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Start the Week with Cynthia Stacey

# Samia to PPRA: Stick to single source for SGR



By Correspondent James Kandoya

**P**RESIDENT Samia Suluhu Hassan has directed the Public Procurement Regulatory Authority (PPRA) to change the current tendering process and instead use a single-source approach in getting a competent contractor so as to fast-track the implementation of the targeted projects.

She said the current tendering process can take up to three months to get the final winner for the tender, causing delays in project implementation.

The president made the remarks when launching the nationwide nine-month programme to address Covid-19 challenges, fi-

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**We have been delaying implementation of various projects due to the tendering process ...**

President Samia Suluhu Hassan addresses the nation from Dodoma city yesterday when launching a nationwide nine-month programme meant to address challenges associated with the Covid-19 pandemic. Photo: State House

## EAC joint domestic tourism map skirts the global slowdown

By Correspondent Marc Nkwame, Arusha

EAST African Community member states are gearing up for a joint domestic tourism approach in order to ensure that the region becomes resilient to the face of a global pandemic in that sector.

EAC Secretariat reports indicate that the sub-region lost 92 percent of potential annual revenues in the tourism sector following the Covid-19 outbreak early last year, which EAC experts think can be substantially reduced by higher intra-EAC tourist flows.

Secretary General Dr Peter Mathuki said at the maiden East African Regional Tourism Expo here over the weekend that the number of tourist arrivals to the region

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## Minister hails Kagera Sugar for timely NSSF remittances

By Guardian Correspondent, Kagera



Jenista Mahagama (seated, gesturing), Minister of State in the Prime Minister's Office (Policy, Parliamentary Affairs, Labour, Youth, Employment and Persons with Disabilities), has a word with members of the Kagera Sugar factory management team when she toured the firm - in Kagera Region - at the weekend. Left (seated) is Missenyi district commissioner Col Wilson Sakulo. Photo: Guardian Correspondent

THE government has assured local and foreign investors that the government is committed to continue creating a conducive investment environment.

Jenista Mahagama, the Minister of State in the Prime Minister's Office (Policy, Parliamentary Affairs, Labour, Youth, Employment and Persons with Disabilities), made this assurance at the weekend, noting that President Samia Suluhu Hassan was determined to increase investment flows.

This is the biggest task of the government, to ensure that all investors operate smoothly for the country's development, she underlined when visiting the Kagera Sugar Factory to see the huge investment made as well as compliance to labour laws, especially by remitting contributions to the National Social Security Fund (NSSF).

The government will all the time like to see investments like Kagera Sugar and other areas move forward for the betterment of the economy, she said, pointing out that the sugar factory created jobs for the youth and is a leading employer in the region, with over 8,000 employees and contributing 540m/- monthly to NSSF.

"Kagera Sugar is an investor with large membership in NSSF and is a good contributor to its funds. May I call on other employers to learn from this example in remitting employees' contributions on time," the minister appealed.

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## Human rights groups, commission seeking 'open door' prisons regime

By Correspondent Rose Mwalongo

THE government is working on the possibilities of establishing an 'open door policy' which allows oversight bodies to check on what is happening in prisons in order to push reforms to improve prison conditions.

This observation was made at the weekend by Amon Mpanju, the deputy permanent secretary in the Ministry of Constitutional and Legal Affairs said in an interview on the sidelines of the stakeholders' dialogue on adopting a moratorium on the



**In Tanzania, the closed door policy applies to all detention facilities and there is no mechanism to communicate with detainees or ...**

use of the death penalty and prospects of its abolition in Tanzania and East Africa as a whole.

He said that the government was willing to adopt the policy to enable media stakeholders to interview inmates including those on death row and prison staff in the quest to improve prisons conditions.

"I have heard and will take aboard the recommendation to the ministry where we will ponder through to see on whether we should adopt it," he said.

The policy has been adopted in neigh-

boring countries—Kenya and Uganda where prisons are open to scrutiny by civil society organizations or qualified members of the public, with a reportedly positive impact.

The policy has seen journalists in Kenya and Uganda utilize the opportunity to interview prisoners and prison wardens, leading to major reforms like decongestion, improvements in the conditions for inmates and staff housing, food and beddings, stakeholders

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## Minister hails Kagera Sugar for timely NSSF remittances

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She reminded the employers and the public that NSSF is legally obliged to register members from private firms and the informal sector, to collect contributions whereby the money is invested in projects that contribute to economic growth and the payment of benefits.

Regional Administrative Secretary (RAS) Prof Faustine Kamuzora congratulated NSSF in the region for addressing member complaints, cutting out pending issues by up to 90 percent.

Cosmas Sasi, the acting NSSF director of operations said Kagera sugar factory is a major stakeholder with 8,000 members who con-

tribute large amounts to the fund at present.

Florent Kyambo, Nkenge MP (Misenyi District) praised the sugar factory investment for creating jobs and being a good payer of the NSSF contributions.

Kagera Sugar investor Seif Seif thanked President Samia for being visionary in promoting investments and supporting the growth of the country's industries.

Atungo Phinis, the plant operator, said the company has created plenty of jobs for young men and women. The workforce is happy and impressed with factory operations as their contributions are remitted on time to the NSSF, he added.



Vice President Dr Philip Mpango (C) presents a certificate to Noelina Kivaria, CRDB Bank Plc's head of government business, in recognition of the bank's contribution to the development of postal services in Tanzania. This was a World Post Day (Oct 9) commemoration event held in Dodoma at the weekend. Left is Information, Communications and Information and Technology minister Dr Ashatu Kijaji. Photo: Guardian Correspondent

## Government to showcase national strategic projects at EXPO 2020

By Polycarp Machira, Dodoma

THE government is to showcase national strategic projects at the EXPO 2020 Dubai in effort to help attract more investors into development sectors like agriculture and industry, Industry and Trade minister, Prof Kitila Mkumbo has said.

He noted that while the theme for the expo is "Connecting Minds, Creating the Future", Tanzania is participating in the mobility area with a sub-theme "Connectivity, Tanzania Ready for Takeoff," which explains the government commitment to establish infrastructural projects connecting Africa and the rest of the world.

Addressing a press conference here at the weekend, the minister explained that during meeting, Tanzania will explain to the world strategic projects like the Julius Nyerere Hydro-Power Project (JNHPP), the Standard Gauge Railway (SGR), and expansion of Dar es Salaam port, construction of more airports and strengthening of air transport.

He said these are some of the

key projects that attracts and catalyse business and investments, especially in agriculture and industry sectors.

"As a nation we expect to utilize this great opportunity to let the world know what we have in Tanzania in effort to get sustainable market for local produce" said the minister, adding that focus is on products strategic crops like coffee, cashewnuts, tea, sisal, among others that suit world market.

He said the Expo Dubai 2020 started on 1st October, 2021 and runs until 31st March, 2021, where-by Tanzania like other participating countries will have its national days at the meeting on 26 and 27 February, 2022.

Prof Mkumbo explained that the expo was to be held last year but was pushed forward due to COVID-19 pandemic that engulfed the world.

He said the exhibitions organized by the Bureau of International Exhibition (BIE) with 195 member states is held after every five years with different themes aimed at promoting economic and social matters among the countries.

## EAC joint domestic tourism map skirts global slowdown

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fell from 6.98m before the pandemic to 2.25m and thus a huge revenue impact. The tourism sector was the worst hit by the pandemic, he reiterated.

Partner state governments and other stakeholders need to instigate domestic tourism to cement regional cooperation, making the tourism industry resilient within the bloc to stem the impact of the pandemic, he stated.

The six EAC countries need to come together to market the region's tourist attractions and products as part of efforts to ensure speedy recovery of the sector, he stated.

"Despite the fact that the pandemic has reversed gains made in the tourism sector,

we are quite confident that through collective and collaborative efforts, we should be able to bounce back to pre-pandemic levels of performance and even do better in half a decade," he declared.

"As a region, EAC has what it takes, including iconic and fascinating tourist attractions ranging from pristine white beaches to beautiful snowcapped mountains, rolling savannahs to dense rainforests, rich cultural heritage that span the entire region and unmatched diversity in wildlife species," he further noted.

EAC experts have drawn a number of lessons from the pandemic especially in relation to sectors that were hard hit such as tourism, he asserted, noting that on

lesson that resonates with most destinations around the world is the need to entrench resilience in the tourism sector.

The EAC is gearing up to take a number of steps to enhance recovery in the sector, with the exposition among the first initiatives embarked upon to implement the regional tourism recovery plan approved by the EAC tourism sector ministers mid-July, he elaborated.

Intra-regional tourism market is ripe and provides the best backstopping in case of future shocks, he said, asserting that middle class in Africa has been growing rapidly. It largely comprises of young people who are eager to travel and explore, thus East Africa should be their first destination. "They should take

advantage of the preferential rates applicable to citizens of EAC member states," he specified.

The EAC Council of Ministers had previously made a decision that EAC citizens should be charged local rates while entering public tourist sites such as national parks and game reserves. The decision has been implemented by the partner states, covering hotels and similar accommodation establishments.

The EAC sectoral council on tourism and wildlife management also approved regional guidelines for resumption of services in the tourism and hospitality sector aimed at ensuring that visitors are safe as they travel within the region, he added.



Megan Ritchie (2nd-L), SNV Netherlands Development Organisation's global managing director, moves to cut a cake at a reception held in Dar es Salaam at the weekend to mark the 50th anniversary of SNV's presence in Tanzania. She is with SNV country director Duncan Rhind (R); Vickness Mayao (2nd-R), registrar of NGOs in Tanzania; the Netherlands Ambassador to Tanzania, Wiebe de Boer (C); and Dr Ntuli Kapologwe, Health, Social Welfare & Nutrition Services director in the President's Office (Regional Administration and Local Governments). Photo: Guardian Correspondent

## Samia to PPRA: Stick to single source for SGR

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nanced by rapid credit facilities from the World Bank and the International Monetary Fund to tackle health and economic effects of the pandemic.

"We have been delaying implementation of various projects due to the tendering process. This should be changed; PPRA has to review this and use the single-source approach," she affirmed, listing achievements registered by the government since the sixth phase took office six months ago.

She said the programme largely funded by the World Bank was timely and must be completed within nine months. It must be implemented successfully so as to achieve the intended goals, so that when this is done, it will put the country in a better place to obtain more financial support.

Similar to other developing countries that benefited from the facility, Tanzania will use the credit in education, tourism and water, such as building 15,000 classrooms and over 200 health centres in wards and divisions across the

country.

Head of implementing departments need to ensure value for money in all projects, where the Controller and Auditor General (CAG) is tasked to work out on the matter, she emphasised, underlining that those Found to be misusing public funds will not be spared.

The relevant authorities must ensure that funds are efficiently spent on addressing impacts of the pandemics, she said, signaling that "whether you are a top official at ministry level or director, your duty is only to ensure value for money in

each line item and not otherwise."

Zanzibar President Dr Hussein Ali Mwinyi said that under the rapid credit facility, the Isles government will get \$100m to stimulate the stalled economy. "We are proud of efforts by the Union Government as the economy had deteriorated due to the impact of the Covid-19 pandemic," he told the gathering.

On September 7 this year, the executive board of the MF approved \$567.25m in emergency support credit to Tanzania to address Covid-19-related emergency financial needs, placed under the

rapid credit facility and the rapid financing instrument to support the authorities' efforts in responding to the pandemic by addressing urgent health, humanitarian and economic challenges.

The Covid-19 outbreak has highly affected the tourism sector and amplified the need for significant financing to tackle health and economic effects of the pandemic, with the IMF and World Bank resources likely to have a catalytic role in boosting efforts to mobilise additional support from development partners.

With the collapse in tourism in the wake of travel restrictions, the economy reportedly decelerated to 4.8 percent growth in 2020, and growth is expected to remain subdued in 2021.

Tanzania faces an urgent balance of payments funding requirements of about 1.5 percent of GDP as the country's authorities implement a comprehensive plan to mitigate the effects of the pandemic and preserve macroeconomic stability in the face of a reported third wave of the virus, the bank said at the time.

## Human rights groups, commission seeking 'open door' prisons regime

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noted.

In Tanzania, the Prisons Act of 1967 discounts offhand that media members visit prisons for interviews, making prisons a closed environment where nothing taking place there transpires to the outside world, they asserted.

Asked to comment, a legal expert who preferred anonymity admitted that Tanzanian detention facilities are closed to the public, in which case an open door policy would be a sensitive idea.

"The Prisons Act of 1967 has not been altered save for regulations in managing such establishments. The stance is still the same as only qualified institutions and individuals like the Commission for Human Rights and Good Governance (CHRAGG). They can visit prisons alongside justices of peace who are listed in the law, accompanied by a legal expert, a member of the public or the parole board," the consultant noted.

The commission by itself cannot go directly to visit prisons without requesting

permission from the Commissioner of Prisons, he further noted.

"By international standards, minimum rules of prisons treatment call upon the commission to conduct impromptu visits to prisons but in Tanzania the law does not allow them to do so. The commission has thus introduced legal aid services in prisons being piloted in some establishments such as in Simiyu region. However one can only go there when they have clients," they emphasised.

There are farms where prisoners are put to work, but closed door policy is being applied therea well and no one is allowed to communicate with them.

"In Tanzania, the closed door policy applies to all detention facilities and there is no mechanism to communicate with detainees or to oversee their treatment. We need to revisit the Prisons Act so that it complies with international conventions, to come up with legislation revisiting prisons services, the mode of prosecution, trials and correlation," the consultant added.





It's applause upon applause for Joan Temu (L) for having emerged the National Board Accountants and Auditors' Best CPA graduate. The occasion was the board's 43rd graduation ceremony - held in Dar es Salaam last week. Joan ended up with a cash prize totalling 12m/- and job offers from five firms. Those at the high table include Industry and Trade deputy minister (chief guest) Exaud Kigaha (3rd-R), Finance and Planning ministry permanent secretary Emmanuel Tutuba (4th-R) and NBAA executive director Pius Maneno (R). Photo: Guardian Correspondent

## Seven escape death after blaze burns down house

By Guardian Reporter, Mwanza

SEVEN members of one family residents of Magomeni Street, Kirumba area, Mwanza City escaped death after their house was gutted down by fire yesterday morning.

The inferno, whose cause has not yet been determined begun at around 7.30 AM and gutted some belongings, but the people therein managed to rush outside.

Speaking at the scene of the incident, Sgt Daudi Mlelwa from Mwanza Fire Brigade and Rescue Services Department said after receiving reports of the inferno, they rushed to the scene.

He said upon arrival they had to wait for TANESCO technician to arrive to disconnect electricity to enable the fire brigade to start extinguishing the fire.

He said even though TANESCO technicians delayed, they came, disconnected the power and the firefighters started extinguishing the blaze, and managed to rescue seven out of the ten rooms of the house. He added that three rooms were completely gutted down by fire, and reminded people to continue taking precautions against such disasters.

For his part, the owner of the house, Emmanuel Ng'hambi said that early yesterday morning heard children's screams asking for help from the blaze that was engulfing the house.

He said thereafter he went into the house and saw fire burning and immediately phoned the fire brigade. He hailed the Fire Brigade and Rescue Services Department for its prompt response and able to save seven lives out of fire and the ten rooms of the house.

## VP calls for modernisation of postal services

By Guardian Correspondent, Dodoma

VICE President Dr Philip Mpango has called on the Ministry for Information, Communications and Information Communication Technology and the Tanzania Communications Regulatory Authority (TCRA) to work together with Tanzania Post Corporation (TPC) to ensure services provided by the corporation are modernised and improved.

The Vice President made the call here at the weekend during

the apex mark World Post Day and stressed that it was essential for TPC to commercialize its services and to increase its contribution to the national income.

He also directed all post services providers in the country to make sure they are licensed by TCRA to continue with their businesses.

"Unlicensed private service operators should not be allowed to engage themselves in postal services including courier services, as any competitive business must have conditions at-

tached and level playing field for all players," he said.

Dr Mpango also instructed the TPC management to operate profitably, and should do away with old traditions that place service to forefront.

During the commemoration the government said it would empower TPC to provide better services to the people, and in so doing, it handed it working tools valued at 2bn/- to increase its capital base.

He handed TPC five 30-ton trucks valued at 1.66bn/,- 13

small vehicles valued at 1.18bn/- and 20 motorcycles valued at 60.9m/-.

Earlier, welcoming the Vice President at the event, the minister for Information, Communications and Information Communication Technology, Dr Ashatu Kijaji said the ministry continues to uphold relations with other countries as well as global and regional institutions in implementing diplomatic activities to go in tandem with economic diplomacy.

"In 2021, in the postal sector

Tanzania participated in two major conferences - the Pan African Postal Union (PAPU) and the international Postal Union (IPU). "Regarding IPU, Tanzania grabbed leadership positions in both IPU Councils - Administrative and Postal Operations Councils," said Kijaji.

She added that in regard to the PAPU conference whose headquarters are in Arusha, Tanzania is a member of its Administrative Council as well as Chairman of its Administrative and Financial Committee.

### OBITUARY



DR. BASILA SAPRAPASEN

It is with profound sadness and grief that we inform you of the passing of our beloved father DR. BASILA SAPRAPASEN which occurred on 7<sup>th</sup> Oct. 2021. The funeral is being held at his residence at Kinondoni Opposite Stanbic Bank, Mafinga Street, Kinondoni - Dar es Salaam.

The Holy Mass will be held at ST. IMMACULATE CONCEPTION Upanga on Wednesday, 13<sup>th</sup> October, 2021 at 13:00hrs and the Burial service will be at Kinondoni Cemetery at 15:00hrs

2Timotheo 4:7

# THE VALUE OF PARTNERSHIP



When Barrick took over the management of the North Mara, Bulyanhulu and Buzwagi gold mines in 2019, it swiftly revived these long-dormant operations in a new partnership with the Tanzanian government. By the end of 2020 they had paid dividends of \$250 million as well as the first tranche of a \$300 million settlement with the government. Barrick has also invested more than \$1.26 billion in the country's economy, spent \$4.8 million on community development and recruited 600 new local employees, with Tanzanian nationals now making up 97% of the mines' workforce.

The combined North Mara and Bulyanhulu mines are now being groomed to become Barrick's seventh Tier One\* gold complex, soaring from stagnation to the summit of their sector.

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\* A Tier One Gold Asset is an asset with a reserve potential to deliver a minimum 10-year life, annual production of at least 500,000 ounces of gold and total cash costs per ounce over the mine life that are in the lower half of the industry cost curve.

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### Africa Franchising Accelerator Project

#### ADVERTISEMENT

REQUEST FOR EXPRESSIONS OF INTEREST (EOI)  
CONSULTING SERVICES (Individual Consultants)  
THE REPUBLIC OF TANZANIA  
AFRICA FRANCHISING ACCELERATOR PROJECT (AFRAP)  
REFERENCE NUMBER: TPSF/2021-2022/AFRAP/C/01

Sector: Trade  
Financing Agreement reference: FAPA - 5700155003501  
Project ID No.: P-TZ-BZ0-002

This call for Expressions of Interest (EOI) follows advertisement of General Procurement Notice published in the African Development Bank (AfDB) and the United Nation Development Business (UNDB) portals between 4th and 8th December 2020.

The United Republic of Tanzania has received a grant from the African Development Bank's Fund for African Private Sector Assistance (FAPA) to finance the Africa Franchising Accelerator Project (AFRAP) to be implemented by the Tanzania Private Sector Foundation (TPSF), and intends to apply part of the agreed amount for this grant to make payments under the contracts for the following consultancies;

- i) Project Co-ordinator/Franchise Association of Tanzania (FATA) Consultant
- ii) Empretec Business Advisory Expert
- iii) Business Systemization Expert
- iv) Franchise Legal Expert.
- v) IT Specialist (Software)

The broad consultancy services included under this project, to be implemented over 39.5 months are as follows.

- A) Mapping of ecosystem and developing a franchise-enabling environment.
- B) Access to skills for 100 indigenous franchise brands and key stakeholders.
- C) Project management and incubation of the Franchise Association of Tanzania (FATA).

Detailed Terms of Reference (TORs) for each position are available from procurement@tpsfr.or.tz, to be requested on or before noon on 18th October 2021.

TPSF now invites eligible individual consultants to indicate their interest in providing these services. Detailed CVs of interested consultants, must provide information indicating that they are qualified to perform the services which are detailed in the TORs. Interested consultants must provide a separate summary alongside their CVs specifically responding to each of the evaluation items listed under competence/person profile in the TORs. At least one referee is required for each item on the list of the summary as appropriate. Tanzanian nationals who meet all the other selection criteria are particularly encouraged to apply.

The eligibility criteria for short list and the selection procedure for the Project Coordinator position shall be in accordance to TPSF's Procurement Procedures. All others shall be in accordance with the relevant sections of the Bank's Procurement Framework Dated October 2015, available on the Bank's website www.afdb.org. Interested consultants may obtain further information at the address below during office hours from Monday to Friday 09:00hrs to 16:00hrs East African time by 12noon on 18th October 2021. All queries from any interested applicants (please indicate clearly which position you are interested in) shall be answered by end of business day on 22nd October 2021 to all interested applicants who request and receive the TORs for the relevant position.

Expressions of interest must be submitted by email in PDF format to the address below not later than 27th October 2021 at 16:00hrs and must be specifically marked "Expression of Interest for the position of.....(please insert your relevant position), Africa Franchising Accelerator Project (AFRAP)"

Attn: The Procurement Manager  
Tanzania Private Sector Foundation (TPSF)  
Plot No. 1288 Mwaya Road  
Msasani Peninsula,  
P.O. Box 11313 Dar Es Salaam.  
Tel: +255 22 2601913/1938/2751  
Email: procurement@tpsfr.or.tz

216504401



## THE INSTITUTE OF FINANCE MANAGEMENT



## RECRUITMENT OF RECTOR

The Institute of Finance Management (IFM) was established in 1972 by the Act of Parliament No. 3, and stands as among the oldest higher learning financial institution in Tanzania. The Institute is dedicated to excellence in teaching, research, and consultancy. The Governing Council now seeks to recruit a visionary Chief Executive Officer of the Institute, called the Rector. The successful candidate will be responsible to the Governing Council of the Institute and to provide vision, direction and leadership to the organization. He/she will work harmoniously with other members of the Institute's management to ensure that Institute acquires and maintains a positive and solid image as a successful training institution of higher learning by formulating and implementing the right strategies and ensure efficient and effective use of resources.

## Responsibilities and Duties

The Rector will be in charge of implementation and realization of the vision and mission of the Institute so as to achieve its strategic goals. He/she will be the overall manager of day to day activities and have the power to make final decisions at management level. Additionally, the successful candidate will:

- As the Chief Executive Officer spearhead and ensure continuous development and review of the vision, mission, objectives and policies of the Institute and recommend the same to the Governing to achieve its objectives
- Coordinate and Monitor performance in order to make timely changes to the strategies
- Be the principal academic and administrative officer and Secretary to the Governing Council;
- Work harmoniously with the Governing Council by ensuring effective communication.
- Establish and maintain a sound financial system for effective and efficient use of resources
- Build and sustain an organization culture that is friendly to students and other stakeholders as well as employees of the institute
- Ensure compliance with laws and regulations of the country and Governing Council's directives.
- Mobilize and procure internal and external resources necessary for the implementation of the Institute programmes;
- Advise the Governing Council on the appointments of the Directors and other Senior Staff;
- Responsible for appointment of Heads of Academic Departments and Coordinators;
- Directs and supervises senior management and academic staff of the Institute;
- Responsible to the Governing Council for the general conduct and discipline of students;
- Be the spokesperson of the Institute on all matters affecting the welfare of the Institute;
- Promotes good relations with the Government and other stakeholders.

## Qualifications

Holder of a PhD in Finance, Accounting, Management, Business Administration or any other relevant field and should be at least an Associate Professor. He /she must have at least 10 years experience in a senior managerial position, and must have high integrity and strong public relations skills, ability to engage with various stakeholders, and to build, work and lead teams.

## Tenure of Office

Rector shall hold office for a term of five years and may be re-appointed for another term of five years.

## Salary and Other Remunerations

This position carries a salary of as per Institute's Schemes of Service plus other remunerations such as transport, free housing, utilities among others.

## Mode of Application

Individuals who meet the above requirements may apply to the address below not later than 1st November, 2021. Applications must be accompanied with relevant authentic copies of certificates, testimonials and curriculum Vitae.

**Chairperson of the Governing Council  
The Institute of Finance Management  
5 Shaaban Robert Street  
P.O. BOX 3918  
11101 DAR ES SALAAM**

**NB:** Only shortlisted candidates will be contacted. Those who will not be contacted by 15th November, 2021 should consider themselves unsuccessful.

## Farmers and forest producers urge govt to fight climate change impact

By Getrude Mbago, Iringa

FARMERS and forest producers organisations (FFPOs) are calling on the government to ensure that preparation of climate change plans and strategies closely engage players in the grass root levels so as to tap on their knowledge and experience so as accelerate efforts aimed to fight climate change impacts which of late affect them greatly.

The stakeholders made the call late last week here during the opening of a workshop aimed to discuss the challenges of climate change on their livelihoods and come up with a robust local climate change strategy and action plan.

Organised by IUCN- International Union for Conservation of Nature, the workshop is part of the Forest and Farm Facility (FFF) project that supports FFPOs in improving livelihoods, while safeguarding the environment and responding to climate change in Northern, Southern and Western Tanzania.

The Food and Agriculture Organization (FAO) of the UN is the lead implementing entity of the FFF Programme in collaboration with apex FFPO organizations and other technical partners like IUCN.

Doyi Mazenzele, IUCN Programme Officer, said fighting climate change needs joint efforts from all stakeholders at different levels including those in the grassroots.

He said to ensure effective implementation of the National Climate Change Response Strategy (2021-2026), the government, the civil society, the private sector as well as academia; research and media have a great role to play so as to meet the objectives of the strategy.

He said that the strategy wants sectoral ministries and local government authorities to mainstream climate change into plans and budget and prioritise climate change adaptation and mitigation projects.

Reports show that climate change is currently negatively impacting agriculture, livestock, forest and bee keeping, water resources, coastal and marine environment - the sectors that support more than 80 percent of the population of Tanzania and are the largest contributors of the country's economy. According to report, Tanzania ranks 26 globally of the countries that have been hardly hit by impacts of climate change.

