

Department of Labour,
Senior Labour Officer's Office
P.O. Box 184, Lusaka.

January 7th. 1956.

The Secretary,
Northern Rhodesia Council of Social Service,
P.O. Box 281, LUSAKA

Dear Miss Darlow,

AFRICAN CHARWOMEN SCHEME

When I received your letter, ref. No. NRCSSS/109 dated the 15th November, 1955, I wrote around to all Labour Officers in the Territory to find out about what had happened to the Scheme. I am afraid that the replies have been very disappointing. In Ndola where the Scheme

have been very disappointing. In Ndola, where the Scheme began, it has fallen away and efforts to inaugurate scheme in other towns have not been successful. The Labour Officer, Lusaka, however, did approach Mrs. Musgrove, the Women's Welfare Officer at Kabwata and between them they arranged to start a small scheme involving not more than six women in the first instance. I shall ask Mr. Target to find out what has happened at Lusaka and let you know before your Social Workers' Conference is held next month.

The main difficulties to the operation of such a scheme at present are that while African women are not yet prepared to become proper full-time domestic servants, when they go to flats on part-time duties they tend to get involved with male servants and the usual difficult complications arise. No doubt under such circumstances husbands would not be prepared to let their wives go and work as charwomen if it may have a bad effect on marital relations.

Yours sincerely,

E. W. DUNLOP

ACTING SENIOR LABOUR OFFICER

HERN



DEPARTMENT OF LABOUR
LABOUR OFFICER'S OFFICE

14

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01-0564 4-55

In reply please quote

No. Ma/3-29

L U A N S H Y A.

PIA

4th. January, 1956.

The Senior Labour Officer,
P.O. Box 184,
L U S A K A.

Reference is made to your minutes Ma/2 dated 18th. November and 29th. December, 1955, and I have to advise that no African Charwomen, as far as I am aware, are employed in Luanshya.

[Signature]

LABOUR OFFICER.

PSE/AIR

COPY to:- Assistant Labour Commissioner, Kitwe.

ESIA



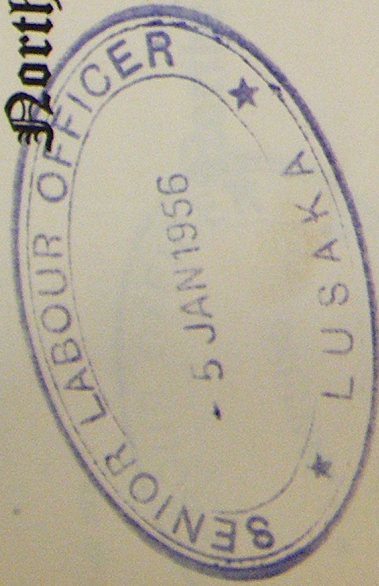
Northern

Rhodesia

In reply please quote

No **J/-1**

13



DEPARTMENT OF LABOUR,
LABOUR OFFICER'S OFFICE,
P. O. Box 130,
CHINGOLA.

3rd January, 1956.

Acting Senior Labour Officer,
P. O. Box 184,
Lusaka.

PIA

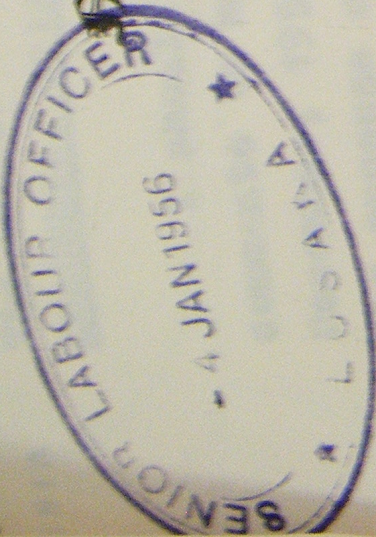
With reference to your letters Ma/2 dated
18th November, 1955 and Ma/2 dated December, 1955.

Both Chingola and Bancroft have no
African Charwomen.

Handwritten signature



Northern



In reply please quote

No. **Ma/1**

Rhodesia

Department of Labour,
Labour Officer's Office,
P.O. Box 257, Kitwe.

31st December, 1955.

The Acting Senior Labour Officer,
Lusaka.

