pande
mbili ambazo zikotia mikono yao
au alama zao kwa.....mbele
ya.....siku na mwaka
vimekwisha andikwa kwanza.

IN WITNESS whereof the said
parties have herunto set their
hands or made their marks at
.....before the
.....the day
and year first before written.

na
Sahini au alama
ya kidole cha
mkono wa kushoto.

and
Signature or
left thumb mark.

DIRECTOR OF
PUBLIC WORKS.

DIRECTOR OF
PUBLIC WORKS.

African Artisan.

African Artisan.

COLONY AND PROTECTORATE OF
KENYA.

PUBLIC WORKS DEPARTMENT.

MAPATANO yafanyika siku
ya ya mwezi wa
19... KATI YA Director of Public
Works (ambae hapa yuaitwa "Mwenyi
Kazi") Kwa upande mmoja NA.....
.....Mwenyi
Kipande cha namba.....
(ambae hapa yuaitwa "Fundu") kwa
upande mwingine.

KWA KUWA huyu Fundu wamesikizana
na huyo Mwenyi Kazi nae amejifunga
mwenyewe kwa kumtumikia katika
Colony and Protectorate of Kenya
kwa muda wa miaka.....
Kuhesabiwa tangu.....
Katika Kazi ya Ufundi wa
.....kwa mkataba huu
ufuatanao.

MAPATANO YENYEWI NI KAMA HAYA:-

Fundu apatana nae ajifunga
mwenyewe kama hivi:-

1. Kwamba, baada ya kumaliza
miezi mitatu ya kujaribiwa na
kazi yakwe ikionekana kuwa ni
nzuri kwa huyo Mwenyi Kazi, au
kwa muda wowote apenae yule
Mwenyi Kazi, nae kwa bidii na
kwa uaminifu na kwa uwezo wakwe
wote atatii amri zote na kufanya

COLONY AND PROTECTORATE OF
KENYA.

PUBLIC WORKS DEPARTMENT.

18
AN AGREEMENT made the.....
day of.....19...
BETWEEN the Director of Public
Works (hereinafter called "The
Employer") of the one part and
.....
registered number.....
(hereinafter called "The Artisan"
of the other part.

WHEREAS the Artisan hereby con-
tracts with the Employer and
binds himself to serve him in
the Colony and Protectorate of
Kenya for a period of.....
years to be computed from
.....in the
capacity of.....
Artisan upon the terms and con-
ditions hereinafter specified.

IT IS HEREBY AGREED as follows:-

The Artisan agrees and binds
himself as follows:-

1. That, having completed a
probationary period of three
months to the satisfaction of
the Employer, or such longer
period as the Employer may
regard as necessary, he will
diligently, faithfully, and to
the best of his ability obey all

kazi zote zitakazomhusu za kazi
 yakwe atakayopewa ni yule Mwenyi
 Kazi au mtu yoyote ambao tini ya
 amri yakwe amewekwa atumike kwa
 msaada huo wa mapatano. Nao atatii
 amri zote za haki za kazi Mkuuwa
 kazi katiwa saa za kazi au saa
 nyengine ziwazo zote wala asiata
 kazi kazi ni kazi au kazi
 bila ya rufusa. Kazi ya kazi
 atakiwa alanyo bidii kushika
 mafunzo ya kazi yakwe amedeeo
 kwa mtu wa ilimu na fundi wa
 akili.

Na Mwenyi Kazi apatana hivi:-

2. Kwa kazi kwa muda wa kazi
 hayo atampa Fundi nyumba iliyo na
 nafasi za hema, kisha atamtazama
 sana kwa kumpoleka kupawa dawa
 wakati awap mgonjwa naye atampa
 mshahara kama hivi:-

- 4th Class Artisan Shgs. 16/- mpaka
Shgs. 20/- kwa mwezi.
- 3rd Class Artisan Shgs. 22/- mpaka
Shgs. 40/- kwa mwezi.
- 2nd Class Artisan Shgs. 42/- mpaka
Shgs. 60/- kwa mwezi.
- 1st Class Artisan 32 cents mpaka
62 cents kwa saa moja.

such orders and perform all such
 work appertaining to his craft or
 otherwise as may be given to him
 by the Employer or any other
 person whom the authority he may
 be placed during the currency of
 the Agreement. He shall obey all
 lawful commands of the said Officer
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 working hours and shall not absent
 himself by day or night from his
 service without leave. Further that
 he will use every endeavour to
 improve his proficiency at his trade
 and do his best to become and con-
 tinue to be a skilled and efficient
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The Employer agrees as follows:-

2. That during the said term he
 will provide the Artisan with
 reasonable accommodation in quarters
 or in tent, will see that he obtains
 Medical attention and medicine in
 illness and will pay him wages as
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- 4th Class Artisan Shgs. 16/- to 20/-
per month
- 3rd Class Artisan Shgs. 22/- to 40/-
per month.
- 2nd Class Artisan Shgs. 42/- to 60/-
per month.
- 1st Class Artisan 32 cents to 62
cents per hour.

arudi kazini.