"We have met here today so as to discuss how climate change is affecting us as FFPOs and later come up a robust strategy for addressing climate change

impacts in the priority landscape. We will also formulate action plan to guide efforts on enhancing climate resilience practices. This compliment the government's efforts and goals highlighted in the national climate change strategy," he said.

The workshop brought on board relevant stakeholders from Forest and Farm Producers Organisations (FFPOS), government, private sector, NGOs, CSOs and farmers groups working on agriculture, forest landscape restoration and climate resilience from Morogoro, Njombe and Rukwa regions.

Mazenzele said that IUCN's technical support aims at strengthening the FFPOs' capacity for inclusive governance and for climate resilience and restoration planning and implementation in priority landscapes.

Revocatus Njau, chairman of the Tanzania Community Forest Conservation Network (MJUMITA) hinted that shifting cultivation contributes hugely in deforestation and forest degradation and called on the government and stakeholders to invest in educating farmers on sustainable agricultural practices.

He said most of human activities that harm the environment are conducted because majority of people consider short-term gains and lack alternative livelihood options.

Njau also said that local government leaders especially in rural areas should be sensitized on the importance of restoration as majority of them have been undermining tree planting projects.

Lukas Payovela, chairman of Ukombozi Tree Planting Group in Njombe, said school children should be groomed as champions of change on environment conservation and climate change through curricula and extra-curricula activities.

"If we teach our children about climate change and how to fight its impacts, we will have a strong generation that values and conserves nature for the country's sustainable development," he added.

Eva Msella, Project Officer, from IUCN, quoting both national and international sources stated that unsustainable agriculture, deforestation, land use change and industrial activities are the major factors fuelling the increase of greenhouse gases (GHGs) in the atmosphere.

She said the meeting will then come up with an action plan to guide the implementation of the climate change strategy in a coordinated manner to help farmers and forest producers overcome climate change impacts and limit the emission of GHGs.



**Mbeya district commissioner Dr Rashid Chuachua cuts the ribbon at the weekend to launch a Vodashop point in Mbeya city in marking the commemoration of Customer Service Week. He is with Vodacom's business unit director Linda Riwa (R), Sismbe councillor Josephine Qamunga (L) and Vodacom's southern zone executive Ezekiel Nungwi. Photo: Guardian Correspondent**

## Govt commends role played by NGOs in national development

By Guardian Reporter

THE government has commended the good job done by Non-Governmental Organizations (NGOs) in the country saying the implemented programs are crucial in realizing national development goals and improving the wellbeing of citizens.

"The role played by NGOs and other development partners supports the numerous government programs. The NGOs sector is among the fastest growing sectors in Tanzania with its diversity ranging from service provision, capacity building and many others," stated Vickness Mayao, Registrar of NGOs, Ministry of Health, Community Development, Gender, Elderly and Children.

She was speaking in Dar es Salaam over the weekend at a function to celebrate 50 years of a non-profit international development organization—SNV Tanzania.

Mayao said that SNV objectives in Tanzania ties with other government themes in climate change, gender equality, youth and employment.

She said the NGOs' work on gender and youth saw young Tanzanians benefitting with capacity building training as well as enabling young women to take roles in decision making processes at home and work places.

She added that SNV Tanzania through the Opportunities for Youth Employment (OYE) program facilitated the creation of self-employment to young Tanzanians of which 2 percent were women.

Since 2013, a total of 18,000 young people have been trained on life skills, technical and business management with over 14,000 equivalents to 42 percent being women. The registrar said SNV works on the key sectors including water, sanitation and hygiene (WASH), a result based initiative which saw open defecation rates in areas where it was implemented falling to 7 percent from 34 percent.

Ambassador of the Kingdom of the Netherlands to Tanzania, Weibe de Boer said that thousands of volunteers and professionals deployed

around the world are working to change the world. He said the NGO was founded in 1965 as the organization for volunteers, but over the years it turned towards working closely with the government, adding in 2002, SNV officially left the government and became a fully independent NGO.

"We choose SNV Tanzania for implementation of programs such as WASH, agriculture (Climate Resilient Agribusiness for Tomorrow—CRAFT) and sustainable and clean energy. Under the CRAFT program, 100,000 smallholder farmers have benefitted while the energy for development program has seen at least 100,000 people in rural areas provided with solar equipment," said the Ambassador.

SNV Country Director, Duncan Rhind said: "Under the climate change program we ensure the involvement of women and children; they are the center of everything we do. We aim at making positive changes to the lives of people as well as enabling them to access basic services."





**NMB Bank Plc CEO Ruth Zaipuna (R) in jovial mood in Morogoro municipality at the weekend shortly after handing over chairs, tables and computers to Kilakala Secondary School. It was at the school's 59th graduation ceremony. Witnessing the event are KSS headmistress Mildred Selula (L) and NMB chief human resources officer Emmanuel Akonaay. Photo: Guardian Correspondent**

## ORCI needs over 150m/- to procure 17 morden electric beds, says official

By Correspondent James Kandoya

OCEAN Road Cancer Institute (ORCI) needs US \$ 68,000(over 150m/-) to procure 17 state of art - electric beds to be used for patients who are in critical situations.

Speaking at the official handing over function of two electric beds worth 16m/- from Gama Pharmaceutical (T) Limited and the Czech Republic government in Dar es Salaam over the weekend, the ORCI Executive Director Dr Julius Mwaiselage said the do-

nation adds value to the available six beds.

He said currently the institute has six electric beds and 25 manual beds adding that the electric beds were very important because the institute needed 17 electric beds to serve the new patients.

"With an adjustable bed, you can elevate the upper portion of your body into a comfortable position, and so take some pressure off your hips, neck, and shoulders," he said.

Dr Mwaiselage said that the de-

mand for the beds is driven by the increase in number of patients attending at the institute noting that 60n percent of them come at stage three or four of the disease.

He said the institute is currently attending 280 patients per day noting that out of those, 70 percent are women suffering mostly from cervical or breast cancer.

Dr Mwaiselage extended a request to the envoy to consider supporting procurement of radiography and simulator machines.

Commenting on the government commitment, he said US \$

400 million had been allocated for the procurement of medicines. For his part, Czech Ambassador to Tanzania, Martin Kleptiko said it was a symbolic time for the two governments.

The envoy said instruments in the health sector are very much needed without it you cannot do anything.

"Our main task as ambassador is to promote companies to export products and open the doors. Let me commend you for doing an incredible job for your patients," he said.

## Farmers in Dar es Salaam, Coast regions benefit from five improved TARI varieties of amaranth seeds

By Getrude Mbagu

FARMERS in Dar es Salaam and Coast regions are currently benefiting from five improved varieties of amaranth seeds thus making their farming quality and profitable.

The new amaranth seeds have been produced by the Tanzania Agricultural Research Institute (TARI)-Mikocheni under a special amaranth project implemented from 2018 to 2021 with support from Germany government through its Federal Ministries of Economic Cooperation and Development (BMZ) and the World Vegetable Centre.

Speaking during the 'Farmers Field Day' held at Kibamba Youth Entrepreneurs Centre in Ubungo District over the weekend, a researcher from TARI-Mikocheni Dr Ruth Minja said they are now implementing a strategy to distribute the improved amaranth seeds to farmers in the districts of Ubungo, Kinondoni, Kigamboni, Ilala and Temeke (Dar es Salaam), Kibaha and Bagamoyo (Coast Region).

She named the new varieties of amaranth seeds as Akeri and pori-these are grain type; Madiira 1, Madiira 2 and Nguruma which are vegetable types.

Dr Minja said that to ensure the distribution exercise succeeds, TARI-Mikocheni established demonstration plots to create public awareness about the improved varieties of amaranth.

She noted that majority of people are still unaware of the importance of amaranth vegetable and seeds but the project has reached some of the farmers with the education and are currently processing amaranth seeds to produce several nutritional products such as flour, snacks, tea and cake.

She said that through the project, farmers were trained on better farming practices, quality seeds, value addition and processing so as to improve their income.

According to her, amaranth can be consumed as a green vegetable or a grain. The crop is easy to grow, heat drought- and salt-tolerant and can be attacked by only a few diseases.

In his keynote address, Issa Mtemvu, Kibamba MP urged farmers to utilize all the opportunities brought by TARI including embarking into amaranth farming so as to earn income.

"We have been told how amaranth vegetable and seeds are important for our health, so let us promote farming and consumption of the crop as it also has wider market demand," he said.

Mtemvu said if strong programmes to promote amaranth farming will be invested, the country could reduce or even eradicate stunting and malnutrition.

He urged experts to reach farmers in rural areas with enough education on modern amaranth farming.

Reports show that amaranth constitutes about 5.3 per cent of total vegetable planted annually. The vegetable is cultivated in all regions in the country. Amaranth can be consumed as a green vegetable or a grain. The crop is easy to grow, heat-drought-and-salt tolerant, and has few diseases.

The grain is protein-rich at 16 per cent, with balanced amino acid content. Leaves are high in micronutrients, including vitamin C, provitamin A, calcium, magnesium, potassium, iron and phosphorus.

Sebastian Buzwezwe, a farmer from Mpigi Magoe in Mbezi ward, Ubungo district said the new improved seeds are paying them a lot as they can continue to harvest by cutting the leaves for over three months.

"The new seeds are good for us because we are no longer harvesting once as it was for the traditional seeds, with the new seeds we can continue to harvest for more time," he explained.

He however called on the government to support them with drilling machines so as to easily fetch water from Mpigi River for their farming.

"We are facing acute shortage of water and this has affected our production lately, we request authorities to help us with this," he added.



**We have been told how amaranth vegetable and seeds are important for our health, so let us promote farming and consumption of the crop as it also has wider market demand**



**REQUEST FOR PROPOSAL (RFP)**

**RFP/MDH/01/MI/21**

**FOR THE PROVISION OF GROUP MEDICAL INSURANCE COVER TO MDH EMPLOYEES**

**MDH BACKGROUND**  
Management and Development for Health (MDH) is a non-profit, non-governmental organization whose primary aim is to contribute to address public health priorities of the people of Tanzania and the world at large. These priorities include: communicable diseases such as HIV/AIDS, Tuberculosis and Malaria; Reproductive, Maternal, New-born and Child health (RMNCH); Nutrition; Non-Communicable Diseases of public health significance; as well as Health System Strengthening. MDH strongly believes in and works in partnership with various local and global institutions, Ministry of Health, Community Development, Gender, Elderly and Children (MOHCDGEC); President's Office Regional Authorities and Local Government (PORALG); donor agencies; academic and non-academic institutions; implementing partners; civil society, community-based and faith-based organizations and others.

MDH hereby invites submission of proposals for Provision of Group Medical Insurance for MDH employees from registered insurance companies only.

Interested eligible service providers may request for a complete set of bidding documents through the following email address [mdh@mdh.or.tz](mailto:mdh@mdh.or.tz) A prospective service provider having any question regarding this RFP shall send an email five (5) days prior to the due date and time for submission of offers to the following addresses [mdh@mdh.or.tz](mailto:mdh@mdh.or.tz)

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MDH is under no obligation to accept the lowest proposal. Late proposals and proposals not received shall not be accepted for evaluation irrespective of the circumstances

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**REQUEST FOR PROPOSAL (RFP)**

**RFP/MDH/01/LI/21**

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# High Court asks police to arrest three debtors

By Guardian Reporter

HIGH Court of Tanzania (Commercial Division) in Dar es Salaam has asked the Arusha Regional Police Commander (RPC), Justin Masejo, to arrest three debtors of the Exim Bank Tanzania Limited for failure to pay an outstanding debt amounting to 674.4m/- and over US\$2million.

In the warrant of arrest issued by the court in the commercial

case number 95 of 2015, the RPC has been directed to arrest Chimanbhai Marghabai Patel, Pratik Chimanbhai Patel and Sonia Pratik Patel.

The warrant signed on September 13, 2021 by the Deputy Registrar of the Court said that the trio had been adjudged by a decree in the case dated September 16, 2016, to pay to Exim Bank Tanzania Limited about 674,440,547.55/- and US\$2,024,094.14 as well as interest/costs of the case.

In reality, since the verdict had been delivered, the registrar insisted that the money was yet to be paid to the said decree-holder in satisfaction of the decree.

In this regard, the court commanded the RPC to arrest the three debtors unless they clear their outstanding debts, adding that the trio should be brought before the court with all convenient speed.

"You are commanded to return this warrant on the 27th day of October, 2021, with an endorsement certifying the day on which and manner in which it has been executed, or the reason why it has not been executed," the warrant asked the RPC.



Vice President Dr Philip Mpango presents a trophy to Tanga Cement Plc CEO Reinhardt Swart (R) in Dar es Salaam on Friday after the firm emerged overall winner of the 2020/2021 edition of the President's Manufacturer of the Year Awards. The others include Confederation of Tanzania Industries board chairman Paul Makanza (L), Industry and Trade minister Prof Kitila Mkumbo and Dar es Salaam regional commissioner Amos Makalla. Photo: Guardian Correspondent

# WaterAid Tanzania: Invest in water, sanitation, hygiene for healthy, green economic recovery

By Guardian Correspondent, Arusha

AS the clock ticks towards the Global Hand-washing Day (GHD), WaterAid Tanzania has underscored the importance of the government investing heavily in water, sanitation and hygiene for a nation's healthy and green economic recovery in the aftermath of Covid-19.

The GHD, which is observed an-

nually on October 15, is a global advocacy day dedicated to increasing awareness about the importance of hand hygiene and triggering lasting change from the policy level to community-driven action.

The 2021 GHD theme, 'Our Future is at Hand - Let's Move Forward Together', has been cropped from the unprecedented nature of the COVID-19 pandemic where

hand hygiene had played a critical role in virus transmission.

"Therefore, this year's theme is a call to action, which asks us to leverage experiences during the COVID-19 pandemic in order to address the historic neglect of hand hygiene investments, policies, and programs once and for all" reads the statement.

WaterAid Tanzania further added: "As we enter a new normal life

beyond COVID-19, the future state of hygiene is in our hands. A lot has been learned about promoting hand hygiene at scale, but much work is needed for the current momentum to be sustained"

Indeed, the latest Mission-critical report by WaterAid shows that each dollar invested in water, sanitation, and hygiene (WASH) can provide up to 21 times more value than expenditure in other areas.

The analysis indicates that giving everyone access to soap and water for hand washing can reduce both diarrhea and respiratory disease burden at low cost, improving quality of life, reducing healthcare expenditure, and freeing up production time.

"It can unlock billions in economic opportunities and health savings at relatively low cost; it can address key objectives of stimulus spending post-Covid-19, and can build resilience to increasing global risks" reads the report.

WaterAid Tanzania now pleaded with the government to prioritize hand hygiene infrastructure, robust hygiene behavior programme, and policies within schools, healthcare facilities, and

public settings.

"There's an urgent need for the government to embed hygiene in plans, policies, programmes, and budgets for education, health (including immunization and nutrition) if we are to build community resilience," the NGO says in its statement.

In its proposal package of actions that need to be taken by the government, there are investments in national and sub-national coordination mechanisms for hygiene behavior change in a 'whole of government' and 'whole of society' approach to hygiene investment.

"We wish the strengthened budget monitoring and tracking of hygiene/hand hygiene spending across sectors at national and sub-national levels" the WaterAid noted.

As demonstrated by COVID-19, new infectious diseases can be devastating to both societies and economies. New diseases can be more challenging to treat and more difficult to control.

Experts say that hand washing with soap protects people from many infectious diseases, diseases outbreaks and pandemics,

and therefore the hand hygiene is an important part of preventing diseases, keeping food safe, and helping children grow strong, and protecting health care workers.

Indeed, this year's Global hand washing day coincides with several key Tanzania policies such as the National Covid-19 Response Plan July 2021 - June 2022 version three using a comprehensive approach addressing both communicable and non-communicable diseases.

In addition, WHO calls on health care workers and facilities to achieve effective hand hygiene action at the point of care.

The point of care refers to the place where three elements come together -- the patient, -- the health care worker -- and care or treatment involving contact with the patient or their surroundings.

To be effective and prevent transmission of infectious microorganisms during health care delivery, hand hygiene should be performed when it is needed at five specific moments and in the most effective way by using the right technique with readily available products at the point of care.

This can be achieved by using the WHO multimodal hand hygiene improvement strategy.

For the donors, WaterAid says it was high time for them to scale up investment in hand hygiene as a critical and ongoing element of pandemic preparedness and response particularly in low- and middle-income countries as well as supporting the WASH in the Covid-19 Response Plan.

The organization also urged the businesses to contribute toward resilient hand hygiene systems through partnerships, financing, innovation, research, and policies.

WaterAid is working with communities to make available hand washing facilities with soap available, while calling on governments, donors and private sector actors to prioritize and increase investments in hygiene for inclusive, strong and, resilient communities and healthcare systems.

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## JOB - ADVERTISEMENT

### JOB TITLE: FINANCE & ACCOUNTING MANAGER, AFRICA REGION

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#### ESSENTIAL FUNCTIONS

The Finance & Accounting Manager is responsible for managing the activities and personnel for Finance Operations and Accounting of the BU. Responsible for the management, maintenance and reporting of financial data, monitoring of management controls and processes and ensures compliance with TNC policies and procedures, relevant legal and regulatory frameworks, and financial management best practice. Ensures programmatic commitments, are met in a timely manner by developing and coordinating tactics for approved plans. Oversees day-to-day tasks in the finance function. The Finance & Accounting Manager provides high-level financial analysis to the Africa Council, BU leadership on budgets, and financial performance. Acts as the main point of contact for addressing any inquiries related to financial management, accounting, and operations treatment that arise from across the BU and World Office (WO). Serves as a key resource to staff and management on financial matters, policies and procedures. Responsible for the implementation of finance initiatives rolled out to International programs. Provides training related to finance operations and related policies. Co-leads the fiscal year budgeting process with the Conservation Director. Point person for payments and back up for payroll to ensure smooth running of financial operations and programmatic support to the BU. Manages the finance diary to ensure financial activities are met within set deadlines including end of year close process, the development of year-end projections of expense, periodic analysis of balance sheet accounts and making necessary adjustments. Ensures the accuracy and timeliness of accounting transactions such as journal entries, business and payroll taxes, creation of program Project/Activity and Award charge codes. Responsible for the continuous update of financial information on TNC Connect site.

The Finance & Accounting Manager ensures financial reports accurately reflect donor intent, working with development team to perform revenue allocation and ensure costs are charged accurately to respective funding sources. Participates in the design and implementation of finance policies, procedures, and systems to comply with all applicable financial and accounting regulations. Reinforces compliance and consistency across the BU in the organization's policies and procedures. Reports to the Director of Finance and Operations, Africa region and it will be based in any of the TNC offices in Africa.

#### MINIMUM QUALIFICATIONS

- Bachelor's Degree in Finance, Accounting or Business Administration and 5 years' managerial related experience or equivalent combination.
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- Experience with accounting principles, practices, and regulations.
- Experience with GAAP.
- Experience using financial accounting systems.
- Experience in Non-Profit accounting experience.
- Experience with government regulations related to grants or contracts, including working with applicable U.S. Federal government circulars (OMB Circulars A-110, A-122 and A-133, state and local regulations, and standard contract clauses.
- Experience of supporting multiple projects in various locations and/or countries
- Experience in MS Office (Word/excel) with technical command of spreadsheets at advanced level, general ledger reports and other financial management tools. Ability to manipulate, analyze and interpret data.
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## JOB - ADVERTISEMENT

### JOB TITLE: FINANCIAL ANALYST - AFRICA REGION

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#### MINIMUM QUALIFICATIONS

- Bachelor's Degree in Finance, Accounting, Business Administration or related field and 4 years' related experience or equivalent combination.
- Professional certification such as a CPA or ACCA.
- Experience using accounting and financial reporting systems.
- Experience in manipulating, analyzing and interpreting data. Advanced expertise in Microsoft Excel required.
- Experience with complex relational databases. Knowledge of Microsoft's Power BI application is preferred.
- Experience in full cost budgeting.
- Experience in supporting multiple projects in various locations and/or countries.
- Demonstrated innovations in financial systems and tools.

For full Job profile and how to apply please visit <http://careers.nature.org> and search for Job Id 50445

Submit CV and cover letter separately using the upload buttons online. All applications must be submitted in the system prior to end of day 20th October 2021.





Vice President Dr Philip Mpango presents a trophy to Amanda Walter, a senior manager with Tanzania Breweries Ltd Plc, after the company emerged runner-up in this year's edition of the President's Manufacturer of the Year Awards (PMAYA). This was at a Confederation of Tanzania Industries ceremony held in Dar es Salaam on Friday. Looking on are Industry and Trade minister Prof Kitila Mkumbo (2nd-L), Dar es Salaam regional commissioner Amos Makalla (C) and TBL export manager Maleke Mringo. Photo: Guardian Correspondent

## CCBRT to conduct free eye examination to mark October 14 as World Sight Day

By Guardian Reporter

CCBRT Hospital in collaboration with the Police Force will today embark in free eye examination exercise at the Police hospital along Kilwa Road in Dar es Salaam's Temeke District as part in the commemoration World Sight Day marked October 14 every year.

A press statement issued by the CCBRT Hospital in Dar es Salaam yesterday said preparations for the event were completed and called upon all members of the public to go for free eye examination.

The statement further said that CCBRT District Commissioner, Jokate Mwendelo and CCBRT Hospital's Chief Executive Officer, Brenda Msangi as well as other police officials will participate in the eye examination exercise.

"Eye examination will go simultaneously with optometry tests for those found to have sight deficiencies," the statement said and added that CCBRT Hospital will continue to work together with other various government institutions to reach many people countrywide.

CCBRT Hospital, the country's respected medical centre is well known for its efforts in reducing maternal deaths, and also leading in eye examination including op-

tometry services.

The CCBRT Hospital statement on the World Sight Day is of special importance due to the fact that eye sight is important to humans and their activities, hence Tanzanians are often called upon to regularly examine their eyes.

"We take this opportunity, in collaboration with the police to call on Dar es Salaam residents to come up in great numbers for eye examination, as the service is free," the statement further said.

At the recent Annual NGOs Meeting in Dodoma and closed by President Samia Suluhu Hassan, CCBRT Hospital won the award for better health provision services in the country.



**Eye examination will go simultaneously with optometry tests for those found to have sight deficiencies**

## Stanbic Bank hands over 100 desks to Dar's Toangoma Primary School

By Guardian Reporter

STANBIC Bank Tanzania has donated 100 desks worth 9m/- to Toangoma primary school in Temeke district, being part of the bank's ongoing campaign - Stanbic Madawati Initiative which aims to improve the learning environment and support

the development of the education sector in the country.

The desks were handed over by the bank's Head of High Net worth Clients, Omari Mtiga to Temeke District Commissioner, Jokate Mwendelo at an event held at the school premises yesterday.

Mtiga said the bank is

committed to playing its role to improve the learning environment across different schools in Tanzania, through its signature initiative dubbed Stanbic Madawati Initiative, which aims to donate 1000 desks across the country this year. "We believe that all dreams can be achieved if given the

necessary support. This donation will provide a conducive environment for learning and accelerate the performance of Toangoma students."

He added that the company recently made a similar donation to Mbabala Secondary School in Dodoma and is keen to continue sup-

porting the government's efforts to provide sufficient desks to schools in other parts of the country.

On the other hand, DC Jokate commended Stanbic Bank efforts in assisting the government to improve learning and urged other investors to emulate the move. She further appealed to

the school administration to ensure that the desks are put to proper use, so they can benefit as many students as possible, and also called on students to work extra hard to improve the performance of the school.

The Stanbic Madawati Initiative was launched in July this year largely to address

the challenge of the shortage of desks in schools across the country. Through the initiative, the bank will donate 1000 desks to primary and secondary schools in the different regions of the country.

For every desk donated, Stanbic will plant a tree in order to converse the environment.

## MULTIDISCIPLINARY WORKSHOP ON CHILDHOOD TB HOLDS IN TANZANIA

Workshop title: Health systems strengthening for childhood tuberculosis: an imperative for ending TB

A workshop on childhood Tuberculosis was held from 27th to 29th September across four regions in Tanzania (Kilimanjaro, Dodoma, Mbeya and Mwanza) and United Kingdom. The workshop entailed a hybrid participation mechanism through zoom and face to face interaction of attendees in Mbeya. It was attended by key health system stakeholders and policy makers, researchers, clinicians, academicians, drawn from different institutions and organizations within Tanzania. All attendees had experiences of childhood TB and entailed participation from: the National Tuberculosis and Leprosy Programme (NTLP), researchers from the National Institute for Medical Research-Mbeya Medical Research Centre, the Kibong'oto Infectious Diseases Hospital (KIDH), the Kilimanjaro Clinical Research Institute (KCRI), the Baylor College of Medicine Children's Foundation in Mbeya and Mwanza, the Mbeya Zonal Referral Hospital (MZRH), the Mbeya Regional Referral Hospital (MRRH), a civil society organisation titled MKUTA (composed of members who are TB survivors) and guardians of children with TB. The team was multidisciplinary with paediatricians, physicians, nurses, social scientists and lay community members.



The workshop was funded by a grant from the National Institute for Health Research for Global Health Research Workshops awarded to Dr Uzochukwu Egere of the Community Health Systems Group and IMPALA program at the Liverpool School of Tropical Medicine and colleagues at the NIMR-Mbeya Medical Research Centre, Tanzania. The three-day workshop was hosted within the country by the NIMR-Mbeya Medical Research Centre, coordinated by Dr. Nyanda Elias Ntinginya (Centre Director) and Ms. Doreen Pamba (Head, Social Sciences and Community Engagement). The workshop aimed to identify

the health system bottlenecks facing proper management of children with TB and to make context-appropriate recommendations that could contribute to national and regional policy to address childhood TB. It provided a platform to brainstorm on the health system challenges facing the cascade of care of children with TB in the country.

A number of challenges were reported that include; limited knowledge of childhood TB among communities thus, inability of parents/guardians to identify symptoms early on, bottlenecks in active case finding activities, missed diagnosis opportunities, non-child friendly treatment formulations thereby facilitating poor adherence as well as few scientific publications particularly among childhood MDR-TB in the country.

A key take home message was the need to prioritize efforts to address lapses in childhood TB management across the cascade of care.

The workshop compliments the impressive work of the National TB and Leprosy Programme in childhood TB and will form a platform for continuing engagement with efforts to address childhood TB in the country.