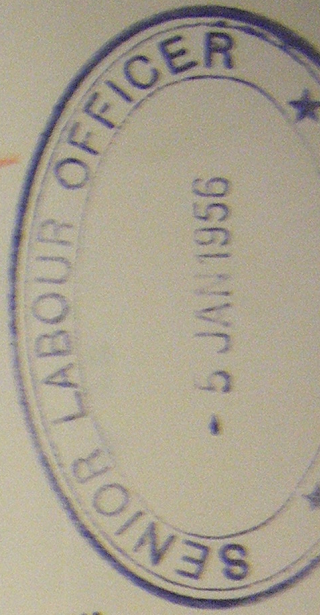
12

I refer to your minute No. Ma/2
of December, 1955.

To date, in Kitwe no scheme for
"African charwomen" has been instituted.

LABOUR OFFICER

PIA



KD-W/MMS.

ERN

DEPARTMENT OF LABOUR AND MINES
P.O. BOX 191
LUSAKA

10r-P91 6-53

In reply please quote
No. Me/2

12

29th December, 1955.

The Labour Officers:
LUAUSHYA, CHINGOLA, KITWE.

I should be grateful to know if you have any comments to make on my minute No. Me/2 date the 18th December, 1955 addressed to all Labour Officers about the success or otherwise of "operation" "African Charwomen".

E. W. DUNLOP

ACTING SENIOR LABOUR OFFICER.

END/HJB:

DEPARTMENT OF LABOUR,
LABOUR OFFICER'S OFFICE,
P.O. Box 202,
MUFULIRA.

15th. December, 1955.

The Senior Labour Officer,
P.O. Box 184,
LUSAKA

Reference your Ma/2 of the 18th. November, 1955,
regarding the African Charwomen's Scheme.

2. More than one attempt has been made by me in conjunction with the African Welfare and Probation Officer to get African women to accept employment in selected European houses. The efforts have proved unavailing, mainly by reason of the fact that only five women have so far come forward and they had a very warped sense of what is meant by carry-out an instruction. The European housewives, who as mentioned above were selected, eventually gave up in desperation.

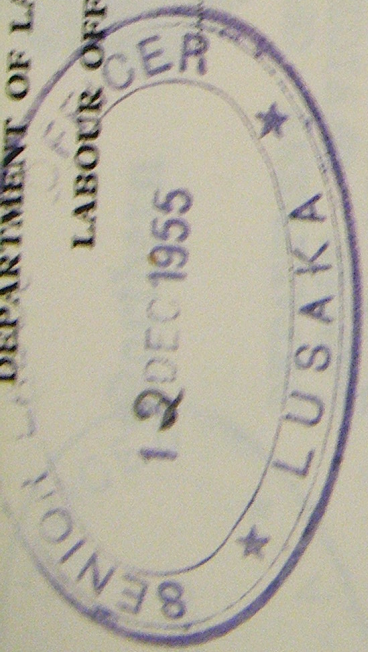
LABOUR OFFICER.

In reply please quote

No. Ma/1-32.

LABOUR OFFICER'S OFFICE

P.O. Box 33,
LIVINGSTONE.



VS/JH

ZAMBIA

8th. December, 1955.

10

The Acting Senior Labour Officer,
P.O. Box 184,
LUSAKA.

I refer to your minute Ma/2 of the 18th. November, 1955, in connection with the placing of African women in employment.

I discussed the matter with the Social Welfare Officer, Municipality, some time ago, but there appears to be no demand locally for an African Charwomen's scheme. There is no shortage of domestic labour locally.

The question of employing African Women in industry also cropped up when the Sub-Committee of Municipal African Affairs met Mr. Calothi of the Tobacco Graders Co-operative Society. Due to their abnormal seasonal increase in labour I asked Mr. Calothi to consider the possibility of employing more women in order to relieve the housing shortage.

It concerns however, that local African women are

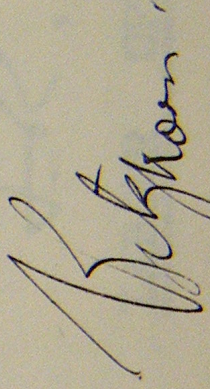
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It appears, however, that local African women are not keen on outside work.

The local Railway Welfare Worker, Daisy, has also approached me regarding employment for African unmarried mothers. I have promised to assist but so far they have not come forward with possible isolated exceptions.



LABOUR OFFICER.


9


Northern

Rhodesia

DEPARTMENT OF LABOUR,
LABOUR OFFICER'S OFFICE,
P. O. BOX 280,
NDOLA.

28th November, 1955.


The Acting Senior Labour Officer,
P. O. Box 184,
LUSAKA.

I refer to your minute Ma/2 of the 18th November, 1955.

