

Living in Tanzania

The towering Mt. Kilimanjaro, idyllic sandy beaches, the azure blue sea, exotic wildlife safaris and the enticing bazaars of spices and artifacts – Tanzania is a fascinating and beautiful country and a privilege and pleasure to live in with the warm-hearted and friendly Tanzanians.

Tanzania lies on the coast of East Africa and covers an area of more than 362,000 square miles (932,000 square kilometres). The total length of the Tanzanian coast is 772 miles (1,235 kilometers), from Tanga Bay in the north to the mouth of the Ruvuma River in the south. Mt. Kilimanjaro, located in northern Tanzania, is the highest mountain in Africa at 5,895 metres. The country is also very rich in wildlife, having the largest game reserve in the world.

HISTORY

The history – or rather the pre-history – of East Africa begins with the origin of man. Some of the earliest remains of Homo Habilis and Zinhanthropus, a much more primitive primate, were discovered by Louis and Mary Leakey at Olduvai Gorge, in northern Tanzania.

Towards the end of the 19th century, Tanganyika became part of German East Africa. Some charming colonial buildings remain from this time. At the conclusion of World War I, Tanganyika became a British Trust Territory under mandate from the League of Nations until the Union Flag was lowered for the last time in 1961.

Tanganyika, literally *the land of the Thorn Tree*, became a sovereign state on 9 December 1961. Tanzania itself was formed on 27 April 1964 from the union of Tanganyika and the islands of Zanzibar, Pemba and Mafia (formerly the Sultanate of Zanzibar) and is now known as The United Republic of Tanzania. Although the business and commercial capital is Dar es Salaam, the National Assembly sits in Dodoma. The population of Tanzania is divided into over 120 different tribes, each having its own language, customs and in many cases, religion. However, Kiswahili is spoken and understood by most Tanzanians.

Tanzania was a single party state until July 1992, when it became a multi-party democracy. Since then, Tanzania has seen the growth of a free market economy, including a unified currency exchange rate, the advent of currency exchange bureaus, privately owned newspapers and television stations, and the development of private business and investment. A stock exchange in Dar es Salaam has recently been opened. Tanzania is a society in transition, struggling with the very real problems of poverty and development while at the same time wrestling with the challenges of an emerging democracy. October 1995 saw Tanzania's first multi-party elections and the election of the nation's third president, Mr. Benjamin Mkapa.

CLIMATE

Tanzania's climate is tropical; the coastal areas of the country are hot and humid, whereas the central parts are hot and dry. The dry season is from June to October and the rainy season from March to June. The

northern highlands are cool and temperate have two rainy seasons – from November to December and again from February to May.

LANGUAGE

Kiswahili is the national language of The United Republic of Tanzania.

It is important to remember that all the support staff – secretaries, housing supervisor, maintenance department and business office staff speak working English. Any domestic help you may employ will probably speak little or no English. Kiswahili is not a difficult language to learn, and any effort made to speak the language is appreciated and encouraged by the Tanzanians.

TANZANIAN ECONOMY

The Tanzanian economy has seen radical changes in the last few years. Trade liberalisation has resulted in the shops being full of a wide variety of consumer goods. The local currency is the **Tanzanian Shilling**, which for many years was a “soft,” non-convertible currency. However, during the course of the past few years, new laws have resulted in the opening of a number of Bureau de Change offices in most of the larger cities. These bureaus convert Tanzanian Shillings into Dollars or Pounds Sterling at a rate of exchange comparable to that offered by the Bank of Tanzania.

DAR ES SALAAM

While Dodoma is the political capital, Dar es Salaam is the commercial capital of Tanzania. It is located on a low-lying coastal plain on the East Coast of Africa and has one of the most beautiful natural harbours in the world. Dar es Salaam or the "Haven of Peace" is a city of great contrasts. New, shiny cars are sometimes incongruous against a background of narrow, bumpy roads. Older buildings, many of which were built in the German colonial style, stand next to more modern office buildings. Despite these differences, the city has a certain charm about it, which draws people together. It is a city with a large international community, as people from many different nationalities have come to work together for the development of Tanzania.

RECREATION

The Gymkhana Club offers golf, squash, tennis and many other sporting activities to members. This sports club has an open membership but there is a waiting list and costs are \$700 joining fee and one year's subscription.

