



### National Pg 3 Need to link researchers, policymakers



### National Pg 4 Coffee fetches low prices at world market



### National Pg 5 Food, cosmetics certification compulsory



### National Pg 6 Stakeholders: School lunch necessary



## Rwanda scraps tax on sanitary pads

KIGALI

RWANDA announced yesterday that it was scrapping an 18 per cent value-added tax (VAT) on sanitary pads to make them cheaper for girls, who are often forced to skip school during their periods.

The country becomes the latest to drop the controversial tax which has increasingly infuriated women around the world who argue tampons and pads are basic necessities and should not be subject to taxes.

"The government of Rwanda has added sanitary pads to a list of goods that are VAT exempted in a bid to ease their affordability," the Ministry of Gender and Family Promotion announced on its website and on twitter.

The move came after intense lobbying from feminist groups and other NGOs urging the government to act to reduce the price of sanitary pads.

"This is a step in the right direction but not the ultimate solution. It is a shame that girls

**“Our target is to make sure that sanitary pads are free, not just cheap but free in all schools, so that girls do not have to worry about this challenge anymore**

have to drop out of school just because of a biological process, so it is a good step what the government is trying to do," Annette Mukiga, a feminist activist in Rwanda told AFP.

"Our target is to make sure that sanitary pads are free, not just cheap but free in all schools, so that girls do not have to worry about this challenge anymore."

In 2017, a study conducted by the Ministry of Education showed that girls aged 16 and above were eight percent more likely to drop out of school than boys, especially in rural areas.

The report cited lack of access to sanitary pads during menstruation as one of the reasons for this tendency.

Kenya is credited with being the first country to abolish taxes on menstrual products in 2005, and in recent years many have followed suit.

However, Tanzania in June decided to reintroduce the tax after having done away with it in 2018, arguing it was ineffective as retailers had not lowered their prices.

# Decentralisation: Four million children get birth certification



Colonel Machela Mwise (R) pictured on Tuesday leading a team of Uhuru Expedition climbers in scaling Mount Kilimanjaro, their aim being to hoist Tanzania's national flag at Uhuru Peak as part of celebrations to mark the 58th anniversary of Tanganyika's Independence. The mountain is located in northern Tanzania. With a height of 5,895 metres, it is the highest mountain in Africa and the highest free-standing mountain in the world. Photo: Correspondent Dixon Busagaga

Under the new, decentralised system, the government seeks to identify and register all under-five children across the country

By Getrude Mbagu, Morogoro

NEARLY four million children under the age of five have been registered and given birth registration certificates across 13 regions in Tanzania Mainland since the introduction of a decentralized birth registration system in 2013.

Statistics show that the registration rate has increased to 49 percent from 13 percent before commencement of the programme, which is jointly implemented by the government, the United Nations Children's Fund (UNICEF), the Canadian government and Tigo, a mobile phone service provider.

Under the new, decentralized system, the government seeks to identify and register all under-five children across the country.

Speaking during the launch of the programme specifically for Morogoro and Coast regions, the Minister for Justice and Constitutional Affairs, Dr Augustine Mahiga stated that at least 560,000 children under the age of five in the two regions will in the next two months have been provided birth certificates.

Dr Mahiga stressed that it is every child's

**“The system has helped thousands of children in the regions where the decentralized system is in operation and we plan to replicate this throughout Tanzania Mainland in the shortest possible period**

right to be identified, and that's why the government is determined to ensure that all births are registered.

He said the roll out in Coast and Morogoro would add two regions, joining Dodoma, Singida, Lindi, Mtwara, Geita, Shinyanga, Mbeya, Songwe, Mwanza, Iringa, Njombe, Mara and Simiyu which have already been covered, reaching four million under-five children.

This system is important because it will also help the government know the exact number of births and set out well its development plans and service provision, he asserted.

The government has also waived fees for registration under this initiative and a copy of the certificate is given free of charge, he stated.

Dr Mahiga called upon parents and relatives to make use of the programme by sending all their children under the age of five to get their certificates.

The decentralized birth registration system moves the points of registration closer to the community, he pointed out.

It establishes registration points at health facilities, which provide reproductive and child health services, and at community ward executive offices in line with the government policy of decentralization through devolution, the minister intoned.

The UNICEF Acting Representative in

## New port boosts lake transit cargo transfer

By Guardian Correspondent, Chato

COMPLETION of the Nyamirembe port in Chato District, Geita Region, is widely expected to boost intra-regional trade as it is set to start handling transfer cargo to neighbouring Uganda, Rwanda, Burundi and Democratic Republic of Congo (DRC) from next March.

Tanzania Ports Authority (TPA) officials say the completion of the port, apart from boosting intra-regional trade shall also bolster tourism activities in Lake Zone regions as it is linked with roads and railway locally and to neighboring countries. It has facilities such as weighbridge, oil tanks, workshops and a passenger lounge.

During a tour to inspect TPA projects in Lake Zone yesterday, Lake Victoria ports manager Morris Machindiuza said Nyamirembe port is a

**“TPA started refurbishing the port at a cost of 4.128bn/- including construction of a modern deep-water berth, passengers' lounge and a lighthouse**

door for the economy. The port has for a long period been beneficial to residents in the area and especially cargo transporters, he said.

The port started operations in 1960 and by 1967 it was placed under the East African Railways Corporation (EARC), and in 1997 it was placed under the Marine Services Department.

Since then one ship with a carrying capacity of 593 passengers and 350 tonnes of cargo used to anchor at the port. The port has now been improved with construction of a modern berth, he stated.

"The ship used to carry crop tonnages of cotton and rice, apart from others cargo, docking at various most important areas. TPA started refurbishing the port at a cost of 4.128bn/- including construction of a modern deep-water berth, passengers' lounge and a lighthouse," he explained.

Nyamirembe port will bolster tourism activities as the area borders Burigi-Chato National Park, and Rubondo Island.

"To start with, travelling by the lake is tourism in its own right," he stated.

Machindiuza said TPA plans to improve

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By Correspondent Gerald Kitabu

SWEDEN's Ambassador to Tanzania, Anders Sjöberg, yesterday commended the Court of Appeal for upholding the ruling to affirm the legal age of marriage as 18 years.

Ambassador Sjöberg (pictured) said the ruling against child marriage is a great stride towards the promotion of social, cultural and economic rights, aimed at protecting and promoting the rights of children.

Speaking at the International Human Rights Day in Dar es Salaam, he said women and girls rarely have the same rights - to schooling, work, marry or divorce freely.

"They are equally represented in decision making - in government, parliaments or business. But they rarely have access to the same resources, be it medical care, education or a fair share of state budgets," he said.

Gender justice that was the theme for the conference is at the core of the drive to cut child marriages, he said, noting that where full equality

## Activists fete Court of Appeal ruling on Human Rights Day



and equity between women and men in all spheres of life exists, it leads to a society where women, on an equal basis as men, define and shape legislation, policies, systems, structures and decisions that affect their lives and their society.

"I specifically want to mention women's sexual and reproductive health and rights. Unsafe abortions, birth complications or harmful practices such as female genital mutilation can lead to death. We must strengthen access to comprehensive sex education for all. And we must combat child, early and forced marriages," the envoy emphasized.

Norwegian Church Aid country director Gweneth Berge said through all forms of

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Save the Children representative Dunstan Mbam (L) releases to journalists in Dar es Salaam yesterday findings of recent research on the rough treatment to which some children are commonly subjected. Photo: Correspondent Mirajji Msala

## New port boosts lake transit cargo transfer

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all ports in the Lake Victoria Zone, including the building of infrastructures at Lushamba port in Buchosa District, a project that has cost 1.265bn/-.

The Lushamba project was nearing completion and is expected to start operations later this month, about which TPA has been stressing on the

safety of passengers and luggage. Before that, passengers used to wade into the water to board ships, he pointed out.

Work on the deep-water berth at Lushamba started in 2015 but faced land conflicts shortly after implementation commenced, so TPA resumed work in 2018 and is now complete, he elaborated.

Speaking on construction of the small port at Magarini in Muleda district, Machindiuza said the work started last year and was completed back in April, with passengers starting to use the port recently, on December 3. The port serves Ikuza and Misenyi islands.

The area is famous for transporting products from the lake

such as fish and sardines, plus food crops and building materials. The whole project cost 1.73bn/-, which includes a berth, waiting room for passengers, water tanks, toilets and the main gate.

Paul Stefano, an Ikuza Island resident, said the strengthening of Magarini Port has been of great help to them.

## Tanga residents to benefit from spice farming training

By Correspondent George Sembony, Muheza

COMMUNITIES living around a privately owned Magoroto Forest Estate in Tanga Region are expected to benefit from a special training programme aimed to enhance spice farming around the area.

The training programme to be implemented by Magoroto Forest Estate will also see expansion of the conserved area beyond the 500 hectares of forest through introduction and cultivation of crops that are friendly to the environment.

The company manager, Jeremiah Mchechu said communities residing near the conserved forest have been cultivating various crops including black pepper, cardamom and vanilla which require forest cover to properly grow.

He said farmers will also be encouraged to plant clove since it is friendly to the environment and its trees are expected to increase forest cover in areas which have been destroyed through increased human activities.

Mchechu noted that the company has transformed a former oil palm tree estate into a lucrative conservation-based business intending to enable farmers to use spice cultivation to raise income and improve their livelihoods.

"The company cultivates spices because they are environmental friendly and we believe can turn around the fortunes of people and enhance conservation," he said.

Mchechu said in an interview that sisal estates were the major market for oil palm produced by the Magoroto Oil

Palm Estate but revealed that business declined when sisal took a nosedive leading to a complete closure of palm oil processing in 1994.

He said major efforts turned to conserve the area for its conservation value, saying that conservation of the natural forest was the company's dream following research results for diversity of the East Usambaras.

Mchechu said the forest area was declining and there was a need to save it. "We thought there could be a thriving alternative business in conservation," he said adding preliminary observations prove that domestic tourism has the potential to thrive in Tanzania.

He said that the company receives at least 40 visitors per day noting most of the visitors are Tanzanians seeking new experience in hiking, mountain cycling, fishing and hiking and living in tents perched along a manmade lake.

A tour guide, Charles Hunter said there is a need for conducting an intensive research into the forest because the forest contains species of fauna and flora, smaller-sized bush baby and some species of rats.

He said ecotourism is providing villagers with alternative employment that is making them enjoy conservation.

A villager, Martin Beleko agreed that the company is encouraging them to undertake spice farming but called for consolidation of the spice market to make more villagers engage in it.

*"The company cultivates spices because they are environmental friendly and we believe can turn around the fortunes of people and enhance conservation"*

## Decentralisation: Four million children get birth certification

FROM PAGE 1

Tanzania, Rene Van Dongen, said that every child has the right to an identity. "A birth certificate is a vital record that documents the birth of a child. The right to be registered immediately after birth, to have a name and acquire a nationality is every child's right, enshrined in the Convention on the Rights of the Child - for which the world recently celebrated its 30 years."

The simplified birth registration programme reverses the current low level of birth registration where millions of children under-five are invisible in the nation's records, and will now be 'visible,' he pointed out.

Gwen Walmsley, Minister-Counsellor and Senior Director (Development) at the Canadian High Commission, said Canada is a proud supporter of Tanzania's under-five birth registration strategy and has provided C\$ 30.6

million for its implementation in 26 regions in Mainland Tanzania.

She said the funding has facilitated the government to establish a sustainable model of birth registration aimed at reaching close to four million girls and boys under the age of five in 15 regions.

In reversing low level of birth registration and making invisible children visible in the nation's records, this exercise will help more children to access various facilities and be protected.

Acting Chief Executive Officer of the Registration, Insolvency and Trustee Agency (RITA), Emmy Hudson said they have transformed the system to make it easier for a child's family to access the entitlement of a birth certificate.

Parents can timely receive birth certificates from designated health facilities or through ward executive

offices, she said.

"The system has helped thousands of children in the regions where the decentralized system is in operation and we plan to replicate this throughout Tanzania Mainland in the shortest possible period," she affirmed.

Tigo is supporting the initiative through innovative mobile technology, which ensures that birth registration data is uploaded and sent to a central database in real time.

The mobile phone operator is also using its media platforms in raising awareness about the importance of birth registration in Tanzania.

It has provided 1,900 smart phones worth 134m/- to support the initiative.

The new registration system has resulted in an overall increase of certification of under-fives in the specific regions from less than 10 percent to more than 80 percent.



UN Women Representative Hodan Addou (R) delivers a speech in Iringa yesterday at the launch of the strengthening of Unilever's package of efforts to combat sexual harassment and other forms of gender-based violence in Mufindi and Njombe districts. Photo: Correspondent Friday Simbaya

## Activists fete Court of Appeal ruling on Human Rights Day

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interventions, the NGO sees many positive achievements to end gender-based injustices.

There are important challenges to be addressed before all Tanzanians can enjoy gender justice and deliver on SDG 5, he said. Reports aired during regional consultations show that teenage pregnancies have increased since 2010, with many stories of rape by teachers, uncles, rather than immoral behaviour with boys of same age, he stated.

Adolescent fertility rates have increased and as of 2016 one in four girls between the age 15 and 19 had started child bearing. Tanzania has the 11th highest absolute number of child brides in the world, while banning pregnant girls from returning to school after delivery does not seem to be an effective prevention strategy for addressing this problem, he asserted.

Religious leaders and faith

communities have an important role to play in supporting the agenda of love, support and justice for local communities, he said.

"Development happens first inside people - men and women, girls and boys. This is why working on faith basis can be very effective in ending gender based violence and harmful traditional practices, he declared.

The 10th of December was the last day in the 16 days and also appropriately the International Human Rights Day, reminding UN member states that gender justice is part of human rights agenda, he further noted.

As a day of celebration with faith communities sharing their contributions, innovation and commitments to fighting all forms of gender-based violence in Tanzania and beyond where ACT Alliance members played a key part.

ACT Alliance is a global alliance of

more than 145 churches and related organisations working together in over 120 countries to create positive and sustainable change in the lives of poor and marginalized people.

ACT Alliance especially brings together over 140 churches and related organization globally, working to bring sustainable change to the lives of those affected by poverty and injustice. ACT Alliance strives to achieve this through coordinated and effective humanitarian, development and advocacy work.

The interfaith standing committee on economic justice and integrity of creation (ISCEJIC), a local interdenominational body, called for peace, harmony and unity.

Reciting verses from the Bible and the Quran the committee promised their support in the fight against GBV and other forms of harmful traditional practices

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The Management  
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Arusha regional commissioner Mrisho Gambo (C) trots in Arusha city yesterday alongside women police and prisons officers to mark the commemoration of '16 Days of Activism against Gender-Based Violence. Photo: Correspondent Woinde Shizza

# Pardoned prisoner dies after receiving the gratifying news

By Guardian Correspondent, Songea

A prisoner who was among those pardoned by President John Magufuli during celebrations to mark 58 years of Tanganyika's on Monday independence died soon after he was told about the pardon.

Speaking at Ruvuma Remand Prison grounds, Ruvuma Region Prisons Officer, ACP Alexander Nyefwe said one of the 181 prisoners of the prison who received presidential pardon died on the same night of December 9/10 2019.

In addition, Nyefwe said another prisoner won in his appeal one day before his pardon. During Independence Day Parade in Mwanza President Magufuli announced pardon to 5,533 prisoners countrywide.

"Hence the number of prisoners who were pardoned at Ruvuma Prison is 179, without counting the two," Nyefwe said.

Beneficiaries of the pardon include prisoners serving jail terms between one day and one year as well as those sentenced to serve many years but are left with no more than one year in prison.

He explained that the number of prisoners pardoned in Songea Prison was 39, Kitai (55), Tunduru (26), Mbinga (10), Mkwaya (21) and Majimaji Prison in Tunduru District (28).

Nyefwe also thanked the Head of State for fulfilling his promise of providing the Prisons Service tractors for farming activities.

Ruvuma Regional Commissioner, Christina Mndeme warned prisoners who were lucky to receive presidential pardon not to commit crimes again that would see them return to prison.

Mndeme gave the warning yesterday when speaking to pardoned prisoners. She said some of the prisoners had

received pardons in more than two occasions but have been committing crimes and added that whoever among them will again commit crimes the government will deal with accordingly, they will be placed in agricultural prisons at Kitai and Mkwaya in Mbinga district.

She told them to use the skills obtained in the prison by engaging themselves in economic activities to improve their lives.

Speaking on behalf of fellow pardoned prisoners Gallus Ndunguru praised president Magufuli for pardoning them and promised to be good citizens and will embark on economic activities.

On Monday when making the announcement to pardon 5,533 prisoners, President Magufuli said it is the largest number of pardoned inmates to be made by a Head of State.

The President said he was touched with the level of congestion in prisons after visiting the Butimba Prison in Mwanza a few months ago.

He said as of Sunday, December 8, 2019, a total of 35,803 people were in various prisons including 17,547 prisoners and 18,256 remandees.

Magufuli said: "Most prisoners are serving jail terms for minor offenses such as chicken theft, using abusive language against others, and were in prison due to failure to hire good advocates or failure to pay fines".

He named the regions and number of beneficiaries as Kagera (713), Dodoma (385), Morogoro (365) Dar es Salaam (293), Mara (260) Mbeya (259), Kigoma (252), Tanga (245) and Geita (230).

Others are Rukwa (214), Arusha (208), Manyara (207), Tabora (207), Mwanza (190), Ruvuma (181), Singida (139), Simiyu (136), Lindi (129), Coast (128), Iringa (110), Songwe (96), Katavi (74), Shinyanga (74) and Njombe (70).

## Govt vows to work on stakeholders' advice on refining education quality

By Polycarp Machira, Dodoma

STAKEHOLDERS in the education sector have convened here for a three-day conference to deliberate on issues that affect the achievement of quality education in the country.

The main aim of the meeting is to share challenges and experience and recommend the way forward in developing education with the aim of achieving quality education that meet the job market requirements.

One of the key challenge they have earmarked for discussion include implementation of inclusive education, specifically to ensure children with

disabilities get access to quality education just like their counterparts..

Addressing journalists on the sidelines of the conference, a representative of Sense International in Tanzania, Benjamin Kihwele said education is one of the rights of every child and that those with disabilities need to be given teachers who would assist them while at schools.

The meeting is the 11th Annual Quality Education Conference (QEC) organised by the Tanzania Education Network (TEN/MET) bringing together stakeholders to discuss such issues and come up with deliberations that would help the government and other

partners in ensuring that the education sector continues growing.

The Permanent Secretary in the ministry of Education, Science and Technology, Dr Leonard Akwilapo was the chief guest at the annual meeting whose theme is 'Quality Education, My Right' the conference'.

Speaking at the opening ceremony, Dr Akwilapo paid tribute to TEN/MET in supporting the country's education sector, insisting that because of its contribution, the government was waiting the deliberations that would come out of the conference, so that it can be able to address the challenges that would be suggested.

"As you continue with your efforts to improve the sector, still we are facing several challenges and I believe that your network in collaboration with scholars and other Development Partners will come up with recommendations that the government is ready to receive and work on them.

He called upon other stakeholders to support the government initiatives in improving education in the country, saying the government alone cannot bring all the desired changes. According to the PS, the government was aware of some of the key challenges facing education in the country and is doing all it takes to ensure quality education.

## Deputy speaker underlines need to link researchers with policy makers

By Aisia Rweyamamu

DEPUTY Speaker of the National Assembly Dr Tulia Ackson has stressed the need to link researchers with policy makers for researches to communicate and solve social problems.

Dr Ackson urged that research must be conducted to reflect policies that have been changing with time to reflect social needs.

Delivering key note speech in Dar es Salaam yesterday during the Social Science Research Council (SSRC) international workshop, she said research and policy are important aspects in law and peacemaking as well as for development.

The workshop themed "Law making, peacemaking and national development: reflections on research and policy linkages" has been jointly organised by University of Dar es Salaam and African Peace Building Network (APN), supported by SSRC.

The deputy speaker explained that with good research, policy designs tend to be more relevant with their results likely to deliver the desired impact to the society.

Dr Tulia stated that one of the reasons for dismal economic performance in many developing countries is the inability to formulate and implement comprehensive research policies on the hand.

She said researchers, academicians and law makers are duty bound to help their communities to develop through provision of reliable and credible information. "We should never ignore the essential role that research and policy plays in the law making, peacemaking and national development," Dr

Tulia stressed.

She explained that research is one essential tool for the law reforms as it undergoes three categories of analytical comparative stages, all of which require thoroughly researched information. UDSM Vice Chancellor, Prof William Anangisye said that Tanzania and in particular UDSM has benefited through the SSRC programmes.

The VC added: "Although few in number our academic staff from the College of Social Sciences and the College of Humanities have been beneficiaries of the initiative".

Prof Anangisye said the initiative has enhanced their individual capacity and the capacity of the university in terms of researches, policy interaction as well as teaching which imparts the appropriate knowledge to the next generations.

The VC acknowledged the commendable work and efforts by SSRC in linking research to practice and policy, strengthen individual and institutional capacities for learning, and enhance public access to information.

Prof Anangisye promised that the university is ready to support these efforts for mutual benefits.

## Second-hand underwear still aplenty across Tanzania, TBS says

By Henry Mwangonde

DESPITE ban on the importation of second hand underwear, the products still exist in the country's markets, the regulator admitted yesterday.

The Tanzania Bureau of Standard (TBS) yesterday explained that unscrupulous business men are taking advantage of the insufficient number of staff to enter the products in the country through porous borders.

Speaking at a press conference in Dar es Salaam, TBS Director General Dr Athuman Ngenya said the agency has limited human resources to be everywhere hence it was

banking on the citizenry for support.

Dr Ngenya was speaking on the achievements that TBS has made in the last four years of President John Magufuli.

He said the war on controlling importation of used underwear products was tiresome saying TBS was working day and night to ensure it is discouraged.

According to him Lake Zone regions were leading in the presence of counterfeits and that in addressing the challenge TBS has opened zonal offices for easy operations.

According to Dr Ngenya TBS awarded 1137 quality certificates out of the 1410 quality certificate supposed to be issued during the period. "We have managed to open zonal

offices in all entry points," this will help us to operate easily," he said.

He added that TBS has established a system to support Small and Medium Enterprises whereby every year it set aside 100 to 200m/-.

During the same period Dr Ngenya said TBS has recently given 34bn/- as dividend to the government. He mentioned some challenges facing TBS as limited space for laboratory and other services.

"We have 8 laboratories, among them, 6 have been accredited by the international standard organization," said the TBS boss.

Five years ago, TBS banned importation and selling of underpants in various markets.

In 2015, the Heads of States in East African Community (EAC) announced that from 2019, second-hand clothes and shoes would be banned from their markets.

But the US has claimed this proposed ban goes too far and violates the Africa under the African Growth and Opportunity Act (AGOA), which aims to expand trade and investment on the continent.

In 2018, during the EAC Heads of States in Uganda's capital Kampala, the leaders agreed that second-hand imports will not be directly banned, but import taxes will still need to be paid.

The leaders wanted to invest more money in own textile industry.

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By Beatrice Philemon, Mafia

## Mafia residents elated after construction of modern laboratory, 400m/- worth mortuary

RESIDENTS of Mafia District, Coast Region have a reason to smile after the government built them a modern laboratory, private ward and a 400m/- worth mortuary.

Speaking recently, Mafia District Commissioner, Shaib Nkunduma said that completion of the buildings will transform and enhance provision of health services at the centre while serving more people from inside and outside the ward.

He was speaking when a delegation of ActionAid Tanzania staff and journalists visited the district to witness progress implementation of projects geared to protect girls and prevent them from early pregnancies.

Nkunduma said the government's major aim is to improve overall health in the district thus reduce and eradicate maternal deaths.

"Previously, before we built a mortuary, the situation was

frightening, we really commend the government because it is the first time since independency we are getting a mortuary," he said adding that construction of a modern laboratory and private ward nears completion.

The DC further hailed the government for allocating 500m/- for construction of a health centre at Kilongwe ward.

"This will be the first health centre to be built in Mafia since independence, we expect the construction work to be completed by end of this month," said Nkunduma.

Speaking on teenage pregnancies and early marriages, Nkunduma said currently the district is collaborating with different NGOs including ActionAid Tanzania in creating awareness to the community and students on how they can protect

themselves from early marriage and pregnancies.

"We as a district are very glad because right now there is notable increase behavioural change for parents, they are sending their daughters to schools. We are also witnessing a drop in teenage pregnancies," he said.

He however added that there are many gender based violence (GBV) cases reported to police. The cases include violence such as rape and sexual harassment. Many people in the district are aware of the negative impacts of GBV.

ActionAid Tanzania Project Coordinator in Mafia, Samwel Mesiak stated that so far 16 children school clubs have been established in primary schools to enable students to discuss and report violence issues that affect them in school and at home as well as help them to understand their

rights and demand them.

"Some 23 community mothers groups have been set up by Women's Right Association known as (SAWAMA) to create awareness on gender based violence issues, help women and girls understand their rights, discuss various issues relating to education for their children and women development."

He said girls' attendance in school has greatly increased from 99.3 percent in 2015, 99.8 percent in 2016, and 99.9 percent in 2017 to 99.9 percent in 2018.

"This indicates that parents are now aware of gender based violence against girls and conscious of educating girls which is the result of the knowledge they received through community sensitisation done by SAWAMA, ActionAid Mafia and other stakeholders," he noted.

## Low world market prices impede govt efforts to up coffee farming

By Guardian Reporter, Moshi

STAKEHOLDERS in coffee production have said low price for the commodity in the world market - especially for Tanzania grown coffee is among the issues that hold back government's efforts to revive the crop production.

Climate change has also been cited as among the challenges currently confronting the country's coffee production sector.

Vice Chairman of Tanzania Coffee Association (TCA) Noel Yatera yesterday revealed the association's views on the crop development in the country.

Yatera said deliberate efforts are needed to assure coffee farmers of reliable markets and better prices, despite the

cited challenges, adding that for three consecutive years now, coffee price outside the country has plummeted for more than 30 percent.

He said this situation contributes in the plummeting of farmers' income driving many of them to abandon coffee farming.

He said: "More than 90 percent of all the coffee produced in the country depends on foreign markets, hence the falling of prices is a huge hindrance to farmers, making many losing hope in coffee farming."

He said another challenge facing the coffee sector is the periodic changes to the policies that govern the sector, the issue that has been adversely affecting investors, as they disrupt their plans.

He said in order to deal with the price issue, there is need for the government to sit together with stakeholders to discuss how to establish and contribute to the coffee fund which will be used to pay small farmers when coffee prices at world markets drop.

Another rescue plan, said Yatera is to ask the government to let any new policy it puts up work for at least five years without being changed, the move that will assist investors to put their plans well.

TCA Co-Vice Chairman Denis Mahulu said the plummeting of coffee prices at world markets has adversely affected farmers, and in order to alleviate the situation mobilisation is needed among the wananchi to drink coffee.



KSIJ – Central Board of Education  
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**LOCATION:** Al Muntazir Islamic Seminary (Girls' Wing), UN Road, Dar es Salaam

**QUALIFICATION PREFERRED:**

- Masters / Bachelor's Degree in Education
- Min 3 Yrs Experience in similar role.

**KEY RESPONSIBILITIES:**

- Assisting the Principal and Overlooking all Academic, Administrative and Operational activities of the School.

**POSITION:** A' Level Teacher for Physics and Chemistry - Cambridge Curriculum

**LOCATION:** Al Muntazir Islamic Seminary, UN Road, Dar es Salaam

**QUALIFICATION PREFERRED:**

- Masters / Bachelor's Degree in Education
- Min 3 Yrs Experience in similar role.

**KEY RESPONSIBILITIES:**

- To know the subject area and syllabus, design/ implement the curriculum of the subject.

**POSITION:** Human Resource Officer

**LOCATION:** CBE Finance Office, Dar es Salaam

**QUALIFICATION PREFERRED:**

- Bachelor's Degree
- Min 3 Yrs Experience in similar role.

**KEY RESPONSIBILITIES:**

- To handle the Human Resource related duties, i.e Recruitment, Training, Performance Appraisal

**POSITION:** Principal (Female)

**LOCATION :** Al Muntazir Girls Primary School, UN Road, Dar es Salaam

**QUALIFICATION PREFERRED:**

- Masters / Bachelor's Degree in Education
- Min 3 Yrs Experience in similar role.