Contact info: Dr Uzochukwu Egere, Uzochukwu.Egere@lstmed.ac.uk



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MONDAY 11 OCTOBER 2021

Taking A New Look  
At The News  
ESTABLISHED IN 1995

## Why capital punishment is finally coming to an end

CAPITAL punishment, also known as the death penalty, is a state-sanctioned practice of putting a person to death as a punishment for a crime. The sentence ordering that an offender is to be punished in such a manner is known as a death sentence, and the act of carrying out the sentence is known as an execution. A prisoner who has been sentenced to death and awaits execution is condemned and is commonly referred to as being 'on death row'.

Crimes that are punishable by death are known as capital crimes, capital offences or capital felonies, and vary depending on the jurisdiction, but commonly include serious crimes against the person such as murder, mass murder, aggravated cases of rape, child rape, child sexual abuse, terrorism, aircraft hijacking, war crimes, crimes against humanity, and genocide, along with crimes against the state such as attempting to overthrow government, treason, espionage, sedition, and piracy. Also, in some cases, acts of recidivism, aggravated robbery, and kidnapping, in addition to drug trafficking, drug dealing, and drug possession, are capital crimes or enhancements.

World Day Against the Death Penalty (10 October) is a day to advocate for the abolition of the death penalty and to raise awareness of the conditions and the circumstances which affect prisoners with death sentences. The day was first organised by the world coalition against the death penalty in 2003. It has since taken place annually on 10

October.

The day is supported by numerous NGOs and world governments, including Amnesty International, the European Union and the United Nations.

Each World Day Against the Death Penalty focuses on a particular theme, to highlight certain issues surrounding capital punishment.

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## Educating girls saves lives, builds stronger families and economies

INTERNATIONAL Day of the Girl Child is an international observance day declared by the United Nations; it is also called the Day of Girls and the International Day of the Girl. October 11, 2012, was the first Day of the Girl Child.

The observation supports more opportunity for girls and increases awareness of gender inequality faced by girls worldwide based upon their gender. This inequality includes areas such as access to education, nutrition, legal rights, medical care, and protection from discrimination, violence against women and forced child marriage.

The celebration of the day also "reflects the successful emergence of girls and young women as a distinct cohort in development policy, programming, campaigning and research."

International Day of the Girl increases awareness of issues faced by girls around the world. Many global development plans do not include or consider girls, and their issues become "invisible".

More than 62 million girls around the world had no access to education, as of 2014, according to USAID. Worldwide and collectively, girls ages 5 to 14 spend more than 160 million hours more on household chores than boys of the same age do. Globally, one in four girls are married before age 18.

On October 11, 2016, Emma Watson, a United Nations Women's Goodwill Ambassador, urged countries and families worldwide to end forced child marriage.

Many girls around the world are vulnerable to acts of sexual violence and the perpetrators

often go unpunished.

The Day of Girls helps raise awareness not only of the issues that girls face, but also of what is likely to happen when those problems are solved. For example, educating girls helps reduce the rate of child marriage, disease and helps strengthen the economy by helping girls have access to higher paying jobs.

The International Day of Girls initiative began as a project of Plan International, a non-governmental organization that operates worldwide.

The idea for an international day of observance and celebration grew out of Plan International's Because I Am a Girl campaign, which raises awareness of the importance of nurturing girls globally and in developing countries in particular.

Plan International representatives in Canada approached the Canadian federal government to seek to the coalition of supporters raised awareness of the initiative internationally. Eventually, Plan International urged the United Nations to become involved.

International Day of Girls was formally proposed as a resolution by Canada in the United Nations General Assembly. Rona Ambrose, Canada's Minister for the Status of Women, sponsored the resolution; a delegation of women and girls made presentations in support of the initiative at the 55th United Nations Commission on the Status of Women. On December 19, 2011, the United Nations General Assembly voted to pass a resolution adopting October 11, 2012 as the inaugural International Day of Girls. The resolution states that the Day of Girls recognises:

### The Guardian Limited Key Contacts

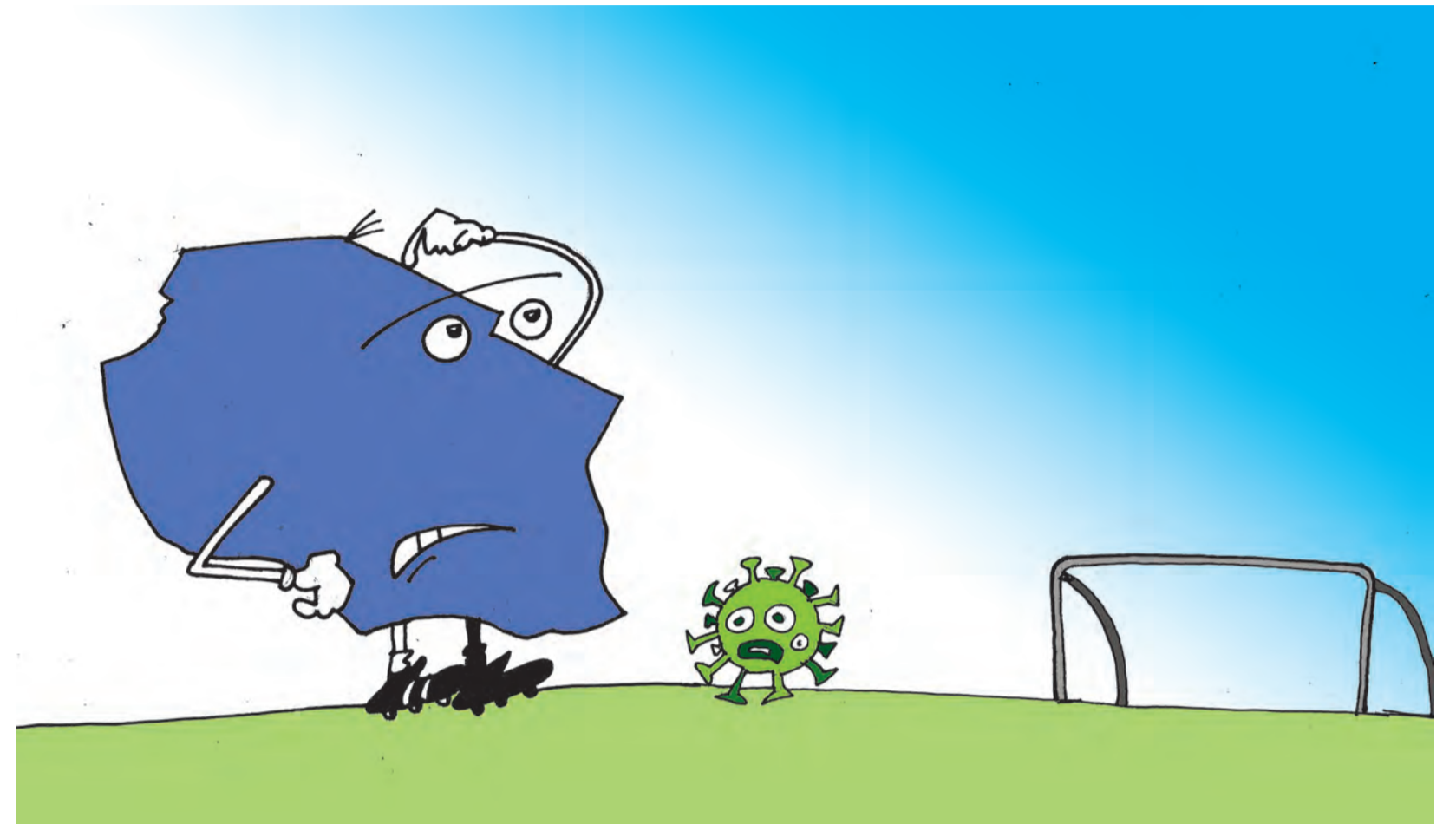
MANAGING EDITOR: WALLACE MAUGGO  
CIRCULATION MANAGER : EMMANUEL LYMO

### Newsdesk

General Line: 0745 700710  
News Editor: LUSEKELO PHILEMON  
0757 154767  
E-mail: guardian@guardian.co.tz

### Advertising

Cel: + 0782 253676 E-mails: Advertise@guardian.co.tz  
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## Living in perilous times

By **Sonnie Ekwowusi**

THE madman says that there is nothing wrong with him except that whenever he wants to say one thing another thing comes out of his mouth. We must resist the temptation of mirroring our country with the madman's mirror and concluding that nothing is wrong with Nigeria. Of course something serious is wrong.

Those who think that Nigeria is still on the road to Somalia are mistaken. Nigeria had already reached Somalia. In the last six years Nigerians have been witnessing a steady and progressive deterioration of those cherished values which form the superstructures for the building of our national ethos.

The old image of Nigeria as a citadel of peacefulness, fraternity, cultural and moral renaissance seems blurred. Amid the country's abundant human and natural resources, there is poverty, fear, suspicion, disorderliness, hatred and chaos. On social media, on the pulpit, lecture rooms, market places, stadia and other fora, Nigerians soberly ask the following question: What does the future hold for us and our children?

This is a painful reality. But we must come to terms with it. The most significant achievement of the Buhari government in the last six years is to drag Nigeria into the membership of failed states.

This is not surprising. A country reapeath what it soweth. In the last six years President Buhari has been sowing Fulanism, divisionism, nepotism and tyranny. This is why we are harvesting chaos, anarchy and failure today. Imagine the most populous and most richly endowed African country joining countries such as Somalia, Yemen, Democratic Republic of Congo, Central African Republic, South Sudan and Myanmar as a full-fledged failed state.

Amid the complete collapse of state machinery for protection of lives and property, anarchy has been let loose upon Nigeria.

The Hobbesian bellum omnium contra omnes (war of all against all) characterized by barbaric abductions, assassinations, arsons, blood-letting, communal bloody feud, kidnaps, banditry, gun running and so forth now reign supreme in different parts of Nigeria including, for the first time, the hitherto peaceful Anambra State. Amid the reign of mayhem in different parts of Nigeria, aggrieved ordinary citizens masquerading as "unknown gunmen" are now laying siege to different corners of the town and assassinating their perceived enemies or offenders.

We now live in a country bereft of the rule of law. No law. No Justice. No peace either in men's hearts because peace grows in the crannies of jus-



tice.

Uncertainty, confusion, fear and apprehension rule the lives of many. We now live in a free-for-all country where nobody seems to be in charge of anything or anybody. We go to bed and wake up itching to hear the sad news of another abduction or assassination.

If the abductors are not on prowling trying to abduct their victims, some hired assassins are lurking in the corner to capture their next victims and assassinate them. One analyst believes that the assassination of Dr. Chike Akunyili may not be unconnected with family feud over property.

If this is true it means that families, friends, relatives, townfolk and other citizens are now resorting to violence, self-help and use of force in settling personal disputes and disagreements. And as you and I know very well, recourse to self-help in settling personal disputes is a recipe for anarchy.

I read somewhere that given the heightened insecurity of lives and property in Anambra State at the moment some Anambrians are now fleeing Anambra State and seeking refuge in Lagos.

I hope this is untrue otherwise we are really in trouble in Nigeria. Oh! Lord, we raise up our shackled hands and beseech thee to take revenge on our behalf. Lord hearken to the assistance of your children drowning in the rivers of human blood, flowing down the streets and alleyways of our cities, towns and villages. Sit no longer blind, Oh! Lord. Let not our cries sink in silence at midnight. This is our land and the land of our an-

cestors.

Protect us in it. Dislodge their plots and concoctions. They lay siege to the country expressways to kill us, we who are innocent, we who have committed no crime. Yet they want us to love Nigeria; they want us to dream of no other country except Nigeria.

They want us to sing Nigeria's National Anthem and recite her Pledge in order to feel proud that we are Nigerians. Yet they make Nigeria unlivable for us. In the last six years the Buhari government has been sowing the wind and today it is reaping whirlwinds. In the last seven years the government has been vilifying and persecuting the oppressed.

Yet this is our country. And they want us to love our country. But how can we love a country that derives joy in spilling the blood of her innocent citizens? It is no longer news that Nigeria's finest human capital, especially the medical doctors, nurses and other medical personnel are fleeing the shores of Nigeria day by day. Foreigners make mockery of us.

They laugh at us and say that ours is a country of terrorists ruled by terrorists for terrorists. How do they say it again? When one finger touches oil it soils the rest. The political sins and misdeeds of a handful of our never-do-well political leaders are being visited on ordinary citizens.

Poverty, hunger, and terminal illness continue to afflict many Nigerians. These days many Nigerians are finding it difficult to eke out a living or eat two meals a day. Many parents can no longer pay the school fees of their children and wards.

Many patients in many Nigerian hospitals are just waiting to die either from their illness or out of neglect owing to their inability to pay their accumulated medical bills. Of course the prices of food-stuff and the prices of practically everything in Nigeria keep soaring.

The most tragic, in my view, is that the Buhari government is unwilling to disclose the identities of Nigerians incriminated in financing Boko Haram and terrorism in Nigeria despite the assistance given to the government by the United Arab Emirates and other countries to that effect.

Reacting to public criticism on the refusal of the government to name the terror sponsors, the Federal Attorney-General said that revealing their identities will jeopardize investigation. This is an indirect way of informing the public that the names of the sponsors, for obvious reasons, will never be revealed by the government. I have just finished reading the essay entitled: Cornflakes For Jihad: The Boko Haram Origin Story by David Hundeyin. It is a must read. In this classical essay, David unearths the historical roots facilitating the financing of terrorism in Nigeria dating back to pre-independence era.

No man, no woman of good conscience can be at ease after reading the aforesaid essay. Equally no street, no Broadway, no village path can remain silent amid the stillness of death lying everywhere in different parts of Nigeria. With torn and bleeding hearts we may be smiling but we may not know peace until Nigeria goes the way she had been fated to go.



## START THE WEEK WITH CYNTHIA STACEY

## Investors...A force for good...or bad?

JAMBO, greetings, and this week I'm musing over the term "investor", as even newcomers soon realise what an important role this word plays in Tanzania.

Of course, there's been both good and bad speculators and investors over time, with some having colonial tendencies of ..... "come in, exploit the natives, reap massive rewards cheaply...then leave."

Locally instigated or otherwise, over the years, large swathes of the Kunduchi coastline and elsewhere, have been completely walled off, forever out of bounds to local fishermen and the public alike.

In other parts of Dar es Salaam, communal playing fields and open spaces have been appropriated by stealth, seldom to be relinquished after use.

An example some years ago, a much cherished and long established football club and playing field was 'given' by dubious municipal officers to a Chinese company, ostensibly to use as a temporary depot, but it was never returned when the project was finished, even after being filmed on local television for its permanent takeover.

Maybe the scenario is different today, with stricter controls, but at one time there was no reason to suppose the same 'grabs' weren't happening all over the country, and the catchword to facilitate it .....was of course.....'investor'.

Occasionally though, clever locals have fought back, which is what happened when an infamous prawn project was aborted after attracting support from people abroad, who'd learnt of it on the internet.

When the term 'globalisation' began in the local media, it was usually via a statement like "Globalisation has forced many countries to restructure their policies to attract investors who are the key too meaningful reform".

This assumption mostly went unchallenged, with the effects of the phenomenon always viewed as positive by government leaders. But it ignored the possibility that some foreign investments could be a sanctioned conduit to internal plunder.....so could local investments of course, but to gain what they wanted, the 'outsiders' had the 'biggest bucks' for persuasion!

And apart from fuelling corruption, the far reaching negative impacts this had, especially in developing nations and on their citizens, have possibly never been fully quantified.

Years ago in Zanzibar, a local man angrily told me... "an oil company is leasing Prison island for decades to come, and the famous prison which gave the island its name has been demolished. Chumbe Island is a marine park for wealthy tourists. Mwembe is leased



Land reclamation is going on rapidly in Zanzibar, which is sadly altering the character of this beautiful island. This photograph shows innovated buildings, but care should be taken not to over develop this sea side area. File Photo

to Italians....as is space after space of the north east coastline".....and today what have we got.....now that Zanzibar is beginning to feel like a theme park!

At one time it seemed the new scramble for the Spice Isles, as local power brokers colluded with the new 'colonisers' in hiving off beaches, mini islands, buildings etc....but let's hope that the famous giant turtles are still in residence on prison Island....and not sold off to a foreign zoo... or a foreign investor!

When the Isles government leased the adjoining islands of Changu and Rawe around 2003, they said it was to 'boost

tourism. Though they'd admitted that without an open tendering process this flouted the law. But a Minister told the Guardian, "that it was because of a special request by the "investor".

Such scenarios had been the popular perception, and this confirmed it. There's long been a fine line between a 10 % 'sweetener, and an outright mega bribe, and in the past, few projects were free of both. And as the buccaneers of business have roamed the world in search of riches, emerging nations proved the most fertile ground for their ventures, however ill conceived.

It's nearly twenty years since I received

a pre-feasibility report on the Salama Water Front Development, but I'm mentioning it now as a suitable example, and still find it astonishing. Government backed, it was so absurd in concept, that highly critical articles about it soon started to appear in the local media.

The consortium behind it, (a group of local and foreign businessmen) said it would involve reclaiming and developing over 200 hectare of prime real estate...including the Msimbazi River bay, and the Ocean Road beach area.

Their report stated that ".....from Rotterdam, New York to Tokyo, Sydney to Hong Kong, and Rio to Cape Town, the

images of some of the world's most fascinating cities are tied to the waterfront".

...partially correct, but naïve to compare such capitals with chaotic Dar es Salaam, which lacked even basic infrastructure at the time, and a coastline which was rapidly diminishing due to devious, or should that be 'un-sanctioned developments' ?

.....there was talk in this report of 'controlled business environments, or in other words, what were formerly open and free public areas... or the sea, since plans included ocean reclamation.....something which was ready to start in Zanzibar, and is currently on-going.

...but the final and telling draft said, "it is recommended to start discussions with the Tanzanian authorities....and the best forum for this, is the group of high ranking government staff, who met in December 1999".

Well, the high rankers. If we've learnt anything at all from past malpractice exposures, it should be that however inappropriate for the country, almost anything could have been realised with their help.

But decades on from that particular cabal of officialdom who met in 99, do we know how many others pre-Magufuli, have convened to mandate damaging schemes, projects etc. which only add costs, environmental and otherwise, without meaningful development for the nation.

Currently, "development" seems to be defined by demolitions, and I was shocked recently to see an area of once lovely old buildings now 'gutted and gone' and with them, some of the last vestiges of character that had redeemed it.

Well.....time to close....but if you're a church goer, particularly at a historical building, keep an eye on the premises....it might be some investors aim to demolish it for profit !

## The reality of living on the street in SA

By Sandisiwe Shoba

IN the run-up to municipal elections, the National Homeless Network has compiled a Homeless Manifesto to ensure the needs of the destitute are prioritised. Prompted by the document, Maverick Citizen took to the streets to ask homeless persons what issues they want local government to address

Accurate statistics on the number of homeless people in South Africa are non-existent. But in Cape Town alone, figures from 2020 suggest the metro has upwards of 14,000 people living on the streets. Johannesburg has around 15,000.

Since the Covid-19 pandemic started, NGOs suggest the number of people living on the streets has grown exponentially due to job losses and other knock-on effects of the virus.

## Cape Town

The needs of the homeless have been notoriously low on the agenda of national and local government. For example, Social Development Minister Lindiwe Zulu has said in Parliament that there is "no clarity at national level" regarding which department is responsible for dealing with homelessness, meaning there is no action-plan or budget allocation.

To lobby political parties to prioritise the issues affecting the destitute, the National Homeless Network launched a Homeless Manifesto. The document lists five primary demands:

## Shelter

Access to healthcare and social assistance

Access to sanitation and ablution facilities

Fair and lawful treatment by local law and security forces

Increasing economic opportunity

Each city has created a local set of demands under these five headings.

Struggle activist and former Vice-Chancellor of the University of South Africa (Unisa) Barney Pitso wrote in a Maverick Citizen op-ed: "It is the actions and the inaction of municipalities that has more impact than any other level of government on the day-to-day situation of people experiencing homelessness."

He is an ambassador for the manifesto which is based on the Bill of Rights and the lived experiences of homeless people in South Africa's major cities.

In Cape Town, where the homeless community has been at odds with the metropolitan municipality, the primary needs are shelter and dignity.

Lindzay Geneva, who lives on the streets of the affluent Rondebosch suburb, wants the city's social workers to treat the homeless with greater respect. "Even though we're staying like this, it doesn't mean we are not people," she said.

Housing was another obvious concern.

"There's a lot of open spaces and empty buildings," said Geneva, who is willing to pay for accommodation but refuses to go to a shelter after ill-treatment at the now-infamous Strandfontein temporary homeless shelter set up during lockdown.

Like many South Africans, Geneva refuses to vote because she doesn't believe anything will change. "They make us feel like we don't want to vote."

Housing was also on the top of Geraldine Crew's list. "I really want to have an address now. For a long time I haven't had one." Her home is a makeshift tent made of cardboard, covered in black tarp and secured with bricks. We met her on the banks of the Liesbeek River in Rosebank.

"I just want to be treated with respect," said Crew, who much like Geneva has had unfriendly encounters with the city's officials.

Thando Ndaliso says he's tired

of "living like a dog" and will settle for a "decent tent" if the municipality can't assist him with housing. "I want to live like other people," he said.

Housing, employment and safety are top of Noleen Turner's list. The young mother, who lives opposite the Sea Point police station, said her child went into foster care shortly after she was born a few months ago. "The social workers took my child away from me because I'm living here in a tent, it's not a house." She has battled to find space in the city's shelters, which are often full.

In August, Turner was one of 21 street dwellers whose homes were destroyed and belongings confiscated when City of Cape Town law enforcement officials conducted a raid at an informal homeless camp dubbed "Tent City". According to mayor Dan Plato, the group was in violation of a streets-by-law. The matter was taken to court.

John Brophy, who shelters in an old circus building in Observatory, doesn't want to be discriminated against for being homeless. "I'd like to be poor and for that not to be a problem."

Uno Moyo, who also lives in Observatory, criticised the city's policies, in particular the new Unlawful Occupation By-Law the city recently approved despite objections.

"The city is treating us as enemies rather than as people," said Moyo.

Housing lobby group Ndifuna Ukwazi (NU) is threatening to take the City of Cape Town to court to contest the by-law's "constitutionality". According to NU, the law seeks to criminalise homelessness and bypass the Prevention of Illegal Eviction from and Unlawful Occupation of Land (PIE) Act. The group has raised concerns that the by-law will grant the City the power to arrest any person refusing a "reasonable" offer of shelter.

DM/MC



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# JOB OPPORTUNITIES WITH ICAP IN TANZANIA

ICAP at Columbia University is a Non-Governmental Organization affiliated with Columbia University's Mailman School of Public Health (MSPH) registered in Tanzania as MSPH Tanzania LLC since February 2005 (SO No. 12987). ICAP has a long history of supporting various public health interventions in close collaboration with the Ministry of Health, Community Development, Gender, Elderly, and Children (MoHCDGEC), the National AIDS Control Program (NACP), and the President's Office for Regional Administration and Local Government (PORALG).

Beginning in October 2021, through a new five-year cooperative agreement with PEPFAR funding from the Centers for Disease Control and Prevention (CDC), ICAP will be supporting comprehensive implementation of HIV prevention, testing, care and treatment, lab, and VMMC interventions at the community and facility levels in Mwanza region in Tanzania. Named the FKI+ Project, this new initiative aims to accelerate, expand, and improve the quality of HIV prevention, care, and treatment in order to meet UNAIDS 95-95-95 targets in intervention districts.

## WE ARE HIRING!

ICAP in Tanzania is seeking to employ competent, dynamic individuals with strong technical knowledge and public health management skills in implementing program objectives to join our team. ICAP at Columbia University is an equal opportunity and affirmative action employer. We also encourage Tanzanians living and working abroad in the diaspora to apply.

## Available Positions (Job Descriptions follow below)

- Assistant Boat Skipper (based Mwanza, 1 vacancy)
- Field Assistant (based Mwanza, multiple vacancies)
- Finance Assistant - Mobile Payment (based Dar es Salaam, 1 vacancy)
- Lab Supervisor (based Mwanza, 1 vacancy)
- Linkage & Retention Officer (based Mwanza, multiple vacancies)
- Procurement Officer - Payment Requisitions & LPO (based Dar es Salaam, 1 vacancy)
- Procurement Officer - Warehouse & Property Log (based Dar es Salaam, 1 vacancy)
- Receptionist (based Dar es Salaam, 1 vacancy)
- Regional Manager (based Mwanza, 1 vacancy)
- Senior Human Resources Manager (based Dar es Salaam, 1 vacancy)
- Senior Procurement Manager (based Dar es Salaam, 1 vacancy)
- Surveillance & Public Health Preparedness Assistant (based Mwanza, 2 vacancies)
- Strategic Information Assistant (based Mwanza, multiple vacancies)
- Technical Officer - Surveillance & Public Health Preparedness (based Dar es Salaam, 1 vacancy)
- VMMC Officer (based Mwanza, 1 vacancy)
- VMMC Supervisor (based Mwanza, 1 vacancy)

## APPLICATION INSTRUCTIONS

Application deadline is 11:55PM East Africa Time on Sunday 24th October 2021. Please visit our website at <https://icapacity.icap.columbia.edu> to access the online application portal and submit your application before the deadline. Completed applications will be reviewed on a rolling basis. Furthermore, only short-listed applicants will be contacted.

Position Title	: Assistant Boat Skipper (1 vacancy)
Reports to	: Boat Skipper
Employment Type	: Full-time
Job Location	: Mwanza
Travel	: Approximately 80% in intervention districts outside of job location

## Overall Job Function:

The Assistant Boat Skipper is mainly responsible for cleaning and greasing the boat as well as helping with watch keeping duties. S/he is also responsible for minor repair of ship areas, preparing the boat for sailing, handling crew and maintaining boat equipment and midstream fuel transfers.

## Specific Responsibilities and Duties:

- Assist with the maintenance and appearance of the vessel including responsibility for cleaning and polishing and general hygiene tasks.
- Assist the Boat Skipper to ensure the vessel is safely secured to the dock or mooring.
- Assist to secure locks, doors as well as ensuring systems such as water pumps and gas bottles are switched off.
- Assist with maintenance of the boat's equipment on board including anchors, ropes and fire extinguishers.
- Coordinate fuel for the boat and assist with refueling activities.
- Assist other crew members to ensure the passengers are upholding safe practices and that health & safety policies, particularly when the vessel is under way are practiced.
- Perform any other tasks assigned by the supervisor.