Casinos, movie theatres and disco bars are other sources of entertainment.

GAME PARKS

From the Serengeti plains with its wildebeest migrations to the snow covered crater rim of Kilimanjaro, Tanzania boasts of some of the finest game parks in the world. In Ruaha, it is not uncommon to come

upon elephant herds numbering in hundreds. In Manyara, lions doze in trees to escape the tsetse flies. In the Selous, a game reserve in southern Tanzania, crocodiles reach five to six metres in length. There is a particularly splendid array of African bird life. The other splendid places to visit are Ngorongoro Crater and Tarangire. All these are located near Arusha region, which is about an hour's flight from Dar.

BEACHES

There are a number of excellent beaches in and around Dar es Salaam. There are also several beach hotels approximately 30 minutes' drive from town. In addition, regular ferry services by speedboat take people to nearby islands, ideal for picnics and to spend a very pleasant day, snorkelling, swimming or lounging in the sun.

SECURITY

Like most cities, Dar es Salaam has its share of petty thefts. However it is not without reasons, Dar es salaam is regarded as one of the safest cities in Africa. While most crime is non-violent and most employees see Dar as a safe place to live and work, it is only common sense to take reasonable precautions. These would include locking up valuables at home, avoiding ostentatious display of jewellery or wandering alone on deserted roads at night.

FOOD

Almost all types of food stuff, spices, fresh fruits and vegetables are available in the market places. Most employees shop in both local markets and supermarkets.

EATING OUT

Dar es Salaam is beginning to enjoy more quality restaurants. Chinese, French, Indian, Pakistani, Continental, Malaysian, Thai and Italian food is easily available and the city has also seen a growth in the number of fast food joints. Swahili delicacies are also worth trying at Swahili joints to get a feel of the local culture.

DRESS

Tanzanians dress conservatively and modestly.

To be comfortable in the hot, humid climate, you are advised to wear light clothing.

Shorts are appropriate wear for men and women for sporting events and in some casual recreational settings, but not for work.

Dress on safari is casual, and you will need light sweaters, slacks or jeans in the evening when you travel up north.

TRAVEL

Tanzania offers many exciting travel opportunities within the country. It is also an excellent springboard for interesting and exciting holidays

within the region. Zimbabwe, Kenya, Swaziland, South Africa, the Seychelles and Mauritius are all within easy reach.

COMMUNITY

The country has several community groups, both Tanzanian and international. A large number of Indians, British, Italians, French and Germans form a major part of the employee community. As a result, a number of cultural groups have emerged. These include an amateur theatre group as well as a music society.

THINGS TO BE BROUGHT IN

General

It is recommended that you use your own discretion in bringing to Tanzania the things that might be needed to help make you feel at home as well as make your adjustment easier. You should pay particular attention to those goods, which are expensive or unavailable locally. Check with the airline for details of your baggage allowance. Usually, you may bring one suitcase (maximum weight 20kg) per person. It is definitely worthwhile to pack your suitcases carefully and to weigh them in advance to take full advantage of your baggage allowance (including carry-on luggage). It is also suggested that you check with your airline to see whether they will authorise any excess luggage and what costs this will entail. This cost will have to be borne by the employee concerned.

When you arrive in Dar es Salaam, you will be entering the country on a Work Permit. While Tanzanian Customs can be inconsistent, most people do not have trouble clearing the baggage allowed by the airline.

In the house allotted, we provide hard furniture such as Bed & Mattresses, Sofa Set, Refrigerator, TV, Cooking Range, Dining Table with chairs and Curtains. We also provide air-conditioners to employees recruited in certain grades.

You will need to bring bed linen and may wish to bring table linen, table-mats, cloth napkins, towels, crockery, cutlery, glasses and cooking pans, all of which are available locally, but are a bit expensive and the choices are limited. If you require special cooking ingredients, then you are advised to bring them. Excellent Indian ingredients are available.

Clothes

Bring a good supply of cotton garments and swimsuits if you are fond of swimming.

Locally printed fabric and clothes are available and can be made inexpensively. The usual dress at the office is formal and semi-formal. Clothes of all types are available, however they are expensive. It is hot in Dar most of the year. The majority of your clothes should be summer wear, although slightly warmer sports/safari clothes are necessary for trips up north.