**KEY RESPONSIBILITIES:**

- Overlooking all Academic, Administrative and Operational activities of the School.

#### APPLICATION PROCESS:

Interested candidates are requested to submit their CV, copies of Educational Certifications, one passport size photograph and an application letter, addressed and delivered to:

The Finance and Admin Manager  
 Al Muntazir Schools,  
 P. O. Box 21735,  
 Dar es Salaam.

Alternatively, you may email soft copies of your CV and related documents to: fam.cbe@almuntazir.org

Only short listed applicants will be contacted for an interview.

**DEADLINE:** The deadline for receipt of all applications is **23RD DECEMBER 2019**

# The Guardian Limited

## JOB VACANCY

The Guardian Limited (TGL), widely acclaimed as the Home of Great Newspapers, is part of the IPP Group of Companies – one of Tanzania's leading private sector entities with dignified presence in the print media as well as television and radio broadcasting.

TGL currently publishes two upmarket daily newspapers – The Guardian (in English) and Nipashe (in Kiswahili).

In our ongoing endeavour to ensure that we have a team of highly qualified, diligent and motivated professionals in our various departments and units, we are looking for suitable people to fill the following vacancy:

### Job Title: SALES AND MARKETING MANAGER

#### Responsibilities:

- To professionally lead the sales team to achieve the set targets for all publications.
- To Plan, pitch and sale advertisement spaces directly and through our network of freelancers and Agencies.
- To oversees the advertising activity of our publications by ensuring that The Guardian and Nipashe maintain the strong market share in the advertising sector.
- To stay in close communication with the clients, explaining strategy and providing status updates about our publications.
- To build a network of reliable clients who have strong and mutual trust to our brands and thereby give the company an extra advantage in terms of revenues generation.
- To plan and develop special projects like supplements with a purpose of generating additional revenues to the company.

#### Qualifications:

- Degree in Business Administration/ Sales/ Marketing
- Five years working experience in Sales and Marketing

#### Skills:

- Excellent communication and negotiation skills
- Ability to positively and meaningfully connect with clients
- Time management skills, particularly as relates to dealing with calls to – and by – clients
- Experience in meeting retention and sales negotiation goals
- Basic computer software skills and ability to work within relevant data spreadsheets
- Ability to work diligently and efficiently in a fast-paced environment
- Attention to detail and ability to reason and think quickly during negotiations

**Interested candidates meeting the above-mentioned criteria should send their applications, complete with detailed CVs, addressed to:**

HUMAN RESOURCES DEPARTMENT  
 THE GUARDIAN LIMITED  
 P. O. BOX 31042  
 DAR ES SALAAM

Alternatively, deliver the documents at The Guardian Limited offices in Mikocheni Light Industrial Area – opposite ITV studios or send the application via Email: to [vacancy@guardian.co.tz](mailto:vacancy@guardian.co.tz)

**Deadline: 24th December, 2019**

- Please note that only shortlisted candidate will be contacted.





National Assembly deputy Speaker Dr Tulia Ackson Mwansasu (L) delivers keynote speech in Dar es Salaam yesterday at an international workshop on 'Law-making, peacemaking and national development: Reflections on research and policy linkages' organised by the Social Science Research Council. Photo: Aisla Rweyemamu

## Food and cosmetics certification is compulsory, TBS tells traders

By Correspondent Felix Andrew

THE government has said certification of food and cosmetics is obligatory, urging all traders to adhere to the rules and regulations.

Speaking at the ongoing 4th Industrial Exhibition in Dar es Salaam, Quality Assurance Officer of Tanzania Bureau of Standards (TBS), Mary Kapwani, said the standardisation of two items falls under compulsory requirement.

"All traders who are selling or importing food and cosmetics have to know that they are compelled to certify their product as per TBS rules and regulations," she said.

Earlier, the two items were under the former Tanzania Food and Drugs Authority (TFDA), but now have been shifted to TBS.

She narrated that all food and cosmetics traders who possess TFDA certificates have to understand they will expire next year.

"We ask traders to come to TBS or apply online for new certification procedures," said the official.

Kapwani added that TBS officials would work on the application and visit the working premises of the applicant, particularly those dealing with food, to see whether they meet production requirements.

Explaining about the exhibition, she said it plays a crucial role for small and medium entrepreneurs to learn various issues regarding standards.

"We have been participating in various exhibitions to create awareness for the SMEs so as they certify their goods and penetrate into internal and external markets," she said.

Kapwani said the quality mark from TBS would enable SMEs to sell their products in the East African region without any difficulty. She asked traders who want to conduct their business beyond East Africa to contact the bureau for further clarification.

However she hailed some SMEs who have secured market of their products abroad and now started to look for certification procedures.

"There are two traders dealing with production of natural honey and cashewnut who have secured market for their products in United Arab Emirates. We are now assisting them to get certification," she said.

She stated the organisation has been participating in the event in order to educate entrepreneurs on importance of standards and procedures to obtain license of quality mark.

She noted that standard marks are provided free of charge, insisting interested entrepreneur must get an introduction letter from Small Industries Development Organisation (SIDO).

Earlier, at the opening of the exhibition, Deputy Minister for Industry and Trade, Stella Manyanya urged management of Tanzania Trade Development Authority (TanTrade) to make sure that next year's event becomes successful.

"I ask Tanzanians to massively attend next year's exhibition slated to take off in December 5th to 11th, 2020 at the same grounds", she stated.

TanTrade Director General, Edwin Rutageruka said this is the fourth exhibition to be organised after the successful one which was held in the similar grounds last year.

## Chinese investors embark on commercial cassava farming in Karagwe

By Correspondent Mutayoba Arbogast,

Bukoba

A delegation of six Chinese investors has showed interest to invest in cassava production and a processing plant in Karagwe District, Kagera Region.

Led by Wu Gang, the six people delegation also expressed intentions to embark on commercial cassava cultivation because they will have reliable market. "Construction of the cassava processing factory will provide

farmers with a reliable market, hence improve their welfare," said Gang.

He stated that apart from benefiting cassava farmers, the investment will boost the country's economic growth.

Karagwe District Commissioner, Godfrey Mheruka asked farmers to increase cassava production and make sure they consult agricultural experts before and after planting to ensure proper growth of the crop.

He urged that cultivating the crop with guidance from extension officers will result into production of quality

cassava as well as improved yields.

The District Commissioner suggested for the investors to bring small processing machines before constructing the plant. He urged that portable machines will enable farmers to start processing cassava for export as they wait for the investors to complete required procedures for operationalisation of the factory.

"It would be better if farmers get the portable processing machines by January next year. We want our people to start making different cassava

products to generate income," he said assuring investors of enough arable land for production of cassava to meet their demand, he noted.

He said the Chinese investors plan to start by purchasing 50,000 tonnes of cassava in 2020. Cassava production in Karagwe district reached 31,865 tonnes for the 2018/2019 farming season. Production estimates for the 2019/2020 season is 40.3 tonnes.

John Rwehumbiza, Director of Dar Canton Investment Company (DCI), a Tanzania incorporated company

which exports dried cassava chips to China, said farmers should not worry about the market as the Chinese investors are committed to invest in the district.

A farmer, Peter Mushumbusi thanked the investors since they will no longer face challenges to look for markets. He said the market assurance will motivate farmers to produce more in the coming years.

Tanzania stands to benefit with cassava experts to China and earn up to US \$ 300 million (691bn/-) by exporting

one million tonnes of cassava. A tonne of cassava fetches approximately US \$ 150 equivalent to 300,000/-.

Earlier in 2018, Tanzania signed a partnership agreement with China to commercialize cassava farming and processing, raising hopes to growers who have been grappling with the challenge of accessing reliable markets.

In the pact, China has agreed to buy 2.5 million tonnes of Cassava from Tanzania transport them for further processing and use it in manufacturing of various products.



Embassy of the United States of America

### U.S. MISSION DAR ES SALAAM VACANCY ANNOUNCEMENT Readvertised

The U.S. Mission in Dar es Salaam is seeking eligible and qualified applicants for the position below.

**Position Title: Information Management Assistant**

**Vacancy Number: DaresSalaam-2019-018-RA**

A copy of the complete position description listing all duties, responsibilities and qualifications required is available at: <https://tz.usembassy.gov/embassy/jobs/>

**HOW TO APPLY:**

Applicants MUST follow instructions in the notice on the website: Failure to do so will result in an incomplete application. Previous applicants do not need to reapply.

**Only Shortlisted candidates will be contacted only via email.**

**CLOSING DATE: November 30, 2019**

215552407



Embassy of the United States of America

### U.S. MISSION DAR ES SALAAM VACANCY ANNOUNCEMENT Readvertised

The U.S. Mission in Dar es Salaam is seeking eligible and qualified applicants for the position below.

**Position Title: Plumber**

**Vacancy Number: DaresSalaam-2019-019-RA**

A copy of the complete position description listing all duties, responsibilities and qualifications required is available at: <https://tz.usembassy.gov/embassy/jobs/>

**HOW TO APPLY:**

Applicants MUST follow instructions in the notice on the website: Failure to do so will result in an incomplete application. Previous applicants do not need to reapply.

**Only Shortlisted candidates will be contacted only via email.**

**CLOSING DATE: November 30, 2019**

215552907



# Media fraternity urged to promote road safety, public health matters

By Correspondent Crispin Gerald

JOURNALISTS in the country have been challenged to invest more in solution based journalism especially when dealing with road safety stories so as to increase general public's awareness and reduce road crashes.

The call was made recently in Moshi, Kilimanjaro Region by veteran journalist, Lawrence Kilimwiko, during a two-day follow up road safety media training which was jointly organised by World Health Organisation (WHO) and the Ministry of Health, Community Development, Gender, Elderly and Children.

"Solution-based stories provides a clear picture of what needs to be constituted in the road safety initiatives to address road crashes that cost the lives of many people by including various stakeholders including policy makers, government officials and others," Kilimwiko said.

He added: "Journalists are social workers; they need to have ability to raise substantive issues that spark public debate among stakeholders on road safety and public health matters". Kilimwiko underscored the need for journalists to have the ability of producing informative and persuasive evidence-based stories that can convince policy makers and authorities to take action.

Traffic Police commander Fortunatus Muslim urged journalists to make use of the opportunity available in the training that can influence changes in the road safety.

"You should let the public have better understanding of road safety as well as insisting on them to adhere to traffic rules to reduce road accidents," he noted.

He added that journalist play a crucial role in assisting the government in reducing road crashes because it also affects investment. Investors would

love to inject money in a country which has no road crashes.

"Road crashes is a collective responsibility that needs joint efforts from all stakeholders, but specific efforts are needed to be invested in the public education on road safety," said Muslim.

Mary Kessi national professional officer (violence and injuries prevention) for WHO said the training was meant to empower journalists to understand legal gaps present in the road safety in order to influence changes in the specific area.

"We wanted to impart skills on data visualization which enables them to have the skills of using the available data to show the scope of the problem," she said.

The programme runs for five years (2015-2019) under the support from Bloomberg.

She said the Philanthropies Initiative for Global Road Safety (BIGRS) has train 42 journalists with ability to report solution-based stories on matters of road safety.

Statistics from WHO shows that each year, an estimated 1.3 million people are killed in traffic crashes around the world and another 20-50 million are injured. That's 3,500 people killed a day from road traffic crashes alone.

Roads are the single largest killer of young people in the world killing more 5-14 year olds than malaria, diarrhea and HIV/AIDS combined.



**We wanted to impart skills on data visualization which enables them to have the skills of using the available data to show the scope of the problem**



**NOT TOO EARLY TO LEARN:** Pre-school teacher Haika Lyatuu of New Light Primary School assists a pupil in reading 'notes' on the blackboard at a reading skills exhibition held at Mirerani in Simanjiro District, Manyara Region, yesterday. Photo: Correspondent Gift Thadey

## Mbeya education stakeholders campaign for school lunch for better students' pass marks

By Guardian Correspondent, Mbeya

EDUCATION stakeholders in Mbeya Region have called on all district councils in the region to supervise the availability of school lunch for the region's primary and secondary schools targeting to raise students' pass marks in exams.

They gave this suggestion recently at a stakeholders' meeting to discuss challenges facing the schools and Form One selection for January 2020.

Mbeya Regional Administrative Officer (RAS) Jeremia Minja directed that the agenda should be permanent in all councils' meetings including ward councils as the availability of food at schools is prerequisite as stated in the 2014 Education Policy.

He said Mbeya Region is among the regions that lead in food production but its residents are reluctant to contribute for pupil's meal at schools.

Minja said in some regions the issue is being implemented but in Mbeya the exercise has been dilly dallying affecting students' performances at all levels.

He added: "Kilimanjaro Region is doing very well in this issue, I hail from there and I know the issue of students food at schools is a law, but later I came to know that it was not an issue of necessity here, hence as we see high pass marks in the schools that provide food at school, we should also make the issue a matter of necessity."

He called on district commissioners

in collaboration with education officers to educate parents and guardians on need to contribute for food because the quantity of food a student consumes at school is the same as the one he consumes when he is at home.

Member of Parliament for Mbeya Rural Constituency, Oran Njeza said once all the schools starts providing food, students' academic performance will improve.

He said: "We cannot be overtaken by Simiyu Region - we are hailed as an agricultural region being referred as one of the country's food basket regions, so we cannot fail to feed our children at schools."

Kyela District Commissioner Clodia Kitta said in her district there are some

schools that provide meals to students, the practice that started a long time ago and results are discernible in their pass marks.

She said it was not easy for a hungry student to listen attentively to the teacher, but if the said student is assured of lunch, then he will understand what he is being taught.

Acting Mbeya Regional Education Officer, George Mbijima said the pass mark levels for Std VII students in the region has been going up every year, the situation that brings some hope.

He said in the 2017 results of Standard VII National Examinations, Mbeya took number 17 spot nationally, in 2018 it went up to number 13, but this year the region took Number 7 out of 26 mainland regions.



**KNCV Tuberculosis Foundation is looking for a fulltime project staff:**

**Research Officer**

**Duty Station: Dar es Salaam, Tanzania**

### KNCV Tuberculosis Foundation

KNCV Tuberculosis Foundation is an international non-profit organization dedicated to the fight against tuberculosis (TB), still the deadliest infectious disease in the world. KNCV is an international center of expertise for TB control that promotes effective, efficient, innovative and sustainable tuberculosis control strategies in a national and international context. We are an organization of passionate TB professionals, including doctors, researchers, training experts, nurses and epidemiologists. We aim to stop the spread of the worldwide epidemic of TB and to prevent the further spread of drug-resistant TB.

### ASCENT Project Background:

The Unitaid-funded ASCENT (Adherence Support Coalition to End TB) helps patients successfully complete their course of treatment through the use of digital adherence technologies and data-driven support interventions, utilizing tools such as smart pill boxes and other innovations. These digital adherence technologies empower patients to take their daily medication at a time and place that suits them best. Additionally they provide real-time information to the TB doctor or nurse, helping to determine the most appropriate treatment approach for each individual patient and by enabling focused efforts on those patients that require extra support. At this moment, these technologies are only used on a small scale in the international fight against TB. The ASCENT project aims to make them accessible to all TB patients worldwide. The ASCENT project (July 2019 – Dec 2022) will build on existing evidence, innovations in adherence technology and growing global momentum to implement integrated digital adherence technology interventions in five key countries (Ethiopia, the Philippines, South Africa, Tanzania, and Ukraine) for all types of TB (DS-TB, DR-TB, LTBI). Comprised of four key outputs, the ASCENT project will operationalize a digital adherence technology intervention in diverse geographic, cultural, and infrastructural settings.

### Purpose of the Position

KNCV aims to generate a solid evidence base for the above described new tools and interventions as they are implemented; assisting the stakeholders in the country to apply these and facilitate the sharing of knowledge and experience. As a Research Coordinator, your work will be diverse. You may conduct surveys, patients- and health provider interviews, perform data analysis, carry out operational research, and provide epidemiological support to complex studies as part of the ASCENT project in order to enhance evidence-based decision-making.

### Who are we looking for?

- Masters' or corresponding degree in epidemiology, health economics, statistics, medicine, pharmacy, or in international health;
- Knowledge of and experience with epidemiological and statistical analysis;
- Knowledge of and experience with quantitative and qualitative epidemiological research techniques;
- Skills in applying statistical software for data validation and data analysis;
- Ability to work as part of a team and independently;
- Ability to cope with stress and to organize and prioritize workload;
- Excellent oral and writing skills in English and Swahili.

### What do we offer?

- A full time (40 hours) fixed-term contract for a year, with the intention to extend the contract;
- An informal work atmosphere in an international environment where initiative is appreciated;
- A highly-motivated team of experienced, self-driven colleagues;
- The salary is dependent upon education and relevant working experience;
- KNCV Tuberculosis Foundation has its own HR Manual.

### Application and Information

You can apply for this position by submitting your CV, including a motivation letter and 3 professional references, via the link [www.kncvtbc.org/vacancies](http://www.kncvtbc.org/vacancies) before 20 December 2019.

**Please note that we only consider the applications that are received through the KNCV website. Applicants that are sent to recruit email account are not taken into consideration.**

## Embrace preventive health, Tanzanians told

By Guardian Reporter

TANZANIANS have been urged to embrace preventive health by seeing doctors when they are healthy, rather than wait until they are sick, sometimes with conditions like cancer, that has matured to a point of no return.

According to the Executive Secretary of not for profit,

Associazione Ruvuma Onlus (Tanzania), Happy Rwechungura, preventive health is very important as it can stop some conditions from developing or discover them early before they become life-threatening. Happy is also a board member of Voice of Women Entrepreneurs in Tanzania (VoWET).

The association based

in Dar es Salaam, and registered by the ministry of health in Tanzania but largely supported by Associazione Ruvuma Onlus (Italy) is urging Tanzanians to come out in big numbers for free screening of breast and prostate cancers, which have proved to be fatal in East Africa, but can be cured if detected at early stages.

The association plans to

launch the first round of a free mobile health screening clinic in an effort to save lives through early detection of breast and prostate cancers.

"We will offer free screening from mid-December 2019 to February 2020. We urge Tanzanians to come out in big numbers and take advantage of the free but vital service!" she urged.

The launch of the free screening programme will start at Tegeta Kwa Ndevu, GDB social centre, on 14th December 2019, for the whole day.

In offering the free service, the association has partnered with The Catholic Church Archdiocese of Dar es Salaam, health department. Organised free screenings will be taking place at Tegeta mission dispensary, Edward Michaud Hospital - Sinza, Consolata Mbagala Dispensary, Mbagala Mission and Cardinal Rugambwa Hospital - Ukonga, she announced.

Happy noted that Associazione Ruvuma Onlus, have come up with the programme to contribute in providing a better access to health. She noted that despite massive public awareness, there were still many people fearfully of cancer screening, and others who want to but cannot afford the cost.

"We thank our president in Italy, Rodrigo Rodriguez for the commitment in helping reduce the current gap between the quality of life in Italy and Tanzania," she noted.

Rodrigo has managed to get donors for the screening van, purchase of two modern ultrasound machines and the cost for two months screening, among other things.



Tanzania Forest Conservation Group  
Shirika la Kuhifadhi  
Mistitu ya Asili Tanzania

## Request for Expressions of Interest to provide Audit Services

The Tanzania Forest Conservation Group (TFCG) is a non-governmental organization registered in Tanzania. TFCG's mission is to conserve and restore the biodiversity of globally important forests in Tanzania for the benefit of the present and future generations. TFCG seeks a registered and qualified Audit company to undertake TFCG's 2019 Institutional Audit and Annual Audit of selected project accounts. The Terms of Reference for the audit are available at: <http://www.tfcg.org/tenders.html>

The company should be based in and / or have offices in Dar es Salaam. Experience of auditing donor funded organizations / programmes is an advantage

Applications should be sent by e-mail to [tfcg@tfcg.or.tz](mailto:tfcg@tfcg.or.tz) with 'Audit EoI' in the subject line and should be received no later than **20th December 2019**.



## UN Women praises government on commitment towards curbing GBV

By Correspondent Friday Simbaya, Mufindi

THE UN Women Representative in Tanzania, Hodan Addou, has commended the government for creating an enabling environment that guarantees safety of girls and women for them to participate in developing the country.

She made the statement yesterday during the launching of the women safety project at tea plantations in Mufindi and Njombe implemented jointly by UN Women and Unilever Tea Tanzania (UTT).

Addou said the project is meant to strengthen, prevent and respond to sexual harassment and other forms of gender based violence (GBV) in Mufindi and Njombe.

She noted that the project is an awareness campaign aimed at strengthening Unilever's Women's Safety at work to prevent and respond to sexual harassment and other forms of GBV at the tea plantations and at areas surrounding Mufindi and Njombe.

The programme forms part of UN Women's Global Flagship Programme: "The Safe Cities and Safe Public Spaces," that was launched in same year that UN Women was established in 2010.

"I am glad that we are launching this two-year programme during the 16 Days of Activism against Gender Based Violence, which this year is observed under the theme: "Generation Equality Stands against Rape," said Addou.

She said as the world commemorates the Human Rights Day that fall on 10th December every year, it reminds people to desist from discrimination, harming or denying each other provisions and opportunities that all human beings are entitled to in respect of human dignity.

This initiative by UN Women and Unilever Tanzania, follows a realisation that although violence against women in other domains such as at household level, is widely recognized as a human rights violation that occurs in public spaces, workplaces, is largely neglected despite its severe impacts on the wellbeing of women and girls.

The launched project targets 6,000 workers and their families in Mufindi and Njombe tea plantations and a total of 1,000 women smallholder farmers in the two targeted areas.

Addou expressed satisfaction with the support they continue to receive from the government through the Ministry of Health, Community Development, Gender, Elderly and Children, local authorities, police, development partners, private sector, civil society organisations and various actors who are equally committed to progress towards ending violence against women and girls.

She said implementation of the women safety programme under an enabling environment is characterized by a strong political will, as reflected in the National Plan of Action to End Violence Against Women and Children.

Mufindi District Community Development Officer, Hatibu Bwashehe expressed gratitude towards Unilever Tanzania and UN Women for the commitment towards improving safety in workplaces that will go all-out to prevent and respond to violence against women.

He said the problem of violence against women is not only experienced in the Unilever tea plantations but is daily reality for significant number of women and children in Mufindi and Tanzania at large.

Bwashehe said the programme will be implemented in seven wards out of 27 in Mufindi district insisting the government will complement the remaining 20 wards.

He elaborated that GBV cases and problems relating to violence are still high, requiring collective effort from various stakeholders to overcome.

"The programme has come at the right time when there is a big challenge of GBV. We must ensure that women and girls are safe," he said.

At national level, an estimated 40 percent of women aged between 15 and 49 have experienced physical violence while 17 percent are survivors of sexual violence, according to the Tanzania Demographic and Health Survey (TDHS) 2015/2016.



Participants of a seminar held in Dar es Salaam on Tuesday to mark International Human Rights Day follow a presentation by Tanzania's immediate former Controller and Auditor General Ludovick Utouh. The date (December 10) was chosen to honour the United Nations General Assembly's adoption and proclamation - in 1948 - of the Universal Declaration of Human Rights as the first global enunciation of human rights and one of the first major achievements of the new world body. Photo: Correspondent Miraji Msala

## Mbeya Region to use 72,969 tonnes of fertiliser in 2019/2020 farming season

By Guardian Correspondent, Mbeya

MBEYA Region is expected to use 72,969 tonnes of fertiliser in the 2019/2020 farming season to enable farmers obtain better crop yields next year.

This was said yesterday by Mbeya regional agricultural officer Wilfred Kayombo when he spoke to this paper on strategies to ensure farmers get better yields.

The official said that the region intends to put 559,589 hectares of various food and cash crops under cultivation that are expected to yield 3,939,949 tonnes of produce for 2019/2020 season.

He said the region's strategies in 2019/2020 season aims to build better understanding among extension officers, the private sector and agricultural development stakeholders in using technology in collaboration

with research and training.

He said apart from the fertiliser quantity, the region also expects to use 192,943 litres of liquid insecticides and 100,427 kgs of seeds for beans, sunflower, rice, cashew nuts and other crops.

He said the recommended prices for fertiliser to farmers takes into consideration purchase price, transport costs and profit up to the end user - the farmer.

Kayombo said the Bulk Purchase System (BPS) that has been in use is successful and called on all farming stakeholders to continue mobilizing farmers to aim for better crop yields.

In Mbeya Region the fertiliser distributed through BPS are Minjingu, TSP, DAP, UREA, NPK, CAN and SA, while other types of fertiliser continue to be sold and bought.

Mbeya Region to use 72,969 tonnes of fertiliser in 2019/2020 farming season

### HALMASHAURI YA JIJI LA DODOMA



#### MNADA WA UUZAJI WA VIWANJA

Mkurugenzi wa Halmashauri ya Jiji la Dodoma anawatangazia Wananchi wote kuwa zoezi la uuzaji wa Viwanja kwa njia ya Mnada litafanyika tarehe **14 Disemba, 2019** siku ya Jumamosi. Mnada utafanyika katika eneo la wazi la Manispaa ya zamani (karibu na Sabasaba) kuanzia saa 4:00 Asubuhi. Zoezi la kutembelea viwanja hivyo litafanyika Ijumaa tarehe 13/12/2019 saa 4:00 asubuhi eneo la mnada. Usafiri utakuwepo.

Viwanja vinavyozwa ni Maeneo ya:

ENEO	MATUMIZI NA BEI TSHS KWA (SQM1)
IYUMBU (New Town Centre)	<ul style="list-style-type: none"> <li>Viwanja vya Nyumba za kupangisha (Apartments)</li> <li>Viwanja vya Biashara</li> <li>Viwanja vya Viwanda Vidogo</li> </ul>
NALA (Industrial Area)	<ul style="list-style-type: none"> <li>Viwanja vya Viwanda vya aina mbalimbali</li> </ul>
NJEDENGWA (Investment Centre)	<ul style="list-style-type: none"> <li>Viwanja vya Nyumba za kupangisha (Apartments)</li> <li>Viwanja vya Biashara</li> </ul>
NZUGUNI (Jirani na Uwanja wa Mpira, Soko Kuu na Stendi kuu mpya ya mabasi)	<ul style="list-style-type: none"> <li>Viwanja vya Hoteli</li> <li>Viwanja vya Biashara</li> <li>Viwanja vya Maduka makubwa (Shopping Malls)</li> </ul>

NB:

- Asilimia 50 ya Malipo italipwa siku ya Mnada
- Asilimia 50 inayobaki italipwa ndani ya siku 14 baada ya Mnada.

Tangazo hili limetolewa na:

**Mkurugenzi wa Jiji, DODOMA**

21552201



Embassy of the United States of America

## U.S. MISSION DAR ES SALAAM VACANCY ANNOUNCEMENT

The U.S. Mission in Dar es Salaam is seeking eligible and qualified applicants for the position below.

**Position Title: Public Health Specialist – HIV/TB**

**Vacancy Number: DaresSalaam-2019-047**

**Position Title: Public Health Specialist – Counseling and Testing**

**Vacancy Number: DaresSalaam-2019-048**

A copy of the complete position description listing all duties, responsibilities and qualifications required is available at: <https://tz.usembassy.gov/embassy/jobs/>

**HOW TO APPLY:**

Applicants MUST follow instructions in the notice on the website:

Failure to do so will result in an incomplete application.

Previous applicants do not need to reapply.

**Only Shortlisted candidates will be contacted only via email.**

**CLOSING DATE: December 31, 2019.**

21552201



# The Guardian

www.ippmedia.com

THURSDAY 12 DECEMBER 2019

Taking A New Look  
At The News  
ESTABLISHED IN 1995

## Let agro-marketing digital start-ups serve as a weapon in war on hunger

RECENT reports say that the World Food Programme (WFP) has embarked on sustained and intense efforts to encourage and help with the incubation and take-off of a number of agricultural innovation start-ups.

The UN agency sees the drive as crucial in addressing hunger, malnutrition and food insecurity in Tanzania and elsewhere in Africa.

This is not surprising, for digital networking is the in-thing at the moment and is less costly than continuing to prefer the funding of sectoral non-governmental organisations.