## Qualification, Knowledge and Skills:

- Required Certification: Valid and current license for operating a passenger motorboat.
- Required Certification: Relevant firefighting and First Aid qualifications.
- Required Experience: Minimum 3 years' recent experience working as crew on a motorboat in Tanzania.
- Conversant with and commitment to health and safety practices.
- Must have good interpersonal skills and the ability to communicate effectively.
- Ability to collaborate with a diverse team and interact well with all beneficiaries, health care workers, and volunteers by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment in the program, and to welcome all clients regardless of their background

Position Title	: Field Assistant (multiple vacancies)
Reports to	: Field Officer
Employment Type	: Full-time
Job Location	: Mwanza
Travel	: Up to 70% in intervention districts outside of job location

## Overall Job Function:

Reporting to the Field Officer, the Field Assistant is responsible to support field implementation of community-based HIV services in intervention wards/sites, focusing on HIV testing and prevention activities such as DREAMS, PrEP, condom programming, peer-based outreach, among others. This position liaises closely with healthcare providers and peers who are delivering services in field.

## Specific Responsibilities and Duties:

- Participate in workplan development for implementation of HIV testing and prevention activities in the community including supervision of field activities
- Implement activities according to the work plan, and prepare logistics (supplies, tools, and other resources) for field
- Establish HIV testing and prevention services that are provided in line with WHO, national, donor, and ICAP policies and procedures and uphold principles of ethics and confidentiality.
- Conduct mentorship to healthcare workers and peer volunteers supporting field activities
- Assist with recruitment, training, and supervision of peer volunteers supporting HIV testing and prevention activities.
- Participate in mapping and remapping of geographic locations for service delivery.
- Assist with monitoring program performance at site/ward level, assist with timely and accurate submission of activity reports, and suggest adjustments as needed to the implementation plan
- Collaborate with health facilities to ensure community-based implementation is accurately reflected in documentation
- Perform any other duties as assigned by the supervisor

## Qualifications, Knowledge, and Skills:

- Required Education: Medically trained personnel (nurse, clinical officer, MD, MBBS or equivalent) who have current qualifications and training in phlebotomy and HIV testing duties.
- Required Experience: Minimum 1 year experience providing HIV testing and counselling services with demonstrated familiarity with MOH systems, tools and procedures for HIV testing and prevention.
- Excellent speaking, reading, and writing skills in English and Kiswahili
- Excellent computer skills, at minimum with Microsoft Office package
- Ability to maintain confidentiality regarding clients' health status and sensitive information contained in data sources.
- Flexibility to work after normal working hours and weekends at informal gatherings and entertainment centers and travel extensively to remote areas, including islands.
- Ability to interact well with all targeted groups and peer outreach workers by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment in the program, to welcome all key and vulnerable population beneficiaries regardless of their background
- Must be a Tanzanian Citizen

Position Title	: Finance Assistant – Mobile Payment (1 vacancy)
Reports to	: Finance Officer
Employment Type	: Full-time
Job Location	: Dar es Salaam
Travel	: Not required

## Overall Job Function:

The Finance Assistant - Mobile Payments is responsible to ensure all received mobile payments are processed within a day and confirmation of payments is timely communicated to the field teams to inform participants on the status of their payments.

## Specific Responsibilities and Duties:

- Work with admin team to receive and validate all mobile payments received and process for authorization.
- Ensure all the payments prior to authorization are also entered into QB and payment voucher with reference is generated.
- Work with Accountant - Banking to ensure the MPESA platform has enough cash balance to cater for payment needs and arrange the transfer in advance to avoid any disruption in operations.
- Assist in providing timely and accurate financial information for monthly management reporting.
- Assist to ensure finance reporting diary internally and externally is observed.
- Work with Senior Finance Manager in adding new Vodacom MPESA users or deletion or any exit from the platform.
- Train all staff in the central office and field office on proper use of MPESA.
- Point of contact for field offices, finance support and link with other finance staff on issues related to MPESA.
- Perform any other tasks assigned by the supervisor.

## Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree or higher in accounting or finance

- Required Work Experience: Minimum 2 years' accounting experience
- Preferred: CPA (T) certification (completed or in progress)
- Excellent knowledge of QuickBooks
- Working knowledge of tax laws and GAAP.
- Strong financial analysis skills.
- Effective communication skills, both written and verbal.
- Strong organizational and stress management skills.
- Proficiency in Microsoft Office, particularly with Excel

Position Title	: Laboratory Supervisor (1 vacancy)
Reports to	: Regional Manager
Supervises	: Lab Officers
Employment Type	: Full-time
Job Location	: Mwanza
Travel	: Up to 50% in intervention districts outside of job location

## Overall Job Function:

As the overall technical and managerial lead in the laboratory services supported in the region, the lab supervisor is responsible to coordinate implementation of ICAP-supported laboratory activities in the region across all sites. S/he will work closely with his/her regional manager, facility coordinator, VMMC supervisor, and the central technical team to ensure high-quality laboratory services in both facility and community settings.

## Specific Responsibilities and Duties:

- Lead and mentor all staff working in the ICAP-supported laboratories in the region.
- Ensure compliance with national and international laboratory standards and best practices for program implementation to align with national guidelines and policy, protocols, SOPs, good clinical practice, and ethical/regulatory requirements.
- Lead planning and implementation of emerging strategies for laboratory service delivery in both community and facility settings in collaboration with R/CHMTs.
- Develop annual and quarterly regional work plans and supervise implementation of laboratory services.
- Liaise with regional authorities, stakeholders, and partners as ICAP's laboratory services' regional technical lead for supportive supervisions, coaching and mentorship to laboratory personnel and HCWs.
- Collaborate with R/CHMTs to innovate differentiated service delivery for laboratory interventions in both community and facility settings.
- Work closely with facility and community coordinator and central team to organize trainings and orientations of laboratory staff in all supported sites.
- Incorporate all necessary considerations to mitigate COVID-19 transmission risk during all phases of laboratory services.
- Work with ICAP strategic information team, regional manager, community coordinator and facility coordinator to analyze and utilize program data to inform plans, priorities, and resources allocations, write reports, best practices, and lesson learned for a wider dissemination.
- Approve lab team travel request (TAFs), travel business expense report (TBERs) in line with agreed plan at regional level in ICAP operation online system (IOO), and submit to central office timely.
- Mentor and supervise regional lab staff and HCWs regularly and frequently during lab site visits and lead regular meetings.
- Ensure adequate data collection and timely, complete, and clean reporting of regional data from laboratories to the central level.
- Strengthen collaboration with implementing partners, government authorities, and project related stakeholders for smooth implementation of activities
- Prepare regional quarterly reports on implemented project activities and dissemination to R/CHMTs.
- Performance management for supervisees including support in objective setting, conducting performance appraisal and provision of feedback in a timely manner
- Perform any other duties as assigned by the supervisor

## Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree or higher in laboratory
- Required Technical Experience: Minimum 4 years' work experience in laboratory systems with a donor-funded organization, including demonstrated experience and knowledge working in HIV programs. Must be experienced with all machines and tests used in HIV and TB settings.
  - o Preferred: Familiarity with PEPFAR-funded HIV programs
- Required Managerial Experience: Minimum 2 years' supervising a multidisciplinary team of at least 5 staff in technical areas relevant to this position.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili preferred.

Position Title	: Linkage & Retention Officer (multiple vacancies)
Reports to	: Community Coordinator
Supervises	: Linkage & Retention Assistants; Mobile Pharmacy Providers
Employment Type	: Full-time
Job Location	: Mwanza
Travel	: Up to 70% in intervention districts outside of job location

## Overall Job Function:

Reporting to the Community Coordinator, the Linkage and Retention Officer is responsible for coordinating linkage and retention services at the district level in community-based settings. The portfolio includes community ART initiation and refill, follow-up of clients with interruptions in care, linkage case management, community-based viral load sample collection, among others. The Linkage & Retention Officer liaises with ICAP staff supporting facilities as well as health facility representatives to ensure continuity of care for HIV diagnosed clients and directly supervises Linkage and Retention Assistants and Mobile Pharmacy Providers.

## Specific Responsibilities and Duties:

- Develop district-level workplans for implementation of HIV linkage and retention activities in the community including supervision of field activities
- Ensure activities are implemented according to the district workplan, and facilitate coordination of logistics, human resources, and supervision of activities
- Ensure linkage and retention including community-based ART services are provided in line with WHO, national, donor, and ICAP policies and procedures and uphold principles of ethics and confidentiality.
- Manage recruitment, training, and supervision of peer volunteers supporting linkage and retention activities.
- Liaise with operations and supply chain staff to ensure adequate supplies of commodities and tools required to implement the workplan
- Schedule human resources and fleet resources needed to accomplish community-based activities.
- Collaborate with ICAP site officers and health facility in-charges to coordinate activities, share data and workplans to strengthen continuum of care across community and facility interventions.
- Collaborate with SI staff to ensure performance data on linkage and retention activities in community are accurately reflected in databases and verify consistency between data sources.
- Ensure health facilities and healthcare workers participating in community-based services are appropriately trained and oriented
- Monitor program performance at the district level, ensure timely and accurate submission of activity reports, and make adjustments as needed to the implementation plan
- Supervise Linkage & Retention Assistants and Mobile Pharmacy Providers including their scheduling, performance management, and capacity building.
- Liaise with council authorities and health facility leads to agree on project plans and monitor progress in community
- Perform any other duties as assigned by the supervisor

## Qualifications, Knowledge, and Skills:

- Required Education: Medically trained personnel (nurse, clinical officer, MD, MBBS or equivalent)
- Required Technical Experience: Minimum 3 years' experience working directly with people living with HIV, providing linkage and retention services.
- Required Managerial Experience: Minimum 1 year experience supervising staff in technical areas relevant to this position.
- Familiarity with MOH tools on HIV care and treatment such as CTC1 and 2 cards, registers and database.
- Excellent speaking, reading, and writing skills in English and Kiswahili
- Excellent computer skills, at minimum with Microsoft Office package
- Ability to maintain confidentiality regarding clients' health status and sensitive information contained in data sources.
- Flexibility to work after normal working hours and weekends at informal gatherings and entertainment centers and travel extensively to remote areas, including islands.
- Ability to interact well with all targeted groups and peer outreach workers by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment in the program, to welcome all key and vulnerable population beneficiaries regardless of their background
- Must be a Tanzanian Citizen

Position Title	: Procurement Officer – Payment Requisition & LPOs (1 vacancy)
Reports to	: Senior Procurement Manager
Employment Type	: Full-time
Job Location	: Dar es Salaam
Travel	: Up to 10% in intervention districts outside of job location

## Overall Job Function:

The Procurement Officer – Payment Requisitions & LPOs is responsible to provide support to the procurement unit by ensuring effective procurement systems are place with regard payment requisitions and local purchase order management with vendors through ongoing monitoring of purchase process. S/he ensures timely delivery of items to intended recipients before processing request for payments with finance. S/he is a key member of the procurement team and will assist the ICAP teams' implementation of quality procurement services. As part of the ICAP multidisciplinary team, this position will interact with staff from different levels and different departments.

## Specific Responsibilities and Duties:

- Provide advice on procurement issues and best practices in line with the public procurement procedures and protocols in management of local purchase orders and payment requisitions management
- Process and obtain relevant approvals for materials to be purchased in line with the existing requirements and protocols at payment levels.

- Negotiate procurement needs with suppliers to establish fair market rates on behalf of ICAP through established framework agreements.
- Conduct performance reviews with the suppliers, measuring against required performance standards and market prices of various material procured by ICAP before issuing POs.
- Develop strong professional relationships with key suppliers to ensure ongoing quality and reliability of supply.
- Working closely with Procurement Officer – Warehouse & Property Log, ensure proper distribution of supplies to field offices according to the distribution plan from program department and provide accurate report and ensure all items are received and recorded in the store book ledgers before being issued.
- Ensure understanding of ICAP procurement policies and comply with all SOPs
- Provide information to ICAP central team when the procured items arrive from the suppliers for verification and acceptance.
- Place orders for supplies through POs as required by ICAP regional teams and sites
- Coordinate all logistics for delivering materials to the sites.
- Conduct performance reviews with the suppliers, measuring against required performance standards and market prices of various material procured by ICAP.
- Ensure the company benefits from cost savings and value for money
- Perform any other tasks assigned by the supervisor.

## Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree or higher in procurement
- Required Work Experience: Minimum 4 years' work experience in procurement departments or units
- Preferred Certifications: Must be registered with PSPTB and CPSP qualification is desirable progress in undertaking is also acceptable
- Working experience with donor funded projects dealing with HIV/AIDS care and treatment is desirable.
- Ability to work independently with strong problem-solving skills
- Fluent in English and Swahili with good verbal and written communication skills.
- High level of integrity is required

Position Title	: Procurement Officer – Warehouse and Property Log (1 vacancy)
Reports to	: Senior Procurement Manager
Employment Type	: Full-time
Job Location	: Dar es Salaam
Travel	: Up to 10% in intervention districts outside of job location

## Overall Job Function:

The Procurement Officer – Warehouse and Property Log is accountable for the overall warehouse operation, which receives, stores, moves and ships supplies, stock and materials & assets to and/or from the warehouse and ICAP offices. With safety, efficiency, and customer service being priorities, s/he manages the overall operation and ensures the safe and effective storage and distribution of supplies/goods on time and without damage. S/he develops and implements both short- and long-term warehouse planning.

## Specific Responsibilities and Duties:

- Prepare monthly warehouse reports for supplies shipped and received at the warehouse, ensuring that all damages or problems are recorded and accounted for.
- Coordinates stock movements reports from all ICAP regional stores, (IN/OUT status report, dead stock report, re allocation stock report etc.)
- Develop, implement, and enforce material-handling policies/procedures, and regulatory compliance procedures including for medical items in line with legislation requirement in Tanzania.
- Determine compliance with laws, regulations, and/or standards and complete appropriate documentation as required.
- Maintain accurate and up-to-date inventory records and ensure that inventory reports are prepared and distributed to the program leads as required and report to supervisor of any capacity or inventory problems.
- Ensure stock is maintained and rotated properly and regularly and that expiration dates are tracked.
- Prepare warehouse activity reports, including key performance indicators, daily/weekly operations reports, health and safety, human resources.
- Ensure all material-handling equipment, structures or materials are maintained, including regular safety inspections.
- Review the warehouse operation throughout the work process and at completion, including the daily "circle check" to ensure that all products are stored safely.
- Maintain proper security and good housekeeping of both premises and stock.
- Oversee security and general upkeep of warehouse, including regular maintenance of equipment
- Offer alternative solutions to system and procedural issues that may affect productivity and/or customer service or compromise health and safety
- Be accountable to the customer for both quality and quantity of output and resolve any problems.
- Continuously monitor effectiveness of the warehouse-operations strategies aimed at reducing operating costs, including wages, and improvement of quality-control procedures
- Act as the representative of the warehouse operations at management meetings.
- Develop constructive and cooperative working relationships within procurement team and across different units.
- Maintain ICAP property log for assets and inventory and quarterly provision of property Log reports.
- Develop asset and inventories disposition plans for implementation.
- Develop assets replacement plan
- Perform any other tasks assigned by the supervisor.

## Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree or higher in business administration, accounting, logistics, and/or procurement.
- Required Work Experience: Minimum 3 years of relevant work experience in public/private sector working in assets and inventory management.
- Must be familiar with PEPFAR/CDC and other donors' rules & regulations.
- Good writing and analytical skills.
- High level of integrity is required

Position Title	: Receptionist (1 vacancy)
Reports to	: Administration and Fleet Manager
Employment Type	: Full-time
Job Location	: Dar es Salaam
Travel	: Not required

## Overall Job Function:

The Receptionist is responsible for front desk office duties and ensuring day to day administrative issues are done accordingly.

## Specific Responsibilities and Duties:

- Make records for all program dispatches (parcels and mails) via DHL/Post office, hand delivery and courier
- Maintain a log book for all outgoing and incoming program mails and packages
- Maintain the image of the reception and ensure all is in good working order.
- Welcome visitors and handle incoming and outgoing calls, including webinar and conference calls.
- Maintain the sequence of reference number of all outgoing letters and keep copies of all outgoing letters.
- Receive and record all incoming letters, hand delivered items, and other documents arriving at the front desk.
- Ensure office telephones and fax are working; screen callers and promptly direct them to the appropriate person.
- Coordinate travel for staff and visitors including booking accommodation and flights.
- Organize and report office maintenance and repair work
- Perform any other tasks assigned by the supervisor.

## Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree/ Diploma in Business Administration or related field
- Required Work Experience: Minimum 3 years of relevant experience. Must have experience with front desk and customer management.
- Effective communication skills, both written and verbal in both Kiswahili and English.
- Strong organizational and stress management skills.
- Proficiency in Microsoft Office, particularly with Excel.
- Ability to work with little to no supervision

Position Title	: Regional Manager (1 vacancy)
Reports to	: Technical Director
Supervises	: Community Coordinator; Facility Coordinator; SI Coordinator; QI Officer; Surveillance & Public Health Preparedness Officer; VMMC Supervisor; Lab Supervisor; Admin Officer
Employment Type	: Full-time
Job Location	: Mwanza
Travel	: Up to 40% in intervention districts outside of job location

## Overall Job Function:

The Regional Manager provides leadership, management, and technical oversight to the project team by overseeing the overall implementation of the day-to-day project activities in the region. S/he will work closely with the Technical Director and SI Director to directly oversee all regional programs, operations, and SI activities to ensure that the program meets the targets and deliverables at high quality as recommended by WHO and national guidelines.

## Specific Responsibilities and Duties:

- Oversee and manage all regional staff implementing activities and general maintenance, security, use of the organization office premise(s), equipment and supplies.
- Implement country strategic plan at the project regional office, ensure that the organization provides technical, financial, and material inputs and assistance to health facilities, sub-grantees, and contractual service agreements and ensure that their technical and financial performance is of a high standard with effective planning and coordination of program and operations activities in the region.
- Oversee program operations and reporting at the regional level, ensuring compliance with organization policies, USG rules and regulations, MOHCDGEC policies, PORALG policies and timely preparation of annual work plans and budgets.
- Ensure strong collaboration with the MOHCDGEC, PORALG, NACP, TACAIDS, R/CHMTs and other stakeholders as needed for improving the quality of HIV care, treatment, PMTCT, HIV prevention, community-based HIV services, VMMC, surveillance, and public health preparedness activities.
- Lead the strategic planning and data driven decisions for the team to increase access to HIV testing, care & treatment, PMTCT, HIV prevention, community-based HIV services, VMMC, surveillance, and public health preparedness activities.
- Provide management support to regional strategic information (SI) team to enable timely and appropriate data collection, data entry, data management and data quality assurance activities for effective and close project



## ADVERTISEMENT



monitoring and evaluation of all indicators as per national standards and donor guidelines.

- Conduct quarterly joint supportive supervision with the R/CHMTs, facilitate the implementation of the planned activities and work plans and prepare technical reports.
- Ensure adequate supervision of ICAP supported sites with timely and practical feedback to ICAP's sub-awardees and partners based on their submitted data and the findings from supervision implementation and monitoring of ICAP program.
- Act as the primary point of contact for all regional office matters with two ways feedback where both technical and operational information from the region is properly communicated to central office and technical and operational information from central office is properly communicated to and understood by regional staff.
- Work with stakeholders and partners to support national guidelines and procedures for scaling up priorities, including technical, financial and administrative support for HIV clinical services.
- Liaise with the local government authorities and relevant agencies to ensure mutual understanding of program activities and optimize resource distribution.
- Effectively support staff skills on implementing programs; supervise and manage team dynamics and staff well-being through mentorship and coaching, strategically tailor individual development plans; and complete performance management plans for direct reports.
- Conduct performance management for supervisees including setting objectives, conducting performance appraisal and providing feedback in a timely manner
- Lead the development of program learning; identify opportunities for learning, research and publications in supported programs, and implementation of Monitoring, Evaluation, Accountability, and Learning (MEAL) approach.
- Facilitate the integration of new innovations and best practices into ongoing programs and disseminate promising practices and lessons learned to stakeholders to contribute to the knowledge and peers' literatures.
- Perform any other tasks assigned by the supervisor.

#### Qualifications, Knowledge, and Skills:

- Required Education: Medical degree (MD, MBBS, or equivalent)
  - Preferred: Additional Master's degree or higher in the following fields: Public Health, Epidemiology, Biostatistics, or related discipline.
- Required Technical Experience: Minimum 6 years' work experience in HIV field with a donor-funded organization, including minimum 4 years' experience with facility-based care and treatment programs.
  - Preferred: Expertise with PEPFAR-funded HIV programs
  - Required Managerial Experience: Minimum 4 years' supervising a multidisciplinary team of at least ten staff in a dynamic and fast-paced project.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili required

<b>Position Title</b>	: Senior Human Resources Manager (1 vacancy)
<b>Reports to</b>	: Director of Administration and Finance
<b>Supervises:</b>	: Human Resources Officer (2)
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Dar es Salaam
<b>Travel</b>	: Up to 10% in intervention districts outside of job location

#### Overall Job Function:

The Senior Human Resources Manager offers overall support and direction in Human Resources function for ICAP Tanzania country operations. S/he is responsible to ensure the policies and standards are applied consistently and compliant with ICAP procedures and guidelines within the country's operations in all offices. The position will work in close cooperation with the Director of Administration and Finance (DAF) and the Country Director (CD).

#### Specific Responsibilities and Duties:

- Provide leadership and oversee HR operations to ensure strategic initiatives are implemented with a strong emphasis on recruitment, development, and retention of high-quality staff.
- Manage disciplinary investigations, hearings, appeals and grievances.
- Develop and implement national HR strategies, plans & budgets that support program objectives, and ensure full implementation of defined HR standards & good practices.
- Conduct analysis and market research on salary and benefits trends and provide guidance and recommendations to DAF and CD to ensure the program remains competitive.
- Establish and oversee recruiting, hiring and orientation plans and procedures for ICAP employees.
- Establish and oversee internal HR policies, procedures and programs.
- Ensure communication and compliance with all internal policies and procedures as well as external regulations and applicable labor laws.
- Manage administration of personnel benefits and compliance with tax laws, including employee terms & conditions of service, salaries & benefits, employment contracts, and leave records.
- Administer performance management processes to align employee performance with ICAP program goals and objectives and assist management in creating and retaining high performing employees and teams.
- Facilitate employee communication, provide employee services and counseling, advise on disciplinary, grievance and conflict resolution procedures, and promote employee safety, welfare, wellness, and health.
- Manage and resolve employee relations issues (industrial relations) and assist management with conflict resolution to ensure that issues are identified and addressed promptly, appropriately and fairly.
- Collaborate with the DAF and CD on sensitive matters including litigation and implement preventative measures and assist in reducing litigation by ensuring fair and equitable application of policies and practices.
- Interface and coordinate with managers and supervisors to enhance communication, education and ensure effective implementation of HR programs.
- Partner with the international human resources team to administer, communicate and promote ICAP programs and policies.
- Supervise HR staff members.
- Conduct regular field trips to project offices to monitor and review human resource and administrative procedures and assist project staff, where appropriate.
- Manage the country learning and development plan, identify growth and development opportunities for high potential staff, and facilitate management & leadership development initiatives.
- Ensure annual and mid-year performance reviews are conducted in a timely manner each year.
- Perform any other tasks as assigned by the supervisor.

#### Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree in Human Resources
  - Preferred: Master's degree in related field is preferred.
- Required Work Experience: Minimum 8 years of progressive experience in HR with an international organization of which at least 5 years in a senior position and must have excellent knowledge of current Tanzania employment legislation
- Required Supervisory Experience: Minimum 5 years supervising a team of at least three people
- Proven leadership skills and competence in people management.
- Demonstrated understanding and working knowledge/experience of human resources management principles, concepts & processes.
- Extensive knowledge on local labor law.
- HR certification and labor law knowledge or background
- Excellent skills in handling and advising on complex people management issues.
- Experience in developing human resources strategies and policies and driving implementation.
- Experience with managing large amounts of confidential employee information.

<b>Position Title</b>	: Senior Procurement Manager (1 vacancy)
<b>Reports to</b>	: Director of Administration and Finance
<b>Supervises</b>	: Procurement Officers (4)
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Dar es Salaam
<b>Travel</b>	: Up to 10% in intervention districts outside of job location

#### Overall Job Function:

The Senior Procurement Manager will report to the Director of Administration and Finance and has overall responsibility of managing the procurement unit and will work closely with senior management team, finance, program, and other operational teams. S/he will also specifically work with other external and internal stakeholders to ensure efficient procurement processes. This role also encompasses distribution management within logistics, including transportation, warehousing, and monitoring the flow of goods and supplies in the regions where ICAP Tanzania works.

#### Specific Responsibilities and Duties:

- Oversee and manage all processes for procurement and related logistics, leading a team of Procurement Officers.
- Oversee the procurement analysis of all supplies/services by working with procurement team and internal tender committee (ITC) to ensure detailed procedure and selection process is clearly outlined within the analysis section.
- Liaise with NY Procurement unit as primary contact for procurement issues related to Tanzania
- Support team members to present suppliers with procurement committee meetings and ensure clear documentation for supplier selection is obtained for auditing purposes.
- Manage and ensure all deliveries to sites and regions are completed effectively and all supplies are accounted for.
- Manage the delivery of goods/services to ICAP ensuring the team correctly accounts for all items.
- Ensure all procurement follows the organizational procurement procedures and all orders are made correctly with the right authorization
- Establish a clear procurement plan ensuring that requests are managed effectively ensuring sufficient time is provided to complete all necessary processes as per ICAP SOPs and funders regulations.
- Ensure all procurement requests are completed correctly and the duties of collecting quotations is segregated amongst the team to prevent conflict of interest in line with ICAP SOPs.
- Provide agenda and organize for all procurement committee (ITC) meetings with suppliers, detailing minutes of committee meetings.
- Ensure the Conflict-of-Interest Policy is upheld throughout all processes of procurement and report to manager any concerns regarding procurement processes.
- Manage the Approved Supplier List and ensure all suppliers uphold the terms and conditions of the agreement and in need of sourcing or changing current agreements organize procurement committee to facilitate any necessary additions and changes.
- Conduct price checks on all procurement conducted and manage the team to negotiate strong value for money.
- Manage all supplies for the organization, ensuring the administration team are logging all incoming and outgoing supplies and any discrepancies are investigated and reported.
- Manage the process of procurement and delivery for project supplies to office/sites/training/events, ensuring all items are logged in and any extra supplies are returned back to the office and logged correctly where necessary.
- Organize quotations and payment of insurance and renew this annually.
- Maintain proper records of assets and inventory update disposal plan as necessary
- Perform any other tasks assigned by the supervisor.