Clothes are washed frequently and tend to wear out more quickly than at home, so bear this in mind when packing.

Medical Facilities and Drugs

Medical facilities are readily available. There are quite a few hospitals in all the major towns of Tanzania with good facilities and well-qualified staff.

Alternative therapies such as homeopathy and aromatherapy are available.

Local basic pharmaceutical items are available, but if you require special drugs, bring them.

Books

Books, while expensive, are becoming more readily available in Dar es Salaam. We have a small library at Sumaria House, which is fondly called "**Quest Point**" where we have a collection of good management books and we do encourage our executives to read and add value to their knowledge base.

PRE-DEPARTURE PROCEDURES

VISA PROCEDURES

All foreigners working on contract in Tanzania must hold a current Class B Residence/Work Permit. Dependent spouse, and children

under the age of 18 will be included in the contract holder's permit. Children over the age of 18 will be issued with a separate dependent pass. These permits are obtained by the company on behalf of the employee. The company also bears the cost of obtaining such work permits for the employee, spouse and dependent children.

Normally at the time of issue of offer letter as well as the contract letter, we try and collect all the necessary documents from the new recruits. However in cases where it is not done, the selected person may send following documents urgently to the address given below.

1. Photocopy of the Passport of self, spouse and dependent children.
2. 10 copies of recently taken self-passport size colour photographs.
3. Photocopy of all certificates and testimonials duly notarised by the Notary Public. Please ensure that every possible certificate is included.
4. Experience certificates from previous employers duly notarised by a Notary Public. Just in case the certificates are not available, even a copy of the appointment letter will serve the purpose. The copy of such appointment letters need not be notarised.
5. Photocopy of the Marriage Certificate. In case of non-availability of such certificate, a court affidavit in this regard may also serve the purpose.
6. Photocopy of the birth certificates of self, spouse and children.

The letter along with all the above should be sent by courier and the faster the action is taken the better it is. It takes almost 6 – 8 weeks for us to get the work permit.

The selected persons are advised not to take any precipitative action from their end till such time they receive information from our end regarding receiving of the approval of their work permit.

For further clarifications please ask for and speak to Director – Human Resources on the telephone numbers along with the address as given below.

TELEPHONE/FAX NUMBERS/E-MAIL ADDRESS

Sumaria GROUP

P. O. BOX 3016, DAR ES SALAAM, TANZANIA
TEL. NO: 00255-22-2119265/67, FAX: 00255-22-2113113
E-MAIL: info@sumariagroup.com
hrd@sumariagroup.com

ARRIVAL IN TANZANIA

Upon arrival at Dar es Salaam International Airport, your passport will be stamped with a resident visa as per your work permit. A copy of the permit will be sent to you before you begin your journey from India. However, a person from Sumaria will be at the airport to receive you with the original work permit.

Representatives of Sumaria will meet you soon after you clear immigration. The person(s) meeting you at the airport will take you to your accommodation.

If you have any concerns before your arrival or if there are any changes in your schedule or problems with your flight, call Director – HRD on 00255 22 2136850 or 00255 744 276681 or Executive Assistant to MD – Mrs. R. Patwa on 000255 22 2115430.

MONEY

Soon after arrival, each employee receives a settling-in allowance equivalent to one month's local salary. This money should be utilised to buy kitchen items and bare necessities for the house. The employee concerned is required to submit an account of this money to the accounts department of the unit where he / she is working.

Salaries are denominated in Tanzanian Shillings and are paid at the end of each calendar month. It is important that you bring with you on the flight, information regarding your bank account(s) in your home country.

MAILING ADDRESS

Expatriates use the Sumaria Holdings address below for personal mail, which is delivered by Sumaria Group staff to you.

Expatriate's name
Sumaria Group
P. O. Box 3016,
Dar es Salaam, Tanzania

TELEPHONE, FAX, E-MAIL AND INTERNET

There are telephones in all Sumaria Group flats. Staff members are also able to use the ones in the Sumaria Group offices. Cellular phones are now available and are provided to most of the employee staff within the specified call limits. International calls are expensive. We also have fax machines at each of our units including Sumaria House. You may get in touch with your unit's HRD representative for further details.