WFP Country Representative (in Tanzania) Michael Dunford has intimated to this newspaper that well-designed innovation can be the game-changer towards achieving the 17 global Sustainable Development Goals (SDGs).

It dawns on the UN like so many other activists that innovation enables individuals to dream and plan big, coordinating more easily in comparison with telephones and paperwork. There is understandably a lot of enthusiasm, and fundamental problems might be swept under the carpet as an aspect of innovation drawbacks.

On the basis of the UN executive's remarks, the UN basically sees the need for innovation to do things differently, 'bolder and bigger.'

The idea is that achieving the SDGs is not altogether smooth in various areas, not least in crop production, prices, distribution systems and coping with food deficits or outright famine.

The greater the number of people in the value chain who can be linked up, the better, as information is instantly relayed, turning bottlenecks into opportunities.

However, in the background of his remarks lies a bigger problem than merely creating group apps for relaying information on what lies in abundance in farms in places like Tanga Region,

or what sort of fertiliser is missing in Katavi Region.

When the UN executive says "we cannot achieve the SDGs by maintaining the status quo" and that "with current global hunger and climate trends, a breakthrough is needed to ensure there is enough food to feed the next generation", it isn't computer applications that are at issue. At most they can help.

There is no doubt whatsoever that, through its Innovation Hub, WFP's work to initiate, refine and scale innovation so that it can impact on the lives of people it is working with is a step ahead.

This is most especially so in enhancing micro-level efficiency, optimal performance at individual units of production, marketing, etc.

When the issue borders on hunger, it is systemic and structural issues that come up - for instance, if a country can gainfully put the whole of the population to work for an acceptable wage or return for labour.

With the challenges of climate change, many see their rural lives dislocated and some stream to already congested urban areas. What can countries do to make large concentrations of urban youths productive? Are there apps for this particular need?

To be sure, WFP and other UN agencies are playing a laudable role as they were created to help communities and neglected sections of the population find something worthwhile to engage in, and hopefully make it sustainable.

Limited to that need, an innovation hub makes a difference and in that sense elevates the number of households that can navigate the margin between acute need or deficit on the one hand and use of opportunities in the market on the other.

Neighbours will be able to learn from this or that app that grain is available somewhere at lower prices - or that a market quoting higher prices is available.

## Time ripe for Tanzania to revisit stand on banning of ivory trade?

THE Tanzania Wildlife Authority (TAWA) has recently reported a massive decline in poaching, especially as relates to elephants for their ivory, giving an increase in the population of jumbos as testimony.

TAWA says this is chiefly thanks to the establishment of special patrol groups - or rapid response teams (RRTs) - in forest reserves, resulting in an increase of over 20,000 elephants in the past few years.

These reports make good reading, as nobody can deny that our wildlife are a natural treasure which many countries lack and which keep attract thousands of people travelling from thousands of kilometres away to come and view and in the process pumping billions into our national coffers.

It would be at best tragic if we helplessly look on as evil-minded people seek to kill these goose that lay golden eggs.

However, there is this global concord spearheaded by the Convention on International Trade in Endangered Species (CITES), a multilateral treaty determined to protect endangered animals and plants.

It came into effect in 1975 and has Tanzania as one of the countries that have endorsed its establishment and enforcement, part of the deal being that, in order to put to an end the wanton killing of elephants, a ban on international trade on ivory be enforced internationally.

After some initial hesitation in 1990, CITES effectively banned global commercial trade in African elephant ivory, a step that saw elephant populations in the wild stabilise somewhat. The ban was supported by many countries, among them those in

western Europe and the United States - but later also China, which was a major user of ivory.

But then there was the issue of what to do with the ivory stockpiles under the custody of the governments of some African countries, including Zambia, Zimbabwe, Kenya and Tanzania. The ivory had been seized from poachers over the years.

CITES was on the opinion that these should be destroyed for fear that the ivory would otherwise filter into the world market and make the ban difficult to manage and even result in a rise in the incidence of elephant poaching.

In response to CITES call, which sought to spare elephants needless deaths or torture, on at least two occasions Kenya burnt huge ivory stockpiles - in 2011 and in 2016.

A total of 21 countries including the US and others that do not have elephants in the wild such have destroyed more than 263 tons of ivory since 1990.

The omission of Tanzania from this list is conspicuously apparent and could be viewed as inconsistent with our anti-poaching war. At one time Tanzania requested CITES for permission to sell part of its ivory stockpile to get money to fund the war against poaching of elephants and other wildlife - a fair proposition, we must say.

Come to think of it, one might recommend that time is ripe to revisit our policy on what to do with whatever ivory we may be having in stock.

This is assuming that the stock has kept piling up, what with the beefing of patrols against poachers, as well as in the belief that a multinational drive against ivory trade stands to benefit Tanzania as well.

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## Salary difference - the black hole in the pocket of oil and gas companies

By Pablo Akele in Johannesburg

EQUATORIAL Guinea's Mines and Hydrocarbons minister recently - on November 29 - announced the winners of the EG RONDA 2019 licences, and many companies unfamiliar with that country's legal environment are preparing to enter the market.

With large projects under negotiation and 27 blocks in the last round of oil and gas licences added to the Gasmegahub project, it is most likely that several companies will need to hire new staff or expand their current workforce in the next two years.

In much the same way, mining projects potentially going to be developed in the country will necessarily create both a new sector of activities not currently contemplated in the salary decree and a whole range of new jobs and new professionals not appearing in the salary decree of 2011.

Why do we talk about salaries? Many companies in the oil sector have had problems with salary differences in the past, largely because foreign workers had previously been paid more than locals performing the same job.

This has ended in court trials that have led to huge losses for companies, sometimes between 400 and 1,200 million Franc Cefas, while most of these cases could have been avoided.

When two people do the same job but receive different salaries for whatever reason, salary difference occurs. The law requires that wages be equated.

One of the common causes occurs when hiring non-local staff. However, it is important to note that there are other situations in which salary difference can occur if legal requirements are not observed.

Examples include errors in the calculation of the salary, duality of functions and the transfer of a worker to another work station or country.

In Equatorial Guinea, there is decree the inter-professional minimum salary at around 180 Euros equal for all those who work for others in the private sector.

The only exceptions relate to the informal sector, domestic workers, work with friends and work with family members. However, that does not mean that the amount is what one must pay.

This salary is multiplied by what is called "coefficient" - and that varies according to the particular professional category or the sector of activity.

For example, an accountant from sector A (oil sector) and an accountant from sector B (industrial sector, banks and insurance agencies) have the same



legal minimum wage cited above. However, the oil sector accountant has a legal coefficient of 11 while the other has a coefficient of 4.4.

If you multiply the minimum wage by the coefficient assigned to a category or profession, you will get the base salary. In the case of the oil sector accountant, the result would be 1,985 Euros. One cannot pay less than this, because it is the monthly legal minimum wage for this category in this sector. Paying less than this would lead to a salary difference.

The central idea here is that, if one pays workers less than they should earn, one would have to pay the remaining difference.

Centurion Law Group has previously worked with many of them and we are willing to help clients and new companies looking to avoid the mistakes that other oil and gas companies have made when hiring non-local staff.

You can generally hire "non-local staff" to carry out your operations in Equatorial Guinea if you respect the criteria of local content. However, you should understand that if two people do the same job, they should be paid the same salary as long as that theirs is a labour contract.

The mistake many companies have made is that, when setting salaries for their non-local staff, they paid differences of more than six times what local worker that does the same job earns.

Judges have interpreted this as salary discrimination and many companies have been heavily sanctioned and have ended up adjusting salaries after paying those remaining differences.

We have seen repeatedly realized that there was no adequate justification for non-local workers to be paid more.

In Equatorial Guinea the law allows additional salary benefits to all those

moving from their country to serve in another country. Such benefits include payment of transportation expenses to their place of destination and back to their place of origin, installation costs, and round-trip transfer of the family in charge of the worker.

The law does not discriminate on grounds of nationality. However, foreign workers can earn more, not because they are foreigners but because the same benefits the law grants to an Equatoguineans working outside the country apply to foreigners whenever the employment contract is governed by the labour legislation of Equatorial Guinea.

When it is not structured properly, then it seems that some are paid more than others and the judges interpret that there is discrimination against the locals and the differences in wages must be paid from the first day of work.

Another source of problems with wage differences arises when the job descriptions are not clear enough and a worker ends up doing functions that correspond to two categories according to the salary decree.

This small error can create problems for the company because a law prior to the current labour legislation interprets this situation as a duality of functions and forces the employer to make a salary rise. The problem is that it is very difficult to realize when there is a duality of functions.

The legislation in Equatorial Guinea differentiates very well between an employment contract and a civil contract of service provision. Having the right contracts can mean the difference between incurring a big economic loss and not doing so.

**How does on avoid these problems?**

If you are a new company or you

plan to venture into Equatorial Guinea to do business, especially if you are an oil and gas company, you should review the way you contract, the types of contracts you sign with people you hire, the way you set salaries and how you pay staff.

Ways to address some of these problems include placing a premium on the holding of tailor-made awareness seminars and workshops. Invite a lawyer to give talks, as it is convenient for workers to understand what they are entitled to and what not.

Having uninformed workers will not help you because you run the risk that they can initiate unfounded complaints and because it is often the company that must prove that workers are not entitled to what they ask for.

There are incidents where companies have ended up paying heavily for failing to provide evidence against what the workers were asking for.

A famous case is that of a worker who was cleaning and managed to take a picture as a mechanic with mechanic uniform, under a car, doing some repair work.

The company could not provide evidence that the man was not a mechanic because they had not even signed a formal contract with that employee.

Guess what? The judges ruled that, although the photo did not imply working effectively as a mechanic, the employer had not been able to dispel the doubt of the court as to whether he was indeed a mechanic. Then, in case of doubt, the judges applied the principle of in dubio pro-operario, according to which, the doubts are interpreted in favour of the workers.

Many companies that have had to pay salary differences in the past have made mistakes, but there have also been cases where there really was a difference despite the additional legal benefits.

In both cases, we have realized that most of the companies did not intend to pay the local staff less than their foreign counterparts.

To get out of doubt, there is nothing better than hiring reputable auditors as, believe me, the time and money you can lose in these types of problems is much greater.

**Pablo Obama Mitogo Akele is a legal advisor at Centurion Law Group, which specializes in alternative dispute resolution and contract negotiation. He advises how new companies can avoid mistakes commonly overlooked by oil and gas companies when hiring non-local staff. Source: Centurion Law Group**



# 8 times graduates can stay afloat

**G**ROWING up in a typical Tanzanian family, every adult remotely related to you sells you the same dream. Study hard in school, get good grades, pursue a prestigious course and you are guaranteed of success in life. Come graduation, your entire family attends the ceremony.



Once the celebrations are over reality rears its ugly head. The entire vibe about education being the key to success turns out to be a big fat lie. The world doesn't care how great your grades are. Titles accrued from your fancy papers mean nothing. You have to fight for limited opportunities with thousands of other graduates with similar qualifications; some even have master's degrees and additional certifications when you have none.

Weeks turn into months. You send out tens of job applications. The organizations don't have the decency to acknowledge receipt of your application or send a regret email. You begin to wonder why you wasted years and resources to get that over-glorified piece of paper when your agemates who never went to college seemed to be doing well in life. You check betting apps every now and then in an effort to change your fortunes. While on campus you swore never to accept a monthly salary of less than 50k, now you wouldn't mind working for a stipend that only covers rent, food, and transport.

You are not alone. Thousands of other graduates are experiencing exactly what you are it's just that they are putting on a brave face. You should be open to,

**Embrace uncertainty**

Most graduates find it twice harder to handle uncertainty. In academics when you study hard, revise past papers and follow laid down instructions, excelling is almost guaranteed. Life, on the other hand, is different. You can do your best, work twice harder or sacrifice everything but still fail because there are many other factors that come into play. This fear of the unknown, rejection and failing is what drives most graduates to choose formal employment over entrepreneurship.

With huge corporations going under, no firm in our generation is immune to change. This means you have to find a balance in the uncertainty, embrace rejection and failing as part of your journey to greatness

Acknowledge that no job is beneath you

Someone must have lied to graduates that having academic papers means you can only be the boss. Lots of graduates turn down gigs they feel are beneath someone of their stature. Others carry this mentality into the workplace, publicly ridiculing older colleagues especially those with less academic qualifications. This sad state of affairs has hindered many of us from progressing in our respective careers.

A degree of any kind only proves you have the capacity to think critically and learn. Stop acting like you are the smartest person in the room. Do away with that misplaced ego. Seek to learn from

those who have been doing it longer by tapping into their wealth of experience. This will enable you to become a better professional and prove to them that you are ready to be entrusted with bigger roles in the organization.

In addition, go for internships and volunteer in as many organizations as you can. As an intern, you have unparalleled access to people in the organization you wouldn't if you were an employee. Use that opportunity to network, make valuable professional contacts and learn everything about your career.

Pursue at least two different fields. Being an expert in one field is no longer a wise move. Tech gurus are working overdrive to devise – cost-effective & more efficient – ways of doing business. Imagine spending your entire lifetime building a single career path then one day you are declared redundant thanks to some new technology.

Social media has replaced broadcast media as a major source of news, cut into their profits, forcing major media houses to undertake massive layoffs. Mobile banking is equally revolutionizing the financial services sector.

In 2017, Artificial Intelligence bots Lisa and Billy were designed to provide the public with access to legal services hence cut down the cost of hiring lawyers for some tasks. No profession is unscathed by technological disruption.

Combining at least two different fields allows you to reap the benefits of being multidisciplinary and offers a lifeline should one career path go tits up

**Build a Personal Brand**

Think of yourself as an item on a supermarket shelf full of similar products. What would make a potential customer pick you over other products? The answer is your branding.

Most professionals especially those in technical fields detest marketing themselves. They believe their work should speak for itself. That's an old school of thought. There are millions of other people who can do what you do. The Best way for you to beat them is to aggressively market yourself while still offering excellent services.

Thanks to internet penetration in this country it is much easier to create a personal brand. All you need to do is figure out the kind of professional you want the world to perceive you and endeavor to showcase that on all your social media pages. Running a blog where you regularly publish about issues in your area of expertise catapults you into a thought leader.

**Socialize outside your circle**

We often hang out exclusively with our contemporaries. Communities of those who share similar interests or life philosophy. Interacting with older people and those out of our social circle is frowned upon. There are a few benefits to this arrangement, nonetheless, it limits your growth and perspective towards life.

You get to compete with your pals in achieving things you collectively find appealing instead of pursuing what's really important.

I was a victim of this until I began spending more time with men and women in their late forties & fifties. Where else my friends and I were blowing our cash on luxuries, designer clothes, gadgets, accessories & never-ending parties, those older men and women invested their money in tangible assets.

It is through my interactions with people outside of this circle that I learned invaluable information on how to acquire land, managing property, invest, run a business and secure a future...a bright future.

**Develop financial discipline**

Financial discipline is one thing that eludes many of us regardless of education levels, age, profession, gender or intellectual capabilities. The society is hell-bent on molding us into important members of the society, professionals but ignores the most important life lesson, which is on how to handle money.

We all relate to someone who lives in a house whose rent is higher than their salary, apparently because he or she is a well-known figure, then constantly borrows cash from his or her friends to stay afloat. Making money is the easier part, keeping the wealth you generate is requires a higher degree of financial

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discipline otherwise you could end up falling from grace to abject poverty should your business go under or you are fired for whatever reason.

Since this knowledge isn't inborn, enlist the help of a financial consultant or friend who is good with money to help you come up with a budget and strategy on how to best save, invest and spend your money.

Live through all of life seasons  
The last couple of months have inscribed this lesson on my forehead. See, for a long period of time, my life was smooth. Everything I touched turned into gold. Midas touch. I was winning in every sphere of life. It felt like I was superhuman. There are times I would flirt with the idea that I'm probably an alien, untouchable by issues that afflict feeble human beings, then life happened.

Suddenly, my winning streak was no more. Nothing I tried to do would turn out successful. One loss after another. No matter how hard I worked things just didn't go as expected. I spent weeks trying to get my mojo back until someone pointed out to me what I was going through is simply life. There are seasons in life. There are times you will be in deep pain others full of joy. There are times success will be your middle name others failure will pitch a tent in your living room. The trick is never to let the seasons get into your head.

Appreciate each season and pick lessons from each. The most important lesson from this fact of life is that nothing is permanent so don't stress over it or mistreat people thinking you will never need their help. Through it, all find a way to stay happy, hopeful and enthusiastic.

Start Now  
If I plucked a strand of my hair each time someone told me they are waiting for the perfect moment to embark on actualizing their business idea, talent or life goal, I would be completely bald by now.

I attribute this to popular TV shows on entrepreneurship which have corrupted our minds to think there are perfect moments in life. You prepare a 1-minute sales pitch, attend countless networking events hoping that one day you will bump into an angel investor rattle off your pitch and boom you sign a multimillion shillings deal. This works for a very tiny fraction in real life because lady luck smiles upon those who are prepared.

If you have a business idea, hope to further your education or have an unexploited talent the best time to start pursuing it is now. Waiting for the stars to align perfectly may never come to pass. To make it worse, responsibilities balloon with each passing day. If not careful you will soon be part of those who spend their days wallowing in regret. I wish I did it when I had a chance.

Today is very much guaranteed not tomorrow.

# Britain faces most history-shaping election since WWII

**LONDON**  
**B**RITAIN is facing the most testing and significant period in its modern history since World War II.

The polarized electorate now has a critical choice to make – but it seems unlikely the result, whatever it may be, will heal deep and toxic divisions that could last a generation or more.

The 20th century saw Britain fight alongside and against Europeans and then help make the prosperous peace into the 21st century. This election will help determine where Britain's formal relationship with the European Union lands and what the impact will be on all walks of life.

In 1945, after punishing years of war, Nazi bombardment, human sacrifice, and rationing, the voting populace shifted in huge numbers after Victory in Europe Day, casting aside wartime leader Winston Churchill for a Labour Party committed to economic rebuilding from the ashes of war.

In the nearly 75 years since, there have been other pivotal polling days – in 1964, 1979, 1997 and 2010 – and now the “Brexit election” serves up another inflection point that will shape the country's future.

**Churchill swept aside in 1945**

Churchill epitomized Britain in its war years: The bulldog spirit and features and the iconic victory sign are still well-ingrained on the national psyche.

That didn't count for much at the polls, though, in 1945 when a population weary from the German blitz and day-to-day suffering and shortages delivered the biggest election swing ever in Britain.

No elections had been held since 1935. Churchill's Conservatives, who had presided over a national government during the war years, were unceremoniously dumped with a stunning nearly 11% election tilt to the Labour Party led by Clement Attlee.

It was a landslide triumph based on an economic program which had some similarities to US President

Franklin D Roosevelt's 1930s New Deal. In Britain, the National Health Service and welfare state came into being, full employment was sought and social reform was at the fore. This became the bedrock of the nation for decades until Margaret Thatcher's rise in 1979.

**Labour's Wilson ends Tory rule in 1964**

The Conservative government began to come off the rails as the 1960s dawned. They were beset by economic problems, the Profumo Affair, a sex scandal that had threatened national security, and an old guard establishment in charge that seemed out of touch with modernity.

Voters wanted to move on. Labour's Harold Wilson, a pipe-smoking economist, made the then remarkable life journey from a northern town to 10 Downing Street. The year before his victory, Wilson had famously captured the now, in stark contrast to his opponents, with a speech extolling a new Britain that would need to be forged in the “white heat of a scientific revolution.”

London would swing later that decade. The Beatles were the country's greatest export. But as viewers of The Crown TV series will know, Wilson had to dig Britain out of a deep economic hole and eventually devalue the pound when the deficit he had inherited from his predecessors became too crippling. He faced plots against his tenure both in the 1960s and during a second, briefer stint as prime minister in the mid-1970s.

**Thatcher's radical right ascension in 1979**

The “Winter of Discontent,” a period in the late 1970s that saw Britain steeped in a mire of nationwide strikes by potent public sector trade unions, paved the way for a radical right-wing government led by Margaret Thatcher. Her rule would upend and divide the country.

She was dubbed “Iron Lady.” The domineering right-wing press backed



**UK Prime minister Boris Johnson**

her to the hilt. Thatcher saw the unions as the “enemy within” and sought to destroy them.

She waged war with Argentina over the Falkland Islands, also known as Las Malvinas. She won both battles. But they came at a cost. When Britain sank an Argentinian ship, the Belgrano, which was sailing away from the area of conflict, hundreds of young conscripts were killed. One headline in a Rupert Murdoch-owned tabloid crowed, “Gotcha!”

Parts of society benefited hugely under Thatcher during the 1980s. But unemployment and poverty rocketed, especially in the north of the country where long-established industries, like mining, were destroyed and with them their communities. A dominant and divisive Thatcher won three consecutive elections. She was felled in 1990 by her own party over her belligerent stance over ties with the EU – a fate that would befall her Tory successors as well.

There was no love lost between Thatcher and Ted Heath, prime minister from 1970-1974 after she had ousted him as Conservative leader. When she was deposed Heath was said to have exclaimed, “rejoice, rejoice, rejoice!”

**Blair's 'new Labour' takes power in 1997**

After 18 years of Conservative power, Tony Blair won over voters with a pledge of a fresh start: His “New Labour” would be a new incarnation of the party, no longer left-leaning as they had historically been, much more centrist and highly EU- and business-friendly.

At first Blair declared his priorities to be “education, education and education.” But military interventions followed on behalf of Kosovo against Serbia and in Sierra Leone in 1999/2000.

A much-hyped millennium night display that fizzled out seemed to capture the way the government was headed – style and spin over substance. With the Sept 11 attacks came Blair's determination to “stand shoulder to shoulder” with the US. He duly followed President George W Bush into wars in Afghanistan and Iraq. London was then targeted in deadly terror attacks in 2005. Blair handed over the premiership after 10 years to Gordon Brown with an Iraq War-tainted legacy.

Cameron's coalition ekes out win in 2010  
Brown's three years at the helm were punctuated by the global financial crisis of 2008 and its fallout. He was a less charismatic leader than Blair and faced a young and energetic David Cameron on polling day.

Various Conservative leaders had painted themselves as one-nation Tories since the Thatcherite era ended. Cameron also attempted to cultivate a more compassionate Conservative approach than years previous.

A hung parliament ensued: Cameron cobbled together a coalition with the Liberal Democrats and harsh austerity years followed. Labour was out after 13 years, but the British political landscape would come to be dominated by a new word to enter the lexicon later the same decade: Brexit.



## EMPLOYMENT OPPORTUNITIES

FHI 360 is a nonprofit human development organization dedicated to improving lives in lasting ways by advancing integrated, locally driven solutions. Our staff include experts in Health, Education, Nutrition, Environment, Economic Development, Civil Society, Gender, Youth, Research and Technology; creating a unique mix of capabilities to address today's interrelated development challenges. FHI 360 serves more than 60 countries. Currently, we are seeking suitably qualified candidates to fill in various positions as listed below for its Epic project in Tanzania.

The Meeting Targets and Maintaining Epidemic Control (Epic) is a 5 year global project funded by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the U.S. Agency for International Development (USAID), dedicated to achieving and maintaining HIV epidemic control. The project provides strategic technical assistance and direct service delivery to break through barriers to 95-95-95 and promote self-reliant management of national HIV programs by improving HIV case-finding, prevention, and treatment programming. In Tanzania, Epic will be implementing an HIV service delivery program among key and priority populations, adolescent girls and young women; and orphans and vulnerable children which aims to reduce HIV infections in pursuit of reaching 95-95-95 goals. To achieve this goal, the program will support targeted prevention and case finding strategies at community level amongst the targeted populations.

#### 1. Senior Technical Officer, Health Informatics -Dar es Salaam (1 position)

**Main Function:**Providing technical support to Epic Tanzania staff and counterparts within civil society organizations (CSOs) and local government to improve strategic information (SI) systems, including database development and management, enhancing systems for data visualization, analysis and use. Supporting the Epic Tanzania team in the developing and maintaining of health information management systems (HMIS) such as DHIS2 and other tools and trackers to ensure that data is properly maintained, analyzed and consistently made available for use

**Specific Responsibilities:** Managing systems which track data and produce analytics for Epic's PEPFAR and custom indicators-Improving capacity of Epic and CSO staff and service providers to use developed data systems to measure performance and identify gaps- Coordinating and support use of m-health to facilitate real time data availability for decision makers- Strengthening the use of project based DHIS2 system and its integration or mapping of data to other DHIS2 platforms such as the national DHIS2-Developing and maintain health electronic data standards such as unique client identifiers and SOPs for using UICs, procedures that enhances data quality- Designing and facilitate assessments of systems performance and oversee project data security. Conducting regular performance assessment and monitoring visits to supported community-based sites in the use of electronic data systems- Supporting security architecture and risk management- Developing and maintain health data standards (for example: monitoring and evaluation, unique patient identifiers, data standards like HL7, TransHis, Snow med, SDMX-HD or other) - Coordinating with a team of technical experts to effectively and efficiently plan and implement project activities- Ensuring the quality and sustainability of intervention- Contributing to the development of accurate and timely project reports to USAID, in line with reporting requirements.

**Position Requirements- Qualifications, Skills and Experience:** Master's Degree in computer science, statistics, informatics or related field with 5 to 7 years of relevant experience HMIS and health informatics; or Bachelor's Degree in statistics, computer science, informatics or related field with 7 to 9 years of relevant experience in HMIS and health informatics- Minimum 3 years of experience in HMIS and SI-Demonstrated knowledge and skills in HMIS, including experience working with DHIS2- Strong skills in data visualization and use of dashboards- Demonstrated ability to build capacity of local Tanzanian organizations and sub-national government institutions- Expertise in translating evidence into practice-identifying best practices and adapting them to project realities- Knowledge of health and development programs in Tanzania including familiarity with the national data management guidelines, standards and protocols. Familiarity with Tanzania public health sector at multiple levels; experience working with GoT stakeholders-Familiarity and experience with USAID/PEPFAR-funded programs and PEPFAR data management and reporting requirements- Experience in programs serving KVP and AGYW. Demonstrated cultural sensitivity and sound understanding of the needs of KVPs/Ability to manage tight deadlines and deliver high volumes of work with minimal supervision- High degree of proficiency in written and spoken English communication- Well-developed computer skills

#### 2. Regional Senior Technical Officer-Shinyanga, Moshi, Njombe and Dodoma (4 Positions)

**Main Function:**Providing technical support and oversighting to the implementation community-based activities for KVP and AGYW in their region, including community mobilization/demand creation and the provision of biomedical services at community level, i.e. community-based HIV testing and counseling (CBHTC), pre-exposure prophylaxis (PrEP), HIV self-testing (HIVST), linkage to care, family planning (FP), services for gender-based violence (GBV) victims, and sexually transmitted infection (STI) screening. Overseeing and coordinate activities to reduce KVP and AGYW vulnerability and address structural drivers and contextual factors that place these groups at risk. Working closely with Tanzanian civil society organization (CSO) partners to build their capacity to provide these services, and developing and maintaining relationships with regional GoT counterparts, service providers and other implementing partners in their assigned region. Ensuring that activities in their region are implemented in line with GoT, USAID/PEPFAR and Epic guidelines and standards

**Specific Responsibilities:**Overseeing the implementation of comprehensive strategies for reaching KVP and AGYW and generating demand for services, including peer navigation, strategic behavior change communication and other effective strategies for reaching vulnerable groups- Working closely with CSO partners to develop capacity to conduct outreach to KVP, strengthen demand generation and service provision for these groups; build capacity to improve their ability to identify and engage KVP through the application of Epic tools and strategies- Monitoring CSO performance against workplans and targets, provide on-site and remote technical assistance- Liaising with service providers to monitor community-based HTS and other services-Liaising with regional GoT counterparts (including Regional Medical Officers, Regional Health Management Teams, District Health Management Teams, etc.), service providers, implementing partners and stakeholders to ensure activities are well-coordinated with other national and regional programs- Contributing to technical briefs, reports, guidelines and other materials.