#### Qualifications, Knowledge, and Skills:

- Required Education: Bachelor's degree in Procurement and Logistics, Business Administration or Finance/Accounting with Logistics and procurement background
  - Preferred: Masters' Degree in Procurement, Supply Chain, Logistics or related field will be an added

advantage

- Required Certifications: Must be registered with PSPTB
  - Preferred: CPSP qualification
- Required Work Experience: Minimum 8 years of relevant work experience in health setting in a similar role
- Required Supervisory Experience: Minimum 4 years supervision of a team of at least 3 people in the relevant field
- Must have strong knowledge of supply chain management
- Highest level of integrity required.
- Negotiation skills are highly desirable
- Excellent communication skills, including writing and presentation skills.
- Fluent in both Kiswahili and English.
- Strong computer skills.
- Good writing and analytical skill

<b>Position Title</b>	: Surveillance and Public Health Preparedness Assistant (2 vacancies)
<b>Reports to</b>	: Surveillance & Public Health Preparedness Officer
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Mwanza
<b>Travel</b>	: Up to 70% in intervention districts outside of job location

#### Overall Job Function:

The Surveillance and Public Health Preparedness Assistant will work under the direct supervision of the Surveillance and Public Health Preparedness Officer to improve and ensure public health preparedness through strengthening capacities of institutions, local partners, R/CHMTs and health facilities in the region. S/he assists with HIV recency surveillance activities; supports facility and community teams to integrate COVID-19 risk mitigation into routinely-conducted HIV services; and promotes initiatives that support core competencies for international health regulation.

#### Specific Responsibilities and Duties:

- Participate in workshop development for HIV recency testing and public health preparedness initiatives in community and facility.
- Implement activities according to the workplan and assist with necessary stakeholder engagement, development of documents (e.g. SOPs, job aids, protocol), and trainings
- Conduct mentorship to healthcare workers and peer volunteers supporting activities
- Assist to ensure all HIV-related interventions, meetings, and trainings in community and facility settings are implemented in a safe manner mitigating COVID-19 transmission risk and other public health emergencies or health security risks.
- Assist to ensure compliance with national and international standards and best practices for program implementation so that all programs are implemented according to national guidelines and policy, protocol/SOPs, good clinical practice, and ethical/regulatory requirements.
- Assist to monitor program performance at site and ward level, assist with timely and accurate submission of activity reports, and suggest adjustments as needed to the implementation plan.
- Perform any other tasks assigned by the supervisor

#### Qualifications, Knowledge, and Skills:

- Required Education: Medically trained personnel (nurse, clinical officer, MD, MBBS or equivalent) with background in public health or Masters' degree or higher in public health or related field.
- Required Experience: Minimum 1 year experience including demonstrated experience and knowledge in HIV surveillance and/or global health security (GHS) strategies and programs.
  - Preferred: Familiarity with PEPFAR-funded HIV programs
- Excellent speaking, reading, and writing skills in English and Kiswahili
- Excellent computer skills, at minimum with Microsoft Office package
- Ability to maintain confidentiality regarding clients' health status and sensitive information contained in data sources.
- Flexibility to work after normal working hours and weekends at informal gatherings and entertainment centers and travel extensively to remote areas, including islands.
- Ability to interact well with all targeted groups and peer outreach workers by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment in the program, to welcome all key and vulnerable population beneficiaries regardless of their background
- Must be a Tanzanian Citizen.

<b>Position Title</b>	: SI Assistant (multiple vacancies)
<b>Reports to</b>	: SI Officer
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Mwanza
<b>Travel</b>	: Up to 70% in intervention districts outside of job location

#### Overall Job Function:

The Strategic Information (SI) Assistant supports data entry and database-related tasks and queries as well as data verification and data collection and reporting activities. Under the supervision of the Strategic Information Officer, the Strategic Information Assistant supports SI activities covering both community and facility-based program activities. S/he will work closely with the other members of the program and strategic information teams.

#### Specific Responsibilities and Duties:

- Participate in development of district level SI workplans covering activities in both community and facility.
- Conduct and support timely and complete data entry in both paper-based and electronic systems, ensuring consistency between linked systems.
- Track referral forms and conduct verification with registers and databases at facilities to verify completed referrals and linkage outcomes
- Participate in generation of queries and ensure completion of data cleaning activities
- Report any errors and problems observed in the database including hardware/software malfunctions
- Participate in monthly and quarterly data collection covering all sites within the district.
- Assist with training new staff, healthcare workers, and volunteers on data collection tools, including referrals, reporting and database
- Assist with developing monthly, quarterly, and other reports on all indicators at the district level for submission and review to the SI Coordinator and central team
- Assist with development data analysis presentations and progress tracking at the district level
- Maintain security of data tools at all times, including protecting the confidentiality of records and data
- Perform any other duties as assigned by supervisor.

#### Qualifications, Knowledge, and Skills:

- Required Education: Advanced Diploma or higher in data management, computer science, monitoring & evaluation, statistics, or related field;
  - Preferred: Bachelor's degree or higher in data management, computer science, monitoring & evaluation, statistics, or related field
- Required Technical Experience: Minimum 1 year experience with data systems, entry, collection, verification, and reporting for community and facility HIV programs in Tanzania
  - Preferred: Familiarity MOHCDGEC/PEPFAR data systems including DHIS and DATIM
- Excellent computer skills, at minimum with Microsoft Office package including Word, Excel, Powerpoint, and Access
- Ability to maintain confidentiality regarding clients' health status and sensitive information contained in data sources.
- Flexibility to work after normal working hours and weekends at informal gatherings and entertainment centers and travel extensively to remote areas, including islands.
- Ability to interact well with all targeted groups and peer outreach workers by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment in the program, to welcome all key and vulnerable population beneficiaries regardless of their background
- Must be a Tanzanian Citizen

<b>Position Title</b>	: Technical Officer – Surveillance & Public Health Preparedness (1 vacancy)
<b>Reports to</b>	: Technical Advisor – Surveillance & Public Health Preparedness
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Dar es Salaam
<b>Travel</b>	: Up to 40% in intervention districts outside of job location

#### Overall Job Function:

The Technical Officer – Surveillance & Public Health Preparedness is a member of the central technical team responsible for providing technical guidance on surveillance and surveys supported under the project. Under the supervision of the Technical Advisor – Surveillance & Public Health Preparedness, s/he provides technical assistance to regional staff ensuring effective implementation of interventions related to HIV recency surveillance and public health preparedness including COVID-19 risk mitigation in both community and facility settings. Recognizing that a comprehensive approach to infectious diseases is paramount, s/he assists teams to ensure that HIV services robust and able to withstand public health emergencies or other health security risks.

#### Specific Responsibilities and Duties:

- Provide guidance, implementation, and monitoring to ensure that designed surveillance and survey activities achieve programmatic, financial and administrative goals, and that project resources are utilized in line with applicable ICAP and donor policies and procedures.
- Participate in applying risk assessment principles to program planning, implementation and goals, particularly in the context of HIV services in community and facility settings in the intervention areas
- Support development of protocols, SOPs, and training materials for surveillance and survey initiatives.
- Support stakeholder engagement required to plan and rollout survey and surveillance activities and foster collaboration with partner institutions
- Support capacity building, training, and mentoring of staff and service providers to ensure all HIV-related interventions in community and facility settings are implemented in a safe manner which mitigates risks from COVID-19 pandemic and other public health emergencies or health security risks.
- Support development of SOPs and job aids to align intervention activities with COVID-19 risk mitigation guidance and infection prevention and control (IPC) measures.
- Participate in design and monitoring and evaluation needed to ensure that all interventions are adhering to IPC standards and able to withstand public health emergencies or other health security risks.
- Support timely implementation of all major program activities relevant to the technical areas according to the objectives and deliverables. This includes conducting relevant site visits, supporting regional team activities, and developing reports on program progress and achievements.
- Support regional teams to develop work plans and strategies relevant to the technical areas in both community and facility settings to achieve 100% of the annual targets and other related indicators relevant to the portfolio and closely monitor the implementation of work plans.
- Ensure compliance with national and international standards and best practices for program implementation and that all programs are implemented in accordance with national guidelines and policy, protocol/SOPs, good clinical practice, and ethical/regulatory requirements.
- Contribute to the development of monthly, quarterly and annual reports and slide-decks to the donor and various stakeholders
- Conduct frequent supervision and monitoring visits to program sites and regions
- Collaborate with SI team to translate data outcomes into program improvement strategies, and to provide data analysis support to frequently monitor the effectiveness of interventions.
- Perform any other tasks assigned by the supervisor

#### Qualifications, Knowledge, and Skills:

- Required Education: Medically trained personnel (MD, MBBS or equivalent) with background in public

health or Masters' degree or higher in public health or related field.

- Required Experience: Minimum 3 years' work experience in HIV field, including demonstrated experience and knowledge in research and global health security (GHS)/emergency preparedness strategies and programs as well as HIV surveillance
  - Preferred: Research experience an advantage
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili preferred

<b>Position Title</b>	: VMMC Officer (1 vacancy)
<b>Reports to</b>	: VMMC Supervisor
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Mwanza
<b>Travel</b>	: Up to 70% in intervention districts outside of job location

#### Overall Job Function:

The voluntary medical male circumcision (VMMC) officer will be responsible for the overall coordination, capacity building and implementation of the VMMC services in line with the national VMMC guidelines to achieve target coverage in the region in both community and facility settings.

#### Specific Responsibilities and Duties:

- Develop work plan for day-to-day program implementation at the regional and district level including supervision at field level.
- Provide technical support, mentoring and supportive supervision to VMMC activities in the region under direct supervision of the Regional Manager and technical supervisor of the Technical Advisor - VMMC.
- Participate in preparing annual work plans, budgets, performance reports and quarterly reports for VMMC.
- Prepares monthly VMMC service delivery budget, monthly operations report, and quarterly comprehensive operations report in collaboration with regional manager and Technical Advisor - VMMC.
- Supervises the monthly financial expenditure on field service delivery to ensure timely liquidation and compliance with the approved budget.
- Provide technical assistance and organize and deliver training, seminars, workshops on VMMC quality assurance in collaboration with the training coordinator and QI team.
- Ensure consistent availability of VMMC supplies, equipment and consumables for VMMC services in all static and mobile and outreach VMMC facilities.
- Ensure VMMC services follows: WHO, PEPFAR/CDC, Government of Tanzania and ICAP protocols, policies and guidelines and are consistent with established best practices.
- Conduct monitoring and evaluation on progress to manual targets in collaboration with SI coordinator and VMMC technical advisor.
- Maintain up-to-date statistics and projects data for the Project's performance reporting.
- Maintain regular communications with R/CHMTs and undertake special assignments from regional authorities.
- Provide technical assistance and monitor VMMC quality assurance activities, and progress related to impact and sustainability of interventions.
- Write reports, success stories, technical briefs, abstracts for presentations, and updates on the on-going implementation of VMMC services.
- Ensure the program technical and logistic systems and procedures are in place within the region, maintained and adhered to so that all support functions are carried out effectively and efficiently.
- Provide direct TA to the MOH surgical staff in the sites and provide on-job mentorship.
- Work together with RHMT and CHMTs in ensuring uninterrupted provision of VMMC services at the fixed and outreach facilities.
- Collaborate with CHMT to provide clinical mentorship and supportive supervision to health care workers implementing the services.
- Conduct VMMC demand creation activities in collaboration with local government and other stakeholders.
- Coordinate VMMC counselling program services and ensures linkage and referral of all HIV positive clients.
- Ensure VMMC services guidelines and protocols are well followed by the surgical teams.
- Develop regional innovations on implementation and documents all success stories, best practices and lessons learnt in the field
- Ensure regular and timely communications are maintained between the MOH surgical teams and VMMC technical teams at regional and central level.
- Collaborate with M&E team to ensure constant availability of national VMMC M&E tools, proper documentation at VMMC static and outreach sites and facilitate linkage in both private and public health facilities.
- Perform any other relevant duties as assigned by supervisor.

#### Qualifications, Knowledge, and Skills:

- Required Education: Medically trained personnel (nurse, clinical officer, MD, MBBS or equivalent) with formal certification on VMMC
- Required Technical Experience: Minimum 3 years of overall coordination, capacity building and implementation of VMMC services
  - Preferred: Familiarity with PEPFAR-funded HIV programs
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team.
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiarity with Tanzanian context; fluency in Kiswahili required.

<b>Position Title</b>	: VMMC Supervisor (1 vacancy)
<b>Reports to</b>	: Regional Manager
<b>Supervises</b>	: VMMC Officers
<b>Employment Type</b>	: Full-time
<b>Job Location</b>	: Mwanza
<b>Travel</b>	: Up to 50% in intervention districts outside of job location

#### Overall Job Function:

As the overall technical and managerial lead for VMMC services implemented in the region, the VMMC supervisor is responsible to coordinate implementation of ICAP supported VMMC activities in the region. S/he will work closely with his/her regional manager, facility coordinator, community coordinator, lab supervisor and the central technical team to ensure high-quality program implementation at the facility and community level, meeting all targets related to the project. The VMMC supervisor will work closely and directly with regional manager to engage and collaborate with stakeholders and partners at the regional level.

#### Specific Responsibilities and Duties:

- Lead and manage all staff working on the ICAP supported VMMC sites in the region, both in facility and community settings.
- Lead development of annual and quarterly regional work plans and supervise implementation of VMMC activities to meet all targets.
- Liaise with regional authorities, stakeholders, and partners as ICAP's VMMC services technical lead for supportive supervisions, coaching and mentorship to HCWs and peers.
- Organize the orientation of the local government authorities and other stakeholders related to VMMC interventions implemented in the facility and community settings.
- Work closely with facility and community coordinator and central team to organize trainings and orientations of healthcare workers providing VMMC services.
- Work with SI team, regional manager, community coordinator and facility coordinator to analyze and utilize program data to inform plans, priorities, and resources allocations, write reports, best practices, and lesson learned for a wider dissemination.
- Incorporate all necessary considerations to mitigate COVID-19 transmission risk during all phases of VMMC demand creation, mobilization, and service provision.
- Plan and oversee activities to mobilize VMMC beneficiaries and provide appropriate message on the available services.
- Coordinate with administrative officer to schedule fleet of motor vehicles, VMMC trucks, motorcycles, and boat to be optimally deployed in line with the daily VMMC activity plans.
- Approve VMMC team travel request (TAFs), travel business expense report (TBERs) in line with agreed plan at regional level in ICAP operation online system (IOO), and submit to central office timely.
- Mentor and supervise regional VMMC staff and HCWs regularly and frequently during outreach sessions and lead regular meetings.
- Ensure adequate data collection and timely, complete, and clean reporting of regional data from VMMC sites to the central level.
- Strengthen collaboration with implementing partners, government authorities, and project-related stakeholders for smooth implementation of activities.
- Prepare regional quarterly reports on implemented project activities and dissemination to R/CHMTs.
- Performance management for supervisees including support in objective setting, conducting performance appraisal and provision of feedback in a timely manner
- Perform any other duties as assigned by the supervisor

#### Qualifications, Knowledge, and Skills:

- Required Education: Medical degree (MD, MBBS, or equivalent)
- Required Technical Experience: Minimum 4 years' work experience working in VMMC with a donor-funded organization, including demonstrated experience and knowledge working in a broader HIV context in both community and facility
  - Preferred: Familiarity with PEPFAR-funded HIV programs
- Required Managerial Experience: Minimum 2 years' supervising a multidisciplinary team of at least 5 staff in technical areas relevant to this project.
- Excellent written and verbal communication skills with fluency in English required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance to regional offices.
- Ability to lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexible to work after normal working hours and on weekends with significant travel outside of duty station.
- Familiar with Tanzanian context; fluency in Kiswahili preferred

#### APPLICATION INSTRUCTIONS

Application deadline is 11:55PM East Africa Time on Sunday 24th October 2021. Please visit our website at <https://icapacity.icap.columbia.edu> to access the online application portal and submit your application before the deadline. Completed applications will be reviewed on a rolling basis. Furthermore, only short-listed applicants will be contacted.



# Celebrating the girl child

By Valerie N Msoka

“EVERYONE wins when children – and especially girls – have access to education. An educated girl is likely to increase her personal earning potential and prepare herself for a productive and fulfilling life, as well as reduce poverty in the whole community. ....” Angelique Kidjo, Benin, singer- and activist

“.. And the evidence shows that communities that give their daughters the same opportunities as their sons, they are more peaceful, they are more prosperous, they develop faster, they are more likely to succeed.” Barack Obama, 44th president of the United States of America

“If we succeed in empowering girls, we’ll succeed in everything else.” Desmond Tutu, South African social rights activist.

In 1995, Getrude Mongella, popularly known in Tanzania as ‘Mama Beijing’ led the UN World Conference in Beijing where the Beijing Declaration and Platform for Action was unanimously adopted. It is considered to be the progressive blueprint for advancing the rights of not only women but girls. The Beijing Declaration is the first to specifically call out girls’ rights.

Sixteen years later, on December 19, 2011, United Nations General Assembly declared October 11 as the International Day of the Girl Child, to recognize girls’ rights and the unique challenges girls face around the world. It is a day that focuses attention on the need to address the challenges girls face from abuse, physical and sexual

violence, exploitation, FGM, child marriage, various forms of discrimination and inequality.

While every day should be a day of overcoming the various challenges that impede the girl child’s potential to succeed, 11th October reminds us of doing this as well as the necessity of promoting girls’ empowerment and the fulfilment of their human rights; action that focusses on education, equality, access to specialist health services and ending of gender-based violence and harmful traditional practices. A day that also brings to attention emerging social, political and economic challenges and how these affect girls.

This year’s theme - “Digital generation. Our generation” is a recognition of the fact that while the COVID-19 pandemic has accelerated digital platforms for learning, earning and connecting, some 2.2 billion people below the age of 25 still do not have internet access at home with girls more likely to be cut off. Girls are also less likely than boys to use and own devices, and gain access to tech-related skills and jobs. Only by addressing the inequity and exclusion that span geographies and generations can we usher in a digital revolution for all, with all.

This year’s theme adds to the existing inequalities between boys and girls such as those on violence against children. In 2011, Tanzania launched a National Study on Violence against Children - giving national estimates on the magnitude of sexual, physical and emotional violence affecting girls and boys. It was the first African country to



do so. Some of the findings informed that nearly 3 out of every 10 girls (27.9%) aged 13 to 24 years reported at least one experience of sexual violence prior to the age of 18. Trading sex for money or goods more prevalent among young girls with a history of childhood sexual violence. About 20% of girls reported having their first experience with some form of sexual violence when they are younger than 14 years.

While the study looked at children in general, the picture showed more vulnerability to the girl child. This reinforces the urgent need for the provision of a safe, educated, and healthy life, not only during these critical formative years, but also as they mature into women. If effectively supported during the adolescent years, girls have the potential to change the world - both as the empowered girls of today and as tomorrow’s workers, mothers, entrepreneurs, mentors, household heads, high tech experts and political leaders.

We see almost every day of girls breaking boundaries, creating a world that is relevant for them and future generations. This means an investment in realising their power upholds their rights today and promises a more equitable and prosperous future. A future in which half of humanity is an equal partner in solving the problems of climate change, political conflict, economic growth, disease prevention, and global sustainability.

There are more than 1.1 billion girls worldwide with great potential and this day serves as a reminder on the need to highlight and advance rights and opportunities for our girls and work to rid Tanzania of all outdated and harmful practices that hinders her reaching her potential.

The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) adopted by world leaders in 2015, embody a roadmap for progress that is sustainable and leaves no one behind. Achieving gender equality and women’s empowerment is integral to each of the 17 goals. Only by ensuring the rights of women and girls across all the goals will we get to justice and inclusion, economies that work for all, and

sustaining our shared environment now and for future generations.

Worldwide, nearly 1 in 4 girls aged 15-19 years is neither employed nor in education or training compared to 1 in 10 boys of the same age. By 2021 around 435 million women and girls will be living on less than \$1.90 a day - including 47 million pushed into poverty as a result of COVID-19. Emerging data shows that since the outbreak of COVID-19, violence against women and girls (VAWG), and particularly domestic violence, has intensified. At least 60% of countries still discriminate against daughter’s rights to inherit land and non-land assets in either law or practice.

The discrimination is not only on land issues but in most spheres. Ending all forms of discrimination against girls is not only a basic human right, but it also has a multiplier effect across all other development areas. Thus, empowering our girls and promoting gender equality from a young age so that all children embrace it, is crucial to accelerating sustainable development.

As we celebrate the International day of the Girl Child, let us acknowledge that Tanzania has made strides in highlighting the need for policies to safeguard our girls, the media is raising her voice and communities are acting. The current slogan in Tanzania is, ‘Kazi lendele’, as such what more needs to be done by the Executive, Legislative and Judiciary? What needs to change as a country? What instruments need to be in place everywhere to protect and promote the Girl Child? Let’s work on these.

In Tanzania we have a saying,

‘Kila ndege huruka na mbawa zake’ which translates to every bird flies with its own wings. This is true if the wings are not cut off. Let’s give our children the opportunity to fly and more so to the girl child. And here to celebrate our Girl Child and cheer her onwards and upwards are some paragraphs of the poem, “I Pray For This Girl”

Oh yes! For the young girl  
Who just landed on Mother Earth!

The one about to turn five with a smile

Or the other one who just turned nine

She is not only mine  
My Mother’s, Grandmother’s  
Neighbour’s or friend’s daughter  
She is like a flower

Very fragile, yet so gorgeous  
An Angel whose wings are invisible ....

...I speak life to this young or older girl

She might not have a say

But expects the world to be a better place

Whether affluent or impoverished

No matter her state of mind  
Her background must not determine

How she is treated  
Like others, she needs to live

Indeed, she has to thrive! ...

**(Valerie N Msoka is a journalist, chairperson of the Tanzania Ending Child Marriage Network (TECMN), TAMWA member and Editor of the Online Newsletter-BintiAfrika Konnect)**

By Guardian Reporter

ACCESS to finance is crucial for businesses to support and expand operations; otherwise, they lack the cash flow needed to make upfront investments and deliver goods and services to their consumers. Sometimes, limited access to finance is enough to stifle an entire market.

AgResults, a \$152 million initiative that designs and implements Pay-for-Results prize competitions to motivate the private sector to overcome agricultural market failures, learned the importance of access to finance through its Nigeria competition (2013-2019) that encouraged uptake of Aflasafe™ among smallholder maize farmers. Early on, many competing maize aggregators struggled to afford upfront purchases of Aflasafe™. Only those that managed to identify and access finance were able to deliver Aflasafe™ and other inputs to smallholder farmers to produce higher-quality maize. In other words, access to finance unlocked their ability to succeed and scale.

### Connecting Dairy Businesses and Banks

Thanks to the lessons from Nigeria and its other projects, AgResults has taken a proactive approach to increase access to finance with its Tanzania Dairy Productivity Challenge Project (2019-2023), which awards prizes to private sector input suppliers and dairy processors to deliver input bundles of parasite control, nutrition, vaccines, and/or AI – along with extension services – to smallholder farmers to increase the quality and quantity of milk production.

Understanding that many input businesses in Tanzania historically struggled to get credit, AgResults knew it was important to en-

gage stakeholders along the value chain right away to create a stronger financial enabling environment. Along with government representatives, donor representatives and potential competitors, financial institutions were invited to the project’s launch in November 2019, where they learned about the project’s goal and prize structure. Formally receiving this information reassured the banks that the prize was legitimate and showed that it could be worthwhile to grant loans to those businesses that qualified.

At the event, National Microfinance Bank and CRDB Bank presented on credit facilities available to competing input providers based on their business operations and also talked one-on-one with competitors about the loan process. Empowered with this knowledge, input suppliers assessed their capacity to finance operations during the competition and conducted an inventory of their existing customer base and potential new customers to gauge the investment needed to facilitate the commitments in their loan application. The assessment results forced competitors to think more deeply about how to mobilize funds to support the commitments made when they chose to participate in the competition. The results also showed companies how to provide more targeted solutions to their customer base.

### A Closer Look: How Damian Agrovet Leveraged its Access to Finance

Located in the Morogoro Region of Tanza-

## How pay-for-results is driving access to finance for Tanzania’s dairy sector

nia, Damian Agrovet has sold agricultural inputs and offered extension services to dairy farmers for 18 years. Prior to the AgResults competition, Damian could not find the right financial resources to make upfront investments in pasture, standard dairy meal, and cold chain for quality artificial insemination (AI) services.

However, thanks to the competition’s proactive approach to connect businesses with banks, Damian had all the necessary pieces to approach NMB and access a loan of 17m/- to support their business goals. Through the

loan, Damian purchased a 35kg tank for storing liquid Nitrogen, two 3kg tanks for AI service delivery, and a motorbike to ensure that AI services could be delivered on time. This infrastructure enabled Damian to register 81 AI transactions in four months, leading to 37 reported cow pregnancies.

Damian Agrovet also used a portion of the finances to purchase hay and fodder so that its farmers could access a ‘complete’ nutrition bundle per the prize competition criteria. To help more distant farmers access hay at competitive prices, Damian diversified



the loan to develop a cost-effective dairy meal that met standard requirements with support from Tan-Feeds International, a feed manufacturing company. With these linkages in place, Damian could promote the use of standard dairy meal to improve milk production and nutrition for cows, preparing them for AI services.

During Sales Period 1 (July 17, 2020 - April 16, 2021), Damian delivered 77,133.5 kg of standard dairy meal through 552 sales transactions. Selling more standard dairy meal also drove up how many AI services they offered: Damian sold 6,600 kg of standard dairy meal in December 2020 and 24,500 kg in January 2021, which then led to sales of 98 conventional semen straws in January and February. This trend continued through the end of the sales period.