2. The position here is as follows:-
- (a) I arrived on transfer here in mid.-
-February, 1955. When I enquired, on arrival, I was told the scheme had faded out.
 - (b) Some of the women stopped doing this line of work; others preferred to work for one employer as a full time domestic servant.
 - (c) No other women have approached this office for charwomen's work since I arrived here.

J. R. L. Lawry

LABOUR OFFICER.

Northern

25 NOV 1955

LUSAKA



Rhodesia

No. Ma/4

Department of Labour,
Labour Officer's Office,
P.O. Box 184, Lusaka.

November 25th. 1955.

Acting Senior Labour Officer,
LUSAKA

I refer to your minute No. Ma/2 of the 18th November, 1955, relative to an African Charwoman Scheme.

2. Some months ago I approached Mrs. Musgrove, the Women's Welfare Officer at Kabwata and discussed with her a tentative scheme for the employment of African women as Charwomen. The scheme was that the women would be only employed in the first instance in women's flats, Argyle Court, Bedford Court, etc. Mrs. Musgrove made enquiries amongst the African women and the response was encouraging. She agreed to pick personally a nucleus for a small scheme involving not more than 6 women in the first instance. However, I regret that since then I have taken no action in the matter, but feel that I should contact some of the women living in the above named flats and try to start a scheme.
3. Mrs. Musgrove and I reckon that one woman would be able to clean and tidy up at least 3 flats each morning

Charwomen. The scheme was that the women would be only employed in the first instance in women's flats, Argyle Court, Bedford Court, etc. Mrs. Musgrove made enquiries amongst the African women and the response was encouraging. She agreed to pick personally a nucleus for a small scheme involving not more than 6 women in the first instance. However, I regret that since then I have taken no action in the matter, but feel that I should contact some of the women living in the above named flats and try to start a scheme.

3. Mrs. Musgrove and I reckon that one woman would be able to clean and tidy up at least 3 flats each morning at a cost to the owner of somewhere round 1/6d a day. This would mean a daily earning to the woman of 4/6d which I consider quite considerable. Trouble, as you know, arises where men are also employed and there are no employers present to stop promiscuous activities. It might be possible to persuade all the employers in one block of flats to get rid of their male servants, but I doubt whether this is practicable as the women to be employed as Charwomen have yet to show whether they can work consecutively for any length of time. I will try to go into this matter again.

Musgrove

LABOUR OFFICER

In reply please quote

No. Ma/1-85.

7



DEPARTMENT OF LABOUR AND MINERS
 LABOUR OFFICER'S OFFICE
 P.O. Box 17,
 FORT JAMESON.

22nd November, 1955.

The Acting Senior Labour Officer,
LUSAKA.

I refer to your Circular Minute No. Ma/2 dated November 18th, 1955.

In my minute to you No. Ma/1-79 dated April 14th, 1955 I gave several reasons which militate against an African Charwoman scheme being a success here.

Since that date I have from time to time discussed the matter with housewives, but without receiving any support.

Since that date I have from time to time discussed the matter with housewives, but without receiving any support.

3. Many housewives would be delighted to have a reliable girl working full time in the house.

But there just are no such girls to be had. A few people employ nannies, but their experience appears to be that nannies object to doing anything beyond keeping an eye on the children.

SG/DM.

S. Pinsted

LABOUR OFFICER.

not with a

Ma/2

6
Department of Labour,
Senior Labour Officer's Office
P.O. Box 184, Lusaka.

November 18th. 1955

Assistant Labour Commissioner, Kitwe. f.y.i. ✓

Labour Officers: Lusaka, Broken Hill, Menze, Livingstone,
Fort Jameson, Kitwe, Ndola, Luanshya,
Mufulira, Chingola. ✓

The Northern Rhodesia Council of Social Service who have their Headquarters here are anxious to know whether the African Charwomen's Scheme started at Ndola (and possibly elsewhere) is working well. Details of wages and of other interesting points would be welcomed and if information is sent to me, I shall send it on.

E. W. DUNLOP

ACTING SENIOR LABOUR OFFICER

TELEPHONE.....
2951,

No. NRCSSS/109

5
P.O. Box 281,
LUSAKA

N. Rhodesia.

15th November, 1955.

Dear Mr. Dunlop,

CHAI RWOMEN SCHEME.

We are proposing to hold a Social Workers' Conference in February on Group Work for Women and Girls, at which domestic training and the possibility of domestic employment will be raised.

We have given a fairly wide circulation to some questions about the position of women, and a suggestion for full time domestic work for African women on European households is not any too welcome. But the Chairwomen idea, in women's flats, has aroused a good deal of interest.