**Position Requirements- Qualifications, Skills and Experience:**Clinical degree (nurse, physician) with 3 to 5 years of relevant experience; or Master's Degree with 5 to 7 years of relevant experience; or Bachelor's Degree with 7 to 9 years of relevant experience in provision of community-based biomedical and demand generation services to KVP and AGYW- Knowledge of health and development programs in Tanzania including familiarity with relevant national guidelines, standards and protocols. Familiarity with Tanzania public health sector at regional, district and council level and experience working with these teams

#### 3. Regional Technical Officer -Moshi (1 position)

**Main Function:**Providing technical support and to the implementation community-based activities for KVP and AGYW Arusha and Kilimanjaro, including community mobilization/demand creation and the provision of biomedical services at community level, i.e. community-based HIV testing and counseling (CBHTC), pre-exposure prophylaxis (PrEP), HIV self-testing (HIVST), linkage to care, family planning (FP), services for gender-based violence (GBV) victims, and sexually transmitted infection (STI) screening. Assisting the Regional Senior Technical Officer in coordinating activities, building capacity of Tanzanian civil society organization (CSO) partners, and developing and maintaining relationships with regional GoT counterparts, service providers and other implementing partners in Arusha and Kilimanjaro.

**Specific Responsibilities:**Providing technical support to the implementation of comprehensive strategies for reaching KVP and AGYW and generating demand for services, including peer navigation, strategic behavior change communication and other effective strategies for reaching vulnerable groups- Working closely with CSO partners to develop capacity to conduct outreach to KVP, strengthen demand generation and service provision for these groups; build capacity to improve their ability to identify and engage KVP through the application of Epic tools and strategies- Supporting monitoring of CSO performance against workplans and targets, provide on-site and remote technical assistance- Liaising with service providers to monitor community-based HTS and other services- Liaising with regional GoT counterparts (including Regional Medical Officers, Regional Health Management Teams, District Health Management Teams, etc.), service providers, implementing partners and stakeholders to ensure activities are well-coordinated with other national and regional programs- Contribute to technical briefs, reports, guidelines and other materials.

**Position Requirements- Qualifications, Skills and Experience:** Master's Degree with 3 to 5 years of relevant experience in the provision of community-based biomedical and demand generation services to KVP and AGYW; or Bachelor's Degree with 5 to 7 years of relevant experience in the provision of community-based biomedical and demand generation services to KVP and AGYW - Knowledge of health and development programs in Tanzania including familiarity with relevant national guidelines, standards and protocols. Familiarity with Tanzania public health sector at regional, district and council level and experience working with these teams- Experience implementing HIV/AIDS programs at community level in Tanzania; familiarity and experience with USAID/PEPFAR-funded programs- Experience in programs serving KVP and AGYW. Demonstrated cultural sensitivity and sound understanding of the needs of KVP and AGYW- Experience in technical capacity building of Tanzanian CSOs, especially those working with KVP and AGYW- Ability to manage tight deadlines and deliver high volumes of work with minimal supervision- High

degree of proficiency in written and spoken English communication- Well-developed computer skills.

#### 4. Senior Technical Officer, DREAMS -Shinyanga (1 position)

**Main Function:**Overseeing and coordinating the provision a combination prevention package of evidence-supported biomedical, behavioral and structural interventions to AGYW ages 15-24 years to reduce their vulnerability to HIV. Designing and providing technical oversight of DREAMS activities at the community level which increase health seeking behaviors, expand access to safe spaces and adolescent-friendly services and improve the overall wellbeing of AGYW and their families at the community level. Ensuring all activities are implemented in line with USAID/PEPFAR standards for DREAMS programming, Epic guidelines and GoT policies. DREAMS activities will be implemented within selected districts of Shinyanga region.

**Responsibilities:** -Overseeing the design and roll-out of a DREAMS package of services for AGYW (may include Stepping Stones Curriculum, health service demand creation activities including HIV testing and counseling and linkage to care, creation of safe spaces, GBV screening, scale-up of adolescent-friendly health services, support for economic strengthening activities and roll-out of parenting curricula, etc.) -Implementing use of a vulnerability index to understand risks of AGYW, utilize mapping tools to understand HIV acquisition among AGYW-Leading efforts to strengthen quality of demand generation and service provision for AGYW-Strengthening capacity of and provide technical support to Tanzanian civil society organization (CSO) partners to deliver the above services- Ensuring that project strategies and activities addressing youth are evidence-based and in line with state-of-the-art, globally-recognized best practices; as well as aligned with GoT, PEPFAR and Epic standards, protocols and guidelines-Ensuring that the project engages youth in all stages of the project to promote youth leadership and ensure that youth perspectives are taken into consideration-Promoting integration across a range of services for youth to take a holistic, family-centered approach to improving their wellbeing-Ensuring all youth-focused strategies are gender-sensitive and promote equitable programming-Liaising with GoT counterparts, service providers, CSO partners and stakeholders to ensure activities are well-coordinated with other national and regional programs-Developing and/or contributing to technical briefs, reports, guidelines and other materials.

**Position Requirements- Qualifications, Skills and Experience:** Clinical degree (nurse, physician) with 3 to 5 years of relevant experience; or Master's Degree with 5 to 7 years of relevant experience; or Bachelor's Degree with 7 to 9 years of relevant experience in provision of PEPFAR DREAMS services to AGYW at community level-Experience working with AGYW aged 15-24 years; familiarity with evidence-based strategies for reducing their vulnerability and providing targeted services; familiarity with the PEPFAR DREAMS package of services-Knowledge of health and development programs in Tanzania including familiarity with the national youth guidelines, standards and protocols. Familiarity with Tanzania public health sector at multiple levels; experience working with GoT stakeholders-Familiarity and experience with USAID/PEPFAR-funded programs-Experience in programs serving KVP and AGYW. Demonstrated cultural sensitivity and sound understanding of the needs of vulnerable youth-Experience in technical capacity building of Tanzanian CSOs, especially those working with AGYW-Ability to manage tight deadlines and deliver high volumes of work with minimal supervision-High degree of proficiency in written and spoken English communication-Well-developed computer skills in written and spoken English communication-Well-developed computer skills

#### 5. Senior Technical Officer, AGYW -Dar es salaam (1 position)

**Main Function:**Overseeing and coordinating the provision a combination prevention package of evidence-supported biomedical, behavioral and structural interventions to out-of-school AGYW ages 15-24 years to reduce their vulnerability to HIV across the targeted regions of Tanzania. Designing and providing technical oversight of activities at the community level which increase health seeking behaviors, reduce vulnerability and increase HIV testing, linkage to care and retention on treatment among AGYW in Tanzania. Ensuring all activities are implemented in line with GoT, USAID/PEPFAR and Epic guidelines and standards.

**Responsibilities:** Overseeing the design and roll-out of a package of HIV prevention, care and treatment services reaching AGYW including health service demand creation activities, HIV testing and counseling, linkage to care, referral for family planning, creation of safe spaces and expanded access to adolescent-friendly health services; and GBV screening-Implementing use of a vulnerability index to understand risks of AGYW; utilize mapping tools to understand HIV acquisition among AGYW-Leading efforts to strengthen quality of demand generation and service provision for AGYW-Strengthening capacity of and provide technical support to Tanzanian civil society organization (CSO) partners to deliver the above services-Ensuring that project strategies and activities addressing youth are evidence-based and in line with state-of-the-art, globally-recognized best practices; as well as aligned with GoT, PEPFAR and Epic standards, protocols and guidelines-Ensuring that the project engages youth in all stages of the project to promote youth leadership and ensure that youth perspectives are taken into consideration-Promoting integration across a range of services for youth to take a holistic, family-centered approach to improving their wellbeing-Ensuring all youth-focused strategies are gender-sensitive and promote equitable programming-Liaise with GoT counterparts, service providers, CSO partners and stakeholders to ensure activities are well-coordinated with other national and regional programs-Develop and/or contribute to technical briefs, reports, guidelines and other materials.

**Position Requirements- Qualifications, Skills and Experience:** Clinical degree (nurse, physician) with 3 to 5 years of relevant experience; or Master's Degree with 5 to 7 years of relevant experience; or Bachelor's Degree with 7 to 9 years of relevant experience in provision of services to AGYW at community level-Experience working with vulnerable youth populations aged 15-24 years; familiarity with evidence-based strategies for reducing their vulnerability and providing targeted services-Knowledge of health and development programs in Tanzania including familiarity with the national youth guidelines, standards and protocols-Familiarity with Tanzania public health sector at multiple levels; experience working with GoT stakeholders-Familiarity and experience with USAID/PEPFAR-funded programs-Experience in programs serving KVP and AGYW. Demonstrated cultural sensitivity and sound understanding of the needs of vulnerable youth-Experience in technical capacity building of Tanzanian CSOs, especially those working with AGYW-Ability to manage tight deadlines and deliver high volumes of work with minimal supervision-High degree of proficiency in written and spoken English communication-Well-developed computer skills.

#### 6. Senior Program Officer -Dar es salaam (1 position)

**Main Function:**Working with the Epic Tanzania Project Director to provide oversight, coordination, monitoring and reporting on day-to-day program management functions, including contributing to work planning and activity monitoring; administering and monitoring subwards; developing and tracking program deliverables such as quarterly and annual reports; coordinating field visits and partner progress meetings; and coordinating technical assistance and capacity building support for partners. Working with technical, grants and finance staff to ensure smooth operation of these functions across all eight targeted regions in Tanzania and also supporting documentation of program best practices, success stories and lessons learned.

**Responsibilities:** Supporting work plan development and providing ongoing monitoring of activity progress against the workplan throughout the life of project-Coordinating program planning, design, review and the monitoring of project activities in the main and field offices-Providing support in strengthening a system of reporting on program progress against stated objectives, program deliverables, and monitoring and evaluation frameworks-Developing plan and manage sub agreements with local partners-Overseeing the development and management of subrecipient monitoring and capacity building plans-Coordinating and monitor local subrecipient activities and progress against agreed-upon deliverables, subaward terms and conditions and targets and take corrective action where needed-Overseeing and/or contribute to the development of program reports and success stories-Working with finance team to monitor expenditures, ensure overall alignment with work plan budget and advise on any necessary adjustments-As needed providing support to operational functions such as procurement and travel-Participating in meetings/events organized by Epic or stakeholders.

**Position Requirements- Qualifications, Skills and Experience:** BS/BA in public health, business administration, health sciences, behavioral sciences or its recognized equivalent with 7 - 9 years of relevant experience providing program management support to international development programs OR MS/MA degree in public health, business administration, health sciences, behavioral sciences or its recognized equivalent with 5 - 7 years relevant experience providing program management support to international development programs-Experience with USAID and/or PEPFAR projects and knowledgeable with USAID rules and regulations for cooperative agreements-Experience supporting multiple subwards, especially cost reimbursable grants-Comfortability with developing and managing program budgets, financial pipelines and subaward budgets-Familiarity with PEPFAR programming, especially with KVP and/or AGYW-Experience building capacity of local community-based organizations, especially those serving KVP and/or AGYW-Cultural sensitivity to and understanding of the needs of KVP and AGYW-Supervisory experience-Ability to work both independently and in teams, within a fast-paced environment-Demonstrated success in multicultural environments is required.

#### 7. Senior Technical Officer, Strategic Information (STO-SI) Dar es Salaam (1 position)

**Main Function:** Supporting the SI Advisor in the implementation of monitoring and evaluation (M&E) activities within the eight targeted regions for Epic Tanzania. Working with Epic staff, local community-based implementing partners and GoT counterparts to ensure that M&E activities are appropriate and meet USAID and Epic requirements.

**Specific duties include:**

**Responsibilities:** Supporting the SI Advisor in design and implementation of M&E systems and tools for the project-Synthesizing reports, analyzing data and developing or adapting M&E tools-Working with local community-based implementing partners and KVP groups (partners), health service providers and GoT counterparts to provide support and guidance on project M&E activities, ensuring alignment with USAID and GoT reporting requirements-Working with community-based implementing partners to support the correct implementation and use of M&E tools, and adherence to complete, correct and timely reporting-Conducting routine monitoring visits to project sites, conduct data quality assessments (DQAs) using official tools, assist in the preparation of weekly and monthly reports, and provide supportive supervision at sites-Ensuring that the quality of activities adheres to Epic and PEPFAR standards by supporting the development and implementation of appropriate mechanisms to ensure quality-Providing direct technical assistance and capacity building in the design and implementation of the M&E components of the activities in the communities served-Assisting in the development and maintenance of computerized data capture of the program and provide technical assistance and training to the staff at the sites responsible for data entry-Building capacity of local partners in project M&E, especially data collection, management and analysis for use in decision-making and course correction-Document lessons learned and best practices in M&E, according to USAID and PEPFAR guidelines-Remaining informed of current issues regarding M&E of programs in the HIV/AIDS field by review of current literature and Tanzanian protocols, guidelines and standards.

**Position Requirements:** MPH or MS/MA in relevant degree with 5 to 7 years relevant experience in monitoring and evaluation with a sound understanding of HIV/AIDS and FP service delivery at the community level Or BS/BA in statistics, pharmacy, microbiology, monitoring and evaluation or another related degree with 7 to 9 years relevant experience in M&E with a sound understanding of HIV/AIDS and FP service delivery at the community level-Knowledge of health and development programs in Tanzania including familiarity with the national health information management system (HMIS) and national protocols, guidelines and standards for HIV service provision and M&E-Knowledge and experience in national-level M&E system implementation-Experience in programs serving KVP, OVC and AQYW. Demonstrated cultural sensitivity and sound understanding of the needs of KVPs- Experience in technical capacity building of Tanzanian non-governmental organizations (NGOs) and community-based organizations (CBOs), especially those working with KVPs- Previous experience working with USAID or PEPFAR supported program-Ability to manage tight deadlines and deliver high volumes of work with minimal supervision-High degree of proficiency in written and spoken English communication-Well-developed computer skills.

#### 8. Data Management Officer -Dar es Salaam (1 position)

**Main Function:**Responsible for the management and maintenance of project databases and data management-related functions. Providing technical support in database management to Epic and other staff and ensure the data management needs of the project are being met.

**Specific Responsibilities:** Managing project databases and perform data entry-Organizing data systems and flow to ensure that data is properly channeled from partners, health facilities and regional offices up to head office level and entered into appropriate database systems-Coordinate collection of all Epic PEPFAR and other data- Participating in data quality audits-Supporting capacity development of Tanzanian civil society organizations (CSO) partners for data management-Providing technical support to health management information systems (HMIS) - Ensure use of tools and a functional system exist for purposes of collecting, analysis and synthesis of monitoring data-Offering technical assistance to CSO partners in designing and implementing data collection tools; Developing statistical reports- Contributing to weekly, monthly, quarterly and annually reporting both to Epic headquarters and USAID.

**Position Requirements- Qualifications, Skills and Experience:** Master's Degree in biostatistics, computer science, public health, informatics or related field with 1 to 3 years of relevant experience in data management and analysis; or Bachelor's Degree with 3 to 5 years of relevant experience in data management and analysis-Computer proficiency in word processing, databases, spreadsheets, including advanced skills in at least two of the following programs: SPSS, Excel, Epi Info, Stata, and Ms Access- Experience in HMIS, setting up databases, data analysis and presenting statistical reports- Understanding of how to maintain data security and data quality systems-Working knowledge of USAID/PEPFAR data requirements- Good planning and organizational skills-Experience in programs serving KVP and AGYW. Demonstrated cultural sensitivity and sound understanding of the needs of KVPs- Ability to manage tight deadlines and deliver high volumes of work with minimal supervision- High degree of proficiency in written and spoken English communication.

#### 9. Administrative Assistant-Dar es Salaam and Moshi (2 positions)

**Main Function:**Managing office support operations and providing administrative and financial management support to Epic staff and offices. Providing administrative support to the office; coordinate travel, procurement and logistics for Epic staff and activities; managing files and other data within office; supervising drivers and coordinate vehicle fleet and ensure compliance with FHI 360, PEPFAR and USAID roles and regulations

**Specific Responsibilities:** Providing support to and coordinating project administrative activities within FHI 360 and USAID guidelines and regulations- Ensuring accurate keeping of all records for assigned offices- Preparing payment vouchers and other related documentation as needed- Responsible for the filing of payment vouchers, supporting documentations, workshop and travel retirements- Serve as point of contact for logistical and administrative needs in assigned offices- Coordinating all administrative support services for office(s) (as relevant)-Coordinating logistical organization of workshops/seminars/conferences and trainings for partners and clients-Preparing workshops schedule/policy to participants- Keeping proper office records/filings as appropriate- Coordinating all travel details/logistics for Epic staff, consultants and other visitors including booking hotel accommodations and arranging for airport and hotel pick-ups- Coordinating all records and storage of supplies for assigned offices.

**Position Requirements- Qualifications, Skills and Experience:** BS/BA degree in Accounting, Finance and Business Administration with 1-3 years' relevant experience; OR Advanced Diploma in similar field with 3-5 years' relevant experience - Ability to work with others and to develop and maintain compatibility among project staff, partners, and recipients of assistance- Demonstrated cultural sensitivity and sound understanding of the needs of KVP- Work independently with initiative to manage high volume work flow-Routine coordination with FHI 360 employees and consultants, on-site and in the field- Must have report writing skills and be able to communicate with impact- Strong organizational skills and ability to prioritize and handle pressure situations-Handle quantitative information with accuracy and precision; resourceful in gathering information-Must exhibit high levels of professionalism, integrity and ethical values at all times- Excellent organizational, time management and interpersonal skills

#### 10. Driver -Dar es Salaam (3); Dodoma (3); Shinyanga (2); Njombe (1) and Moshi (2)

**Main Function:** Responsible for driving Epic staff, consultants and visitors to locations for project meetings and activities and maintaining project vehicles.

**Specific Responsibilities:** Driving staff to meetings and appointments as assigned- Operating the vehicle in accordance with the FHI 360 Vehicle Policy and ensuring that passengers comply with this policy e.g. vis-a-vis the wearing of seat belts for example- Responsible for day to day maintenance of the assigned vehicle including checking oil, water, battery, brakes, tires etc. and ensuring it remains undamaged and in working order- Maintaining the vehicle travel and maintenance log as per policy- Managing the daily mileage record and petrol consumption- When dealing with outside organizations, presenting FHI 360 in the best possible manner by being tidy, helpful and courteous- Reporting to the Supervisor immediately as possible any accident involving an FHI 360 vehicle and assisting in the investigation of and follow up to any such accident- Notifying the supervisor of any maintenance or vehicle problems- Ensuring the vehicle is at all times kept clean and tidy- Performing other duties as assigned by the supervisor

**Position Requirements- Qualifications, Skills and Experience:** Secondary School or Vocational education plus at least three years' driving experience. Certification from a reputable Driver's Education program will be an added advantage- Must have a current, valid license with an excellent driving record showing no history for accidents- Must be a skilled and experienced safe driver for highway driving, preferably 3-5 years of local highway driving - Sound knowledge of driving rules and regulations- Preferred working experience with an international organization or donor project/NGO sector- Skills in minor vehicle repair- Good oral communications ability in both Kiswahili and English- Good personal qualities with ability to function in a team environment that includes different age ethnicities and culture groups; demonstrated cultural sensitivity and sound understanding of the needs of KVP and other vulnerable groups- Demonstrated high level of personal integrity- Excellent organizational, time management and interpersonal skills- Commitment to the highest ethical and professional standards- Ability to work after normal office hours- Basic knowledge of First Aid- Good knowledge of the region where the duty station is and surrounding area, streets neighbourhoods, airports, government offices and Tanzania Regions How to Apply:

FHI 360 has a competitive compensation package. For detailed information, interested candidates may either submit their application Curriculum Vitae (CV)/Resume, Photocopies of Certificates and Names and Addresses of three (3) referees to E mail: [tz\\_recruitment@fhi360.org](mailto:tz_recruitment@fhi360.org) or visit FHI 360's Career Center at [www.fhi360.org/careers](http://www.fhi360.org/careers) to register online, and to submit CV/resume and cover letter.

FHI 360 is an Equal Opportunity Employer.

Closing Date: December 20, 2019.

Only short listed candidates will be contacted.



The flag of the Macao Special Administrative Region.

## Macao to firmly hold onto the great initiative of 'one country, two systems' principle

"ONE country, two systems" is an important principle in the endeavor of the Communist Party of China (CPC) to lead Chinese people toward the peaceful reunification of China, and represents a great initiative of the country in its pursuit of socialism with Chinese characteristics.

Time witnesses the extraordinary development of Macao during the past 20 years. Since its return to China, the special administrative region (SAR) has enjoyed long-term social harmony and stability guaranteed by the Constitution of the People's Republic of China and the Basic Law of Macao SAR.

Macao has seen steady development in its democratic political system, constant expansion of international exchanges, all-round progress in various undertakings, and in particular, continuous economic growth, sufficient fiscal revenue, and significant improvement in people's livelihood and well-being.

Over the past 20 years, Macao SAR has fully and accurately understood and implemented the policy of "one country, two systems". Moreover, the region has a correct understanding of the relationship between "one country" and "two systems", and realized the organic integration and effective operation of the power of the Chinese central government and the SAR's high degree of autonomy.

Based on such advantages as favorable business environment and mature market, Macao has become an important gateway in China's endeavors to boost two-way opening up and people-to-people exchanges with foreign countries, truly realizing the goal of mutual promotion and integrated development with the Chinese mainland.

By giving full play to the benefits of "one country" and leverage of the convenience brought by "two systems", Macao SAR has turned the institutional advantages of the "one country, two systems" principle into practical governance efficiency, demonstrating to the world the successful practice of the "one country, two systems" principle with characteristics of Macao.

The successful implementation of the Basic Law of Macao SAR has fully demonstrated that the Basic Law can only be implemented fully and accurately when there is extensive sense of national identity in the society; that only by earnestly safeguarding national sovereignty, security, and development interests can Macao maintain long-term prosperity and stability; and that only when Macao SAR is included in China's national governance system and national development strategies can the region march forward to a bright future.

Both history and modern practices have clearly proven that the principle of "one country, two systems" is the best solution to the historical matter of Macao, and the best institutional guarantee for the long-term prosperity and stability of Macao after its return. "One country, two systems" has been proved to be a workable solution welcomed by the people.

The Basic Law of Macao SAR is in line with the fundamental interests of China and the actual situation of Macao. It is a good law that can stand the test of practice.

On the way forward, Macao will be able to further intensify the implementation of the Basic Law, achieve sound governance and development of the SAR, and gain greater success in promoting the practice of the "one country, two systems" policy in Macao as long as it continues adhering to the principle of "one country, two systems", ensures earnest and faithful implementation of the policy, and always pushes forward with its development towards the right direction.

At the fourth plenary session of the 19th CPC Central Committee, the endeavor to uphold the principle of "one country, two systems", maintain lasting prosperity and stability in Hong Kong and Macao, and promote the peaceful reunification of China has been recognized as an important advantage of China's state and governance systems.

As an unprecedented initiative, the policy of "one country, two systems" cannot expect a plain sailing. There are always risks and challenges on the journey. However, no difficulty, risk, or challenge can ever shuff China's confidence and resolve to stick to the successful path of "one country, two systems".

Nothing will stop China's firm steps forward when the country has the determination to face the difficulties and march forward. Looking into the future, China has accumulated sufficient experiences, confidence, strength, and means to ensure steady and profound development of the "one country, two systems" principle.

By upholding and improving the institutional systems of the "one country, two systems" policy and continuing promoting its successful practice with the characteristics of Macao, the SAR is bound to embrace a greater future and its citizens will certainly enjoy the glory of the great rejuvenation of the Chinese nation together with their compatriots across the country.



# EAC and GIZ sign US\$16 million pact to further regional integration

By Guardian Reporter

THE East African Community (EAC) Secretariat and GIZ has signed the US \$ 16 million agreement pledging continuing support for EAC regional integration through their SEAMPEC and pandemic preparedness programmes.

The Support to East African Market Driven and People Centred Integration East Africa (SEAMPEC) programmes are managed through the EAC-GIZ partnership to continue to grow regional economic and social integration which already has a significant impact in the region.

The SEAMPEC programme, through its multiple cross-cutting initiatives, takes a holistic approach to regional integration that encompasses civil society as well as the public and private sectors.

Through targeted work in sectors including agro-processing, pharmaceuticals as well as services sectors such as tourism and ICT, SEAMPEC aims to facilitate the improvement of framework conditions to help create more competitive industries and cross border opportunities.

Irene Lukassowitz, GIZ project manager said: "Diseases such as Ebola and Dengue Fever are claiming lives and destroying livelihoods right now. High population density, increasing cross-border trade, climate change and many other factors increase the risk of spreading these infectious diseases. Being ready to respond and having the tools and expertise to be effective in emergency situations is crucial".

She said following a successful cross border field simulation exercise between Kenya and Tanzania in June 2019, another field simulation exercise at the border between South Sudan and Uganda in 2020 will prepare the region even better.

Lukassowitz noted that Germany's development cooperation, and the European Union (EU), has to date contributed to the regional integration in East Africa through a variety of programmes and projects aimed at building up regional expertise and value adding to trade, industrial development, innovation and investment.

GIZ has been working with the EAC for over 20 years, building capacities and expertise at the EAC Secretariat and for regional stakeholders.

Dr Kirsten Focken, GIZ Cluster Coordinator said: "SEAMPEC and the Pandemic Preparedness programme already have many achievements, and by continuing to grow these initiatives and invest in their successes we are confident that real EAC development is happening".

"Through the SEAMPEC programme many businesses and civil society organisations have all benefited from collaborating on the ground and high-level networking and coalition activities. We are proud to continue to implement programmes which are showing real results and bringing tangible benefits to the citizens of the EAC," said Dr Mike Falke, GIZ Country Director for Tanzania and EAC.

GIZ and the Secretariat have been developing and managing key projects working



Construction of a bridge connecting Dar es Salaam's Kijitonyama and Manzese suburbs well in progress, as found on Tuesday. Photo: Correspondent Miraji Msala

## New violence thwarts efforts to end Congo's deadliest outbreak

KINSHASA

THE Democratic Republic of Congo's deadliest ever Ebola outbreak has shown signs of slowing in recent weeks, but militia attacks, anti-UN protests, and chronic community distrust are undermining the 16-month effort to end the epidemic.

Simultaneous attacks on two Ebola health centres in the towns of Biakato and Mangina last month left four response workers dead, underlining the challenges responders still face building acceptance among communities in Congo's restive eastern provinces.

Médecins Sans Frontières (MSF) announced last week that it was withdrawing staff from Biakato following fresh attacks by a group reportedly armed with sticks and machetes. The medical charity was managing an Ebola Treatment Centre in the town.

Relief efforts have also been suspended amid attacks blamed on the Allied Democratic Forces (ADF) militia and escalating protests by residents who say UN peacekeepers and government forces stationed in the region are failing to protect them.

The violence and civil unrest has forced aid groups to evacuate staff and many fear it could lead to a spike in cases - just as responders were getting a grip on the disease that has killed more than 2,200 people and infected over 3,000.

The challenges come as the Congolese government and responders formulate plans for getting to zero Ebola cases by the end of December, while discussions are also underway on post-Ebola programming.

Aid groups say key aspects of the response - from community acceptance, to getting patients into treatment centres quickly and tracing the contacts of those infected - need improving before zero cases can be reached.

An Ebola survivor has fallen ill again with the disease, Congolese health authorities announced Sunday. This undermines the received

wisdom that survivors are immune and will add further concerns to containment efforts - as does the possibility of the virus living on in the semen of male survivors and the breast milk of women - a challenge reported by The New Humanitarian last month.

This briefing looks at the progress made, the challenges remaining, and the next steps for aid groups in a post-Ebola Congo.

What's the current situation?

Transmission had decreased significantly in recent weeks, with zero cases reported on several days in November.

A second experimental vaccine developed by the US pharmaceutical company Johnson & Johnson was also introduced last month to boost the number of people inoculated.

But militia violence, attacks on Ebola responders, and protests are threatening the progress made. NGOs have had to temporarily suspend their operations in recent weeks, while the World Health Organisation (WHO) has evacuated non-essential staff working in Beni, where the insecurity is centred.

As of yet there has been no indication of the feared spike in new cases, but the suspension of response activities "often results" in cases increasing, according to the WHO.

Contact between Ebola responders, local health facilities, and communities - who provide those responders with data on suspected cases - has dropped significantly in recent weeks, according to the WHO. Operations at the main laboratory used to diagnose Ebola patients in Beni have also been affected.