### Positioning the Dairy Sector for Success

The long-term impact of access to finance goes beyond higher input sales. By proactively addressing the challenge of access to finance early in the competition, AgResults has empowered Damian Agrovet and other input suppliers to build sustainable relationships with banks and use prizes to pay loans and further scale their operations. This same capital is helping businesses expand access to inputs among smallholder farmers, increasing productivity and strengthening the entire dairy sector in Tanzania.

# RADIO One RATIBAYA VIPINDI JUMATATU - JUMAPILI

MONDAY TIME PROGRAMME	TUESDAY TIME PROGRAMME	WEDNESDAY TIME PROGRAMME	THURSDAY TIME PROGRAMME	FRIDAY TIME PROGRAMME	SATURDAY TIME PROGRAMME	SUNDAY TIME PROGRAMME
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## TBL Plc winner of this year's PMAYA Awards

By Guardian Reporter

TANZANIA Breweries Limited (TBL) has been recognised for its contribution to the country's economy and manufacturing sector as it became second winner of President's Manufacturer of the Year Awards (PMAYA).

The brewer was announced the second winner during the awards ceremony held in Dar es Salaam over the weekend, and Vice President, Dr. Philip Mpango, was the guest of honour at this year's event.

The PMAYA competition is an annual event organised by the Confederation of Tanzania Industries (CTI) to recognise outstanding businesses across a range of sub-sectors. The awards were first presented in 2005 and have taken place annually since. The awards aim to recognise and appreciate the industrial sector's important role in Tanzania's economic development.

TBL's Country Director, Jose Moran said: "It is an honour to be recognized once again for manufacturing excellence, especially in a year that was marked by such challenging operating

conditions. We're proud of the way that our focus on financial inclusion, agricultural initiatives and innovative services have improved the livelihoods of many, and supported economic growth to the broader benefit of the country."

According to a recently published EY report entitled Economic Impact Analysis of TBL, found that the gross value added by TBL to the Tanzanian economy is 613bn/- or 0.5% of national GDP, and that 74% (130bn/-) of the raw materials TBL uses each year are sourced locally.

TBL is Tanzania's oldest and foremost brewer, and TBL and Tanzania have a long, proud history. TBL is the largest single contributor to the Tanzanian Government's revenue, and a key partner in the socio-economic development of Tanzania. It is an active player in the agriculture value chain, and directly empowers farmers of its main agricultural inputs: sorghum, barley, and grapes. Today TBL employs 25 000 full-time equivalent workers, accounting for 0.1% of national employment, and resulting in labour income of 186bn/-.

## TADB's 23.3bn/- loan towards ginnery revival benefits 12,000 cotton farmers

By Guardian Correspondent, Geita

STAKEHOLDERS in the cotton crop value chain in Geita Region have thanked Tanzania Agricultural Development Bank (TADB) for providing 3.3bn/- loan to revive the Masumbwe Cotton Ginnery in the Lake Zone of which more than 12,000 cotton farmers from 84 Agricultural Marketing Cooperative Societies (AMCOS) have benefitted by selling their cotton to the ginnery.

The ginnery is owned by Mbogwe-Bukombe Cooperative Union Ltd (MBCU) located in Nyakasaluma Ward in Mbogwe

District, Geita Region.

Speaking to reporters here at the weekend of the development of the cotton crop, MBCU Chairman, Benedict Bulugu conveyed his thanks to TADB for the existence of the ginnery which he said has been a saviour to many farmers in the Lake Zone.

"The ginnery has the capacity to process 240 bales of cotton per day thereby increasing the demand for the crop from farmers," he added.

He said the main challenge facing the factory is frequent power cuts and asked the government to improve power supply service essential for its smooth operations.

"Farmers have also benefitted from the increase of the price of cotton from 1,050/- to 1,800/- per kilo due to MBCU investment from TADB loan," said Bulugu.

He said the price increase has been made possible after the Cooperative Union started buying raw materials from farmers in rural areas in Mbogwe, Bukombe, Geita, Nyang'wale, Biharamulo and Kasulu districts who started seeing the benefits from the cotton crop.

For his part, MBCU Acting manager, David Magai said as for now the response from farmers cultivating the crop has shot up

after the ginnery begun operating.

"In the coming farming season we expect to get more cotton from farmers, as many will opt to grow cotton due to better prices and a reliable market in the ginnery," he added.

He said the ginnery has also brought other benefits in regard to job opportunities as the ginnery has hired more than 168 people including 140 casual laborers and 28 other on permanent basis.

For his part, Mbogwe District Commissioner Charles Kabebo thanked the government through TADB Bank for providing the 3.3bn/- loan to the cotton ginnery which has now begun operations.

## ATOGS determined to tap opportunities in EACOP project

By Francis Kajubi

THE Association of Tanzania Oil and Gas Service Providers (ATOGS) is set on exploring opportunities in the East African Crude Oil Pipeline (EACOP) project through its members' network that has successfully grown in winning tenders since its inception in 2017.

ATOGS Chairman Abdulsamad Abdulrahim said at the weekend during a special event to welcome new members to the association, that its network has become even stronger in the four past years by registering members from different sectors such as logistics, catering, processing, and mining far from the oil and gas sector.

According to him, for the oil and gas companies to prosper in Tanzania by winning major contracts in ongoing mega projects, the whole value chain should be connected with a collective doing business approach.

"Today we are welcoming 28 new members to the association that makes a total of 128 members since its inception. Our common goal is tapping emerging opportunities especially in mega projects like the EACOP and others. Not only in Tanzania but according to the members' states agreement in the project implementation, our members are allowed to work in Uganda without limitations," said Abdulrahim.

He lauded the Petroleum Act 2015 for giving a priority to local content participation and other requirements that prioritize local firms in mega projects execution.

According to him, there is immediate legal compliance for procurement in the oil and gas sector spelled out in Section 219 of the Act which points out that to the extent goods and services are not available in Tanzania, such goods and services will be obtained through a joint venture with a local company that owns



ATOGS chairman Abdulsamad Abdulrahim speaks at an event to welcome new members to the association held at the weekend in Dar es Salaam. With him from right are ATOGS Executive director Elia Joseph and Secretariat member Sebastian Bartholome. Photo: Correspondent Jumanne Juma.

at least a 25 percent interest in such joint venture.

"ATOGS strategy is drawing on the experience of other large-scale infrastructure construction projects in Tanzania. It is clear that a competent local mobile workforce does exist, thus the association sees the essence of a convening platform to show up the government's efforts of facilitating local business participation," he added.

ATOGS Executive Director Elia Joseph said that since its inception, the association has registered members in the sectors of transport and logistics, civil engineering, construction, and real estate, catering services, and remote facilities, energy, mechanical, electronic, and technologies.

The other sectors where members come

from are insurance, risk management, equipment suppliers, finance and audit, consultancy and human resource, travel and tours and legal services.

Magare Company Limited Managing Director Mabula Magangila said that his company has opted to become an ATOGS member as the association has members from a cross-section of sectors that makes business easy for his company.

"The company is specialized in electro-mechanical solutions based in Mwanza with branches in Dar es Salaam and Arusha. The company also supplies gametes for the mining activities and manufacturing industries. We are hoping to get more clients through our membership to the ATOGS especially in the EACOP project," said Magangila.

## Mining firm hands over new office building to Geita Police Force

By Guardian Correspondent, Geita

GEITA Gold Mining Limited (GGML) has handed over a new building to support the various activities of Geita Region Police Force in an effort to improve the working environment for various government institutions in the region.

Simon Shayo, GGML vice president for sustainable development, said the three-office building will also contribute highly to strengthen security services in the area.

He said despite the fact that GGML is funding various development projects in Geita Region and Tanzania in general, security of the projects is still a priority and has always been under the control of the police force.

"The Police Force is our key stakeholders in the various activities we undertake. We work with them in many areas; especially mine protection and participatory protection on the streets and villages around us.

He said: "When we saw the need for an office as one of the obstacles to the implementation of the responsibilities of the Geita Regional Police Commander we were touched and immediately began efforts to provide them with this building that will help army officers work more efficiently and reduce congestion, especially during Covid-19, which can be avoided by reducing congestion in our workplaces."

Geita Regional Police Commander (RPC) Henry Mwaibambe commended GGML for the funding, as it will further help increase the effectiveness of security and safety activities in the region.

"On behalf of the Inspector General of Police, I sincerely congratulate GGML for being our key development partners; including helping us build this modern office with all the necessary needs."

He said that the company recognizes the contribution of GGML to support operations of the police force.

"Early this year, they provided us with a car. GGML has also been repairing us, providing us with new wheels and fuel whenever we need help," he said.

RPC Mwaibambe assured the public

that the force will continue to monitor security and safety in the region so that all citizens, including GGML itself, can carry out their activities in peace, security and productivity for the economy and development of the country.



Geita Regional Police Commander Henry Mwaibambe (R) thanks GGML vice president in charge of sustainable projects, Simon Shayo, after receiving a new building built by the company with the aim of improving police services in the region.



# AIF roundtable event showcases agribusiness investment opportunities ahead of 2021 Market Days

By Special Correspondent

THE Africa Investment Forum (AIF) held a roundtable event to preview two agribusiness deals worth nearly \$400 million as part of the lead-in to its upcoming 2021 Market Days.

The investment opportunities, drawn from the Africa Investment Forum's pipeline, will be presented in full during the Market Days, to be held from December 1-3 in Abidjan. The virtual roundtable, organized by the Atlantic Council, took place on last Thursday.

During the roundtable, members of the AIF team presented an outline of the deals to investors.

The first one, which requires \$345 million in capital, entails construction and operation of a food market that will serve about 15 million people in an area projected to be Africa's largest food exchange zone. It would also serve as a marketplace where farmers bring in produce to sell to potential customers at retail or wholesale prices. As well as farmers, the food market will provide livelihood opportunities for fishers, meat and dairy producers and wholesalers.

The second showcased deal involves the scaling up of a dairy milk production and packaging company in a Southern African Development Community country. The project sponsors have a good operational record in the agriculture sector, and they have secured an off-take agreement with a major international food and beverage company for the milk production. The deal, valued at



\$50.2 million, has strategic value for the national government, and provides an opportunity for local production of a commodity

that is typically imported. There is also potential for job creation and local development of skills.

The roundtable also featured

a panel discussion with Begna Gebreyes, Senior VP, Africa Finance Corporation; Deji Adebusey, Principal, Sahel

Capital; and Nimrod Gerber, Managing Partner, Vital Capital. Panelists discussed Africa's role in global supply chains, bottlenecks to agricultural productivity, infrastructure limitations and other issues relevant to the agri-business sector. They agreed that Africa continues to lack the processing capacity to add value to its raw materials, with cocoa being cited as an example.

Agriculture and agri-business is one of five priority investment sectors under the Africa Investment Forum's Unified Response to Covid-19 pillars, in addition to energy and climate change, health, ICT/Telecoms, and industrialization and trade.

Africa Investment Forum Senior Director Chinelo Anohu said: "Agriculture is one of the pillars of the African economy: it is the key employer, and is fundamental to transforming rural areas, reducing poverty, and facilitating economic growth. As a sector, agriculture has been under-supported by investment to date, and the Africa Investment Forum's vision is to be a catalyst for significant investment to facilitate growth over the next decade, to improve productivity and incomes in an equitable and sustainable manner."

## BOA vows to strengthen services to customers, while adhering to fairness and confidentiality

By Guardian Reporter

THE Bank of Africa (BOA) has reaffirmed its commitment to continue strengthening its services and serve customers while adhering to fairness, confidentiality, reliability and transparency.

Speaking at the closure of Customer Service Week, the bank's managing director and CEO, Adam Mihayo said the bank will continue to enlighten and enhance satisfaction to its customers and their businesses, which ought to prosper and hence promoting stability and growth to the stakeholders.

"Today, the bank has prepared special treat for its customers, just to remind them and remind its staff, the importance and the value of its customers" he said. "Customer Service remains a major focus area in our day-to-day operations as a Bank through our theme this year of the 'Power of Service,'" he said.

According to him, the bank has embarked on notable transformation towards the fundamental aspect of service delivery which aims at availing a mix of channels to fit the customer lifestyle and preference that are of paramount experience.

He said customers now continue to enjoy banking services through its branches located in various regions in the country and other alternative ways of using platforms such as Mobile Banking, Internet Banking, and Multiple Card Services to access banking services including the use of BOA Pay systems that enable customers to make payments and collections at the comfort of their premises.

Bank of Africa-Tanzania stands proud with a strong Group synergy behind all its operations. Conversely, the bank tends to maximize the strength it has from the group by optimizing its trade corridors from BMCE Bank of Africa networks.

"Today, the bank has prepared a special treat for its customers, just to remind them and remind its staff of the importance and the value of its customers" he said.

Earlier this year, BOA was categorized to be among the leading top 15 banks in Africa, with a capital of \$2.5 billion, the bank believe this great milestone could not have been met without its esteemed customer. Henceforth, the bank pledged to continue serving them diligently and lead to an incredible customer satisfaction which is a core priority in its Business.

The notable growth is attributed by the improvements in the bank's operations, strategic sales and its delivery channels; Bank of Africa has been committed to provide financial education to its market segments, focusing on Small and Medium Enterprises (SMEs) in order to broaden skills on financial management and development. The Bank has empowered its branches with high skilled SME Relationship Managers who are scaled around all the 20 branches countrywide to provide relevant financial services.

The Group is focused on its mission and vision of ensuring development of its stakeholders, driving growth of economies where the bank operates, improving customer experience and become a preferred bank in the markets. Bank of Africa employs a combination of operational techniques that are proven efficient in 18 countries.



## Bank's Desert to Power G5 Sahel Financing Facility receives US \$150 million from GCF

By Special Correspondent

THE African Development Bank (AfDB) has welcomed \$150 million investment in its Desert to Power G5 Financing Facility from the Green Climate Fund (GCF). The GCF approved the amount at its 30th Board meeting this week.

Desert-to-Power is a flagship renewable energy and economic development initiative led by the African Development Bank. Its objective is to light up and power the Sahel region by building an electricity

generation capacity of 10 gigawatts through photovoltaic solar systems via public, private, grid and off-grid projects by 2030.

The objective of the umbrella Desert to Power G5 Financing Facility is to assist the G5 Sahel countries - Burkina Faso, Chad, Mali, Mauritania, and Niger - to adopt a low emission power generation path by making use of the region's abundant solar potential. It will mobilize \$966 million over a seven-year implementation period. The initiative is expected to lead

to substantial CO2 emission reductions - projected at over 14.4 million tCO2eq.

The facility consists of both public and private sector sub-projects, which will be implemented under three components: The first entails grid investments and investments in storage solutions to de-risk solar IPPs and pave the way for the uptake of a regional solar market. The second component entails the provision of concessional finance and guarantees for new solar independent power producer plants to add

over 500 megawatts of solar energy generation capacity. The third component involves technical assistance to support the creation of a clear and predictable environment for private sector solar investments and the development of an adequate capacity of national institutions in the G5 Sahel countries.

African Development Bank Vice President Dr Kevin Kariuki welcomed the Green Climate Fund's approval. He said: "The Desert to Power G5 Sahel Facility is a significant shot in the arm for the Desert

to Power initiative. It will spur private sector investments in developing solar generation capacity in the G5 Sahel countries. This will provide an opportunity to realize Dr Adesina's and by extension the African Development Bank's vision of the Desert to Power initiative as an integral part of the solution for tackling climate change in the Sahel. The timing of the approval is also perfect, coming just before COP26."

Reacting to the approval, GCF Deputy Executive Director Javier Manzanares said: "We are proud to be part

of this innovative project with our partners at the African Development Bank. The Desert to Power G5 Sahel Facility has the potential to make an enormous difference in people's lives across the Sahel by tapping into the immense potential of solar energy, generating cheaper, reliable, and low-emission electricity. GCF's catalytic financing alongside that of the African Development Bank and the private sector will together mobilise nearly \$1 billion for this truly transformative project."

## UBA bank expands its services, marks customer service week

By Guardian Reporter

THE United Bank for Africa (UBA) Tanzania joined the rest of the world in celebrating this year's customer service week to celebrate the importance of customer service and the people who offer best services amidst the Coronavirus pandemic on a daily basis.

In line with the theme 'power of service' the bank's branches engage with customers by delivering high quality customer experience as the bank is committed to consistently go an extra mile in delighting the

customers at every interaction.

It is at this period where the bank collects feedback from the customers to measure satisfaction in order to improve the quality of products and services offered towards meeting their expectations and create a happy experience.

Marking the end of customer service week, UBA Chief Operation Officer, Flavia Kiyanga expressed gratitude to customers for the opportunity to bank and serve them with trust.

This was accompanied by awarding appreciation certificates to

customers to keep connecting and strengthening the level of commitment for business growth.

Flavia said: "As we continue the engagement with our customers, UBA has been investing in expanding the bank network to bring services closer to our customers by opening Mwanza and Kijitonyama branches to cater customers' needs in line with their expectations, because our number one goal is excellent services."

"We remain grateful to our customers, we promise to continue to win their hearts and minds

and strive to expand our branch network further to other parts of the country but also constantly innovate and improve our digital banking channels to adopt to the change in times and consumer tastes and make banking part of our customer's lifestyle by ensuring convenience and secured transaction anytime, anywhere," she added.

Speaking during the event, Head of Marketing and Corporate Communication, Brendansia Kileo said: "UBA is driven by excellent core values that gears towards customer

service thus; Excellence, Execution and Enterprise and a very firm customer first Philosophy that trains every staff from the executive level to junior levels on the importance of excellent customer service. Apart from that UBA has invested heavily on seamless digital solutions that are user friendly, fast, secure and convenient to ensure customers are delighted at every interaction."

UBA anticipates improving customers' perceptions by treating them with respect and always listening with intent to serve and resolve, said Kileo.



# Absa Kenya defends Sh18.8 billion EABL loan



Absa head office in Westlands, Nairobi.

NAIROBI

**A**BSA Bank Kenya last Thursday revealed it offered East African Breweries Plc (EABL) a syndicated loan of Sh18.8 billion to avoid breaching the law with the disclosure of multiple lenders not made public by the brewer in its latest annual report.

The bank said it offered EABL a Sh10.8 billion and the remaining amounts came from other lenders in Africa controlled by its parent company – Absa Group.

The revelations indicate that EABL dealt with Absa Kenya to obtain the credit facilities while the bank pooled funds from its affiliates to make the loans.

The disclosure followed a story in the Business Daily that indicated that Absa Kenya had breached the limits placed on lending to a single borrower based on reports in the EABL annual report. EABL's report states that the brewer has borrowed loans worth

Sh18.8 billion from Absa Kenya and did not reveal other lenders that were working with the Kenyan lender to provide the credit facilities.

This suggested the bank had breached the law that requires lenders not to lend more than 25 percent of their core capital to one borrower or related borrowers in the rule known as single obligor.

Yesterday, Absa Kenya, which has a core capital of Sh46.3 billion, said it did not breach the rule.

"Absa Bank Kenya Plc, as one of the principal bankers of East African Breweries, has approved total facilities amounting to Sh10,872,500,000, to EABL; which amount is within our current single borrower limit of Kes.11,214,103,250," the bank said in a statement.

"In view of the foregoing Absa Bank Kenya PLC is not in breach of single borrower limit regulations."

The bank added that the bal-

ance of the loans came from its affiliates in Africa but did not name them.

The loans Absa Kenya and its sister banks disbursed to EABL include an Sh11 billion unsecured facility which matures in July 2022 and has an interest rate of 10.3 percent.

The lenders also gave the brewer Sh4.8 billion without security at an interest rate of eight percent. The loan is repayable in 12 quarterly instalments of Sh400 million beginning July 2022.

Another Sh3 billion loan from the banks maturing in December 2026 was taken at an effective interest rate of eight percent and is secured by the brewer's parent firm Diageo which issued a letter of comfort.

The banks also provided EABL with the Sh6 billion it used to repay its corporate bond of a similar value in June - earlier than the scheduled maturity date of March 2022. It was not clear whether the Sh6 billion loan is still outstanding.

## Civil servants' allowances capped at 40 per cent of monthly salary

NAIROBI

**ALLOWANCES** For public servants have been capped at 40 percent of their gross monthly pay starting July next year, as the State moves to lower the public sector wage bill and free up more funds for development projects.

The Salaries and Remuneration Commission (SRC) on Thursday said that it would abolish job-related allowances that account for the biggest chunk of gross monthly pay and merge others.

"There shall be streamlining of allowances to progressively achieve a proportion of basic salary to the gross salary that is no less than 60 percent," SRC said on Thursday.

"Allowances whose rationale for payment is redundant and overlaps with that of the basic salary shall be abolished."

The cuts will ensure that basic salary accounts for not less than 60 percent of the gross monthly pay - a shift from the current unregulated model where allowances account for up to 259 percent of the monthly take-home for public servants.

Kenya is seeking to cut billions of shillings from the public sector wage bill as a part of a deal with the International Monetary Fund (IMF) to free up more funds for development projects.

The Treasury has been struggling to raise revenues to run the bloated public wage bill that consumes more than half of taxes.

The IMF directed Kenya to lower the public sector wage bill as part of conditions tied to Sh261 billion loan agreements with the country early this year.

The public sector wage bill stood at Sh827 billion in the year to June, with allowances accounting for 48 percent of the expenditure.

The number of allowances for public servants grew to 247, a 696 percent jump from 31 in 1999, with workers using them to increase

their monthly pay.

"Job-related allowances are paid to enhance salary and account for the greatest proportion of allowances in the Kenyan public service. This category of allowances is expected to fall off once the relative worth of a job is appropriately determined," the SRC said.

Allowances targeted for abolition include those that the SRC says are already catered for through the workers' basic pay. These include medical allowance, entertainment allowance, and utility allowance to cater for water, electricity, airtime, and security bills.

The SRC has given all State agencies and ministries up to November 30 to present a list of the allowances they are currently paying their staff, setting the stage for a review that will harmonise the perks.

Scrapping some allowances and merging of others will cut an estimated Sh100 billion annually from the public service wage bill.

In June, the SRC froze a Sh82 billion salary increment for all civil servants for two years, highlighting Kenya's rapidly deteriorating cash-flow situation that is marked by near-stagnant revenues and worsening debt service obligations.

Kenya delayed the pay review to June 2025, agreed to curb fresh hiring, and work on removing ghost workers, including staff who have died, retired, or deserted duty.

The freeze in non-essential hiring and pay sets the stage for tough times ahead as costs of basic items such as fuel, rent, and food continue to spiral.

The SRC says that the freeze on pay increments and harmonisation of allowances have the effect of reducing the burden of the public wage bill on Kenya's revenues from 51.7 percent to 48 percent.



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## WORLD

## 'World should send aid to Afghans to avert crisis'

ISLAMABAD

THE world should urgently provide promised aid to Afghanistan, the UN refugee agency said on Saturday, warning that a lack of resources is hampering efforts to avert an economic crisis that could push fresh flows of refugees to its neighbors and beyond.

"The humanitarian crisis in Afghanistan remains really dire," Babar Baloch, spokesperson for the UN High Commissioner for Refugees, said in an interview in Islamabad.

"The focus has to be inside Afghanistan to avoid and avert another refugee crisis."

Since the Taliban took over Afghanistan on Aug 15, the country - already struggling with drought and severe poverty from decades of war - has seen

its economy all but collapse.

Most of the nation's international assistance has been cut off, though there are exceptions for humanitarian aid. Billions of dollars in central bank assets held abroad have also been frozen, which has put pressure on the banking system.

"Our worry is Afghan suffering will increase, the impact will be inside... but also it could be beyond Afghanistan... in terms of displacement not only to countries like Pakistan and Iran that have been generous hosts of refugees for decades, but beyond."

The total needed for humanitarian operations in Afghanistan in the next few months is \$600 million, Baloch said, and only 35 percent of that had been provided by international donors, despite promises at a recent



Sofia cradles her 2-month-old baby, Abdul, as he undergoes treatment at the malnutrition ward of the Indira Gandhi Children's Hospital in Kabul, Afghanistan, Tuesday, Oct 5, 2021. Health workers in the hospital dashed back and forth caring for gasping premature newborns and others suffering from severe malnutrition and other diseases. File photo

conference in Geneva where donors pledged more than \$1 billion in aid.

"Those pledges have to turn into reality, the cash has to be there for us to step in and support... Afghans," he said.

Baloch added there were new challenges since the collapse of the government and the takeover of the country by the Taliban administration. The lack of commercial flights meant supplies needed to be taken in on special flights or by road.

He said a humanitarian hub had been set up in Uzbekistan to fly in supplies which were then driven

across the border into northern Afghanistan.

UN agencies are engaging with members of the Taliban administration, he said, adding there were some positive signs but one key issue was ensuring female local staff were able to get back to work in all parts of the country.

In Qatar, Taliban representatives asked the United States to lift a ban on Afghan central bank reserves at a meeting with US counterparts, Afghanistan's acting foreign minister said on Saturday in remarks reported by Al-Jazeera television.

Agencies

## Envoy sees more positive outlook for China, US economic ties

WASHINGTON

CHINA'S ambassador to the United States has said the US government's trade chief has made positive comments on "recoupling" the two countries' economies, and that they can now discuss how to do this and ultimately restore currently fraught trade relations back to normal.

In a highly-anticipated speech last week, US trade representative Katherine Tai put forward a new phrase to frame the future of the China-US trade relationship, "durable coexistence", and called for a "recoupling" of the two economies.

This marked a clear shift from the calls for "decoupling" that US trade hawks have advocated for years.

Tai followed the unveiling of the initial China trade policy of President Joe Biden's administration with a virtual meeting with China's top trade negotiator Liu He on Saturday.

They discussed the implementation of the China-US economic and trade agreement, along with both sides' other major economic concerns.

"I have noted that Ambassador Tai mentioned that the US is now seeking to 'recouple' with China, which has some positivity in it," Ambassador Qin Gang said on Friday.

"The two sides can sit down and sort out the areas of 'decoupling' and how to get them 'recoupled'."

When it comes to bilateral economic and trade relations, it will simply not work to "wantonly" pressurize, incite confrontation, or impose restrictions and suppression, Qin noted in an interview with Phoenix TV.

"Some people call for 'decoupling' from China. If any American company chooses to do so, it is choosing to decouple from the world's second-largest economy, from the huge consumer market of 1.4 billion people, and from Fortune 500 rankings," he said.