We have given a fairly wide circulation to some questions about the position of women, and a suggestion for full time domestic work for African women on European households is not any too welcome. But the Chairwomen idea, in women's flats, has aroused a good deal of interest.

Could you let me know how far it has been tried out and where, the wages paid, and anything else relevant. Then we can consider ventilating it further at the conference itself.

Yours sincerely,

Mary Dosh

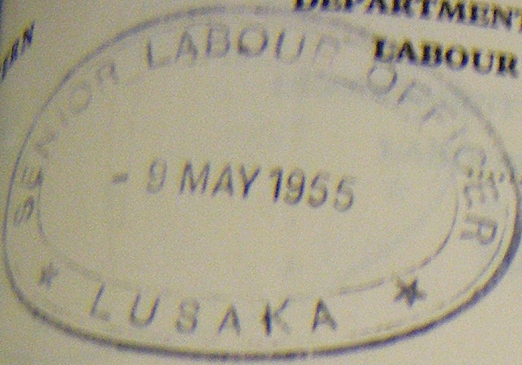
Secretary.

E.W. Dunlop, Esq.,
Senior Labour Officer,
P.O. Box 184,
LUSAKA. N.R.

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Ms L 14 2 file 1911
To all L.P.S. and
ALC only
as per back

DEPARTMENT OF LABOUR AND MINES
LABOUR OFFICER'S OFFICE

P.O. Box 33,
LIVINGSTONE.



Ma/2

4

St-1/1/5 2-1
Stocked by Comm.

In reply please quote

No. Ms/1

5th. May

The Labour Officer,
NDOLA.

Employment of African Women:

page 1

I refer to your minute E/3 of the 8th. February, 1955, to the Acting Assistant Labour Commissioner, a copy of which was sent to me.

I have been asked by the Acting Senior Labour Officer, Lusaka, to investigate the possibility of getting this scheme working locally.

I should be grateful if you could give me fuller details of the scheme in regard to its operation in order to arm myself for discussions with the local Municipal Welfare Officer.

V. SETZKORN

LABOUR OFFICER.

c.c. A/Senior Labour Officer,
LUSAKA. ✓

Ms L
did

DEPARTMENT OF LABOUR AND ZMINES

LABOUR OFFICER'S OFFICE

P. O. BOX 17,
FORT JAMESON.

14th April, 1955.

The Acting Senior Labour Officer,
P. O. Box 184,
LUSAKA.

I refer to your Circular Minute No. Ma/2-1 on the subject of an African women's charwoman scheme.

2. I have made fairly extensive enquiries in this area, and it appears that at present such a scheme cannot be worked here.

3. Various reasons have been advanced by the people consulted, such as

(a) the absence of a suitable type of African women;

In reply please quote

No. Ma/1-79.

NO action
P/A.

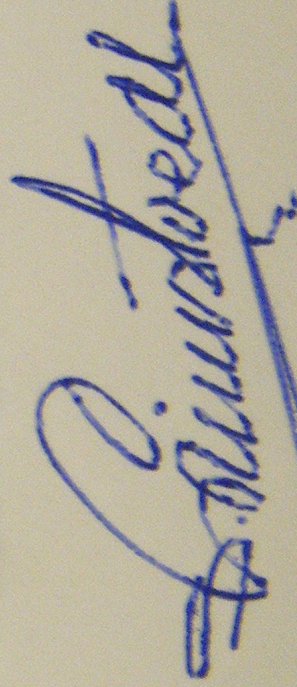
W.D.

women;

(b) the abundant supply of male domestic servants (even if often of poor quality);

(c) the fact that so many European housewives are working and therefore require a full complement of 2 to 4 male servants.

4. I have found that the few employers who think the idea good, are people who have difficulty in obtaining and retaining male servants, and whose participation in a scheme of this kind could not be conducive to its success. In its initial stages I feel that a good type of employer is even more important than a suitable type of employee; and this type of employer have very little difficulty in obtaining all the male servants they require.



~~LABOUR OFFICER.~~

DEPARTMENT OF LABOUR,
SENIOR LABOUR OFFICER'S OFFICE,
P. O. BOX 184,
LUSAKA.

19th March 1955.

The Commissioner for Labour,
P. O. Box 191,
L U S A K A.