3. Huyu Mwenyi Kazi atampa huyo Fundi vyombo vifaavyo kwa hiyo kazi yakwe nae Fundi atavitwaa hivyo vyombo kwa daraka yakwe vikipotea au akivitumia vibaya itamlazimu kuvilipia thamani yakwe yote au fungu la thamani yakwe kama atakavyofikiri huyo Mwenyi Kazi. Muda wote utakapomalizika wa miakana itakapokuwa tabia ya huyo Fundi imeonekana kuwa ni nzuri nae ameonyesha bidii na uhodari katika kazi yakwe, huyo Mwenyi Kazi atampa hivyo vyombo vyote alivyokuwa akivitumia na ambavyo ndivyo hasa vya kazi ya ufundi namna hiyo awe navyo kabisa.
4. Mwenyi Kazi atampa huyo Fundi ruksa ya majuma matatu kwa killa mwaka na mshahara mzima nae atalipa gharama ya Railway ya kwenda na kurudi.

for a period not exceeding three weeks at a time, after which he will not be paid until he resumes work.

3. The Employer will provide the Artisan with suitable tools for his trade and the Artisan will be responsible for all tools placed in his charge and loss or misuse of same will involve payment at their value either in whole or in part as the Employer may decide. Upon completion of the whole period of.....years, and provided that the conduct of the Artisan has been good and he has shown diligence and efficiency in his work, the Employer will give him the ordinary set of tools he has been using and which it is customary for an Artisan of his trade to possess.
4. The Employer will give the Artisan three weeks leave in every year, which shall not be accumulative, on full pay and will pay his return railway fare to the Railway Station nearest his home.

Pande zote mbili zimepatana zaidi
kamb hivi:-

5. Wakati huyo Fundi atakaponekana ni huyo Mwenyi Kazi kuwa haendelei kuilimika katika kazi yakwe au iwapo tabia yakwe yote si nzuri au hatii amri sambiwazo, itamlazimu huyo Mwenyi Kazi kufuta huu mkataba bila ya notisi (ilani) na huyo Fundi atarudisha vyombo vyote na kila kitu alichopawa ni huyo Mwenyi Kazi nae hatatumika tena kwa huyo Mwenyi Kazi atatelewa bila ya barua.

6. Wakati huyo Mwenyi Kazi atakapokuwa hana kazi ya kumpa huyo Fundi itamlazimu Mwenyi Kazi kumpa Fundi kwa ajili ya mkataba huu notisi ya miezi mitatu. Kwa ajili hiyo huyo Fundi atapawa sehemu nzima ya vyombo bure kama vile ambavyo angekuwa amemaliza muda timamu wa miaka..... ya kazi.

It is further mutually agreed as follows:-

5. In the event of the Artisan in the opinion of the Employer, failing to make adequate progress in becoming skilled at his trade, or in the case of gross misconduct or insubordination on his part, it shall be competent for the Employer to have this Agreement cancelled without notice and the Artisan shall return all tools and any other property of the Employer in his charge and shall forthwith cease to serve the Employer and shall not be entitled to any leaving certificate.

6. In the event of the Employer being unable to continue to find employment for the Artisan it shall be competent for the Employer to determine this Agreement by giving the Artisan three months' notice. In such a case the Artisan will be entitled to his set of tools free of charge as would be the case had he completed the full period of..... years service.

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KWA KUSHUHUDIA hizi pande
mbili ambazo zimetia mkono yao
au alama zao kwa.....mbele
ya.....siku na mwaka
vimekwisha andikwa kwanas.

IN WITNESS whereof the said
parties have heronto set their
hands or made their marks at
.....before the
.....the day
and year first before written.

na
Sahih au alama
ya kidole cha
mkono wakushoto.

and
Signature
Left hand mark.

DIRECTOR OF
PUBLIC WORKS

DIRECTOR OF
PUBLIC WORKS

Artisan Artisan.

Artisan Artisan.