The Chinese side is willing to have further communication and consultation with the US side, to properly manage differences, and jointly create conditions to expand the positive side of relations on the basis of mutual respect and win-win co-



Chinese Ambassador to the United States Qin Gang

operation, the envoy said.

This is to ensure that China-US relations, including economic and trade relations, can return to the track of healthy and stable development, Qin said.

He added that to do so is also to implement the important agreement reached by China's President Xi Jinping and Biden in their phone call last month.

Asked to comment on Tai's approach to the tariffs issue, Qin said the two countries' trade frictions over the past few years have once again proved that China and the US both stand to gain from coop-

eration, and lose from confrontation.

Tai said that tariffs imposed on billions of dollars' worth of Chinese goods by the previous administration are to remain in place and could be bolstered by additional rounds, but a "targeted tariff exclusion process" would be reinstated for companies hard hit in the trade war.

"There is no winner in a trade war or tariff war. I believe that more Americans have got to understand it now," Qin said.

"As two major economies, China and the US are one of the most important trading partners for each other. It is just normal for us to have economic competition and trade frictions. The key is how to deal with them," he said.

The two sides should pursue mutually acceptable solutions through communication and consultation, based on the principles of mutual respect and mutual benefit, the ambassador said.

In recent years, it has become increasingly difficult for Chinese companies to invest and go public in the US.

At present, more than 900 Chinese entities have been included on various lists of restrictions by Washington, according to Qin.

He noted that Chinese companies face unfair treatment. In particular, the US is increasingly using "national security" as an excuse to suppress Chinese companies and restrict bilateral economic and trade exchanges and cooperation.

"If this is allowed to continue, it will cause more serious consequences," Qin said.

When asked to comment on the US claim that China has not fully implemented the Phase One Trade Agreement, Qin said that China has always kept its promises in state-to-state relations.

Despite the serious difficulties brought by COVID-19 over the past year, China has "sincerely" and "steadily" implemented the Phase One Trade Agreement, including having taken "tangible" steps and made headway from intellectual property right protection, to expansion of agricultural imports from the US, to opening up the financial sector.

Xinhua

## Assad urges end to presence of 'illegal foreign powers' in Syria

DAMASCUS

SYRIAN President Bashar al-Assad on Saturday stressed the need to end the presence of "illegal foreign powers" on Syrian soil, referring to the US and Turkish forces, according to the state news agency SANA.

Assad (pictured) made the remarks when meeting with visiting Iranian Foreign Minister Hussein Amir Abdullahian, noting that the war on terror

will continue until all Syrian areas are liberated.

Meanwhile, Assad and the Iranian foreign minister discussed the strategic relations between the two countries and the joint efforts exerted to put forward plans to boost cooperation in all fields.

Assad's comments came just days after Syrian Foreign Minister Faisal Mekdad stressed that the Syrian army will be heading to northwestern Syria where Turkish-backed rebels



are located, and to northeastern areas where US-backed Kurdish militias are positioned to restore these areas.

The Syrian government has

recently for the need to liberate what's left in the rebel-held areas in northern Syria, urging foreign powers which entered the Syrian territories without the consent of the government to leave, such as the United States and Turkey.

During the more than 10-year war in Syria, Iran has emerged as a key regional ally, helping the Assad administration to restore key areas while providing economic assis-

tance.

Upon arriving in Damascus earlier on Saturday, the Iranian foreign minister said that over the past few weeks, Syria and Iran have reached "important agreements" on achieving comprehensive development in relations in all fields.

He said both sides are putting forward "intensive programs" to implement cooperation in such areas as economy, trade, and tourism.

Xinhua

## 'Blood, sweat, no beers': Sydney set to ease key virus curbs

MELBOURNE

SYDNEY was set to reopen after months in lockdown, officials said yesterday, with businesses reading themselves to welcome fully vaccinated residents from today.

New South Wales, Australia's most populous state, reported 477 new coronavirus cases and six deaths on Sunday, in an outbreak that has kept 5 million people in state capital Sydney in a lockdown for 100 days.

But as the state has met the threshold of 70 percent of its people fully vaccinated, New South Wales was ready to ease some restrictions and reopen many businesses, said state Premier Dominic Perrottet.

"It's a big day for our state, and to everyone across the New South Wales: you've earned it," Perrottet said. "It's been a hundred days of blood, sweat, no beers, but we've got it back in action tomorrow."

When asked what would be the first thing he does today, Perrottet said, "I am going to get a haircut."

Local media reported that hair and beauty salons have been fully booked for weeks to come.

"We have stretched their days and have opened up extra times in their diaries so that we can book our clients in as soon as we possibly can," Joseph Hkeik, who runs several All Saints skin clinics in Sydney told the Sydney Morning Herald.

Many social distancing restrictions, however, and limits on public gathering will remain for weeks, Perrottet said.

Neighbouring Victoria, its capital Melbourne in lockdown since early August, reported 1,890 new cases and five deaths on Sunday. The state is expected to reopen late in October, once 70 percent of its residents are fully inoculated.

The Melbourne Cup, Australia's most famous horse race, will go ahead on Nov. 2 with crowds of up to 10,000 people, the state government said.

"We're going to normalize this virus," said Victoria's premier, Daniel Andrews. "We're going to open up and we're going to be back doing what we do best."

Nearly 62 percent of all Australians 16 and older have received two doses of vaccine. Once 80 percent of eligible Australians are fully vaccinated, the country will start gradually reopening its international borders, which have been closed since March 2020.

Australia's COVID-19 cases remain, however, far lower than many comparable countries, with just over 127,500 infections and 1,432 deaths in a country of just under 26 million.

Neighbouring New Zealand, which was largely virus-free until a Delta outbreak in mid-August, reported 60 new local cases, up from 34 on Saturday. Agencies

## Govt to do everything to ensure prosperous life in rural regions, Putin pledges

MOSCOW

THE state will make every effort to ensure a comfortable and prosperous life in Russia's rural areas, President Vladimir Putin said in a video address yesterday marking the Agriculture and Processing Industry Workers' Day.

Rural tourism is getting increasingly popular in Russia, specifically among the families with children, giving additional incentives and resources for the development of small agricultural enterprises and farms, the president noted.

"Small business has big potentials here, and we will support in every possible way this very important sector and in general, we will be doing everything to make the agricultural sector even more successful, while life in the rural areas - comfortable, modern and prosperous," the president stressed.

Putin said that preferential mortgage loans for the rural areas at a rate of up to 3% has been in force since the start of 2020. It has helped more than 90,000 families to move into new houses or apartments over this time.

Several major projects were launched this year to improve the social services and the quality of life of the citizens - updating the primary care, ensuring capital repairs of school buildings and gas infrastructure development, the president went on to say.

"Specific attention in all these programs is paid exactly to rural areas, to settlements," Putin stressed. "Creating decent, attractive living conditions in the rural areas is among the main trajectories in the state policy," the president stressed.

"Thank you very much for your honest work, reliability and dedication to your work," the president said addressing the workers of the agricultural and processing industry sectors.

Agencies



## China, Russia urge US to clarify its military biological activities

IN a joint statement released on Thursday by the two nations' foreign ministers, China and Russia expressed grave worry about U.S. military biological activities.

According to the statement, U.S. military biological activities pose a severe threat to the national security of the Russian Federation and China and are detrimental to the security of relevant regions.

The two sides urged the U.S. to behave in an open, transparent, and responsible manner by informing properly on its military biological activities conducted overseas and on its national territory, according to the statement.

In the joint statement, China and Russia reaffirm their conviction that

the Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction (BWC) is critical for the international peace and security, and their determination to safeguard the authority and effectiveness of the Convention.

The statement has sent a clear political signal that the international community will not stand by while the U.S. carries military biological activities.

U.S. military biological activities have always drawn huge attention from the international society. The U.S., as a country with the most advanced biological technologies and

the most powerful military, has continued the development plan of biological weapons of the Japanese Unit 731 and kept on biological weapon development even after joining the BWC. That is why the Fort Detrick base is called the "center of the U.S. government's darkest experiments."

Apart from that, the U.S. military has stationed over 200 biological laboratories outside the U.S. national territory, causing widespread outrage. The recent lawsuit filed by a South Korean civic group against the U.S. Forces Korea over U.S. military biological activities serves as the best example.

This August, the Chinese government formally requested the World

Health Organization (WHO) to launch an investigation into the Fort Detrick base, and listed multiple doubtful points about the base in a document. All of these doubtful points came from publicly available documents, media reports and academic papers, and the concealed facts would be only more astounding.

The BWC is the best touchstone. Once a verification mechanism is in place, it would be quite obvious who's abiding by the Convention and who's not. However, the U.S., who's highly suspicious, has consistently been refusing such verification. In 2001, after seven years of arduous negotiations and when the international society

was about to reach a consensus on a legally binding protocol to the Convention that included a verification regime, the U.S. unilaterally withdrew from this process, claiming that biological activities are not verifiable technically.

Over the past 20 years, the U.S. has always been opposing to restart negotiation, which significantly undermined the effectiveness and authoritativeness of the BWC.

Over 100 countries, including China and Russia, requested to restart negotiations for the protocol during the BWC meetings held in early September this year so as to establish the verification mechanism as early

as possible. Washington, on the other hand, was still standing against the international society. It even referred to the international community's consensus as "recycling" and called the international community's legitimate concerns over U.S. bio-military activities "disinformation". What the U.S. did has only triggered more doubts and concerns of the international society.

What's more ironic is that the U.S. is avoiding verification on the one hand while taking COVID-19 origin tracing as a political tool against China on the other. The experts of the WHO have previously concluded that a lab leakage in Wuhan is extremely unlikely, but the U.S. is still arbitrarily hyping the so-called "lab leak theory".

People's Daily



## Austria's Kurz steps down over graft probe to save coalition

VIENNA

AUSTRIA'S conservative Chancellor Sebastian Kurz resigned on Saturday to pull his coalition government back from the brink of collapse after the junior party demanded his head because he has been placed under investigation on suspicion of corruption.

The move by Kurz (pictured), who denies wrongdoing, satisfied his coalition partner, the Greens, and came just three days before a special session of parliament at which they were preparing to back a motion of no-confidence that would have forced him out. [read more](#)

At the same time, his resignation is more a matter of form than substance in terms of policy. He plans to stay on as his party's leader and become its top lawmaker in parliament, and he is likely to continue to call the shots in the coalition.

"I would therefore like to make way in order to end the stalemate, to prevent chaos and to ensure stability," Kurz said in a statement to the media.

He added that he was proposing Foreign Minister Alexander Schallenberg, a career diplomat backed by Kurz's party, take over as chancellor, whom the Greens soon made clear they accepted.

"I believe this is the right step for future government work," Greens leader and Vice Chancellor Werner Kogler said in a statement, adding he had had a "very constructive" working relationship with Schallenberg and would meet him on Sunday.

A star among Europe's conservatives known for his hard line on immigration, Kurz, 35, became one of the continent's youngest leaders in 2017 when he formed a coalition with the far-right Freedom Party that collapsed in scandal in 2019. Parliament sacked him but he won the snap election that followed.

He has so far been unchallenged as leader of the People's Party (ÖVP) - he was reappointed in August with 99.4 percent support.

"This resignation is not a real resignation," political analyst Thomas Hofer said. "It is (formally) a step back into the second row but the power in the ÖVP and therefore within the ÖVP government team still lies with Sebastian Kurz."

Schallenberg, 52, who worked with Kurz when Kurz was foreign minister before he became chan-

cellor, is unlikely to shed the image of a man who owes his ministerial career to Kurz.

"Of course he will do nothing without agreeing it with Sebastian Kurz beforehand. He is one of Kurz's closest confidants," Hofer said.

Prosecutors have placed Kurz and nine others under investigation on suspicion of breach of trust, corruption and bribery with various levels of involvement.

Starting in 2016 when Kurz was seeking to take over as party leader, prosecutors suspect the conservative-led Finance Ministry paid for manipulated polling and coverage favourable to Kurz to be published in a newspaper. [read more](#)

Documents circulated as part of their investigation and published in Austrian media also included embarrassing and compromising text-messages saying Kurz's opponents say show a lack of scruples and underhanded tactics.

Austrian media reports before Kurz's announcement had said he would step down only temporarily. While Kurz did not say that he did say of his future: "Above all ... I will of course use the opportunity to refute and disprove the accusations that have been made against me."

The political consequences, both in terms of his party's popularity and its relationship with the Greens, are unclear.

"Is it enough?" the leader of the liberal Neos party, Beate Meinl-Reisinger, said at a news conference reacting to Kurz's announcement.

"We know from the (investigation) documents that he bought himself a party, that he bought himself an election, that he manipulated and lied to people, and he did it all with your tax money."



## NATO ready for dialogue with Russia, to convene Russia-NATO Council – Stoltenberg

BRUSSELS

NATO is ready for a dialogue with Moscow, including convening the Russian-NATO Council, NATO Secretary General Jens Stoltenberg said on Thursday, adding that he discussed this with Russian Foreign Minister Sergey Lavrov in the UN headquarters in New York in September but was unable to reach an agreement.

"NATO's position on approach to Russia is consistent and clear. We base it on a dual-track approach towards defense and dialogue. We are ready to engage in a meaningful dialogue with Russia."

We are also ready to convene a NATO-Russia Council meeting. We have actually invited Russia for now a long time.

So far, Russia has not responded positively and therefore there hasn't been any meeting in the NATO-Russia Council," he said.

Stoltenberg noted that it is important to "sit down and talk," especially "when times are difficult, tensions are high."

"And therefore we will continue to strive for a meaningful dialogue with Russia," Stoltenberg said, noting that he met with Russian Foreign Minister Sergey Lavrov on the sidelines of the UN General Assembly session in September, but was unable to negotiate a new Russia-NATO Council meeting.

On Wednesday, NATO announced that it was cutting the Russian Mission to NATO from 20 to 10 people: the accreditation of eight diplomats was withdrawn, while two vacant positions were eliminated.

The Russian diplomats were given until the end of October to leave Brussels. Commenting on this decision, Stoltenberg claimed on Thursday that the expelled diplomats were "undeclared intelligence officers".

## US to accept WHO-approved vaccines for air travelers

HARBIN

The United States will accept the use by international visitors of COVID-19 vaccines authorized by US regulators or the World Health Organization, the Centers for Disease Control and Prevention said late on Friday.

On Sept 20, the White House announced the United States in November would lift travel restrictions on air travelers from 33 countries including China, India, Brazil and most of Europe who are fully vaccinated against COVID-19. It did not specify then which vaccines would be accepted.

A CDC spokeswoman told Reuters Friday, "Six vaccines that are FDA authorized/approved or listed for emergency use by WHO will meet the criteria for travel to the US."

The seven-day average of US cases dropped below 100,000 for the first time since August, another sign the wave fueled by the Delta variant is retreating. Infections are down about 42 percent from the peak of this wave.

The daily death toll is still high - averaging 1,762 as of Thursday - but at the lowest in almost a month.

More than 44 million Americans, or about 13 percent of the population, have contracted the virus so far, and more than 710,000 have perished.

In another development, a snow



In this July 2, 2021 photo, a traveler walks in Terminal 3 as a sign stating face coverings are required is displayed at O'Hare International Airport in Chicago. (NAM Y. HUH / AP)

leopard died after displaying symptoms similar to COVID-19 at a US zoo housing a confirmed case of the virus, officials announced Friday.

Baya, age 2 1/2, exhibited signs of a cough followed by "inappetence and lethargy" and died Thursday, according to the Great Plains Zoo in Sioux Falls, South Dakota. One of the zoo's Amur tigers tested positive this week, the zoo said.

The number of deaths associated with the virus was more than double the 23,877 announced in daily reports by the government's COVID-19 task force. The Federal Statistics Service, which published the data late Friday, also revised

up the record-high total reported in July to 51,044.

Iceland

Iceland is joining its Nordic peers in halting inoculations with Moderna Inc's Spikevax shot on concern over side effects.

The Moderna shot, which has mostly been used in Iceland for second doses, won't be used until more information over its safety has been collected, the chief epidemiologist said on Friday.

Sweden, Denmark and Finland have this week suspended the shots for younger people because

of the risk of heart inflammation as a potential side effect

UK

Starting next week, vaccine clinical trial volunteers will be offered additional approved doses to ensure that they are able to travel abroad, the UK's Department of Health said.

While the UK recognizes participants in trials as fully vaccinated, many other countries do not, and require visitors to be inoculated with an approved vaccine.

Denmark

Denmark will offer the vaccine from Moderna Inc to children under the age of 18 after all, the Danish Health Authority said, reversing a previous statement.

On Wednesday, the authority had announced it would stop offering the jab to those under that age, citing new data indicating an increased risk of heart inflammation.

Agencies

## Xinjiang population's literacy continues to improve

NORTHWEST China's Xinjiang Uygur autonomous region has constantly increased input into education, effectively lifting the literacy of its population, especially the ethnic minorities in the region, pointed out a white paper titled "Xinjiang Population Dynamics and Data" released recently by the State Council Information Office of China.

Population constitutes the basic support for the country's modernization drive and the engine of economic and social development. As China's demographic landscape and stage of economic and social development change, increasing education investment and improving the literacy of people have become increasingly important.

The average years of schooling for people aged 15 and above in Xinjiang rose from 9.27 years in 2010 to 10.11 years in 2020, 0.2 years higher than the national average of 9.91, and ranking 10th across the nation. The illiteracy rate of people in Xinjiang declined to 2.66 percent, lower than the country's national average.

Compared with 2010, the number of people with university education rose from 10,613 to 16,536 per 100,000 persons, and those with high school education grew from 11,669 to 13,208.

It should be noted that the education level of the ethnic minorities in Xinjiang, especially the Uygur population which comprises 44.96 percent of the total population of the region as well as 77.85 percent of the population of its ethnic minorities, has continuously improved.

According to data from the seventh national census conducted in 2020, 8,944 per 100,000 Uygur people had received a university education, an increase of 272 percent compared to 2000. The average years in education for those aged 15 and above grew to 9.19 in 2020 from 7.06 two decades ago.

These facts fully prove that the education level and literacy of people of all ethnic groups in Xinjiang have continuously improved, thanks to the region's efforts to put into practice various policies to



Residents in Awat county, northwest China's Xinjiang Uygur autonomous region, celebrate the Mid-Autumn Festival, Sept. 19, 2021. File photo

promote education, increase fiscal funds for education, accelerate the construction of a high-quality education system, and deepen educational cooperation with developed regions in China.

The Education Law of the People's Republic of China stipulates that the state shall help all ethnic minority areas develop educational undertakings in light of the characteristics and needs of different ethnic minority groups.

In recent years, the country has formulated and issued a document on speeding up national education development and an implementation plan for lifting severely impoverished areas out of poverty by improving education from 2018 to 2020, intensifying efforts to promote education for ethnic minority areas and poverty-stricken areas through preferential policies.

Xinjiang has exempted some tuition fees and provided subsidies for students receiving the nine-year compulsory education and vocational education and implemented comprehensive financial aid policies for higher education receivers to ensure that students from financially embarrassed families can receive education.

With the support of the central government, Xinjiang has in-

creased investment into education and made it a priority area of its fiscal expenditure, gradually completing mechanisms for input of educational funds at all levels.

In 2019, Xinjiang's general government spending on education totaled over 86.3 billion yuan (\$13.38 billion). As of the end of 2019, Xinjiang had invested a total of 26.3 billion yuan in the construction of basic education facilities and renovated and expanded 9.13 million square meters of school buildings. Over half of the investment was used in four poor prefectures in southern Xinjiang. All the schools for compulsory education in these prefectures have reached the required basic standards for normal operation.

Upholding the concept that "education comes first", Xinjiang has further deepened education reform based on its actual needs, in which the region has made preschool education accessible to more, developed compulsory education in a balanced manner, promoted universal senior high school education, improved the quality of vocational education and vigorously advanced higher education development.

By introducing relevant plans and implementation projects that suit the reality of different

areas and circumstances, Xinjiang has established and improved a high-quality education system that effectively links all levels of education from preschool to elementary school and high school.

By the end of 2019, the gross enrollment rate of preschool institutions in Xinjiang reached 97.51 percent, the completion rate of compulsory education 95.51 percent, and the gross enrollment rate of senior high schools and higher education institutions 98.82 percent and 46.79 percent, respectively.

Putting into practice the central government's instructions on providing pairing assistance for Xinjiang, developed provinces and cities that have paired up with Xinjiang to help with the latter's development have prioritized assistance in promoting education in the region. While taking advantage of their high-quality education resources, they have innovated an assistance model covering funds, mechanisms, talents, concepts and employment to help Xinjiang develop education, and formed an assistance system that links preschool education, compulsory education and higher education and covers education resources, teachers, and courses.

People's Daily

## White House backs release of Trump records to Jan 6 committee

WASHINGTON

THE White House said on Friday that it will not assert executive privilege to hold former president Donald Trump-era documents from a House committee probing the Jan 6 Capitol riot.

"President (Joe) Biden has determined that an assertion of executive privilege is not in the best interests of the United States, and therefore is not justified as to any of the documents," White House counsel Dana Remus wrote to the National Archives, according to

NBC News, which obtained the letter.

"These are unique and extraordinary circumstances," Remus wrote. "The constitutional protections of executive privilege should not be used to shield, from Congress or the public, information that reflects a clear and apparent effort to subvert the Constitution itself."

White House Press Secretary Jen Psaki said on Friday that the tranche of documents released to the committee is only the first set and that White House "will

evaluate claims of privilege on a case by case basis."

The House Jan 6 committee issued the first batch of subpoenas last month, asking four Trump's allies to appear for depositions.

The subpoenas were sent to former top White House adviser Steve Bannon, former White House Chief of Staff Mark Meadows, former White House Deputy Chief of Staff Dan Scavino, and former Pentagon Chief of Staff Kash Patel.

Republicans have claimed that the select committee,

whose members are mostly Democrats, is nothing but a tool for Democrats to gain partisan interests.

Some 140 police officers were reportedly injured when confronting Trump's supporters who breached the Capitol on Jan 6 in an attempt to stop Congress from certifying the results of the 2020 US presidential election, which Democrat Joe Biden won.

The Capitol riot left five dead, including a Capitol police officer. Four officers who responded to the riot reportedly died by suicide within

seven months.

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The Guardian

## SPORT

## SBL all out to support sports sector in Tanzania

By Guardian Reporter

UNLIKE in the past, sports are today more than just physical activities. This has come about given the sports sector has, with time, morphed into an industry, and with it a roaring market that involves equipment and clothing, infrastructure, event organization, and endorsements, among others.

Sports are a huge boost to both the developed and developing nations. The sector plays a pivotal role in contributing to economic growth, improving health, hence happiness, and providing employment to thousands of youth and more people across the entire value chain.

Sports also act as a unifier because when people support the same team, they instantly become close and friendly even if they do not know one another.

Through sports, people can interact, enjoy and sometimes forge lasting relationships.

There are, therefore, myriads of reasons as to why the sector should be supported due to the multi-dimensional space it creates for a country's social and economic development.

In Tanzania, the sports sector has grown and continues to grow exponentially, thanks to the government's and other stakeholders' efforts to prop it up.

Serengeti Breweries Limited (SBL), through its Serengeti Trademark, stands out as one of the most visible private sector players that have immensely supported local sports, always chipping in to boost different types of sports whenever it's requested to do so.

Granted, whether it is in football, athletics, golf, Serengeti Trademark has been visibly present a testimony to the fact that when called upon to give a helping hand, the country's second beer brewer responds without discrimination.

And as in Greek mythology, most of SBL's sponsorships usually turn out to be Midas touch, as evidenced in football where the beer-maker has consistently provided support, with excellent results.

Taifa Stars, Tanzania's men's national team, achieved an almost impossible feat in 2019 when it qualified, after a 38-year lull, for the prestigious African Cup of Nations (AFCON).

It was an achievement that the na-

tional soccer governing body, the Tanzania Football Federation (TFF), and other soccer pundits, attributed largely to SBL's sponsorship.

Before the qualification, Serengeti Premium Lager, SBL's flagship beer brand, had bankrolled the hitherto cash-strapped national soccer custodian with 2.1bn/-, becoming Taifa Stars' main sponsor and effectively enabling TFF and indeed the national team to meet their financial obligations.

Suffice to say, due to the team's sterling performance, Serengeti Premium Lager once again renewed the national team's sponsorship, this time raising the kitty to a whopping 3bn/-.

"We believe that by supporting Taifa Stars, we are contributing to not only the growth of the sports sector but also in reinvigorating local football, a game that Tanzania and the world in the general hold so dear." SBL's Managing Director, Mark Ocitti was quoting as saying during the sponsorship renewal event in September 2020.

TFF president, Wallace Karia, replied: "The renewal of this sponsorship is a clear testimony to the confidence that Serengeti Premium Lager has in TFF leadership, we promise that we will not let SBL down."

"We will, rather, endeavour to ensure that the money is spent prudently to catapult Taifa Stars to even higher altitudes of soccer excellence."

In a similar sponsorship, one of SBL's most loved brands, Serengeti Premium Lite, accepted to jumpstart the otherwise hitherto 'sleepy' Mainland Tanzania Women's Premier League (WPL), once again playing a trail-blazers role by funding a league that had previously never tasted a sponsor in its history of existence.

To this end, Serengeti Premium signed the sponsorship deal to Women's Premier League for the first time in 2018, effectively revitalizing the drowsy league and for its efforts, the brand enjoyed the credit of being the first sponsor of the league, ever.

The gamble has indeed paid off because since then, a new-found excitement among female soccer clubs is evident, giving rise to 'Malkias' (Queens) clubs across the country such as the league's former champions, Mlandizi Queens, and JKT Queens.

Other prominent participants are Alliance Queens, Simba Queens SC, Yanga Princesses, TSC Queens, and many others.

## Taifa Stars now returning to normal after over-achieving against DRC

By Correspondent John Kimbute

H YSTERIA is somewhat discernible in how local fans are reacting to the results of the home game against Benin, where Taifa Stars were downed 1-0 in what the pundits are agreed comes down to playing against a better team, virtually in all departments.

As usual, there are numerous efforts to come up with criticism of what took place but it is hard to hang it somewhere, as no technical faults could substantially be found with the side, only that no player managed to score, whether it is for better marking or a bad day.

Even concerning results in previous matches, for that matter against Madagascar and DRC, pundits were candid that the matter boiled down to effective game plan and tactics by coach, Kim Poulsen, and a good day for some of the players, being able to use scoring chances coming up.