In addition to the violence against Ebola responders, a military base in Beni was set on fire last month during protests against the UN peacekeeping mission in Congo, known as MONUSCO.

The protests follow the launch of large-scale military operations by the Congolese army against the ADF - an Islamist rebel group formed in 1995 in opposition to Ugandan Presi-



Finding that no customer is coming his way, a pineapple retailer at Dar es Salaam's Buguruni market Dar es Salaam takes a nap yesterday afternoon. Photo: Selemani Mpochi

dent Yoweri Museveni.

The army said it has captured several ADF bases in recent weeks, but the Kivu Security Tracker, which maps violence in eastern Congo, said more than 100 civilians have been killed in some of the worst attacks in Beni in years. At least 16 people were decapitated in a single attack late last week.

The attacks have sparked tensions between residents and the UN peacekeeping mission, which has hundreds of troops stationed in Beni and more than 16,000 overall in Congo.

"People are demanding the UN leave because they are doing nothing and civilians are being killed near their bases," said Stewart Muhindo, a civil society representative with LUCHA, a local activist group.

What are the other challenges?

A concerted effort to gain community acceptance in Beni and nearby

Butembo in August and September was successful in creating a sharp decline in cases, said David Gressly, the UN's emergency Ebola response coordinator.

"We're better off today than a few months ago, but we're not fully there yet," Gressly told The New Humanitarian.

Several areas in the outbreak zone remain shut off to responders, who still face distrust from residents suspicious of the influx of money and - in some cases - the presence of heavy-handed military forces alongside the responders.

"Access remains the biggest challenge - part of that is security, and part of that is community trust," said Margaret Ann Harris, WHO spokesperson in Congo. "People are still deeply suspicious of the Ebola response in some places, and believe that responders are there for another reason."

er reason."

Delays in getting patients into treatment centres are also causing problems, according to MSF, which said Ebola cases are confirmed an average of five days after the onset of symptoms.

That's "a time in which they are infectious to others and miss out on the benefits of receiving early treatment" the medical charity said.

And there are concerns that contact tracing - identifying people who have encountered an infected person - isn't being done properly, with an estimated 66 percent of contacts in the last three months not being followed up, according to MSF.

This is posing problems for responders who rely on a strategy known as "ring vaccination" - where everybody who has had direct contact with a sick person is vaccinated along with direct contacts of those

contacts.

Some health workers are also concerned that the recent decrease in cases is being misinterpreted as a signal that people can be less vigilant about prevention measures.

Earlier this year, while visiting some of the Ebola-affected areas, Congolese President Felix Tshisekedi announced that he hoped the outbreak would be over by the end of the year.

"After that, we've seen a loosening in people's use of (the) infection prevention control process," said Pierre Vernière, project coordinator for MSF in Beni.

Charlene Mgononbi, a nurse with Congo's ministry of health at the Ebola treatment centre in Butembo, said a taxi driver told him last month that he didn't have to wash his hands anymore because Ebola was no longer a problem.

## Sima wants industries to filter emissions for environmental protection

By Guardian Reporter

DEPUTY Minister of State in the Vice President's Office (Union and Environment), Musa Sima has urged owners of industries to install emission filters to protect environment and people's health.

He said this in Dar es Salaam over the weekend in a consultative

meeting which brought together in a round table the government, investors and businesspeople to discuss various matters affecting businesses growth in the country as well as investment and chat the way forward.

Sima said his office would make sure all the procedures for business establishment and invest-

ment in the country are easily accessible including all the permits and Environment Impact Assessment (EIA) issued by the National Environment Management Council (NEMC). "We have reduced many barriers which were a result of unnecessary requirements and everything is okay now, however, as a ministry's representative I

would like to ask all the industries owners to install equipment for filtration of poisonous emissions," he said. Sima said apart from the equipment, factories owners should also plant trees around their plants and donate some to people living in the neighbourhood in a bid to preserve environment and ensure enough supply of fresh air.

"The government objective is to make sure that Tanzania becomes a middle income and industrialised country by 2025 and we as a ministry responsible with issuance of some of the permits we will ensure that the objective is achieved. We will continue to put in place friendly procedures as well as ensuring that the environment is protected

for sustainable development," he said. Sima called on investors to visit NEMC headquarters or its zonal offices for inquiries on matters related to EIA prior to putting up facilities.

"There have been several complaints from investors which can easily be solved by our NEMC officials. Therefore I call upon investors

to visit NEMC offices for inquiries on matters that they find unclear to them," he said. Meetings between government and businesspeople have been conducted in seven regions so far following a directive issued by President John Magufuli during his meeting with businesspeople at State House in Dar es Salaam this year.



# Children risk early marriage, climate change one of factors

UNITED NATIONS

FILOMENA (15), a fisherman's daughter from a village in Nampula Province, Mozambique was married to a 21-year-old from the same village.

Although her father, Antonio (50) felt that she was still too young to marry, it was very difficult for him to pass up what was offered in exchange for his daughter: 2000 Mozambican Metical (31.2 USD) and a promise to let Filomena continue her education after marriage.

Antonio had been in the fishing business since 1985; profit from his business started to decline dramatically as climate changes started to become more apparent.

In a report published by The Guardian he said "We see that it's too hot. We talk about that and we all agree that it's difficult to catch enough fish because of these high temperatures." "In the areas where we used to go, the sea level is rising, and the waves are much stronger".

Besides Filomena, Antonio has five other kids to take care of and she firmly believes that her father would not agree on her early marriage if his fishing business was running well.

Child marriage is a global phenomenon happening for many socioeconomic reasons, but in this particular case it is evident that the already existing global trend of child marriage is further exacerbated because of climate change.

Climate change leads to rising temperature, shifting precipitation patterns and increasing extreme events; people whose livelihoods are intrinsically connected specially to natural resources, livestock, fisheries and agriculture suffer without attention to adaptation.

In Zimbabwe for example, extreme drought is one of the most common phenomena inflicted by climate change; "drought left Emmanuel struggling to feed his family. He agreed to a dowry of a few goats for his 15-year-old daughter.

It meant one less mouth to feed, and food and livestock for the family" - stated in a report by UNICEF (United Nations Children's Fund), which explored differ-

ent ways that climate change endangers the lives and futures of our children and how we must integrate climate risks into various policies and services.

Similarly, in Kenya, a dramatic rise in child marriage is seen due to severe droughts, diminishing the number of cattle at an alarming rate and child marriage is enforced in exchange of goats.

Workers from AMREF Health Africa (African Medical and Research Foundation), the largest Africa based healthcare non-profit organization aim to convince parents to stop child marriages and send them to secondary school "when she is done with schooling, she will get a job and she will be able to buy you more than four goats".

Meanwhile in poverty-stricken South Sudan, the majority of parents are marrying their daughters off in exchange for livestock using the bidding process, "Whoever bids with the highest number of cows will take the girl" said Dorcas Acen, a gender protection expert at CARE (Cooperative for Assistance and Relief Everywhere).

In South Asian countries, families who face financial difficulties from the likelihood of natural disasters like floods, droughts, river erosion, and storms resort to marry off their daughters.

Heather Barr of Human Rights Watch (HRW) told IPS that climate change is one of the reasons that is pushing girls in South Asian countries into getting married before the age of 18.

Barr shares her view about climate change and unpredictable natural disasters seen in Bangladesh and their linkage to early marriage. "Drawing a link between natural disasters and climate change is complex, of course, but we know that Bangladesh—and other countries in South Asia—are among those most affected by climate change. This is qualitative research, not quantitative, but the links were striking".

HRW interviewed families who had been affected by three types of disasters—flooding, cyclones, and river erosion. Many of the families they interviewed had been barely surviving dealing with inadequate nutrition even before the disaster strikes;



Roughly 82 percent of Afghan girls drop out of school before the sixth grade, partly due to early child marriages. File photo

and one coping mechanism is that when a disaster pushed them from barely surviving to at risk of not surviving, they reduced their family size by arranging marriages for young daughters.

Barr says, "We saw this link most clearly in the families dealing with river erosion, and it seemed to be the combination of river erosion being both predictable and cataclysmic that created that link" adding, "Flooding was predictable and devastating but not cataclysmic".

The families HRW interviewed were very accustomed to having to replant their crops. "Cyclones were cataclysmic but not predictable"—so families had to respond afterwards but had very little ability to plan beforehand.

"With river erosion, however, families would see the fields and homes of their neighbors closer to the river be washed away and those families permanently displaced, and they would know that within two or three or five years the river was coming for them. One of the ways they coped with the fact that they knew they would be displaced was by trying to find a marriage for their daughter that they hoped would ensure her safety and that would reduce their family size".

Recent UNICEF data shows that 59% of girls in Bangladesh are married by 18 and 22% are married by 15. This is one of the highest rates in the world, and the highest in Asia. Globally a girl is married almost every 2 seconds, among which 21% of girls marry before 18

and 5% before 15.

However, the UNICEF report also shows that the custom of child marriage has decreased globally in the past decade. The most progress has been observed in South Asia where a girl's risk of marrying in childhood has dropped from approximately 50% to 30%. The practice is more common among girls than boys, 4% of boys in Bangladesh marry before age 18.

Child marriage is still widespread across the globe where the total number of girls married in their childhood accounts for 12 million per year. One of the targets set in United Nations Sustainable Development Goals (SDG 5.3) is to end child marriage by 2030, but without increasing the rate of progress "more than 150 million additional girls will marry before their 18th birthday by 2030".

Barr told IPS that child marriage issue in regards to climate change and natural disaster should be addressed by governments by ensuring the agencies responsible for addressing climate change and natural disasters participate in developing and implementing the national action plan to end child marriage by 2030.

And the plan plays specific attention to how climate change and natural disasters (and other disasters such as conflict, displacement) can increase the risk of child marriage and includes steps to mitigate that risk; she also asks for the governments to "integrate child marriage prevention into all government planning in relation to disaster risk reduction and climate change miti-

gation".

"Taking baby steps like boosting the sense of awareness among the individuals and community to exercise the common best practices to preserve the environment might dramatically increase the progress of the bigger change we want to see at the global level."

An inspiring story from UNICEF is about a Bangladeshi young woman Smriti (19) from Barisal district, who is working with YouthNet for Climate Justice, a UNICEF-supported network, spreading awareness about global warming to her community discusses about climate change and its connection to the increased rates of child marriage.

Smriti says "It is hard to gather people to talk about this, but so often, I'll stop in a tea shop, or stop a group of people, and engage them that way".

While talking to IPS about child bride issue from a broad perspective regardless of the effect of climate change, Barr stressed that in terms of every other country where child marriage continues, one of the most fundamental driver of child marriage is gender inequality and valuing girls less than boys.

Research shows, secondary education for girls must continue to be encouraged; it opens up doors for their future careers with vocational advancement, making them highly likely to achieve economic empowerment; and as a result they are able to pull themselves and their family out of poverty, as well as act as an encouragement for their next generation to continue to narrow the gender inequality gap which in turn will create fewer child brides.

IPS

## Zimbabwe's currency crisis is far from being resolved

BY KEITH JEFFERIS

ZIMBABWEANS are heading into yet another bleak festive season, with basic commodity costs soaring beyond the reach of many, and basic service delivery on the brink of collapse. The health system is barely holding, with junior doctors on three-month industrial action and teachers threatening to follow suit.

Civil servants are demanding salaries pegged at the formal US\$ exchange rate known as the interbank rate. There is a real risk of basic commodities running out, and fuel queues continue unabated. There seems to be no real solution in sight. To address the myriad social and economic woes, the currency crisis must be addressed urgently.

This year has seen many twists and turns in Zimbabwe's long-running currency saga. In February, the electronic real-time gross settlement (RTGS) dollar was officially adopted as a local currency, alongside bond notes and multiple foreign currencies. In June, the use of the US dollar and other foreign currencies was out-

lawed for most transactions, while in October, Zimbabwe dollar notes were reintroduced.

In the process, the value of the local currency has plummeted. Originally the RTGS dollar was simply a US dollar held in a bank account. Over time the fiction that the 'bank' dollar was worth US\$1 could not be maintained, as banks lacked the US dollar reserves needed for convertibility.

The value of these bank (or mobile money) dollars has continued to drop, from an official rate of 2.5 per US dollar back in February to around 16 in the inter-bank market and 25 in the parallel market in early December. In the process, inflation has sky-rocketed and incomes have been slashed.

Zimbabwe's currency crisis has been long-running. It goes back to the fixed exchange rate days and shortages of foreign currency since independence, to the rapid depreciation and re-denominations of the currency during the 2000s, culminating in hyperinflation and the eventual formal 'dollarisation' of the economy in 2009. Zimbabwe isn't alone in its currency instability; many countries have been through periods of high inflation, weak domestic currencies and shortages of foreign currency. The root causes are always similar: a combination of bad macroeconomic policies, fiscal and balance of payments deficits, and excessive monetary expansion.

However, Zimbabwe's experience is unusual in sev-

eral respects. In few countries has inflation spiralled completely out of control into hyperinflation. Similarly, in few countries has currency breakdown been so extreme that the domestic currency was completely abandoned.

A more typical experience is that as confidence in the domestic currency declines (due to high inflation), citizens and firms switch to holding their bank deposits and making transactions in a foreign currency, usually US dollars. This 'partial dollarisation' involves the coexistence of the domestic currency and US dollars in the financial system. Some countries have managed to recover from this, and re-establish a credible domestic currency.

The situation in Zimbabwe from 2009 to early 2019 was complete dollarisation, with no domestic currency. This is not particularly unusual - there are 13 other countries in the world that use another country's currency. What is unusual is the attempt to reintroduce a domestic currency after complete dollarisation due to a currency collapse.

Some countries have introduced new currencies - Botswana in 1976, and the Czech and Slovak republics after the break-up of Czechoslovakia in 1993 - but the success of these efforts rested on the credibility of these countries' (new) central banks and macroeconomic policies. These factors are not present in the case of Zimbabwe.

ISS

### THE GUARDIAN SIMPLE WORD FIT

Word fit puzzle grid with clues: 3 Letter word: SEA, FAN, GEE, ANT, GET, TEA, ART. 4 Letter word: IDLE, URIC, BUDS, BAEL, EGGS, GLUE. 5 Letter word: ESTOP, NURSE, ALPHA, UHURU, TASTE CHANGE. 6 Letter word: CHANCE, SIRDAR, NUKKAD, CREELS EKE OUT, ROCKET, UNGUJA. 7 Letter word: VICEROY, STARTER. 10 Letter word: VICTORIOUS, CHANCELLOR.

### THE GUARDIAN CROSSWORD #016#

Crossword puzzle grid with clues: Clues: Across 1. The coalition of people's constitution (5). 6. Large pink wading bird (8). 10. Bear hardship (6). 11. faint southern constellation in Milky Way (3). 12. Print in Italics (9). 14. Dated unit of flow (5). 16. Catalog (4). 17. World's second longest river (6). 18. Writing instrument (3). 19. Syrian cloth (3). 20. Small carriage (5). 23. Country using Spanish (5). 25. Change course (4). 26. Remove tissue (6). 27. Former Kush (5). 29. Eon (3). 30. Narrow beam of lights (4). 31. In front (5). 32. Pace (4). Down: 1. Promotes culture, education and science (6). 2. Headquarters of the AU (5,5). 3. Second largest continent (6). 4. Make something law (5). 5. Evil person (7). 7. Allow (3). 8. Member of West African people (7). 9. Part of eye (4). 13. Soothing plant extract (8). 15. Electronic message (5). 19. Separately (3). 21. Republic in East Africa (5). 22. "The Geneva of Africa" (6). 24. Simple, trusting (5). 28. Islamic scholar (4).

Word fit solutions grid showing the filled-in words for the puzzle.

Advertisement for FHI 360. Logo: fhi360 THE SCIENCE OF IMPROVING LIVES. Section: EMPLOYMENT OPPORTUNITY. Text: FHI 360 is a nonprofit human development organization dedicated to improving lives in lasting ways by advancing integrated, locally driven solutions. Job Function: Providing expert technical guidance and inputs behind the project's strategies, and work plan activities, so as to ensure that the project's interventions and messages are locally relevant, culturally appropriate, and address the country's prioritized HIV/AIDS and TB SBCC needs. Key Responsibilities: Providing HIV/AIDS & TB technical SBC leadership, guiding the development and implementation of SBC strategies, approaches, messages and activities. Required Qualifications, knowledge and skills: Master's degree in relevant field (MBA, MPH) in marketing and/or communications or related field and 7-9 years of related experience. How to Apply: FHI 360 has a competitive compensation package. Interested candidates may either submit their application Curriculum Vitae (CV)/Resume, Photocopies of Certificates and Names and Addresses of three (3) referees to E mail: tz\_recruitment@fhi360.org or visit FHI 360's Career Center at https://www.fhi360.org/careers to register online, and to submit CV/Resume and cover letter. FHI 360 is an Equal Opportunity Employer. Closing Date: December 28, 2019





Thursday 12 December 2019

## Horticultural group races against time to beat EU deadline on new standards

By The Banker Reporter

**F**ACING a deadline which is due next month before the European Union introduces new standards for some horticultural exports heading to the bloc, the Tanzania Horticultural Association is working around the clock to ensure that its members are not locked out of the lucrative market.

New requirements on beans and peas are waiting ratification before coming into effect in January and as a result, fear has gripped mostly smallholder horticultural farmers and exporters over the risk of losing the EU market for failure to conform to the new safety standards.

Taha's Group CEO, Jacqueline Mkindi called upon all exporters to immediately be in touch with the association and also Ministry of Agriculture's Division of Crop Development, Department of Plant Health Services (PHS), the designated NPPO, to acquire new phyto-sanitary certificates.

"We want to make sure exporters are issued with the phyto-sanitary certificates for the relevant products on time and to check if their systems are able to state the additional declarations in full wording," Mkindi who is credited with growing the multimillion dollars industry from scratch, said.

The EU, which is the leading importer of local horticulture produce, has amend-

ed its policy on the maximum residue levels (MRLs) by lowering permissible limits in food produce. The new EU market's MRL limits stands at 0.01 milligrammes per kilogramme (mg/kg) against the international standard set at 2.0mg/kg MRL level.

To make the cut, as it stands now, all exporters and their EU importing agencies would be compelled to pay \$1,212 per consignment for inspection. Horticulture as the non-traditional export crops has not only become a growth driver of the country's stagnant agriculture sector but also a leading foreign currency earner, bringing home on average \$764 million annually.

The EU has already warned all countries to ensure all fresh produce meant for its market is free from harmful pesticides and conforming to the required MRLs warning that repeated failure to adhere to the new limits on toxic residue levels will lead to licence cancellation.

Mkindi said Taha and its key partners are working closely with National Plant Protection Organization (NPPO) that is mandated by the International Plant Protection Convention (IPPC) to offer Phyto-sanitary certificates to help local exporters to navigate through the stringent EU rules.

The group's standards and food safety coordinator, Eric Mwesigwa said



Taha group CEO Jacqueline Mkindi (L) clarifies a point to food safety and standards coordinator, Eric Mwesigwa on EU phyto-sanitary certificate needed by exporters starting soon. Photo courtesy of Taha.

as things stand, exporters of fresh fruits and vegetables, almost all shipments leav-

ing the third country to EU markets from 14 December 2019, have to be accompa-

nied by a phyto-sanitary certificate.

"Equally, a full wording of the relevant requirement should be mentioned under "Additional Declaration" on the phyto-sanitary certificate. It won't be enough to mention the specific article," Mwesigwa warned.

Importation of *Ullucus tuberosus* and *Momordica* into the 27 member bloc is provisionally prohibited effective December 14, 2019. In order to be exempted from the provisionally prohibition, a third country should submit an application and technical dossier to the European Commission.

Taha's chief development manager, Anthony Chamanga said way back in 2006, there were less than 50 horticultural farmers in the country with insignificant production volumes for export markets.

But currently, Taha has over 2.5 million large and small scale farmers exporting horticultural products to international markets including the EU. With an annual growth rate of 12 percent, the horticultural industry has turned into the growth driver of the entire agriculture sector of the country.

## Barclays Tanzania rebranding to Absa at full throttle as top brass tout Africa focus

By The Banker Reporter

THE pace of rebranding Barclays Bank Tanzania Limited's corporate identity and name has gathered momentum as board chairman, Simon Mponji and managing director, Abdi Mohamed said the focus is being a pan African financial institution with a global reach.

"Recognizing the significant size of the task ahead, and in preparation to change our name, we started introducing Absa's warm, vibrant red colour palette on some of our assets, including bank branches and ATMs, to ensure we are fully ready by the time our legal name changes," said Mponji in Arusha earlier this week while launching the second rebranded branch.

Last week the bank launched its first Absa-branded branch in Tanzania at Mikocheni while this week it was in Arusha city. The state of the art new branch is paperless as it is equipped with internet banking facilities and newly branded ATMs the brand's wide colour spectrum inspired by the African continent.

"As we get ready to enter a new era in the bank's history, you can expect to see the energy and the vibrancy of the new Absa brand taking us to new levels. From our new branches, we will embrace our ambition of becoming an independent African bank, under a new brand: Absa. As an organisation, Absa believes in bringing your possibility to life," said Mohamed.

"We are here to fulfil the ambitions of our customers and communities, and we look forward to continuing to build strong partnerships to make this a reality," Mohamed added while noting that even



Barclays Bank Tanzania's board chairman Simon Mponji (3rd L), cuts a ribbon to launch the Absa Bank Tanzania branded branch in Arusha city on Tuesday. Looking on from left are BBT director of finance Obedi Laiser, head of retail banking Oscar Mwamfwagasi and managing director, Abdi Mohamed. Photo courtesy of BBT.

though some branches will start to look like Absa, it will continue to operate and trade as Barclays Bank Tanzania until its name officially changes.

He said BBT has several legal and regulatory milestones to achieve before the official name change date can be announced hence the bank will announce the date in due course.

The name change in Tanzania is part of one of the largest rebranding projects in Africa and part of a broader, multi-country rebrand programme happening at Absa Group Limited-level, scheduled

to be completed by mid-2020. The bank is well on track to complete the process ahead of this deadline.

In closing, Mohamed assured clients that, "All customer services will continue as before throughout the name change process, and customers will not be required to do anything during this period. Barclays Bank Tanzania will not ask any customer for additional information during this period, and all bank records will remain the same before and after the transition."

## Turkey asks commercial banks to write off bad debts by 2020

ANKARA

ANKARA Turkey is working on a plan to rid banks of their non-performing loans as policymakers step up attempts to boost lending and growth.

The banking regulator, known as BDDK, will soon ask the nation's lenders to slash the bad-debt ratio in their balance sheets so that credit to industrialists starts flowing again, according to sources. As part of a plan that's been approved by the Ministry of Treasury and Finance, the regulator will ask commercial banks to develop their own road maps to lower NPL ratios, said a source.

Lenders will either have to sell bad debt to investors or increase

the size of their loan books to push down NPL ratios. Banks will have until the end of 2020 to meet bad-debt targets, and the regulator will check progress monthly. Both the ministry and the banking regulator declined to comment.

The bad-debt plan is the latest step in the government's efforts to kick-start the economy through faster credit growth. Some commercial banks remain reluctant to increase lending before they clean up their balance sheets. Capital levels and asset quality have come under scrutiny following last year's currency crash, which triggered a wave of corporate debt-restructuring demands.

The move "confirms once more that credit induced growth remains

the government's priority", said Wolfango Piccoli, co-president of Teneo Intelligence in London. "Re-balancing the economy, devising a new economic model are distant concerns for a government that seems to be focused mainly on a short term fixes and wins," he said by email.

The ratio of bad loans to total credit in the system stood at 5.2 per cent in October and may reach 6.3 per cent by the end of the year, according to the banking regulator. The government wants the banks to reduce the average ratio to 2 per cent to 3 per cent by the end of 2020, one of the people said.

President Recep Tayyip Erdogan's government dramatically increased

its 2020-2022 economic growth target to 5 per cent, arguing it can be achieved without stoking inflation and generating the yawning current-account gap that dogged previous upswings. Success will hinge on the strength of the private sector, investment and exports.

Turkey's banking regulator in September told lenders to reclassify 46 billion liras of loans as non-performing by the end of the year. Bloomberg reported on Thursday that it later decided to let lenders determine which company loans need to be reclassified as non-performing, and revised how banks classify credit to once-troubled companies, potentially helping them avoid adding more problem loans to their books.



Panelists at ACCA Africa members' convention in Kigali

## Fraud, corruption cause anxiety among Africa's accountants

KIGALI

AS African professional qualified accountants meet in Kigali, some experts have said that fraud and corruption that arise from poor financial reporting practices and flawed rules are some of the big concerns the industry is grappling with.

Members indicated this on Tuesday during the Association of Chartered Certified Accountants (ACCA) Africa Members' Convention, which is bringing together nearly 1000 participants from across the continent.

Professional accountants are simply people who prepare and examine financial records. Most of them work in the banking space, investment areas, tax collection units, and other organisations. They suggest ways to reduce costs, enhance revenues and improve profits.

Yet, experts say, some are still characterised by poor ethics, making it impossible for many entities that rely on them to retain the right business value and meet expected financial results in some cases.

In Rwanda, for instance, some accountants have been blamed for endorsing books of accounts without verifying the facts and evidence, which in most cases lead to financial fraud and loss of revenues for public entities. "There is fraud, there is corruption. How can professional accountants play a role to address these issues?" Brigitte Nangoyi Muyenga, the finance commissioner for Zambia Revenue Authority, wondered.

Muyenga lamented that most of the controlling officers, those entrusted with overseeing tax collection revenues, most of the times are not appointed on merit, saying that is the basis of fraud that characterize most countries. Africa currently loses billions of dollars in illicit financial flows. Professional accountants have been blamed for not playing a critical role, just as much as many public organisations that deal with finance matters.

A report of the High-Level Panel on Illicit Financial Flows from Africa commissioned by the African Union (AU) and the Economic Commission for Africa indicated in 2015 that Africa loses \$50 billion a year in illicit financial flows. These flows relate principally to commercial transactions, tax evasion, corruption, and criminal activities like money laundering, among others. "Until we start recognising who's supposed to be placed where, then Africa will become a developed continent because we have all the resources," Muyenga said.

Transfer pricing manipulation is one of the specific ways experts pointed out through which countries lose millions of financial resources. Generally, transfer pricing happens whenever two companies that are part of the same multinational group trade with each other: when a Rwandan-based subsidiary of Coca-Cola, for example, buys something from a US-based subsidiary of Coca-Cola.



## Compulynx marks silver jubilee with launch of integrated banking solution to curb frauds

By The Banker Reporter

TECH firm, Compulynx Limited is celebrating 25 years of its operations in the market by introducing a new product, COMPAS-e-KYC which will help banks curb online fraud.

In his remarks at the unveiling of the company's new brand identity, founder and CEO, Sailesh Savani said the company's rebranding is more about taking a fresher look at the future with cloud computing and e-commerce greatly impacting the way businesses will operate and grow in the coming years.

"We at Compulynx want to be at the forefront of embracing cloud and e-commerce. As the company marks 25 years, these products, cloud and e-commerce offerings signify our agility," Savani said noting that the e-commerce platform will complement Compulynx existing retail software solutions including the Compulynx Retail point of sale.

He said in order to help

commercial banks improve delivery of services to broader population in the market such as implement secure 'know your customer' procedures, Compulynx is rolling out COMPAS-e-KYC.

"It uses multi-modal biometrics backed by a powerful engine to curb fraud based on Identity theft to secure holders. It's simply replacing passwords and signatures with biometrics," said Savani. He said the solution is integrated with a bank's core banking system or a company's central system and takes over all authentication used such as user login and transaction authentication.

The biometric enabled platform has also been successfully deployed for various not for profit organizations' programs in over 10 countries across the globe whereby over three million beneficiaries have been disbursed benefits in a transparent and accountable

manner.

"Compulynx is also eyeing opportunities in healthcare, one of the big four agenda pillars with its smart-health passport, an identity management and insurance claim management switch system for the health insurance industry," the CEO added.

He also his company's move to the cloud application means consumers, for example retailers, cut on their costs and associated risks of having to purchase software and infrastructure beforehand, as a cloud-hosted solution is accessible just by paying a time-specific licence fee.

