

ASST. DIST. COMMISSIONER'S OFFICE
NABLUS

April, 1944

District Commissioner,
Samaria District,
NablusSubject:- Remuneration for Mukhtars
Reference: Your H/1037/44 of 5-2-44

The suggestion that remuneration to Mukhtars should be based on the number of person whom each Mukhtar represents is open to the following objections:-

- (a) The expenses incurred by a Mukhtar, and the efficiency with which he discharges his duties are by no means dependant on the number of persons whom he represents.
- (b) The measure may lead to pressing demands for additional Mukhtars, which, when resisted might result in breaches of the peace.
- (c) In most villages there are Hamulehes who have no Mukhtar and there are also a certain number of persons who are not attached to any Hamuleh; both of them classes of persons can change their allegiance from one Mukhtar or another at will. When numbers supporting each Mukhtar begin to count for remuneration purposes there will be a continuous effort by every Mukhtar to bring to his side the greatest number of persons. This unstable state of affairs might at any time cause fasad with the result out breach of the peace.
- (d) The annual change of population of each Hamuleh will create a good deal of office difficulty.

2. I am of opinion therefore that the suggestion should be amended in such a form as to make the vote of remuneration to Mukhtars at the discretion of the District Administration. My recommendations in detail are as follows:-

- (a) Mukhtars should be put into five grades, receiving LP.60, LP.48, LP.36, LP.24, and LP.12.- respectively. The last grade should be reserved to Mukhtars on probation and to such Mukhtars who are inefficient, but who cannot be replaced because there are no suitable persons in the village.
- (b) The appointment of a Mukhtar into any one of the grades should be entirely at the discretion of the District Administration, who should also have the discretion of paying amounts below the maximum of each grade.
- (c) Each Sub-District should be given a fixed maximum number of posts in each grade, and promotion would then be governed by efficiency and the existence of vacancies.
- (d) Normally a newly appointed Mukhtar should be placed in the fifth class receiving LP.12 p.a. for a period of one year (or more if he is inefficient and cannot be replaced). Another year at least should be spent in the fourth class at LP.24, where he should remain

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(d) Contd.
until his efficiency is proved, and he is then promoted to a higher grade as soon as a vacancy occurs.

3. Another convenient alteration would be as follows:-

- (a) Prescribe a fixed remuneration for all Mukhtars - say LP. 24 per annum.
- (b) Place at the disposal of the District Administration a lump sum to be paid at their discretion as a reward to those Mukhtars who performed specially good during the year and/or incurred specially heavy expenses, provided that no Mukhtar should be paid more than LP. 36. over and above his remuneration.
- (c) Acting Mukhtars and Mukhtars ^{under probation} might receive slightly less than the Mukhtars who are confirmed - say LP. 18 per annum

4. These two alternative suggestion have the following in this favour:-

- (a) They remove or at least minimize the objections referred to under (1) above.
- (b) They provide an incentive for better work.
- (c) They give a greater influence to the District Administration
- (d) They provide an easy means for making the remuneration compatible with efficiency and/or with expenses incurred.
- (e) The total remuneration could be more or less permanently fixed without annual fluctuation resulting from changes in population.

5. The Cost of the various proposals are shown in the Schedule A attached, while the data on which these costs have been worked are shown in Schedule B.

6. As the present remuneration in Nablus Sub-District is being paid on the basis of the population of 1931, I found it necessary to show the costs of the various proposals based both on the present population and on the population of 1931.

COST OF REMUNERATION TO MUKHTARS ACCORDING TO VARIOUS PROPOSALS

	Present System LP.	Commit- tee's pro- posal LP.	Amend- ment to Commit- tee's propo- sal LP.	Alterna- tive sugges- tion LP.
1. Total Cost based on 1931 census	2682	3252	-	-
2. " " " on present population	2984	3600	-	-
3. " " regardless population	-	-	3456	3400
4. Average cost per village on 1931 census	28	34	-	-
5. Average cost per village (Present population)	31	38		
6. " " " " (regardless of ")	-	-	36	36
7. Average Cost per Mukhtar(1931 Census)	24	30	-	-
8. " " " "(present population)	27	33	-	-
9. " " " "(regardless of ")	-	-	31	31

DATA FOR THE COMPUTATION OF REMUNERATION TO MUKHTARS -
NABLUS SUB DISTRICT - ATTACHED TO LETTER No.

I. Population of villages - classified for purposes of existing system of remuneration

Population	Rate of Rem. p.a.	No. of village		Remuneration payable	
		1931(1) Census	up to date Census	On basis of 1931 Census	On basis of upto-date Census
Up to 100	12	8	8	96	96
101-200	18	9	10	162	180
201-500	24	43	38	1032	912
501-1000	36	25	23	900	828
1001-2000	48	9	16	432	768
2001-4000	60	-	2		120
4001	80	1	1	60	80
Total		95	98	2682	2984

II. Mukhtars classified according to remuneration actually received during 1943/44

Amount received	9	10	12	18	20	24	30	36	98	
No. of Mukhtars	2	1	17	16	1	46	1	20	6	110
Total	18	10	204	288	20	1104	30	720	288	2682

Average Remuneration per Mukhtar LP. 24. (Actual on basis of 1931 Census) LP. 27. (payable on basis of present population).

III. Population classified according to numbers represented by each Mukhtar - for purposes of the system proposed by the Committee.

No. representing each Mukhtar	Rate payable	No. of Mukhtars		Remuneration Payable	
		Based on 1931 Census	Based on upto-date Census	Based on 1931 Census	Based on Up-to-date Census
Under 500	24	71	64	1204	1536
500-999	36	28	27	1008	972
1000-1999	48	10	19	480	912
2000-4000	60	1	3	60	180
Total		110	113	3252	3600

IV. Mukhtar classified for purposes of amendment to the proposal of the Committee. (Para 2 (a) of accompanying letter).

Class	Rate	No. of Mukhtars in each class		Total Remuneration payable	
I	60	8	10	480	600
II	48	12	15	576	720
III	36	20	25	720	900
IV	24	70	60	1680	1440
V	12	-	-		
Total		110	110	3456	3660

(2)

Computation for alternative suggestion para 3 of covering letter

No. of Mukhtar

Rate

110

@

24

=

2640

Bonus say to 50

Mukhtars at an average say
of LP. 15

750

Total

3400

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- Note: (1) Actual payment in Nablus Sub-District is based on the census of 1931.
- (2) In Nablus LP.60 only is paid instead of LP.80.
- (3) The number of Mukhtars placed in each category is arbitrary, and two figures have therefore been shown, one resulting in a total payment of LP.3456 and the other LP.3660.
No Mukhtars has been placed in Class V., as this class is reserved for probationers.