But listening to discussions on the latest match, they agree that there were fewer evident scoring chances though one or two near blunders were being mentioned, the difference perhaps being in the level of sympathy to players from various pundits.



Taifa Stars' midfielder, Feisal Salum (L), dribbles past Benin's defenders when the teams faced off in African qualifiers for the 2022 FIFA World Cup match, held in Dar es Salaam last weekend. Taifa Stars conceded 1-0 defeat. PHOTO: TFF

But none could hazard that a better game plan is possible, etc.

While as Taifa Stars captain, Mbwana Samatta, observed in one interview it is still possible to dream to come up with a good game plan and obtain results - despite that he didn't credit Poulsen with perhaps being able to come up with such tactics - it appeared hard to believe in turning the table.

Yet overturning predictable results doesn't always proceed from a plan, and at the psychological level, it is possible Taifa Stars may go for results in a better way than they set out to do at the Benjamin Mkapa Stadium.

The reason is the back-to-back good results against Madagascar and DRC, a win and a draw,

uplifting self-confidence.

That at times can have drawbacks for preparations, where no one is pushed too hard, and the players don't quite pay attention to what the coach is saying, and coaching assistants take a cavalier look at the next encounter on the belief that the boys are good, anyway.

As it often happens, a good team that is just on the continental starting block and isn't well known at championship level over some time doesn't quite make an impression at group level, except by single results, that is only grasped after they happen.

Thus encounters are played chiefly on the pitch but less perceptibly in the mind, a game of expectations.

While neither the pundits nor the players

could say so - and even Poulsen might not admit it directly but is experienced enough to notice such shifts - Taifa Stars players were basking in satisfaction with their performance against DRC and even more so, Madagascar.

It is undeniable that DRC has a higher profile in local estimations of soccer prowess than Benin, in which case there were intense efforts to prepare for the DRC encounter, not just physically (as this is a constant factor) but psychologically.

Equalling DRC seemed to show that winning ways are at hand, meanwhile as Benin looked slimmer fish.

That sort of mental descent is ordinarily unavoidable, as it enables wishful thinking and substantive data to converge into the plausible expectation of positive results, as the determinants of any particular clash are hidden from view until it is over.

When everyone gets wiser, for good or for bad, with whom to praise or to blame, but entirely disabused about the potentials of the team he or she supports, at least for the time being - or for that particular clash.

When another encounter nears, the result plays a shading influence, it dominates mental preparations over and above instructions of the technical bench or the shouting

of fans.

It is in this manner that the summation by an FM radio station's pundit that we over-achieved in the DRC clash and obtained justifiable results against Benin was a fitting assessment of what took place.

It needs a measure of acumen and honesty in one's approach to the game to admit as much, that if one takes our game with DRC as rather favourable stars on our squad - for which all the same the boys toiled to make it happen, unlike with Benin.

The latter side wasn't stronger than DRC but alertness may have sort of diminished.

When confronted with this assessment, one ends up paradoxically not imbued with a Samatta kind of expectation that the side can turn around the table and climb to the top of the group, but rather exercise stoic acceptance of the situation.

It is an admission that 'que sera, sera,' whatever will be, will be - as we have so far done the best we can, which can be projected from actual levels of football each country can demonstrate.

In eclipsing Madagascar and squatting up with DRC the side reached its peak, and in failing against Benin was at its normal level. Samatta is thus right, if they discount us we might still win.

## Upanga SC B cricketers win 2021 Kazim Nasser Memorial League Division C title

By Guardian Reporter

UPANGA SC B cricketers have ended this season on a high, lifting the Dar es Salaam Cricket (DC) Kazim Nasser Memorial League (KNML) Division C silverware after posting an eight-wicket win over Tamil Nadu Sports



Upanga SC B cricketers pose for a picture with silverware after the completion of this year's Kazim Nasser Memorial League (KNML)'s Division C's final, which saw the outfit notch an eight-wicket win over Tamil Nadu Sports Club recently. PHOTO: COURTESY OF TCA

Club in the final played in the city recently.

Tamil Nadu Sports Club won the toss and elected to bat, posting 117 runs losing nine wickets in 19 overs.

The opener, Saddam-hussain Shahjahan, low order batsman, Sridhar Srinivasan, and Bhagat Singh Sundara Raj, deployed at number four, put in scintillating showing when their team took the crease.

The side's plan to end their spell with a convincing score was dealt a blow in the early stages, given the team faced two quick dismissals.

Praveen Kumar that had opened the innings with Shahjahan made his way back to the pavilion with mere three runs.

Dhinesh Duraisamy, deployed at number three, also could not last long given the cricketer made his way back for naught.

Shahjahan to some extent gave his side

stability as he notched 28 runs consisting of a boundary.

Raj, that took the crease after Duraisamy's exit boosted Tamil Nadu Sports Club's total after notching 19 runs consisting of two fours.

There were three quick dismissals that to some extent frustrated the side's efforts and Srinivasan later stepped at the crease and boosted the total with his 22 runs which consisted of two fours.

Merison Pathrose and Prabhukumar Ramalingam sought to chip as they were two runs short of two-digit figures.

Upanga SC B's promising cricketer, Augustine Mwamele, stood out of the rest of his side's bowlers, ending with an impressive figure of four wickets, giving away 30 runs in four overs.

Fellow bowler Shivan Kamania chipped in with two wickets in three overs.

Needing 118 runs to come out victorious, Upanga SC B, led by the skipper Zahir Patel, confidently mounted a successful chase registering 118 runs losing two wickets in 15.1 overs.

They exhibited their intent on getting off to a good start, with opening batsman Sadaf Saifee notching 28 runs which included a boundary.

A brief spell by fellow opener Manoj Thakkar, who chipped in with 11 runs consisting of two boundaries, did little to weaken their resolve.

Patel stepped in and made certain of his side's victory with his 34 runs not out, forming a solid stand with Hardik Patel that scored 19 runs not out consisting of three fours.

Mwamele was judged as the man of the match in the final for his bowling exploits.

Upanga SC B had booked a place in the final, knocking down to a one-wicket victory over

Tamil Nadu Sports Club, in the first of the last four stage's clashes, dubbed Qualifier.

Tamil Nadu Sports Club was then handed a chance to seek progression to the final, taking part in a semi-final tie against Patel Brotherhood B that had emerged winner in a playoff, dubbed Eliminator, against Annadil Seifee.

The second semi-final culminated with Tamil Nadu Sports Club notching an 87-run win over Patel Brotherhood B to sail through to the final.

In a good gesture of handover, the trophy was presented to the tournament's current champions, Dar Black Panthers.

Upanga SC consequently recorded back-to-back victories in Division C tournaments this year.

The outfit clinched this season's DC T20 Cup Division B's top honour with a four-wicket win over Lions Youths in the final, which took place in March.

The DC hosts the KNML's Division C annually under the auspices of the Tanzania Cricket Association (TCA) intending to boost the game's promotion in the country.



Tanzania's national women football squad, Twiga Stars, pictured before featuring in this season's COSAFA Women's Championship semi-final clash against Zambia in Nelson Mandela Bay, South Africa last weekend. Twiga Stars won in penalty shootout. PHOTO: TFF





Liverpool star Sadio Mane (R) was among the scorers for Senegal in a convincing World Cup qualifying victory over Namibia on Saturday. (AFP)

## Mane among goals as Senegal move closer to winning World Cup group

JOHANNESBURG

LIVERPOOL star Sadio Mane was among the goals as Senegal cruised to a 4-1 win over Namibia on Saturday, and near-certain qualification for the final World Cup elimination round in Africa.

Another victory over the Namibians on Tuesday will seal first place in Group H for the Senegalese, who are chasing a second successive appearance at the global showpiece.

The convincing matchday 3 triumph in Thies near Dakar lifted Senegal to nine points while Namibia have four, Congo Brazzaville two and Togo one.

Namibia must face star-stacked Senegal a second time within four days at neutral Soweto on the outskirts of Johannesburg because they do not have an international-standard stadium.

Paris Saint-Germain midfielder Idrissa Gueye gave the Teranga Lions an early lead in Senegal that Turkey-based Famara Diedhiou increased before half-time.

After Mane claimed his third goal of the qualifying campaign on 55 minutes, Joslin Kamatuka pulled one goal back only for Keita Balde to restore the three-goal gap.

In Casablanca, Ayoub el Kaabi scored in each half as Morocco cantered to a 3-0 Group I win over Guinea-Bissau and, like Senegal, the north Africans can punch a ticket to the final round on Tuesday.

The Moroccans play Guinea in a rescheduled matchday 2 fixture in Rabat and victory will give the Atlas Lions an uncatchable eight-point lead as they chase a sixth World Cup appearance.

Pacesetters South Africa remain one point ahead of Ghana in Group G after both nations achieved 3-1 victories.

South Africa overcame third-placed Ethiopia in Bahir Dar while Ghana were too good for bottom side Zimbabwe in Cape Coast.

Captain and goalkeeper Ronwen Williams made several superb first-half saves for South Africa, who snatched the lead just before half-time through Teboho Mokoena.

- South Africa triumph -

Famed for his powerful shooting off set pieces, Mokoena seemed overly ambitious by aiming to score from a free-kick well outside the box, but goalkeeper Fasil Gebremichael spilled the ball into the net.

Another free-kick brought Ethiopia level midway into the second half with Getaneh Kebede exploiting poorly-positioned Williams as he rifled the ball into the net.

South Africa regained the lead within four minutes as a long throw was nodded on to Mothobi Mvala, who netted from close range.

Bafana Bafana (The Boys) clinched maximum points in the first minute of added time when substitute Evidence Makgopa broke clear and his lob over Gebremichael landed in the net.

South Africa have seven points, fellow three-time World Cup participants Ghana six, Ethiopia three and Zimbabwe one.

Zimbabwe faced Ghana after expressing unhappiness at the hard, uneven pitch with knee-high grass on which they had to practice.

Playing under Serbian coach Milovan Rajevac for the first time after Charles Akonnor was sacked following a loss in South Africa last month, Ghana led within five minutes through Mohammed Kudus.

Knowledge Musona equalised via an early second-half penalty only for Ghana to regain the lead through Arsenal midfielder Thomas Partey and long-serving Andre Ayew added a third goal near the end.

Rajevac has returned for a second spell in charge of Ghana having guided the Black Stars to second place in the 2010 Africa Cup of Nations and the quarter-finals of the World Cup the same year.

AFP

# Is Cameroon ready to host Africa Cup of Nations?

By Ed DoveSpecial to ESPN

**F**RIDAY Oct. 1 marked 100 days until kick-off in the 33rd edition of the Africa Cup of Nations, the biennial tournament to crown the continent's champions, in Cameroon.

The tournament's return to the Central African powerhouse has been a long and winding road, its destiny tossed about amid the changing political landscape of the Confederation of African Football (CAF) and a global pandemic.

Initially penned in as host for the 2019 Africa Cup of Nations, Cameroon was stripped of that privilege in late 2018 -- partly a consequence of CAF's decision to expand the tournament from 16 teams to 24, which would have tested the country's infrastructure beyond its limits at the time.

There were also concerns about the security situation in Cameroon -- simultaneously experiencing low-level terrorism from Boko Haram in the north, and sporadic violence from separatists in the west -- while CAF's preference for a June-July tournament in 2019, rather than the traditional January-February timescale, was incompatible with the country's summer climate.

Egypt ultimately staged the 2019 tournament, with Cameroon to host the 2021 edition, initially planned for January this year.

That, of course, proved impossible in light of the coronavirus pandemic, with qualifiers postponed and then rescheduled due to restrictions, travel bans and safety measures within Africa.

A new launch date of January 2022 was announced in June 2020, with qualifiers concluding in March 2021.

So, two-and-a-half years after the country was initially due to host the tournament, Cameroon will finally welcome the continent to her shores for the first time since 1972.

However, is the country ready to put on the AFCON, or



The Japoma Stadium was largely financed by Turkey's Türk Eximbank. (Agencies)

will concerns about stadiums, infrastructure, COVID and secessionist violence impact the tournament's success?

"I can say that Cameroon is ready to welcome Africa," Jules Onana, former international and current FECAFOOT presidential hopeful, told ESPN.

"We hosted Africa during the Women's Nations Cup, during the African Nations Championship (CHAN) less than a year ago, and now we're ready to welcome Africa for the Nations Cup.

"There's been a net improvement in infrastructure; we have added the sites of Garoua and Limbe, Japoma [Stadium in Douala] is already functional, and previous ones have been maintained.

"Bafoussam is also ready, while the training pitches and playing pitches have come a long way. I'm sure we'll be ready to welcome all of Africa in January."

Certainly, CAF president Dr Patrice Motsepe was complimentary about the progress of Olembe Stadium -- site of the opening and closing ceremonies -- upon a recent inspection, although the continent's governing body was unimpressed with Cameroon's decision to host Malawi for a World Cup qualifier in September despite the venue not having been completed to international stan-

dards. "The main stadium in Olembe isn't yet finished, and this was the major talking point during the last qualifiers," former RFI pundit Edith Giscard noted at the time.

"There was a desire from [tournament organising committee] COCAN to dismiss the suggestion that the stadium work was late, but it was clear with your own eyes.

"It appears unlikely to be completely ready before the [Africa Cup of Nations], but it wouldn't be the first time; remember the 2014 World Cup in Brazil, where complexes weren't entirely ready."

If the 60,000-seater Olembe Stadium isn't completed in time, Stade Omnisport de Bepanda in Douala could be a viable and realistic alternative.

Improved infrastructure is always one of the major benefits anticipated in countries that host the Nations Cup -- both sporting and more broadly -- but Cisse Bamanga, a Cameroonian consultant for Hausa Television, is yet to be convinced for this tournament.

"In terms of the infrastructure -- the hotels, the roads -- there is still much to do as we're only at 60%," Bamanga told ESPN. "We'll see how the things develop from here over the coming 100 days.

"This tournament is a big challenge, not only

for Cameroon but also

for the whole of African football as we've now expanded to 24 teams. Stars will be here -- Sadio Mane and Mohamed Salah -- so the infrastructure which isn't yet finished, or that which is lacking, isn't particularly encouraging."

Juliana Tadda, assistant general secretary of the Sports Journalists Association in Cameroon, remains optimistic, however, that the country will have no problems welcoming spectators for the tournament.

"The hotels are ready," she told ESPN. "Some are quality, maybe not as many in Bafoussam or Garoua, but in the major cities there are enough to welcome the teams."

"We can't say 100% that the roads are good, and welcoming 24 teams up from 16 is a challenge, but we'll make sure it's possible."

Connectivity remains an issue for the majority of Cameroonians -- only 33.5% of the population had internet access in 2019, the World Bank reported -- but Abel Mbengue, president of communication for the organisation committee, is confident that visiting journalists will have no problems.

"The media are always a key concern at major sporting events as they represent an added bonus due to the impact they can have," he told ESPN.

"This tradition will be respected, and the [or-

ganising committee is] aware of our responsibility to satisfy the media accredited by CAF. This is not an assurance but a certainty."

Tadda, who was part of Cameroon's communication team at the CHAN earlier this year, believes the visiting media will be impressed by facilities.

"At each site which hosts the competition, there are media centres to welcome the journalists, and they're big enough to welcome media from around the world," she said. "There are press conferences and a media stand, so in terms of infrastructure, there's connection, and there's new-age technology and there will be no reason to complain when it comes to having the tools to work.

"The state, as well, will put anything at the disposition of journalists -- if they ask for it."

Certainly, the trial runs of both the CHAN and the Women's AFCON tournaments have given Onana optimism that everything is in place for a smooth tournament.

"The small criticisms that were raised after January's CHAN regarding the Japoma Stadium have been rectified, so people can relax," he assured. "We took [the criticism] into account, and there'll be adequate conditions in which to work."

Onana, who won 42 caps for Cameroon, is also confident the host nation can handle the threats posed by Boko Haram or separatist groups, even though a separatist group was responsible for setting fire to vehicles at the Limbe Stadium complex on the eve of the CHAN in January.

"We take threats of terrorism into account, even though we are in a situation of peace," Onana said. "There's always a risk that must be anticipated and managed; the security commission are specifically assigned to this role.

"Many people said there would be problems with the CHAN, which was in the South West region, but this went well.

"We cannot allow

Cameroonian citizens to be in danger, and there's no way that Cameroon's image can be impacted; the protection of others will be our greatest pre-occupation."

Head of Channels at Douala-based Radio Sport Info Yvan Ango believes the venues chosen for the tournament will ensure that visitors do not come into contact with the ongoing troubles.

"This is a hospitable country, and even though in the north, there are movements of war, the state is putting the best measures in place to ensure security," he told ESPN. "The stadiums and the venues were chosen so that nothing could harm the event."

Bamanga is more circumspect, however.

"The socio-political situation in Cameroon today makes everyone afraid 60 years since independence," he said. "This isn't a problem unique to Cameroon; in other places there are people who aren't happy, who are separatists, who establish their own attitudes.

"Cameroon belongs to everyone, and the politics has no connection to the football here, even if politics in general can be involved with football.

"Whether we're talking about Boko Haram in the north, or separatists in the English-speaking region, it's a local problem, and in no case would it impact the party of African football"

The final word goes to Mbengue, who appears more preoccupied with the ongoing pandemic than the prospect of liaising with security, government and CAF to ensure the smooth running of the other elements of the tournament.

"The AFCON will be secure, and this isn't simply a slogan," he said. "All we need to do now is simply to manage -- methodically -- and with attention the countdown up to the opening ceremony.

"Day by day, we must brave certain inevitable challenges, particularly in relation to the rigorous sanitary precautions around the COVID-19 pandemic."

ESPN

## Messi: Various clubs wanted me after Barca exit

BUENOS AIRES

LIONEL Messi has admitted he had "other offers" from "various clubs" after leaving Barcelona last summer before opting to join Paris Saint-Germain.

Messi, 34, was available on a free transfer when his Barcelona contract expired on June 30, after the LaLiga club's precarious financial situation meant they were unable to register a new deal.

Weeks of uncertainty followed before PSG announced Messi's signing on Aug. 11 on a two-year contract, with the option of a third year.

"Barcelona published a statement saying that I wasn't going to carry on, and from then I was asking myself where I was going to end up," Messi told L'Equipe.

"I was lucky to be con-

tacted by various clubs and one of them was Paris Saint-Germain. I'm grateful to the club. They treated me well from the beginning. They showed that they really wanted me.

"I had other offers, but I have to say that we came to an agreement quickly with PSG. It wasn't straightforward because everything had to be sorted out in a short amount of time, practically from one day to the next. ... I was convinced by the project, the club's ambitions, the players they have, the squad. ... All of these factors."

In February, ESPN reported that Manchester City were monitoring Messi's situation, having been keen to sign Messi in the summer of 2020 when he tried to force an exit from Barcelona

using a clause in his contract.

Messi said a year later that he intended to stay at Barcelona before the club forced the issue.

"My idea was to sign my contract and then start training again straight away," he said. "I

thought everything was agreed and that only my signature was missing. But when I got to Barcelona I was told that it was no longer possible, I couldn't stay and that I had to find myself another club." Messi scored his first PSG goal in a 2-0

Champions League win over City on Sept. 28.

PSG are top of Ligue 1 with 24 points from nine games, despite a surprise 2-0 defeat to Rennes last week. That was one of just two league matches that Messi has started so far. "At first glance, it's a

league that is a lot more physical than LaLiga," Messi said. "Most players are very strong. But it's still early to give my opinion on Ligue 1. It's one thing watching the games, but another being out on the pitch."





# SPORT

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Dar es Salaam's Bluefins outfit swimmer Delbert Iplinga competes in the past National Open Championships held at the Dar es Salaam Gymkhana Club swimming pool. PHOTO: CORRESPONDENT

## National side's swimmers begin pursuit of medals in CANA Championship

By Correspondent Nassir Nchimbi

TANZANIA's national swimming team will today start its pursuit of medals in the African Swimming Confederation (CANA) Championships in Accra, Ghana.

Tanzania takes part in the 14th CANA Junior/Senior Swimming and Open Water Championships, which will climax October 17.

The swimming competition takes place at the Trust Sports Emporium (Bukom Arena) while the Open Water aspects will take place on October 17 at 'The Float', Akosombo.

Tanzania is competing in two U-18 tournaments, as well as the 15-year-olds who will be swimming in the 50-meter pool.

Tanzania is represented by eight young men, three women and five men, one of whom is Collin Saliboko that is over 18 years.

Saliboko, who is also the team's captain, said they hope to do well and make sure they strive to make the country proud.

The swimmer revealed: "We are well-prepared to make sure we win medals and bring them home. We have trained under our head coach and we promise to come back with a certificate of the team with the best discipline."

Imani Dominic, on behalf of the Chairman of the Tanzania Swimming Association (TSA), pointed out: "The team is ready to compete due to the practice they were doing, although they have been practicing in the 25-meter pool."

"I believe from the three times a day practice, our young swimmers are ready to return home with victory after entering the camp early."

Dominic disclosed: "They have organized themselves in general, they have received a letter of clearance from the NSC."

Inviolata Itatiro, TSA secretary-general, who is among the team's delegates in Ghana, pointed out: "CANA will provide the financial support for accommodation and meals for two swimmers per country to participate in the showpiece."

"We have been requested to assist swimmers with flight costs, something that we have accomplished through the government support and various stakeholders to facilitate our trip here in Ghana."

Inviolata noted: "Countries can also send additional swimmers and coaches at their own costs to participate in the tournament."

## Premier League Board election set for November 27



Tanzania Football Federation (TFF) Election Committee's vice-chairman, Benjamin Kalume.

By Correspondent Nassir Nchimbi

THE Tanzania Football Federation (TFF) Election Committee's vice-chairman, Benjamin Kalume, has said that the election process for the Tanzania Premier League Board (TPLB) has begun in accordance with the board's constitution.

Kalume said that according to the TPLB constitution, the term of office for the board's leaders is four years and the board is currently required to hold election as the term has expired.

The vacancies include the position of Chairman, Vice-Chairman, with each position

having one contestant, three positions for TPLB representative for all league clubs, two representatives for Championship clubs, and a member of the First Division, which has one position.

The official pointed out: "The costs of the forms for the positions of Chairman and Vice-Chairman of the board is 200,000/- each, the members of the executive committee' forms cost

100,000/- each."

"Forms will be released from October 11-15 and will be available at TFF, and its website as well."

"The election committee has set a calendar of events until the election, which will be held in Kigoma on November 27."

Kalume added: "Candidates are to take the form from October 11-15, pre-election session is slated for Octo-

ber 16-17, candidates will later be informed of the preliminary round and October 18-19 will be the period for publishing and posting preliminary list of candidates."

"Objection period is scheduled for October 20-22, the day for hearing objections, if any one has, is scheduled for October 23-25."

"Interviews for candidates will take place from October 26-28, the day for announcing the preliminary results of the interview is slated for October 29-30."

"Ethical issues will be presented from November, the period for receiving and issuing ethical issues decisions will take place from November 3-5."

"A period for announcing the results of ethics reports is slated for November 6-7, appeal period is penned for November 8-10, TFF appeals committee will hear ethical appeals on November 11-13."

"The day for deciding appeals is slated for November 14, the period for appeal against the election committee's decision is slated for November 15-16."

"Appeals will be heard by the TFF election committee from November 17-19 and, on November 20, the candidates will be informed of the decision of the appeal."

"Final list of candidates is to be announced November 21, November 25 will be the campaign period and election will take place November 27," Kalume stated.

As TPLB election approaches, the body's current Chairman is Stephen Mguo, who is also Chairman of NBC Premier League Club, Coastal Union.

## Open Boxing Club Championship climaxes in Dar es Salaam

By Correspondent Joseph Mchekadona

THIS year's National Open Boxing Club Championship, which took place at Dar Live Hall at Mbagala Temeke District, climaxed last weekend.

Tanzania Open Boxing Federation (OBFT) secretary-general Lukelo Wililo said Temeke District Commissioner Jokate Mwegelo was set to close the championship.

He described this year's National Open Boxing Club Championship as very entertaining and competitive.

Wililo said the competition is between MMJKT Club, Ngome Club, and Yombayomba Boxing Club.

"The National Open Boxing Club Championship ends and we expect Temeke District Commissioner to close the championship, we are delighted that the competition was very good and tough," he said.

The National Open Boxing Club Championship involved JKT Mgulani, MMJKT, JKT Mbweni, Ngome JWTZ, Band Coy, Iringa Boxing Club, Mwanza Boxing Club, Morogoro Boxing Club, Singida Boxing Club, Arusha Boxing Club, Black Eagle and Magereza.

Tanzanite Manyara Club was the tournament's defending champion but failed to compete at this year's event.

Wililo said four best performing boxers will be selected to represent the country at International Boxing Association (AIBA) World Championship.

Alex Isendi and Yusuph Changarawe are two local boxers, who qualified for the AIBA Championship of Boxing for Men slated for October 26 to November 6 in Belgrade, Serbia.

OBFT had failed to send boxers to the past AIBA World Championship editions due to financial constraints the federation experienced.

Wililo said this time he is confident that the boxers will travel to the event as the government announced its commitment to promoting sports.

"We really thank the government for its commitment to see that sports is developing in the country and also its commitment that it will fund national teams foreign assignments."

"We know we will benefit from this funding and the other good thing is that boxing is among the five sporting disciplines which the government will

support in its first phase of sports development initiative," he said.

AIBA World Championship last took place in Ekaterinburg, Russia, in 2019 but domestic pugilists could not take part in the showdown.

Selemani Kidunda is the last boxer to have represented the country at the AIBA World Boxing Championships, he competed at the 2013 event in Almaty, Kazakhstan.

The Serbia event will be overseen by Serbia's President, Alexander Vucic,

who heads the Local Organizing Committee (LOC).

AIBA president Omar Kremlev is reported to have said the AIBA Men's World Boxing Championships will show determination to provide boxers around the world a platform to achieve their full potential.

"We are confident that the tournament will be conducted safely in view of the successful implementation of COVID-19 countermeasures throughout the year," he said.



Popular Congolese musician, Faustin Ipupa, alias 'Fally Ipupa' (R), speaks to journalists in Dar es Salaam last weekend on a show he was set to perform the same weekend. Sitting (L) is the show's coordinator, Edward Lusala. PHOTO: CORRESPONDENT JUMANNE JUMA

## Flexibles by David Chikoko