Compulynx is also rolling out dynamic, secure and scalable e-commerce solutions as consumers increasingly adopt the culture of 'e-tailing,' and online shopping thanks an expanding middle class, high Internet penetration and widespread use of mobile

money platforms.

"It provides a secure switching platform between insurance companies and medical service providers using biometrics to curb medical claim fraud emanating from identity theft," Savani noted while stressing that other areas that the company is exploring include revenue collection for counties.

"Compulynx has developed this solution which comes as a mobile phone or tablet which allows revenue officers to collect and verify payment of levies, licences and fees," he stated.

Compulynx was co-founded by brothers Sailesh Savani and Mehul Savani in 1994 at a time when Kenya's IT sector was dominated by foreign firms and has grown over the years to be ranked one of the biggest privately owned firms in Kenya. It has offices in Nairobi, Mombasa, Kampala, Dares Salaam and Dubai.



Tanzania Institute of Bankers registrar, Saad Banzi (R) has a word with National Bank of Commerce's sales officers, Dunstan Lipwaga (L) and Upendo Njorogo during University Challenge Award and graduation ceremony for the securities industry certification course organized by the Capital Markets and Securities Authority in Dar es Salaam last week. Photo courtesy of NBC

## ASPIRES expert touts regulatory reforms for agribusiness industry

By Beatrice Philemon

AFTER the government abolished over 100 nuisance taxes that negatively impacted on agribusiness growth in the local market to exploit the growing East African market, an expert has said the next set of reforms should now address the cumbersome regulatory regime in place.

A policy advisor at Agricultural Sector Policy and Institutional Reforms Strengthening (ASPIRES) project, Professor David Nyange said in Dar es Salaam last week that abolition of the taxes farmers have heaved a sigh of relief hence encouraged to expand their farms to get more profit as the taxman stays home.

"But there still remains more need to consider simplifying the regulatory framework and review inefficient fees and charges associated with such practices which are mandatory," said Prof Nyange adding that such harsh regimes frustrate mainly smallholders who can hardly meet such costs.

He further noted that among the strategic objectives under the second phase of the Agricultural Sector Development Programme (ASDP-2), the government is prioritizing investment integrated water use in agriculture as climate changes takes its toll on agribusiness growth.

"Due to the adverse effects of climate change, there is need to explore alternative strategies to conserve water for farming such as water harvesting and investment in efficient irrigation systems," noted Prof Nyange.

He added that the country has the potential to harvest a significant amount of its rain water which currently ends up flooding villages after bursting river banks before heading to the ocean where it becomes salty hence not suitable for cultivation.

"This is given that the average annual

rainfall in Tanzania is estimated at 1,071 millimeters while the area under irrigation is only about 475,000 hectares of which 2.5 ha is cultivated farm land. So far, the area under rice cultivation in Tanzania is 1.1 million hectares with annual rice production standing at approximately two million tons per year," he added.

"As more youths and farming enthusiasts continue to embark on agricultural activities, we also need to invest in soil health to help farmers cultivate their crops and apply the right fertilizer in accordance with the soil health status," the ASPIRE policy advisor stated.

Prof Nyange said there is need to invest in analyzing soil health across the country because 60 percent of the soil is in poor health for crop cultivation. "If you visit different areas across the country, you will see that the number of people who are buying or leasing farmland for cultivation has increased dramatically, from 11 percent in 2004/2005 to 32 percent in 2010/11 season," he revealed.

In her presentation, ASPIRES' capacity building and training specialist, Edith Lazaro underscored the country's massive untapped potential in agricultural productivity which indicates that there is capacity to increase cereal production tenfold.

Currently, Tanzania's cereals production is about 16 million metric tons with low productivity at around one metric ton per hectare against the global average at four tons per hectare.

"To enhance productivity three factors are required including nutrition (the right fertilizer for crops and feed for livestock), genetic make-up such as improved seed, improved livestock breeds and lastly, management such as good agricultural practices, pest and disease control," Lazaro noted. The journalists training was organized by ASPIRE and The World Bank.

## Rising crypto adoption set to trounce regulation

ACCRA

REGARDLESS of new rules central banks may set to govern their use, cryptocurrencies like Bitcoin will eventually trounce regulations as adoption rises leaving authorities no choice but to give up on their control, industry insiders have said.

For example, the South Africa Reserve Bank recently disclosed plans to limit the amount of local currency that can be sent out of the country using cryptocurrencies. The aim is to curb the use of virtual currencies to evade the country's financial regulatory controls.

Philip Agyei Asare, founder at Blockchain Foundation Africa and chief executive officer at BTCGhana says authorities are aware of the power cryptocurrencies offer ordinary citizens, but appear to still be fixated on "maintaining the status quo which means the constant championing of fiat and barring any possibilities of crypto adoption."

"Cryptocurrencies are built on libertarian principles and looking at the way governments around the world operate, there's the constant need to be in control of sensitive assets such as currencies. They are not willing to relinquish that level of control although with time widespread adoption will force them to."

Setting new rules could heighten animosity against cryptocurrencies like Bitcoin to "eventually reach epic levels," adds Irlon Terblanche, founder of Blockchain Capital (South Africa). "With the unfortunate reality that there is nothing that a central bank, regulator or bank can do about it, Bitcoin will do to banks what the internet and email did to post offices; what Uber did to the taxi industry.

It is just a matter of time. Eventually, Bitcoin will completely negate any government's ability to meaningfully implement capital controls and it will make it more difficult for central banks to implement monetary policies the way they currently do."



Compulynx Limited director Mehul Savani (L) CEO and founder Sailesh Savani unveil a new logo and identity for the tech firm as it marked 25 years at a ceremony held in Dar es Salaam earlier this week. Photo: Guardian Photographer

## Absa data analytics team wins big at global awards

JOHANNESBURG

ABSA Regional Operations' (ARO) Analytics team has won the 2019 Best Technology Initiative - Rest of the World award at the Financial Innovation Awards for its Customer360 (C360) platform.

ARO comprises Absa Group's subsidiaries outside South Africa. The ARO Data Analytics team took first prize in the category for the Web-based platform, the first of its kind in Africa, designed to a holistic view of each customer while converting data into valuable customer insights.

The award was presented by the London Institute of Finance at an award ceremony recently hosted in London. Customer360 (C360) was developed to ensure a single point of access to various analytical models that provide key insights across the banking spectrum.

Through Customer360, Absa uses data analytics and data science models, combined with basic customer data and other data sets and variables, to preempt customer behaviour



Absa Regional Operations chief executive, Vimal Kumar.

and identify new customer needs. The information is presented in several data visualisation forms while some of the platform's other interactive features help the bank to increase customer engagement.

Customer360 tackles the issue of data availability in banking, especially in emerging markets, where many of the continent's citizens are unbanked, says Absa. In a market where a customer-centric approach can translate to a competitive advantage, Absa is set to use the valuable insights to drive business growth through understanding our customer needs better.

"We have put customer innovation at the heart of our strategy and aim to not only meet but anticipate

their needs. We have recognised that our customers' needs are changing and have been investing in digital technology to offer more convenience across the continent," says Vimal Kumar, chief executive, retail and business banking and chief digital officer at ARO.

"As part of that, we have recently upgraded some of our technology infrastructure and continue to invest in digital platforms such as C360 as we work towards becoming a scalable digitally led bank across the continent."

The Financial Innovation Awards recognise some of the most innovative companies in the banking and finance sector. This year, 64 companies were shortlisted for

awards in 22 categories. Absa believes it has a role to play and intends to leverage digital technology to expand reach, financial inclusion and access to financial services.

Analytics on omni-channel allow the bank to tap into the pool of unbanked citizens and improve financial inclusion levels - a key component of Absa's strategy. Their ambition is to become a digitally-led bank that is centred around the ever-changing needs of customers and the all-inclusive customer insights from the platform will inform and enable the business growth through a better understanding of customer needs, especially in emerging markets.

ARO is a significant player in the banking and financial services sector across the continent. "We have been a key contributor to various economies across Africa and look forward to using C360 to increase financial inclusion, a key enabler to reducing poverty for the continent's unbanked and boosting prosperity in the communities we serve," said Kumar.

MARKETTRENDS



## Coffee Board chief touts organic farming as promising for smallholder farmers

THE first national conference on Ecological Organic Agriculture (EOA) conference was held in Dodoma late last month and, among other things, revealed that organic crops such as coffee, cotton and tea are paying farmers more than most others owing to the nature of local and global markets.

In this interview staff writer, Francis Kajubi talks to Tanzania Coffee Board's acting director general, Professor Jamal Adam explains more on the subject.

### What do you describe the extent of organic farming in the country and particularly coffee?

To begin with, let me explain that the term organic means anything that is grown free from chemical fertilisers, pesticides or any other artificial additives. This includes almost every crop, fruits or vegetable but also drinks and meat.

In the case of organic coffee, there are no synthetic fertilizers or chemicals used in its cultivation which means cleaner beans free from chemicals with access to natural air, soil and water. The coffee is applied with only organic fertilizers, like coffee pulp, chicken manure, or compost. For coffee, at least 95 percent of the beans have to be grown under organic conditions for it to qualify as organic.

### How are consumers' health guaranteed when they consumer organic coffee compared to conventional coffee?

The biggest benefit to consumers' health is that they don't consume any artificial chemicals such as pesticides, herbicides or industrial fertilizers when taking organic coffee which is high in antioxidants, vitamins and minerals. As the soil is free from damaging chemicals, it is much healthier and full of natural nutrients become ingredients of the beans.

Organic coffee is also good for the environment as the soil used to grow the trees benefits for not being in contact with artificial fertilisers. In general, the environment surrounding organic farms benefits from absence of chemicals. As coffee is the second most traded commodity in the world, organic farming has a huge positive impact on global health and the environment.

### How is the board overseeing certification of organic coffee?

Organic certification is a long process that ensures the right practices are continually followed. In most of the consuming countries, it is illegal to advertise a product as organic without getting the correct certification. It can take up to two years to get full certification of an organic product because of the thorough



application and inspection process. Once farmers have obtained an organic certificate, it only lasts for one year after which another inspection is needed before certification.

### What is the current market share for local and global organic coffee?

In 2019/20 Tanzania produced 583 tons of certified mild Arabica organic coffee worth over US\$2.8 million while at the same time we also produced 22,545 tons of non-certified mild Arabica worth over US\$52.2 million. We also produced 155 tons of certified hard Arabica worth US\$299,303 against 517 tons of non-certified worth US\$757,329.

Tanzania produced 745 tons of certified Robusta coffee worth over US\$1.3 million against 18,683 tons of non-certified valued at over US\$24.3 million. The prices for certified mild Arabica was US\$4.82 per kilogram while non-certified fetched US\$2.19/kg. Certified hard Arabica fetched US\$1.93/kg against US\$1.47/kg for non-certified. Certified Robusta was sold at US\$1.80/kg versus US\$1.30/kg of non-certified. In total

certified coffee is 3.43 percent of the total coffee produced in Tanzania which was 1,483 tons worth over US\$4.45million. The global organic coffee market was valued at US\$7.5 billion in 2018 and is forecasted to reach US\$18.35 billion by 2027.

### What strategies has TCB put in place to ensure growth of organic coffee farming?

The board is responsible to set an agenda on how to position organic agriculture in political discourse like lobbying in favour because of environmental and health benefits, issues that are ignored by political elites who make decisions. The board is now developing a new strategy that will put actions to show that organic coffee production and the business activities can create real and long-lasting regional economic opportunities.

### What challenges are you experiencing in mobilising organic coffee farming?

Cost is by far the largest obstacle facing farmers especially the process of certification. Farmers are responsible for the cost of inspection, which includes travel, hotel and food expenses of certifying auditors, as well as annual certification fees. This effectively puts organic certification out of reach of many small-scale farmers unless they are part of a coopera-

tion, in which case certifying costs can be split among members.

It's easy to see why organic coffee costs more versus coffee of the same quality that isn't certified as organic. The cost of certification, the additional labour needed and all the extra work that goes into maintaining traceability all adds up. However, the price differential for organic coffee is fair because producing organic coffee is more expensive than conventional coffee.

Besides the burden of certification and the additional labour associated with organic farming, there are other challenges such as a bio diverse, organic farm could be healthier and more resilient in the long term than a technified, full sun coffee farm, but it's difficult to quantify that resiliency.

### Will organic agriculture serve the nation's industrialization agenda?

Yes, however, it will take some time due to mainstreaming processes along the value chain together with the increase in internal coffee consumption.

What is the way forward for organic farming in Tanzania?

It's becoming a promising trend for both the producers and consumers. Producers through cooperatives in the country can earn substantially in producing organically grown coffees and the trend is rapidly growing.

## MNOs deploy additional resources as load-shedding bites

### JOHANNESBURG

MOBILE operators are investing in more infrastructure to mitigate the effects of the rolling blackouts currently being implemented by embattled power utility Eskom.

The infrastructure includes batteries, generators and diesel, which keep the lights on at base stations and enable cellular telephone systems to operate. To exacerbate the situation, mobile network operators (MNOs) are crying foul that when there is load-shedding, criminal syndicates and vandals also take advantage of the darkness to target the base stations.

Bankrupt Eskom, which supplies over 90% of SA's electricity needs, is struggling to keep the lights on mostly because of poor maintenance of power plants. Yesterday, Eskom issued a statement apologising after briefly implementing stage six load-shedding for the first time in the country.

"This afternoon (yesterday), as generating unit breakdowns remained high, the power supply to the incline conveyors feeding coal to the silos at Medupi Power Station failed, further contributing to the shortage in capacity." The debt-ridden state-owned enterprise said the technical teams worked around the clock and have resumed coal handling operations at Medupi Power Station.

As a result, the power utility said, stage six rotational load-shedding was stopped at 10pm last night. Eskom resumed stage four load-shedding from 10pm yesterday, which will continue until 11pm tonight. "Eskom unreservedly apologises to all South Africans for the inconvenience during this difficult period. In addition, we remain grateful to large power users for their invaluable assistance



Jacqui O'Sullivan, executive for corporate affairs at MTN SA.

offered today," said Jabu Mabuza, Eskom's acting group chief executive and interim executive chairman. President Cyril Ramaphosa also issued a statement saying the anger and frustration that load-shedding has caused is understandable.

### Significant threats

Following the announcement of stage six load-shedding, mobile operator MTN says despite significant investments in battery backup systems and generators, MTN's mobile sites continue to face significant threats due to Eskom's ongoing load-shedding and, in particular, the introduction of stage six load-shedding.

It notes the majority of MTN's sites have been equipped with battery backup systems to ensure there is enough power on-site to run the systems for several hours when local power goes down. However, it laments that the frequency of load-shedding is resulting in batteries not having enough time to recharge.

"These batteries generally have a capacity of six to 12 hours, depending on the site category, and require 12

to 18 hours to recharge, which, in stage three and four load-shedding, is simply not happening. This situation is exacerbated with the introduction of stage six load-shedding," says Jacqui O'Sullivan, executive for corporate affairs at MTN SA.

MTN says the constant outages are starting to have a direct impact on the performance of the batteries, and it fears if stage six outages continue, the batteries' integrity will be compromised because of the insufficient time to recharge and due to the excessive drain on the batteries.

Excluding the amount spent on new batteries for new cellphone sites, MTN spent around R300 million in 2018 on batteries for existing sites, the company says. In addition to the batteries, MTN has 1 800 generators currently in use.

According to MTN, another significant additional cost of the load-shedding is the extra on-site security that is needed to protect the batteries, generators and general site equipment from thieves and vandals.

It explains that network operators across the country have been battling sophisticated syndicates that have been stealing batteries daily. However, it adds, load-shedding is seeing entire neighbourhoods cloaked in darkness at predictable times, which is offering criminals greater cover for their thieving.

The extent of the outages has placed a significant strain on MTN's overall network resources, and teams have had to be reassigned from growth projects to emergency management of sites due to the load-shedding.

MTN says it is currently sourcing additional generators to support existing infrastructure. Site output is being managed to further enhance efficiencies and regional "war rooms" have been established to ensure the operator has an hour-by-hour account of its systems to keep its customers connected.

"Teams of technicians are being redeployed as and where required, and additional shifts are being added to restore and maintain connectivity as quickly as possible for our customers," says O'Sullivan.

### Entire blackout

Vodacom spokesperson Byron Kennedy comments that when load-shedding occurs, a cellphone tower remains fully functional for as long as the batteries last or the backup generator keeps running. "Once power is fully depleted, the tower stops working entirely and, depending on the configuration of nearby towers, may cause a coverage area to blackout entirely or for customers to experience intermittent service."

Kennedy points out that generators run on diesel,

which means they can continue to run while being refuelled. "Batteries, on the other hand, will last anywhere from four to eight hours before they will need electricity to recharge. Stage four load-shedding places additional strain on network operators."

He explains a notable complication with stage four load-shedding over consecutive days is that batteries don't get enough time to recharge to full capacity. In addition to this, he notes, more areas are down at the same time, which affects more sites. "We therefore have increased challenges in getting to all of the sites."

However, Kennedy points out: "Vodacom would like to assure customers that we have put proactive measures in place to help mitigate the effects of widespread load-shedding. For instance, we have deployed additional resources, batteries and generators at numerous sites across the country. We would like to appeal to customers to take note of Eskom's load-shedding schedule to try and plan around areas affected by scheduled outages."

"We have deployed additional resources, batteries and generators at numerous sites across the country and invested hundreds of millions of rands in these backup power facilities." He says Vodacom is aware that many customers around the country will be experiencing issues connecting to the network because of the stage four load-shedding currently in place.

"Our towers do use batteries as a backup, but these do have limited power and will eventually fail. We would like to apologise for any inconvenience - normal service will resume once load-shedding runs its course," Kennedy says.

### Devastating effect

Shalk Visser, Cell C's acting CTO, points out that load-shedding has a devastating effect on all mobile operators, significantly increasing operational costs associated with keeping base stations alive and protected, as well as negatively impacting customer experience. This is only made worse by stage six, he says.

"Cell C uses both backup battery power and generators to keep up service to customers. However, load-shedding depletes the efficacy of batteries given that they are not given adequate time to recharge, which means battery backup becomes shorter every time." The carrier says generator backup is assigned to high-dependency sites with multiple dependencies, but it is not possible to get to all load-shedding affected areas.

BANKING & FINANCE

## How to safeguard your finances during the end of year festive season

By Desideria Mwegelo, Head, Marketing & Communication Stanbic Bank Tanzania

WITH the festive season edging closer, merry making has begun and preparations for the Christmas and New Year are well underway resulting in spontaneous splurges and overspending.

It is easy to throw caution to the wind and get caught up in a spiral of spending that includes last minute travel, home renovations, lavish get together parties, excessive dining out and impulse buying.

Though enjoyable in the moment, the after effects of overspending follow us for months afterwards when obligations such as house

rent and school fees are due but the bank account is depleted. With creativity, planning and budgeting, your holidays can be more rewarding knowing that your bank balance will remain healthy and save you a considerable amount of money.

As a bank that empowers your financial success, Stanbic's bouquet of products helps you plan and track your money during the holiday season and beyond removing the anxiety from your Christmas and New Year celebrations. Here are five power tips to keep your finances in-check during the holiday season:

### Set a budget

It is advisable to set realistic plans and a working budget when it comes to spending money during the



holidays. You might want to establish a general spending cap or adhere to fixed amounts to items on your spending list.

This is easier with a variety of banking applications such as Stanbic Bank's iBanking portal that allows you to manage and categorize your expenses. The best laid plans often go awry, it is therefore important to align and manage the expectations of your immediate family and loved ones on the plans for the holiday season.

### Track your spending

A working budget allows you to easily and effectively track spending. With Stanbic's Mobile App you can check your balance and track spending on the go. One only needs to remain disciplined.

### Prioritize your purchases

It is common to want to spoil loved ones with gifts but before you go shopping, be armed with a list and

corresponding budget. Otherwise, you might be enticed to overspend on gifts. It is important to know who you are shopping for to avoid deceptive holiday discounts.

Pay yourself by doubling up on savings

It is tempting to put the brakes on your savings plan during the festive season however savings should continue, in fact, how about trying something radical by doubling up on the amount you put away? A Stanbic Pure Save account pays interest on a tiered basis, increased deposits lead to higher returns.

Resolve to spend wisely all year round

By managing your finances effectively during the festive season you will enjoy your holidays and avoid starting 2020 in financial difficulty. Many of the sound financial management habits you should be practicing in December apply the whole year around - so make sensible financial management one of your New Year resolutions.



## WORLD

## As the US House marches toward impeachment, Senate questions next move

WASHINGTON

AS the U.S. House of Representatives moves closer to impeaching President Donald Trump, larger questions loom in the Senate, where Trump's Republican allies may not give him the extended trial he would like.

Democrats who control the House unveiled formal charges on Tuesday that accuse Trump of abusing his power by trying to force Ukraine to investigate a political rival and obstructing Congress when lawmakers tried to look into the matter.

The House Judiciary Committee was expected to begin considering those charges at 7 p.m. yesterday (0000 GMT) and is expected to approve them today. A vote by the full

chamber next week is likely to make Trump the third U.S. president to be impeached by the House.

Judiciary Chairman Jerrold Nadler said Democrats had to take action because Trump had endangered the U.S. Constitution, jeopardized national security and undermined the integrity of the 2020 election.

The impeachment articles do not draw on other contentious aspects of the Republican president's tenure, such as his efforts to impede former Special Counsel Robert Mueller's Russia probe. Democratic lawmakers who represent more conservative districts have argued that the focus should stay on Ukraine.

"I think you'll see virtually all the Democrats support these articles," said Representative David Cicilline,



President Donald Trump

who chairs a House Judiciary subcommittee.

Republicans say Democrats have yet to prove that Trump tried to pressure Ukrainian President Volodymyr Zelenskyy to investigate Democratic presidential candidate Joe Biden in a July telephone call.

"It's just as likely the president had good reasons to say what he did on the phone call as nefarious reasons that the Democrats think," Republican Representative Debbie Lesko said.

Trump has maintained that he did nothing

wrong and that Democrats are trying to undo his victory in the 2016 election.

He will be on friendlier terrain in the Republican-controlled Senate, which will likely consider the matter in January in a trial presided over by U.S. Chief Justice John Roberts.

## QUICK TRIAL?

Democrats are not expected to pick up the 20 Republican votes they need at a minimum in that chamber to drive Trump from office. But Republicans have yet to decide how to handle the matter.

Trump has called for a full trial, featuring testimony from witnesses, including Biden, House Speaker Nancy Pelosi and others, that would flesh out the case for and against impeachment and eat up weeks of time shortly before the first Democratic presidential nominating contests in Iowa and New Hampshire.

But Senate Majority Leader Mitch McConnell suggested on Tuesday that his chamber may opt for a quicker trial that would allow lawmakers to return to their regular business.

McConnell will need a majority of the Senate's 100 members to agree to either plan. That could put a handful of Republican moderates, like Susan Collins and Lisa Murkowski, in the position of deciding how much time the chamber would devote to the prospect of removing Trump from office.

During Democratic President Bill Clinton's 1999 impeachment trial, no witnesses testified on the Senate floor. Instead, videotaped depositions were done with just a few witnesses, which senators could screen privately. Clinton was acquitted in the Senate on charges arising from his sexual relationship with a White House intern.

Agencies

## Kenyan court grants bail to Nairobi governor charged with corruption

NAIROBI

A KENYAN court granted bail yesterday to the Nairobi County governor charged with multi-million dollar corruption in one of the most high profile cases in the government's anti-graft push.

The move was opposed by the prosecution, which argued Governor Mike Mbuvi Sonko was likely to interfere with witnesses and obstruct the investigation.

Sonko, an elected official from President Uhuru Kenyatta's Jubilee party known for his flamboyant lifestyle, was arrested on Friday.

He has denied charges of conspiracy to commit corruption, conflict of interest, failure to comply with procurement laws, unlawful acquisition of public property and laundering.

Corruption is a huge drag on the economy and investor confidence

in East Africa's business hub.

Since taking office in 2013, Kenyatta has repeatedly pledged to tackle graft and over the past year the country's top prosecutor has charged dozens of officials, including the then sitting finance minister. The president has not commented on Sonko's case.

Magistrate Douglas Ogoti said the bail ruling took into account the presumption of innocence. He said Sonko would be freed after posting a bond of 30 million shillings (\$296,000) with one surety of a similar amount and a cash bail of 15 million shillings.

Sonko, a former senator, was elected in 2017 after years of news splashes about his flashy fashion sense including chunky gold jewelry and eye-catching hairstyles.

The prosecution had also opposed the governor's release on bail because they said he had previously escaped from custody following con-



Nairobi's Governor Mike Sonko leaves the court room after a hearing, after he was arrested on corruption-related charges, at the Milimani Law Courts in Nairobi, Kenya yesterday. REUTERS

viction in two criminal cases in the late 1990s.

Sonko's team did not respond to that. Ogoti also ordered the governor not to incite supporters once free nor to post on social media about the case.

Police set up barriers on streets

and matching iPhone and has appeared in rap videos gyrating in gold-colored trainers while insulting political opponents.

He invited a storm of criticism this month after he shared photos online of his dining room, featuring a gold-plated lion statue and a gold-tinted dining table and chairs.

He has recruited hundreds of people into his "Sonko Rescue Team" who sweep out streets or appear at fires wearing "Sonko"-branded red boiler suits in Nairobi's poorest neighborhoods.

But despite taking a recent award for encouraging volunteering, Sonko's watch has seen little improvement in public services. Public schools and clinics are crumbling, roads are potholed and hundreds of thousands of people live in slums without access to services.

Agencies

## Turkey threatens to send troops to Libya amid east Mediterranean tensions

ANKARA

TURKISH President Recep Tayyip Erdogan said that his country would have the right to deploy soldiers in Libya if it was invited by the internationally-backed Libyan government, a move which could open a new stage in the power struggle in the Mediterranean, experts said.

Erdogan's remarks came after a controversial gas deal between Ankara and Tripoli which has already upset Turkey's antagonists in the region.

"The activity of sending soldiers in response to such a call from Libya's national government can never be interpreted" as a violation of the UN embargo, Erdogan (pictured) said Monday in an in-

terview with state-run TRT television.

On Tuesday, during a speech in Ankara, the Turkish strongman reiterated his views on sending troops to Libya, speaking of "sufficient" soldiers, without elaborating further.

His remarks came weeks after Ankara signed a defense and maritime boundaries agreement with Libya, which aimed at strengthening forces controlled by Prime Minister Fayez al-Sarraj's government in Tripoli, as the Libyan capital comes under attack from eastern-based strongman Khalifa Haftar.

The deal also grants Turkey the right to use Libyan airspace and waters, as well as the right to build military bases on Libyan territory.



The maritime border agreement could give Turkey access to a contested economic zone across the Eastern Mediterranean Sea, fueling tensions in Turkey's dispute with Greece, Cyprus and Egypt over oil and gas drilling rights in the area.

Oytun Orhan, coordinator of the Ankara-based Center for Middle Eastern Strategic Studies (Orsam), believes that by indicating to send troops to Libya, Turkey is express-

ing support for the internationally recognized Libyan government and showing a sign of deterrence to rebel forces and their backers.

"Turkey is trying to protect its vital interests in Eastern Mediterranean. The deal inked with Libya has broken Turkey's regional isolation in the region and is a game changer regarding energy exploration there," he told Xinhua.

Haftar's army has said it would enter Tripoli by the end of the year. Ibrahim Karagul, an international relations expert and columnist at the pro-government daily Yeni Safak, remarked that Erdogan's statement "is bound to cause serious tremors in every country's position in the Mediterranean."

Karagul indicated that the Eu-

ropean Union and other regional countries such as Egypt and Israel had preferred to ignore and reject Turkey's rights in the region of energy resources and drillings.

But now Turkey has made its geopolitical moves to preserve its interests in the Mediterranean, said Karagul.

Turkey has sent several drilling ships protected by gunboats to contentious fields off Cyprus since the start of the year amid sanctions and warnings from the European bloc and the United States.

Libya is a country rich in oil and gas reserves that borders important Mediterranean trade routes. The country's destabilization had financial consequences for Turkey as well as other regional countries.