I refer to minute No. E/1 dated the 16th February, 1955, from the Acting Assistant Labour Commissioner, Kitwe addressed to all Northern Area Labour Officers except the Labour Officer, Ndola, with a copy to you, enclosing a copy of a minute No. E/3 dated the 8th February, 1955 from the Labour Officer, Ndola addressed to the Acting Assistant Labour Commissioner, Kitwe on the subject of the Employment of African Women as charwomen. I am asking all Labour Officers in the Southern Area, by copy of this minute and of that of the Labour Officer, Ndola, to investigate the possibility of getting this scheme working in their own towns.

2. It is unlikely that much can be done at Lusaka at present as Mrs. Langley has been sick on and off for more

enclosing a copy of a minute No. E/3 dated the 8th February, 1955 from the Labour Officer, Ndola addressed to the Acting Assistant Labour Commissioner, Kitwe on the subject of the Employment of African Women as charwomen. I am asking all Labour Officers in the Southern Area, by copy of this minute and of that of the Labour Officer, Ndola, to investigate the possibility of getting this scheme working in their own towns.

2. It is unlikely that much can be done at Lusaka at present as Mrs. Langley has been sick on and off for more than a week and there is only one local Labour Officer here at present who is going on local leave at Easter.

E.W.D.

ACTING SENIOR LABOUR OFFICER.

EWD/NJB:

c.c. The Labour Officer, BROKEN HILL

LUSAKA

MONZE

LIVINGSTONE

FORT JAMESON.

L.O. Lusaka
please see

E/17

DEPARTMENT OF LABOUR,
ASSISTANT LABOUR COMMISSIONER,
P.O. Box 257, KITWE.

16th February, 1955.

The Labour Officer, Kitwe.
The Labour Officer, Chingola,
The Labour Officer, Luanshya,
The Labour Officer, Mufalira.

I refer to the attached copy of R/3 dated 8th February, from the Labour Officer, Ndola, on the subject of the employment of African women.

2. This experiment appears to have been successful at Ndola and I suggest, should the opportunity arise, it should be tried at other centres.

N. D. HEINT

ACTING ASSISTANT LABOUR COMMISSIONER

Copy to:- The Commissioner for Labour.
The Senior Labour Officer, Lusaka. ✓
The Labour Officer, Ndola.

2/3
DEPARTMENT OF LABOUR,
LABOUR OFFICER'S OFFICE,
P.O. Box 280,
NDCOLA.

8th February, 1955.
The Acting Assistant Labour Commissioner,
KITALE.

EMPLOYMENT OF AFRICAN WOMEN

I refer to your E/13-88. Vol. II of the 3rd February, 1955.

2. The scheme for employing African women as charwomen started some six months ago. The Women's Institute in co-operation with this office endeavoured to get the scheme started, as owners of small flats and old ladies living alone in establishments such as Window House, were very much in need of domestic assistants but could not employ a full time servant. The African Social Welfare Officer, Honoree Sampa, made a list of suitable women, many of whom had worked in domestic employment in Southern Rhodesia or the Union of South Africa. European employers were informed of

old ladies living alone in establishments such as
Winrow House, were very much in need of domestic
assistants but could not employ a full time servant.
The African Social Welfare Officer, Romance Sampa,
made a list of suitable women, many of whom had worked
in domestic employment in Southern Rhodesia or the Union
of South Africa. European employers were informed of
this new service through the employment exchange,
Northern News, Chamber of Commerce, Women's Institute
and Winrow House. It has been found that once the
scheme is in operation it grows automatically, as the
employed African women call in their friends to work
in the houses of the employers' acquaintances. It is of
the utmost importance in starting any scheme of this sort
that the employers and employees are both carefully "vetted"
as two or three disputes in the early stages might damage
the whole plan irretrievably. It has been found that
after starting on hourly basis that African women generally
prefer to change to whole time employment as being more
secure. From time to time the African Social Welfare
Officer has to bring his list of women requiring work
up-to-date.

3. The young African girl of Std. 6 education who
has been placed in George Brown as a learner shop
assistant is doing well, and I understand has broken
down a lot of the hostility existing between European
shop assistants and Africans. She is gradually being

the whole plan irretrievably. It has been found that after starting on hourly basis that African women generally prefer to change to whole time employment as being more secure. From time to time the African Social Welfare Officer has to bring his list of women requiring work up-to-date.

3. The young African girl of std. 6 education who has been placed in George Brown as a learner shop assistant is doing well, and I understand has broken down a lot of the hostility existing between European shop assistants and Africans. She is gradually being trained to serve behind the counter and at present is assisting Mrs. Robb, the Showroom Manageress, in window arranging, marking and is shortly going to be trained in altering frocks etc. Her other duties are tea making and cleaning.

(sgd) I. H. Wothey.

LABOUR OFFICER.