

1925

E. AFRICA
ZANZIBAR

109

FROM *Ad. Mr. Wallace*

68 17 March, 1925

DATE

C. O.
16596

RE
RE 11 APR 25

FOR CIRCULATION—

Mr.
Mr.
Mr.
Asst. U.S. of S.

Perm. U.S. of S.
Part. U.S. of S.
Secretary of State.

*Provident Fund for
non-European officers*

*Send copy memorial
considers that a widows
and Orphan Pension
scheme on lines indicated
would be preferable*

Previous Paper

MINUTES

4900. 10230/6A

*See on 20758/25. The figures
given are useful as a basis
for a W & O. scheme on the
lines of the European one. The
Zanzibar staff would accept a
P.F. scheme on legal Rly lines*

Off 13/5/25

Subsequent Paper

902/20036

Recd 130. 26 JUN 1925 4920/35/25



16596
 Rr
 RE 11 APR 25

101

No 68.

THE RESIDENCY,
 ZANZIBAR.

17th March, 1925.

Sir,

*Adm
 60614/2
 Ea*

With reference to the late Sir R. Coryndon's despatch No.83 of the 27th of November, 1924, I have the honour to transmit a copy of a memorial by members of the non-European establishment in Zanzibar in which they complain that no steps have yet been taken to implement the promise made in the year 1920 that a Provident Fund would be instituted as one of the improved conditions of service.

2. Some serious objections to the Uganda scheme were indicated in my despatch of the 11th of August, 1924, to the Governor of Uganda, which formed an enclosure to the High Commissioner's despatch referred to above, and further consideration of the question has led me to the conclusion that the needs of the Asiatic staff of this Protectorate would be far better served by the inauguration of a Widows' and Orphans' Pension Scheme on lines similar to that instituted for Europeans

THE RIGHT HONOURABLE,
 LIEUTENANT COLONEL L.C.M.S. AMERY, P.C., M.P.,
 etc., etc., etc.,
 Secretary of State for the Colonies,
 DOWNING STREET.

Europeans. This method of provision based as it is on the conferment of the greatest possible benefits upon the widow and the orphan and on the contribution of a fixed percentage of salary affords an insurance at once economical and at the same time proportionate to the means of each official.

3. As precedents I cite the cases of Hongkong, where the Scheme applies generally to permanent employees provided they draw a salary of not less than 420 dollars per annum; and of the Straits Settlements, where, however, the Scheme is confined to employees who are restricted by law to one wife at a time.

Particulars of the Ceylon Scheme are not available at the time of writing, but it is understood also to be of general application.

4. I take this opportunity to transmit mortality statistics of the Asiatic staff covering the decade from 1914 to 1923. Arabs are not included in this statement. It is not at present known how far they would wish to be made parties to any pension scheme that might be instituted or how far it is practicable and desirable that they should be.

5. To secure the success of a Widows' and Orphans' Pension Scheme for Asiatic Officials it would, I think, be necessary for all the Administrations of the East African group of dependencies to participate. Failing such participation, the institution of a Provident Fund somewhat on the lines proposed by the Governor of Uganda or similar to that instituted for officials of the Uganda Railway would be welcomed by the Asiatic officials of this Protectorate.

6. I am forwarding to the Governors of Uganda, Kenya and Tanganyika Territory a copy of this despatch: I have previously furnished them with a copy of my despatch of the 11th of August, 1924.

I have the honour to be,

Sir,

Your most obedient,

humble servant,



ACTING HIGH COMMISSIONER.

Memorandum by members of the non-European establishment in Zanzibar, dated 20th February, 1925.

Sir,

We have the honour to draw your urgent attention to the fact that as far back as 1920, the Government promised, as one of the conditions of the amelioration of our service conditions, that a Provident Fund would be instituted, and in his letter No 699(2600) of 10th December 1920, the Chief Secretary informed us that he was only awaiting details for its establishment.

Nearly four years passed without anything being done in the matter and on the 28th of November 1923, we again approached the Government on this subject and in his letter No 69 of 21st January 1924, the Chief Secretary informed us that, "the British Resident was in favour of the institution of a Provident Fund and that no definite information on this subject could be afforded us until the receipt of the draft rules which were then being prepared by the Government of Uganda".

Since 1920, cases have occurred where Non-European Subordinates have died in the service, or on completion of their privilege leave prior to retirement, or after drawing their pension for a few months, leaving their families in distressing conditions.

A case has occurred lately where a Non-European official died after completing 29 years service, leaving his widow and four children in pecuniary difficulties, where, had the Provident Fund been in existence it would have been of great relief to the family.

Considering

Considering that five years have now elapsed since we were first promised the institution of a Provident Fund, and in view of the many cases of real hardships to families of Non-European officials who have died under various circumstances, we respectfully beg to submit that the Government will be so good as to take immediate steps to redeem the promise given us as one of the conditions of the amelioration of our salaries. We might beg to point out that no delay occurred in the establishment of the European officers Widows and Pension scheme, and we submit that the Government will at least now institute the Provident Fund which may be the means of alleviating the pecuniary difficulties of the families of the Non-European officials who may die in the service during the tenure of their pension.

We have, etc.,

(Sd) M.H. Jaffer,

and 130 others.

Asiatic Employees in Government Service.

1914	566
1915	572
1916	567
1917	527
1918	539
1919	535
1920	529
1921	555
1922	540
1923	555

Mortality Statement.

1914	2
1915	1
1916	1
1917	3
1918	4
1919	2
1920	4
1921	7
1922	3
1923	4