Xinhua

## China urges US to fulfill duties on nuclear disarmament

BEIJING

CHINA yesterday urged the United States to earnestly fulfill its special duties on nuclear disarmament and further cut its large nuclear arsenal.

"As the country with the world's largest and most advanced nuclear arsenal, the United States should earnestly fulfill its special duties on nuclear disarmament, respond to Russia's call for extending the New Strategic Arms Reduction Treaty, and further cut its large nuclear arsenal, so as to create conditions for other nuclear countries to join the multilateral nuclear disarmament negotiations," spokeswoman Hua Chunying said at a press briefing.

Hua made the remarks in response to U.S. Secretary of State Mike Pompeo's remarks at a joint press conference with Russian Foreign Minister Sergei Lavrov that delivery systems have evolved beyond the missiles, bombers and submarines, and other parties such as China needed to be brought in to a wider arms control discussion.

Reiterating China's position of having no intention to enter into a negotiation of a so-called China-U.S.-Russia trilateral arms control deal, Hua said that China firmly opposes the United States using China as an excuse to evade and shift its nuclear disarmament responsibilities.

She called on the United States to stop its negative move of undermining global strategic balance and stability, stop hyping competition and confrontation among large countries, immediately return to the right track of multilateralism, and earnestly safeguard the international order based on international law as well as the authority and effectiveness of the current arms control and non-proliferation legal system.

"China has always been committed to safeguarding international arms control and the non-proliferation system, advancing the process of international arms control and disarmament, and safeguarding global strategic balance and stability," she said.

China is willing to work with all parties to continue to strengthen communication and coordination and carry out discussions on issues concerning global strategic stability, so as to make positive contributions to global peace and security, Hua added.

Xinhua

## IGAD urges joint efforts to curb cyber-inflicted transnational security perils

ADDIS ABABA

THE Intergovernmental Authority on Development (IGAD) yesterday urged East African countries to exert joint efforts in dealing with emerging transnational security threats, with particular emphasis on cyber-assisted terrorism perils.

"Terrorism, with its ever-changing and evolving nature, is one of the serious transnational security threats that affect the region," the East African bloc said in a statement on Wednesday, as it emphasized that terrorists and their networks are becoming transnational with cells and members scattered across borders using various forms of technology to coordinate and communicate their activities.

IGAD also emphasized the growing security threats from the internet, various technological advancements, and social media that are increasingly used to facilitate terrorist activities, such as recruitment, communications, radicalization, training, financing, incitement, preparation, planning, and collection information through secret chat rooms, encrypted Internet messages boards, fake email accounts, mobile applications, among others.

"This has called for more comprehensive approach to counterterrorism by understanding the role Information and Communication Technology (ICT) plays and utilized by terrorists," the statement read, adding "cyber terrorism is a real threat that may use the available infrastructure through cyberspace, in which terrorist could apply directly or indirectly."

The regional bloc also stressed the crucial need to apply digital forensics as one of the tools to identify the source of these attacks.

Noting the complex and sophisticated nature of terrorism cases, IGAD also stressed the "huge significance to have dedicated response from relevant officials who are involved in tracking terrorists and bringing them to justice."

IGAD's call came amid an ongoing capacity-building initiative that aimed to enhance the capacity of countries in the eight-member regional bloc.

According to IGAD's Security Sector Program Director, Abebe Muluneh, having the capability in dealing with digital evidence and the overall cybercrime dynamism is an important imperative for regional security apparatuses.

"Due to the increasing complexity of terrorism cases, successful prosecution in terrorism cases requires intense coordination during the investigation phase related to the gathering of evidence and on the use of general or specific investigative tools available," said Muluneh.

"Considering the transnational and transnational threat of terrorism, strengthening law enforcement and judicial cooperation between States is crucial," he added.

Xinhua

## National identity, legislation improvement behind success of Macao Basic Law

AGAINST the backdrop of months of social unrest in Hong Kong, a grand forum to commemorate the 20th anniversary of the implementation of the Basic Law in Macao Special Administrative Region was held in Beijing on Tuesday, December 3, with experts and officials discussing reasons for its success.

Chinese analysts highlighted strong national identity, the perfection in legislation and residents' sense of patriotism as the main reasons that lead to the Basic Law's successful implementation. And these were exactly the same elements lacking in neighboring Hong Kong Special Administrative Region, they said.

Chen Duanhong, who is with the Law School of Peking University, noted at the forum that political loyalty is

necessary to develop national identity and Macao has made great efforts in this regard over the past two decades.

After the return of Macao to the motherland, residents in the region, whether Chinese or foreigners, have maintained a "basic political loyalty to the country," Chen asserted.

Political loyalty for Chen meant residents never undertook activities harmful to "national security." Such activities are banned by Article 23 of the Basic Law, including secession, infringement and damaging national sovereignty, Chen said.

Macao set up a law to safeguard national security in 2009, which fulfilled Article 23 of the Macao Basic Law.

Chinese experts have been urging Hong Kong's legislative body to pass the national security provision of Ar-

ticle 23 of the Basic Law for some time.

Without the heavier punishments stipulated in Article 23, only lighter sentences could be imposed on participants in the Occupy Central Movement, they noted.

In 2016, the Macao government proactively added secession clauses to its legislative council election system after the central government interpreted Article 104 of Hong Kong Basic Law. The clauses clarified that legislative council candidates must uphold the Macao Basic Law and pledge loyalty to the region. Council members are not allowed to take additional political posts in other countries.

The region also amended local law to protect the national flag, emblem and anthem in 2017. In 2018, the Macao government set up a regional com-

mittee to safeguard national security.

Besides legislation, Macao government has promoted the Basic Law to more than 10 middle schools to help students understand its intent and effects.

The government also popularized the law at primary schools using comics to engage students.

These moves in Macao met the needs in terms of construction of national institution and national recognition, said forum attendee Li Xiaobing, an expert on Hong Kong, Macao and Taiwan studies at Nankai University in Tianjin.

Li noted that the people and groups that "love the country and Macao SAR have played the leading role in the implementation of Macao's Basic Law."

This prevented a major constitu-

tional crisis amidst the implementation of the Basic Law, Li noted.

The success of the Basic Law in Macao demonstrated the practicability of the "one country, two systems" principle and set an example for neighboring Hong Kong which has been embroiled by social unrest for months, He Liangliang, a commentator on the Hong Kong-based Phoenix TV, told the Global Times.

The Hong Kong government is not as proactive as the Macao government in implementing the Basic Law, He said.

Law Man-chung, a protester in Hong Kong who pleaded guilty to desecrating the Chinese national flag, was sentenced to 200 hours of community service in October, a punishment which many at the forum thought as

too light, in contrast to a man who had sprayed paint on the front gate of the US Consulate General in Hong Kong was jailed for four weeks in August.

It is under the guidance of the Basic Law that Macao sustained its previous social mechanism, economic system and lifestyle, Chui Sai On, Macao chief executive, said at the forum.

The region implements high autonomy based on the Basic Law and enjoys administrative, legislative and independent judicial powers, Chui said.

Chui said that Macao residents enjoy extensive rights and freedoms in accordance with the Basic Law, ensuring economic growth and substantial progress in culture, education, social security and etc.

Global Times



# China allows no one to back terrorist forces

ON Dec 3rd local time, the U.S. House of Representatives passed the so-called "Uyghur Human Rights Policy Act of 2019". This bill deliberately smears the human rights condition in Xinjiang, slanders China's efforts in de-radicalization and counter-terrorism and viciously attacks the Chinese government's Xinjiang policy.

Such malicious attack on Chinese government's Xinjiang policies and the unethical practices of distorting facts seriously violates international law and basic norms governing international relations, and grossly interferes in China's internal affairs.

Xinjiang-related issues are not about human rights, ethnicity or religion, but about fighting violence, terrorism and separatism.

Since the 1990s, elements of terrorist, separatist and extremist forces launched several thousand terrorist attacks there, causing loss of life to and damaging the property of people of all ethnic groups, and trampling upon the basic human rights.

However, some U.S. politicians just turned a blind eye to these misdeeds, which are by nature anti-human, anti-society, and anti-civilization.

Today, the freedom of religious belief in Xinjiang cannot be matched by that in any other historical period, as all ethnic groups in the region are united and work together, share the benefits of reform and development, and have their rights guaranteed by law.

Nevertheless, these U.S. politicians are still racking their brains to smear the Chinese government's Xinjiang policies. Under the disguise of protecting human rights, they apply double standards in counter-terrorism, and even connive and incite terrorist acts, standing at the evil side that seriously violates the international justice and human conscience.

Against such backdrop, the U.S. Congress' passage of the so-called "Uyghur Human Rights Policy Act of 2019" revealed nothing but the disgusting and sinister motives of some U.S. politicians.

Xinjiang affairs are China's internal affairs, which no other country and external force is allowed to interfere in. The preventive counter-terrorism and de-radicalization measures taken by China in Xinjiang are supported by law, conform to the aspirations of Xinjiang citizens, and have yielded remarkable results.

The law-based vocational education and training carried out in Xinjiang represent China's concrete steps and measures to put into practice the international community's initiatives on combating terrorism and de-radicalization, including the United Nations (UN) Global Counter-Terrorism Strategy and the UN Plan of Action to Prevent Violent Extremism.

Chinese government's Xinjiang policies are totally designed for the protection of human rights. In the past three years, no violent or terrorist attack has happened in the region.

Instead, the region has witnessed social stability, solidarity among all ethnic groups, and a great social atmosphere as everyone live and work in peace and contentment and see their right to life, right to live, and right to development strongly guaranteed by law.

The U.S. Congress' ridiculous act of ignoring China's achievements in the field of human rights and irresponsible remarks on the Chinese government's Xinjiang policies are in fact what violate human rights and the law-based governance.

The international community has a fair opinion on who is protecting human rights and who is violating them.

Since the end of 2018, more than 1,000 representatives from 91 coun-



People dance at a square during a culture and tourism festival themed on Dolan and Qiuci culture in Awat County of Aksu Prefecture, Northwest China's Xinjiang Uyghur Autonomous Region on October 25. (File photo)

tries and regions have visited Xinjiang in more than 70 groups, including officials from various countries, regions and international organizations, and people from the press, religious groups and the academic circle. They acclaimed that Xinjiang's experience in counter-terrorism and de-radicalization was worth learning from.

In July, ambassadors of over 50 countries to the UN Office at Geneva co-signed a letter to the president of the UN Human Rights Council and the High Commissioner for Human Rights, applauding China's respect for and protection of human rights in its counter-terrorism and de-radicalization efforts. In October, at the Third Committee session of the 74th UNGA, more than 60 countries commended in their statements the tremendous human rights progress achieved in Xinjiang, China, in support of China's measures in so-called counter-terrorism and de-radicalization in Xinjiang. They also expressed their opposition to some

countries' attempt to interfere in China's internal affairs and to politicize human rights issues.

As Chinese people always say, "A just cause enjoys abundant support while an unjust one finds little". Certain U.S. politicians, who spare no effort to make up stories about the so-called Xinjiang-related issues to slander China, are acting completely against the mainstream opinions of the international community.

The bills passed by the U.S. Congress that interfere with other countries' internal affairs are nothing but blatant hegemonic acts. Rather than introspecting into the human rights issues in the U.S. and the White House-initiated humanitarian disasters across the world, the U.S. politicians are stirring up troubles all over the world and make irresponsible remarks on other countries.

It's obvious enough for the international community that the U.S. has already fallen from the moral high

ground of human rights, and decisions on this issue will never be allowed to be made by the U.S. alone.

This point is well illustrated by the Asia-Pacific Declaration on Advancing Gender Equality and Women's Empowerment: Beijing+25 Review, which was recently passed 37 to 1 - the U.S. was the only country voting no.

The Chinese government and people are determined in safeguarding national sovereignty, security and development interests. Under the pretext of Xinjiang-related issues, the U.S. attempts to sow discord among various ethnic groups in China, undermine prosperity and stability in Xinjiang, and contain China's growth. But its attempt will never succeed.

The U.S. had better stop its dirty tricks of interfering in China's internal affairs and the farce that will ultimately humiliate itself, as anyone who underestimates the determination and will-power of the Chinese people will not end well.

People's Daily

# Ramaphosa cuts short foreign trip amid worsening electricity crisis

CAPETOWN



SOUTH African President Cyril Ramaphosa on Tuesday cut short his visit to Egypt so that he can handle a worsening electricity crisis at home, the presidency said.

Ramaphosa (pictured) yesterday was expected to meet with the Board and Management of the national power utility Eskom, where he will be briefed on plans to mitigate and resolve the current electricity crisis affecting most of the country, presidential spokesperson Khusele Diko said.

Ramaphosa arrived in Egypt earlier on Tuesday for a visit during which he will attend the Inaugural Aswan Forum for Sustainable Peace and Development, scheduled for December 11.

His visit came as South Africa is being gripped by a worsening electricity crisis that reached an unprecedented level on Monday when stage six load shedding was implemented, indicating that the national grid is facing imminent collapse.

To date, load shedding has been implemented up to stage four. The opposition Democratic Alliance (DA) on Tuesday urged Ramaphosa to return home immediately to fix the electricity crisis.

"Ramaphosa is greatly mistaken if he thinks he can run a country and manage this crisis via a cell phone. This requires bold and decisive leadership, not platitudes," DA leader John Steenhuisen said. Ramaphosa should address Parliament, taking the nation into his confidence as to what is really transpiring at Eskom, which provides more than 95 percent of the electricity consumed in South Africa, Steenhuisen said.

Xinhua

# Teams from Nigeria, Tanzania, Kenya to visit Russia

ABUJA

Youths from Nigeria, Tanzania and Kenya have been awarded first prize for a youth video competition they researched on nuclear energy technology, a statement from ROSATOM Central and Southern Africa says.

The statement made available to newsmen in Abuja, said that the winners received the highest number of votes from the jury and the general public via Facebook platform.

The competition was tagged: "5th Atoms Empowering Africa". News Agency of Nigeria (NAN) reports that ROSATOM is one of the global technology leaders that brings together nuclear power and power engineering assets, as well as design and construction.

It had in August invited African youths to research and make videos about various nuclear technologies, their applications and benefits to Africa.

ROSATOM said winners of 2019 Atoms for Africa Youth Video Competition would travel to Russia on an all expenses paid trip in December.

"The 5th Atoms for Africa" online video competition for Sub-Saharan Africa youth has finally come to its finale.

"After casting more than 14,000 votes online, the public chose three winners out of top 10 that were pre-selected by the jury from 66 applications.



"Three teams from Nigeria, Kenya and Tanzania each received over 2,000 votes and won an all-expenses paid trip to Russia.

"The participants of seven other shortlisted videos will be rewarded with commemorative certificates and gifts."

It said young people from Central and Southern Africa were invited to research on how nuclear technologies could assist in achieving the United Nations (UN) Sustainable Development Goals (UNSDGs) on the continent.

It said the UNSDGs seeks to address poverty, hunger, human health, clean water, affordable and clean energy, industry and innovation issues of climate change.

ROSATOM said it organised the competition in conjunction with EnerConnect, the African Young Generation in Nuclear (AYGN) and South African Young Nuclear Professionals Society

(SAYNPS).

It said since inception of the competition in 2015, 36 winners had visited various state-of-the-art Russian nuclear facilities and well-known Moscow landmarks, top nuclear universities and other scientific and technological facilities.

The statement said winners would also meet African students currently studying various nuclear disciplines in Russia.

It listed the first team of winners from Nigeria to include Egbe Joy, Derick Nwasor and Oghale Yome.

While the second winners from Tanzania comprised Edgar John, Ritha Deusdedit and Theresia Mbuli and the third winners from Kenya are Wafula, Lukorito, Job Ogenche and Felix Kipng'etich

Gaopalelwe Santswere, AYGN Interim President and SAYNPS Executive Chairperson said in the past 10 years, more African

countries had begun to explore various nuclear technologies as viable options that contribute to sustainable development.

"Countries such as Ghana, Kenya, Namibia, Nigeria, South Africa, Sudan, Tanzania, Uganda and Zambia are all currently actively exploring various nuclear technologies to solve a number of issues hampering development.

"Opportunities like 'Atoms for Africa' competition allows young generation to truly understand the immense benefits that nuclear technologies can bring to their countries and the well-being of their people."

Dmitry Shornikov, the Chief Executive Officer of ROSATOM Central and Southern Africa outlined the company's commitment toward supporting the development of young nuclear professionals.

"One of our key missions at ROSATOM is to assist the brightest young minds from across the globe to shape the future of energy by solving global challenges.

"This is a great opportunity for young people from very different walks of life who share a common passion to build a bright and sustainable future for Africa.

"The idea is to discover more about various nuclear applications and their vast benefits for the region.

Agencies

# Thousands of UK political ads went missing from Facebook

SAN FRANCISCO

THOUSANDS of UK political ads went missing from Facebook Inc's searchable advertising database on Tuesday, hampering researchers' ability to track ads two days before Britain's general election.

Facebook's ad library, which it launched in the UK in 2018, is a public tool for users to view political advertising on the platform.

The problem, first reported by Sky News, affected ads from the ruling Conservative Party, the Brexit Party and the Liberal Democrats. It was not immediately clear if any Labour Party ads were affected.

"We have fixed the bug and all of the impacted ads in the UK are now back in the ads library," Facebook said in a statement.

A spokesman also confirmed that some ads in the United States were affected, but declined to answer questions on the scale of the issue there.

Facebook's ad library has been a cornerstone of the social media giant's efforts to be more transparent about its role in elections, but researchers say it is poorly maintained and fails to provide detailed targeting data - for example, how political advertisers target UK voters geographically.



Tristan Hotham, a research consultant with WhoTargetsMe, an advocacy group that tracks digital political advertising, called the ads' effective disappearance "a catastrophic failure."

"If you're a researcher you expect to be able to go back and check the data. You don't expect the library to suddenly lose half of its books," Hotham told Reuters in a phone interview.

During the problem, certain ads appeared to be searchable by the ID number of the original ad, but not by the usual methods of searching for names or keywords, Reuters found.

In one example, an ad run from Prime Minister Boris Johnson's Facebook page on Dec 4 asking voters to "end the chaos, respect the referendum and get it done" could only be located earlier on Tuesday by searching a 15-digit ID number in the database.

Social media companies have been sharing more information about political advertising after US intelligence agencies found that Russia targeted American voters with social media content, including ads, to try to influence the 2016 election. Russia has denied the allegations.

In October, London-based privacy advocacy group Privacy International issued a report that said Facebook, Twitter Inc and Alphabet Inc's (GOOGL.O) Google still failed to provide adequate transparency for global users on the issue.

Facebook has also come under fire in recent months over its decision not to fact-check political ads. Chief Executive Mark Zuckerberg has defended that stance by arguing Facebook does not want to stifle free speech, but he has also said the company will look at how the policy could be refined.

Agencies

# Tremors worsen on NZ volcano island, prevent recovery of bodies

WHAKATANE

INCREASING tremors on a volcanic island in New Zealand yesterday heightened the risk of another massive eruption, preventing the recovery of bodies two days after an eruption engulfed dozens of tourists in steam and hot ash.

Six people were killed in Monday's explosion at White Island, which lies some 50 km off the mainland, with another nine officially listed as missing and 30 injured.

"This is not a complete list of the missing as we have been unable to speak with all next of kin involved," police said in their

statement.

Australian Gavin Dallow, 53, and his stepdaughter Zoe Hosking, 15, were the latest victims to be identified yesterday.

"Our hearts break at the loss of Zoe at such a young age," the Dallow family said in an emailed statement. "We mourn the loss of Gavin and Zoe."

And the death toll could rise with 29 people in intensive care in several hospitals around the country.

Twenty-seven people have horrific burns to 30% or more of their body and 22 are also on airway support due to the severity of their burns, said medical authorities.

"We anticipate we will require an additional 1.2 million square centimeters of skin for the ongoing needs of the patients," Counties Manukau Chief Medical Officer, Dr Peter Watson, said at Middlemore Hospital in Auckland.

"The nature of the burns suffered is complicated by the gases and chemicals in the eruption. This has necessitated more rapid treatment of these burns than is the case for thermal-only burns," said Watson.

Australia Surgical teams were engaged in around-the-clock treatment.

"This is just the start of a very long process that for some

patients will last several months," he said.

The Australian government said it expected to transfer up to 10 injured citizens from New Zealand starting in the next 24 hours, if medical staff approve them for travel.

## TOO RISKY TO RECOVER BODIES

Authorities monitoring the uninhabited island said conditions were worsening and there was now a 40-60% chance of a massive eruption similar to Monday in the next 24 hours.

"In summary, yesterday there was a high risk of an eruption. Today there is an even higher risk of

an eruption. And the parameters are worsening at the moment," Graham Leonard, a senior volcanologist at GNS Science, told a news conference in Wellington.

A plume of smoke could still be seen coming from the island.

"I've spoken to many of those involved in the operation and they are very, very eager to get back there, they want to bring people's loved ones home," New Zealand Prime Minister Jacinda Ardern said in an interview with Reuters in Wellington.

Aerial surveillance has detected no signs of life on the island, where at least one tour group was captured on automated webcams in the crater just a minute

before the eruption.

Police said the safety of recovery teams was the priority and are awaiting advice from experts on when they could access the island. That has prompted some criticism authorities are being too cautious.

"We cannot put other people in jeopardy to go out there until we're absolutely certain that the island is actually safe," Acting Assistant Commissioner Bruce Bird told a media conference in Whakatane, the town that is an access point for tourist trips to the island.

There were 47 people on White Island at the time of the eruption. Twenty-four of those were from

Australia, nine from the United States, five from New Zealand, four from Germany, two each from China and Britain and one from Malaysia.

The death toll from Monday's eruption rose to six after one victim died in hospital on Tuesday.

Daily tours bring more than 10,000 visitors to the privately owned island every year, marketed as "the world's most accessible active marine volcano".

GeoNet raised the alert level for the volcano in November because of an increase in volcanic activity. The alert level was increased further after the eruption, and remains elevated.

Agencies



The  
**Guardian**

# SPORT



JMK Youth Park soccer squad's player, Said Azishi (R), gets the better of Kap Ten team's players when the two teams met in a friendly match, which took place at Jakaya Kikwete Youth Park in Dar es Salaam yesterday. PHOTO: CORRESPONDENT JUMANNE JUMA

## Captain Woods sends himself out in 1st Presidents Cup match

MELBOURNE, Australia

TIGER Woods deferred the first pick for pairings in the Presidents Cup, and then made sure he was in the opening match Thursday against the Australian who led qualifying for the International team at Royal Melbourne.

Woods is the first playing captain since Hale Irvin in the inaugural Presidents Cup in 1994, and first captain to be pick himself with a wildcard selection after winning in Japan for his 82nd career PGA Tour victory.

Woods said Steve Stricker, one of his three assistants, would serve as captain while he was playing. Stricker was the U.S. captain at the 2017 Presidents Cup.

The Americans are defending champions and had the first pick who they wanted for the first of five fourballs matches. Instead, Woods let International captain Ernie Els start, and Els sent out Marc Leishman with Joaquin Niemann of Chile, one of a record-tying seven rookies on his team.

Patrick Reed, the subject of so much conversation this week from his rules violation in the Bahamas last week, is in the fourth spot with Webb Simpson. They play Hideki Matsuyama and C.T. Pan.

All five of the U.S. partnerships are new for a Presidents Cup or a Ryder Cup.

Dustin Johnson, who competes for the first time since Aug. 25 at the Tour Championship, has played with Matt Kuchar in various team events. This time he will have Presidents Cup

newcomer Gary Woodland, giving the U.S. a big-hitting team on the short, fast track of Royal Melbourne. They will face Abraham Ancer and Louis Oosthuizen.

In the other matches, Xander Schauffele and Patrick Cantlay give the Americans an all-rookie team against Adam Hadwin and Sungjae Im, while Bryson DeChambeau and Tony Finau face Adam Scott and Byeong Hun An.

Woods opted to sit out Matt Kuchar and Rickie Fowler, the last addition to the U.S. team when Brooks Koepka had to withdraw with a knee injury. Els left out Li Haotong and Cameron Smith, one of three Aussies on the International team.

Friday's second session features five foursomes matches, with four matches of each format on Saturday and 12 singles matches on Sunday.

Key for the International team is a strong start. The Americans have dominated this event, winning 10 out of 12 times and tying one event in South Africa. More telling of the one-sided nature of these matches is that the Americans have not trailed after any session since the second day in 2005.

"Whoever is out there, it's the most important match of the week for them," Scott said. "We have to get off to a good start – as long as we can hang with them. Tomorrow is not super important, but our team doesn't need to be chasing its tail out here. We don't need to be mounting a huge comeback."

AP



Dar es Salaam's Nyota Group's artistes perform a play, aiming at fighting gender-based violence, at a climax of a 16-day campaign for fighting gender-based violence, which was held in Kisarawe, Coast Region recently. TBL GROUP's department, known as 'Isiwe Sababu', backed the campaign in cooperation with ESO, an organization which fights gender-based violence. PHOTO: CORRESPONDENT JUMANNE JUMA

# Bill Cosby sex assault verdict upheld; spokesman lashes out

PENNSYLVANIA

BILL Cosby lost his bid to overturn his sexual assault conviction Tuesday, as an appeals court upheld the verdict in the first celebrity trial of the #MeToo era.

In its ruling, the Superior Court affirmed the right of prosecutors to call other accusers to bolster their case – the same issue fought over in movie mogul Harvey Weinstein's sexual assault trial, now set for Jan. 6.

"This decision is a reminder that no one is above the law," Andrea Constand, the victim in Cosby's case, said in a text message to The Associated Press on Tuesday.

Cosby's lawyers had complained that the judge had let five women testify at last year's retrial in suburban Philadelphia, although he had let just one woman testify at the first trial in 2017.

But the Superior Court said their testimony was evidence of Cosby's "unique sexual assault playbook" and undermined any claim that he "was unaware of or mistaken about victim's failure to consent."

The prosecutor who took the case to trial praised Constand for inspiring other victims to come forward against powerful men. She went to police long before the #MeToo movement saw prominent men in entertainment, business, media and other fields brought down over their treatment of women.

"She came to law enforcement almost 15 years ago seeking justice for what was done to her," Montgomery County District Attorney Kevin Steele said Tuesday. "The world is forever changed because of Andrea's bravery."

Lawyers for Cosby had argued eight issues on appeal. They



Bill Cosby

challenged the judge's decision to air Cosby's damaging deposition testimony from a related lawsuit; said he had a binding promise from a former prosecutor that he would never be charged; and said a juror had prejudged Cosby's guilt.

The appeals court rejected those arguments and also upheld his classification as a sexually violent predator subject to lifetime supervision.

Cosby, 82, can now ask the state Supreme Court to consider his appeal. He recently said he is prepared to serve the full 10-year sentence rather than express remorse to the parole board.

The long-married Cosby, once beloved as "America's Dad" for his TV role as Dr. Cliff Huxtable on the hugely popular sitcom "The Cosby Show," has acknowledged having sexual contact with a string of younger women. Many of them went to him for career advice and then took alcohol or pills he offered.

In response to the court ruling, a spokesman for the actor repeated

the attacks that Cosby's wife and handlers have long made on the judicial system. Cosby has called himself a political prisoner in the mold of Nelson Mandela and Martin Luther King Jr.

"This isn't about justice," spokesman Andrew Wyatt said Tuesday in a statement. "This is a political scheme to destroy America's Dad." Cosby maintains his innocence, he said, and still hopes to prevail at the state Supreme Court.

Cosby has been serving a three- to 10-year sentence at a maximum-security state prison not far from his estate in suburban Philadelphia, where the 2004 encounter, which he says he deemed consensual, took place.

He was arrested a decade later, after a federal judge unsealed portions of the deposition at the request of the AP and new prosecutors reopened the criminal case. In the deposition, Cosby acknowledged getting quaaludes in the 1970s to give to women before sex.

Judge Steven O'Neill's decision

to let the other accusers testify came after more than 60 women accused Cosby of sexual misconduct. Prosecutors asked to call 19 of them. Superior Court Judge John Bender, who wrote the 94-page opinion, focused on the issue when the appeal was argued in August.

"The reality of it is, he gives them drugs and then he sexually assaults them. And in four out of the five, those were in mentor situations," Bender said, challenging the defense.

