COMPLAINTS ON FOREIGN EXPATRIATES

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Ministry of Labor and Employment (MLE)
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DAR ES SALAAM, TANZANIA

cc. George M. Masaju
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cc. Mr. Mbarak M. Abdulwakil
Permanent Secretary
Ministry of Home Affairs
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cc. Mr. Eliezer Feleshi
Director of Public Prosecution (DPP)

cc. Mr. Robert Manumba
Director of Criminal Investigation (DCI)
Department of Criminal Investigation
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cc. Dr. Edward Hoseah
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cc. Dr. K. W. D. Khomano
Director
Immigration Services Department
Ministry of Home Affairs

Mr. Permanent Secretary

Greetings

Re: Foreign Expatriates in Nokia Siemens Network (NSN) TANZANIA

We would like to table our complaints regarding unacceptable foreign expatriates' employment practices at NSN for your attention and appropriate action.

We understand that one of the important reasons for encouraging investments in our country is to create and increase employment opportunities for Tanzanians. However, it is increasingly becoming a tendency for foreign workers to get employment opportunities and sometimes to be preferred employees in position, professions and jobs that many Tanzanians are qualified for and can do, and one such a case is to be found in NSN. We would like to present the following issues for your attention:

1. The following foreign employees are some of the expatriates working at NSN in positions, jobs and with expertise abundantly available among local Tanzanians, and they therefore reduce the chances and opportunities of Tanzanians to be employed.

Sn	Name	Position
1	Warren Fletcher	Operation Director
2	Nauman Khalid	RAN NPO Eng
3	Surya Chavali	Manager
4	Dana Van Den Berg	Transformation Manager
5	Tracey Christian	Snr. Manager – Field Operation
6	Amit Malik	Project Manager
7	Mike Lawlor	NMC Manager
8	Rajesh Kumar	Snr. Switching Manager
9	Valentino Giron	CM Manager
10	Pramesh Tomar	OSS Engineer
11	Wahab Rahid	OSS Engineer
12	Mayank Verma	OSS Engineer
13	Usama Sujjayat	RAN NPO Engineer
14	Vivek Gupta	Switch Engineer
15	Stella Dons	Country Human Resources Manager

2. We doubt whether some of these foreign employees have genuine work permits that actually reflects what they are doing, because of their tendency to leave the country for a few days, often when their visas are about to expire and re-enter, and therefore getting visas extension and thereby abusing Tanzanians hospitality.
3. The above employees, are some of those who have had extended stay in the country, and are different from many who come on short term basis for projects that can be done by Tanzanians
4. Several times we have witnessed officials from immigration services department coming and leaving in ‘questionable’ circumstances which leads to rife speculations that there are probably dubious and unethical practices going on to maintain and protect the status quo.
5. Employed Tanzanians are increasingly subjected to difficult working conditions and frustrations as a strategy towards forcing them to resign and find the working environment unbearable, to give room to more foreign employees especially from India to get employment opportunities.
6. It would be best to scrutinize the legality and viability of the contract between Vodacom and NSN, and whether it does not breach respective laws of the land. Moreover, the said contract had contravened many rights of local employees, as your investigations would certainly and more specifically reveal.
7. The adopted NSN strategy which seeks to centralize its services through a ‘global services delivery approach’ is being implemented and the looming transfer of Network Operations functions and other strategic measures being rolled out is set to render many local employees unemployed and even curtail the prospects of future employment opportunities. These measures apart from affecting immediate employees, they also have a long-term implication to the nation.

We hope your esteemed offices will choose to take this matter seriously and out of patriotism endeavor to ensure that profound screening is carried out and appropriate subsequent measures undertaken.

Thanking you,

Tanzanian Employees
NSN Tanzania