Kristen L. Weisenberger, representing Cosby, said one of the women wasn't even sure she was sexually assaulted. However, the panel concluded Tuesday, that's how Cosby planned it.

O'Neill had allowed just one other accuser at Cosby's first trial in 2017, when the jury deadlocked.

The defense has long suggested that many of the accusers were gold diggers seeking money or fame.

Cosby agreed to pay Constand about \$3.4 million to settle the lawsuit she filed after a prosecutor failed to arrest Cosby when she went to police in 2005. His insurance company, following his conviction, settled at least nine other defamation lawsuits filed by accusers for undisclosed sums. Constand, a former Temple University women's basketball team manager who now lives in Toronto, thanked Steele for fighting "tirelessly throughout two trials and the appeals process" for her.

A professional basketball player-turned-massage therapist, she is launching a foundation to help other sexual assault victims with their healing. She is also starting to work with law enforcement groups to help them understand the process that victims go through.

AP

## Embiid leads 76ers past Nuggets to stay perfect at home

PHILADELPHIA

JOEL Embiid threw the ball over his shoulder into the basket and celebrated the no-look shot with a little shake and shimmy for the crowd. It was vintage Embiid – and something the fun-loving center wants to do more.

Yes, the 76ers are winning. But their star big man wants to be in the middle of it.

Embiid scored 22 points, including two key free throws with 15.3 seconds left, and Tobias Harris added 20 to keep Philadelphia perfect at home with a 97-92 victory over the Denver Nuggets on Tuesday night.

Matisse Thybulle added 13 points for the Sixers, who are 13-0 in Philadelphia. They have won three straight and seven of eight.

Embiid added 10 rebounds but once again struggled offensively down the stretch. After being benched late in Philadelphia's 110-104 win over Toronto on Sunday for committing three straight turnovers, he missed a 3-pointer, a jumper and committed a turnover in crunch time before making the two big foul shots.

Fortunately for the 76ers, their defense clamped down on Denver down the stretch.

"I need to be myself," Embiid said. "When I'm having fun, I dominate."

Embiid said he has cut back on the extra-curricular activity while trying to be more mature since his two-game suspension for fighting Karl-Anthony Towns on Oct. 30, which was followed by a postgame barrage of insults on social media.

Embiid, however, let loose after his improbable shot ended the third quarter with Philadelphia ahead 83-76, and the crowd loved it.

"I need to do it more," he said. A two-time All-Star, Embiid entered averaging 21.9 points and 12.5 rebounds per game after putting up 27.5 points and 13.6 boards last season.

Will Barton had 26 points to lead the Nuggets, who have lost three in a row and five of six. Leading scorer Jamal Murray was injured with 6:49 left in the first quarter when he collided with Ben Simmons and didn't return.

The Nuggets set a franchise record for largest fourth-quarter comeback when they rebounded from 19 points down to start the final period in a 100-97 win over Philadelphia in Denver on Nov. 8. They tried again, but couldn't

come all the way back this time.

The 76ers led by 10 early in the fourth after Josh Richardson's deep 3-pointer from the top of the key made it 88-78 with 8:54 remaining. The Nuggets scored the next eight, capped by Barton's three-point play with seven minutes left, to pull to 88-86. But then Thybulle hit a pivotal 3 and grabbed a big offensive rebound on Philadelphia's next possession, which ended with Al Horford's jumper that put the 76ers in front 93-86 with 4:36 to play.

"You could feel the building light up," Philadelphia coach Brett Brown said of Thybulle's impact. "He's an energy giver when he can make those plays."

Denver had chances from that point on but went cold from the field, making just one field goal until Nikola Jokic's runner made it 95-92 with 18.9 seconds left. The Nuggets had just six points in the last seven minutes, missing seven of nine shots.

Nuggets coach Michael Malone liked his team's resolve but said the lack of offensive execution is a recurring problem.

"Our offense has been holding us back and tonight was another example," he said. "We have to find ways to be more consistent."

HOME SWEET HOME

Philadelphia is within nine victories of matching the franchise mark for consecutive home wins to start a season, set during the 1966-67 season. "It says we have a great crowd and great focus here," Harris said.

Meanwhile, in Miami, Trae Young figured the game was over.

Turns out, Jimmy Butler and the Miami Heat were just getting started – on one of the craziest stat nights in team history.

Duncan Robinson tied a franchise record with 10 3-pointers, Butler and Bam Adebayo each had triple-doubles and the Heat went on a wild late flurry to beat the Atlanta Hawks 135-121 in overtime on Tuesday night.

The Heat were down by six with 59 seconds left in regulation, the moment when Young took a celebratory walk back to the Atlanta bench for a timeout – with Butler hearing him shout, "It's over."

Miami scored the next 22 points, the last six of regulation and then the first 16 of overtime to improve to 18-6 overall and 11-0 at home.

"I don't think anybody really thought the Heat were relevant," Adebayo said. "We're making people watch us."

Kendrick Nunn scored a career-



Philadelphia 76ers' Tobias Harris (12) goes up for a dunk during the first half of an NBA basketball game against the Denver Nuggets, Tuesday, Dec. 10, 2019, in Philadelphia. (AP Photo)



## Arsenal, Rangers chart safe passage in Europa League

PARIS

LAST season's runners-up Arsenal and Steven Gerrard's Rangers have their sights fixed on the Europa League knockout phase Thursday with 19 clubs competing for the final 11 places.

Interim Arsenal boss Freddie Ljungberg will look to lead the Gunners into the last 32 after Unai Emery was sacked following last month's 2-1 home loss to Eintracht Frankfurt.

Monday's 3-1 victory at West Ham ended the club's worst winless run since 1977 and Arsenal just require a point at Standard Liege in Belgium to progress from Group F.

Rangers missed out on their first major silverware in almost a decade at the weekend following an agonising 1-0 defeat by Celtic in the Scottish League Cup final.

Gerrard's side dominated large parts of the game but were unable to find a way past an inspired Fraser Forster, who saved a second-half penalty from Alfredo Morelos.

Rangers are top of Group G and will advance if they avoid a second defeat of the competition to Swiss champions Young Boys.

"We've got a huge game on Thursday and there's no better game to

bounce back," Gerrard said.

"We have to soak it up, remember it and be ready to go and give ourselves another opportunity. That type of performance will get us where we want to go to.

"It's raw right now but this is football at the top. We'll suffer and then we'll bounce back."

Unbeaten Celtic have wrapped up top spot in Group E ahead of their trip to Romania's CFR Cluj, who are second in the section.

Manchester United boss Ole Gunnar Solskjaer could well stick with a similar side to the one that lost 2-1 in Astana with qualification already assured.

The Norwegian fielded a starting team in Kazakhstan with an average age of 22 years and 26 days - United's youngest ever in major European competition.

They lead AZ Alkmaar, who host leaders Ajax in the Dutch league this weekend, by a point in Group L going into their showdown at Old Trafford.

Twice former European champions Porto as well as Italian duo Lazio and Roma and Bundesliga leaders Borussia Moenchengladbach are also still bidding to nail down a qualifying spot.

AFP

## Barcelona's Ansu Fati, 17, youngest Champions League goal scorer ever

BARCELONA

ANSU Fati's record-breaking season continued, as he became the youngest player to score in the Champions League when he netted Barcelona's winner against Inter Milan on Tuesday.

The teenage forward came off the bench at the San Siro to score in the 87th minute to seal a 2-1 victory that saw Inter Milan drop into the Europa League.

Aged 17 years, 40 days, the goal sees Fati take the record from Peter Ofori-Quaye, who was 17 years, 194 days old when he scored his first Champions League goal for Olympiacos in 1997.

"I've just been told I have broken the record. I am super happy with the goal and with the win," Fati said after the match. "It's a dream. Everything seems to be happening so quickly. It's just about enjoying myself and learning from the best. Every time I get a chance, I will try to take it, either by scoring goals or by working hard."

Describing the goal, Fati said: "I gave the ball to Suarez, and he gave it back to me. And when I scored, I was surprised because the whole stadium was silent. I was thinking: 'What have I just done?' But I am really happy."

Ansu had already become the youngest La Liga scorer for Barcelona earlier this season. He was 16 years, 304 days old when he netted against Osasuna in August.

That record had been held by Bojan

Krkić, whose first league goal for Barca came when he was 17 years, 53 days old. Lionel Messi's first arrived at 17 years, 331 days old.

A week after his goal against Osasuna, Ansu became the youngest player to score and assist a goal in the same game in La Liga when he made his first start for Barcelona against Valencia.

His form this season was rewarded with an improved contract last week.

Romelu Lukaku earlier levelled the scores in Milan after Carles Perez, another academy graduate, had given Barcelona the lead in the first half.

"[Ansu] is incredibly talented," Perez told Movistar. "We're an example for the kids coming through the La Masia [academy], in the sense that if you believe, you can do it."

"Barca have confidence in the guys in the academy. They can be a success at this club."

Ansu and Perez were part of a much-changed Barca side, with Messi and Gerard Pique not even in the squad and Marc-Andre ter Stegen, Frenkie de Jong and Luis Suarez all left on the bench.

The Spanish champions had qualified as group winners, but Inter needed to match Borussia Dortmund's result to join them in the last 16.

The Germans beat Slavia Prague 2-1, though, which meant Inter finished third in the group and will play in the Europa League in the New Year.

(Agencies)

## Napoli sack Ancelotti despite UCL last 16 spot

MILAN

CARLO Ancelotti has been sacked as manager of Napoli on Tuesday after their 4-0 victory over Genk which confirmed their place in the Champions League knockout stage.

"Napoli has decided to revoke the position of first-team coach from Carlo Ancelotti," the club said in a statement.

"The relationship of friendship, esteem and mutual respect between the club, its president Aurelio De Laurentiis and Carlo Ancelotti remain intact."

Ancelotti's dismissal had been widely predicted by the Italian media who said Napoli had lined up Gennaro Gattuso, fired by AC Milan at the end of last season, as his replacement.

As for Ancelotti's near future, he has been mentioned as candidate for the permanent job at Arsenal.

Despite securing a spot among the competition's last-16, Ancelotti had seen the club suffer a dreadful run of domestic results.

Napoli had started the season among the Serie A title favourites and were close to a famous draw in their second match of the season when they came from 3-0 down to level it up at 3-3 away to Juventus, only to lose

through a calamitous Kalidou Koulibaly own goal in stoppage time.

They won their next three matches in all competitions - including a 2-0 victory over Champions League holders Liverpool - before losing 1-0 at home to Cagliari. After winning two of their next three matches, they embarked on terrible run of form to fall off the pace in the hunt for the top four.

A 2-1 defeat away to Roma led president Aurelio De Laurentiis to order the players into a week-long retreat. However, after Ancelotti publicly said he was against the ideas, the players refused.

That decision saw the entire first team fined 25% of their monthly salary but results did not pick up.

Ancelotti began his managerial career at Reggiana in 1995 before moving to Parma a year later where he led the club to second place in the table and qualification for the Champions League.

In 1999, he moved to Juventus but was sacked at half-time of the final league match of the 2001 season with the Bianconeri having finished second to Roma.

(Agencies)

# Liverpool, Chelsea, Barcelona through to Champions League last 16 as Ajax go out

PARIS

HOLDERS Liverpool safely negotiated Tuesday's trip to Salzburg to take their place in the last 16 of this season's UEFA Champions League while Chelsea are also through, but Ajax suffered a shock group-stage exit.

Six clubs secured spots in the draw for the first knockout round in their final group games, with Ajax and Inter Milan the big names to miss out.

Jürgen Klopp's side just needed to draw in Austria to keep alive their bid to retain the European Cup, and they duly beat Salzburg 2-0 thanks to two goals in two second-half minutes, by Naby Keita and Mohamed Salah.

Keita headed in Sadio Mané's cross against his former club to put Liverpool ahead in the 57th minute, and Salah then rounded goalkeeper Cican Stankovic to score from an improbably tight angle.

The result allowed Liverpool to progress as Group E winners, with Napoli going through in second place, while Salzburg are out and drop into the Europa League instead. "What a team," Klopp told BT Sport. "What an effort. It was a tough game."

"We scored two wonderful goals. We could have scored six or seven which is crazy. We won the group, we won the game, all good."

- Ancelotti sacked by Napoli -

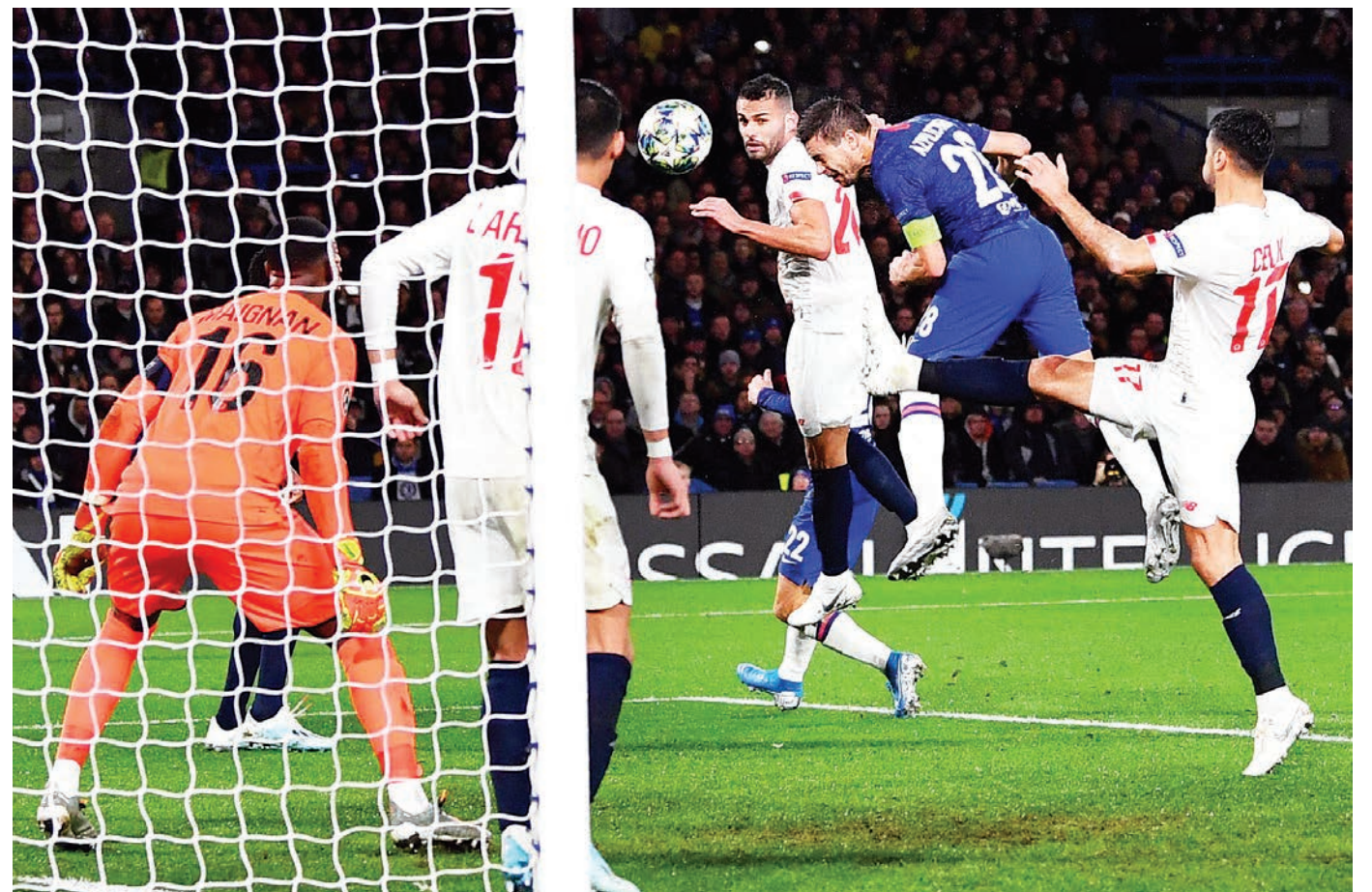
Napoli made sure of their progress by trouncing Genk 4-0 in Italy with Arkadiusz Milik scoring a first-half hat-trick, the third goal coming from the penalty spot. Dries Mertens converted another spot-kick in the second half to seal the win, but the Italian side still sacked coach Carlo Ancelotti in the wake of the game. There was high drama in Group H as Valencia beat Ajax 1-0 in Amsterdam, Rodrigo Moreno's strike taking the Spaniards through to the last 16 at the expense of last season's semi-finalists, and leaving their hosts stunned.

Ajax had again been impressive this season but were left to rue their inability to win either of their two matches against Chelsea, as Frank Lampard's team progressed in second place, a point ahead of the Dutch giants, thanks to a 2-1 victory against Lille.

Tammy Abraham and Cesar Azpilicueta netted first-half goals for Chelsea, who held on after Loic Remy pulled one back for Lille.

Chelsea, the 2012 Champions League winners, finish level on points with Valencia but come second due to their inferior head-to-head record.

"The Champions League is where Chelsea belong.



Chelsea's Cesar Azpilicueta scores their second goal against Lille in their Champions League - Group H match at Stamford Bridge in London, Britain on Tuesday. REUTERS

We knew it was a tough group. We had to fight and recover after losing against Valencia at home in our first game," Azpilicueta told BT Sport.

- Fati makes history -

Ajax drop into the Europa League along with Inter, as Antonio Conte's team contrived to lose 2-1 at home to a makeshift Barcelona.

A win would have taken Inter through, and they were fancied to get the result they required as Barcelona left out a host of senior players, including Lionel Messi, with top spot in Group F already secured.

Carles Perez gave Barcelona the lead midway through the first half, but Romelu Lukaku fired in the equaliser.

Inter then missed chances to score a second and Ansu Fati showed them the way, the substitute netting an 86th-minute winner to stun the home side and become the youngest ever goalscorer in the Champions League at 17 years and 40 days.

That record had been held since 1997 by Ghana's Peter Ofori-Quaye.

Borussia Dortmund needed to better Inter's result and they did so, beating Slavia Prague 2-1 to progress in second.

Julian Brandt got their winner after Jadon Sancho's opener was cancelled out by Tomas Soucek, with Dortmund holding on after Julian Weigl was sent off.

Meanwhile, Lyon went through in dramatic fashion in Group G, coming from be-

hind to draw 2-2 with RB Leipzig.

The Germans were two goals ahead at half-time thanks to two penalties, one scored by Emil Forsberg and the other by Timo Werner. However, Houssein Aouar's curler gave Lyon hope just after the break and Memphis Depay levelled matters with eight minutes left.

Leipzig win the group, while the draw proved enough for Lyon to finish second because Zenit Saint Petersburg lost 3-0 to Benfica in Lisbon.

Franco Cervi gave Benfica the lead before a Pizzi penalty and a Sardar Azmoun own goal, as the Portuguese side finish third.

AFP

## Can Liverpool be stopped? In the Champions League or anywhere?

SALZBURG, Austria

JURGEN Klopp admitted to being "tense" ahead of Liverpool's Champions League Group E clash with FC Salzburg, but as it turned out, he had nothing to worry about in a 2-0 win.

There was to be no humiliation in the Austrian Alps as Liverpool marched on in pursuit of a sackful of trophies this season. Having weathered a first-half storm against Salzburg to ultimately coast to victory, Liverpool secured their place in next Monday's Round of 16 draw as one of the seeded group winners.

Almost half a season has been played, and Liverpool are suddenly looking like a team that could sweep the board in terms of silverware.

As runaway Premier League leaders, Liverpool are favourites to win their first league title since 1990, while the reigning European champions will enter the Champions League knockout stages as the team to beat in Europe, too.

They already have the UEFA Super Cup in the bag following the penalty shoot-out win against Chelsea in Istanbul earlier this season and are favourites to return from Qatar as FIFA Club World Cup winners later this month.

If their youth team can pull off a shock by winning their Carabao Cup quarterfinal at Aston Villa on Dec. 17, while the seniors are in Qatar, Manchester City's domestic Treble last season might begin to look insignificant in comparison.

Nobody would sensibly suggest that Liverpool will win every competition they enter this season, but they are certainly the dominant force in Europe right now, and beating Salzburg in Austria offered a reminder of their ability to get a result when it matters.

"What a team. What an effort," Klopp said. "It was a tough game, but we had so many sensational performances."

"This kind of attitude, it's great. A tricky one, but we did it."

"I couldn't have more respect for what Salzburg are doing, but I love it, really love it, that my team are smart, they listen and put in a shift like that."

Having navigated a difficult group to qualify, Liverpool now enter the stage of the competition that they have come to master over the past two years. Due to that experience, no team will be favourites in a two-leg tie against Liverpool in the knockout stages.

The advantage of playing at Anfield may have become a cliché, but the incredible performances against Barcelona last season and City the year before underline the unique power Liverpool gain when playing in front of their own fans.

Anfield advantage aside, Klopp's team are the most complete team in Europe at this moment in time, while all of their chief potential rivals



Liverpool's Mohamed Salah scores their second goal against FC Salzburg during their Champions League - Group E match at Red Bull Arena Salzburg in Salzburg, Austria on Tuesday. (Agencies)

are in some kind turmoil or transition. Barcelona would have to overcome the trauma of last season's Anfield collapse to beat Liverpool this time around, while City have fallen 14 points behind Klopp's team in the Premier League and would be underdogs should they meet the Reds in Europe again.

Bayern Munich? They were beaten with ease over two legs by Liverpool last season, while Real Madrid and Juventus both look like teams whose best days are at least 12 months behind them.

Jose Mourinho and Tottenham may

be a dangerous opponent, but Europe's best hope of dethroning Liverpool may just have been in Salzburg's hands. The Austrians gave it their best shot and had their chances but ultimately, still came up short.

With the season approaching its half-way point, it would be premature to suggest that Liverpool are on a clear run for a historic season. That said, it will take an unlikely collapse in the Premier League to deny the club a first league title since 1990 and, despite the field of clubs in next week's draw, Liverpool are the side all the others will

Gwiji by David Chikoko





# SPORT

Free-scoring Salzburg pose  
serious threat to leaky Liverpool

COMPREHENSIVE REPORT, PAGE 19



Tanzania's junior chess player Taher Hassuji (R) receives gold medal from a Kenya Chess Association official at the just ended Zone 4.4 Championship, which took place in Nairobi, Kenya. Hassuji won the medal on board 3. PHOTO: COURTESY OF TANZANIA CHESS ASSOCIATION

## Australia unchanged for first test against New Zealand

PERTH

SKIPPER Tim Paine says Australia will benefit from the oppressive conditions tipped for their series opener against New Zealand starting on Thursday, as he flagged an unchanged side for the match at Perth Stadium.

Australia come into the three-test series on the back of a dominating 2-0 win over Pakistan that featured innings victories in Brisbane and Adelaide.

Australia struggled after last year's damaging ball-tampering scandal saw Steve Smith and David Warner suspended for a year but they have started to find continuity again, with the same XI likely to be used for the third straight test.

"I think we're going in with the same team," Paine told reporters on Wednesday. "We've been playing some really good cricket. We're trying to get a consistent team together."

Searing conditions are forecast for the inaugural day-night test in Perth with the first four days expected to hit near 40 degrees Celsius (104°F).

"We thrive on these conditions," said Paine. "I think it can be a real advantage to us. Hopefully we can see some pace and bounce like last year."

"There is going to be some extreme heat. Perhaps it will break up and crack up and be difficult to bat in the backend."

Having beaten Pakistan with the pink ball in Adelaide, Australia will be aiming to stretch their unbeaten day-night run to seven.

"You want to be bowling as much as you can with the lights on," Paine said. "During the day it's about being really disciplined and really patient."

Both teams will wear black armbands in tribute to the victims of New Zealand's White Island volcano eruption.

Team: David Warner, Joe Burns, Marnus Labuschagne, Steve Smith, Matthew Wade, Travis Head, Tim Paine (captain), Pat Cummins, Mitchell Starc, Josh Hazlewood, Nathan Lyon.

REUTERS



Mbeya's professional boxer, Baraka Mwakansope (R), and his Dar es Salaam counterpart, Ibrahim Tamba, pictured after a weight in of a 10-round non-title fight involving the boxers, which was held in Dar es Salaam in 2015. PHOTO: COURTESY OF RAJAB MHAMILA

## Mbeya boxer for international fight

By Guardian Reporter

MBEYA boxing followers will, this weekend, be in for a treat given the region's professional boxer, Baraka Mwakansope, will face Lewis Nkhata from Malawi in an eight round international non-title Middleweight fight in Kyela.

Omary Yazidu, the bout's coordinator, disclosed the Saturday fight, which will take place at 47 Hotel and Pub located at Nkuyu, will be preceded by three undercards which will bring together domestic boxers.

Mwakansope, fighting in Middleweight division, has been out of action for over a year and the fight against Nkhata will be an opportunity for the Mbeya boxer to prove he still has what it takes to register good results.

In his past two bouts, Mwakansope failed to register victory, losing to compatriot, Hassan Mwakinyo, and Badru Lusambya from Uganda.

He took on Mwakinyo in a six-round non-title Super Welterweight bout which took place in Tanga in 2016 and ended with Mwakinyo recording a unanimous decision win.

Mwakansope later on took the ring to fight Lusambya in a six-round non-title Super Welterweight bout that took place on April 23, 2017 in Kampala.

Mwakansope succumbed to second round knockout defeat to Lusambya.

Mwakansope's record currently stands at 11 victories, six of which came via knockout, nine losses, and one bout was a declared a draw.

In the first of the undercards, as disclosed by Yazidu, Kyela's Sam Mputi will take on Ibrahim Bolingo from Mbeya town in a four-round Lightweight fight.

Ipinda's Jeco Mwakilema will trade blows with Kyela's Laurent Mwanjombole in six-round Welterweight bout.

The last of the supporting bouts will pit Ngeke Boxing Gym's Ikata Mwangulombe against Kyela's Shabani Mwampela that will lock horns in a six-round Super Welterweight bout.

Ruling party Chama Mapinduzi (CCM)'s chairman for Kyela District, Ali Kinanasi, will be the bouts' guest of honour, as revealed by Yazidu.

He noted preparations for the fights have been completed.

## Tanzania's youngsters excel in East Africa youth chess championship

By Correspondent Joseph Mchekadona

TANZANIA'S national U-16 chess team has finished fourth in the just ended Zone 4.4 Youth Chess Championship in Nairobi, Kenya.

Tanzania Chess Association (TCA) president, Geoffrey Mwanyika, said he was impressed by the performance of Tanzania's players at the event which attracted all of Africa Zone 4.4 teams.

The national U-16 team was made up of Taher Hassuji, Shedrack Lusako, Bertha Samson, Shreesh Agrawal and Prisha Chheda, while Vaibhavi Chheda accompanied the team as captain and guardian.

Mwanyika said a total 12 teams participated in the championship, with Kenya, the championship hosts, fielding nine teams. Uganda, South Sudan and Tanzania featured one team each.

"Uganda won the championship, winning all matches except a major defeat of 3-1 score against Tanzania, this means that we have good players, they did very well by defeating favorites, Uganda, and South Sudan," he said.

He said in the first round, Tanzania won against Kenya's MSA team with clear 4-0 points, with Shreesh Agrawal playing on board 1, Shedrack Lusako playing on board 2, Taher Hassuji playing on board 3 and Prisha Chheda playing board 4.

In the second round, Tanzania lost 2.5 - 1.5 points against Kenya's Nacha team.

Bertha Samson on board 1 and compatriot Shreesh Agrawal lost, Prisha Chheda secured a point on board 4, while Taher Hassuji on board 3 tied with half point.

Mwanyika said the third round saw Tanzania draw 2-2 against Kenya's Blitz, in which Taher Hassuji and Prisha Chheda managed to secure two points for Tanzania.

"In the fourth round Tanzania outplayed a strong South Sudan side with 3-1 victory," the TCA president disclosed.

Taher Hassuji, Prisha Chheda and Shreesh Agrawal managed to secure a win in the fourth round.

"In the fifth round Tanzania lost 3.5-0.5 against Kenya's Stormy Knights, in which Shreesh managed to draw and secured half points," he said.

The chairman said in the sixth round, Tanzania shocked favourites Uganda, who were enjoying unbeaten record, with 3-1 score in favour of the former.

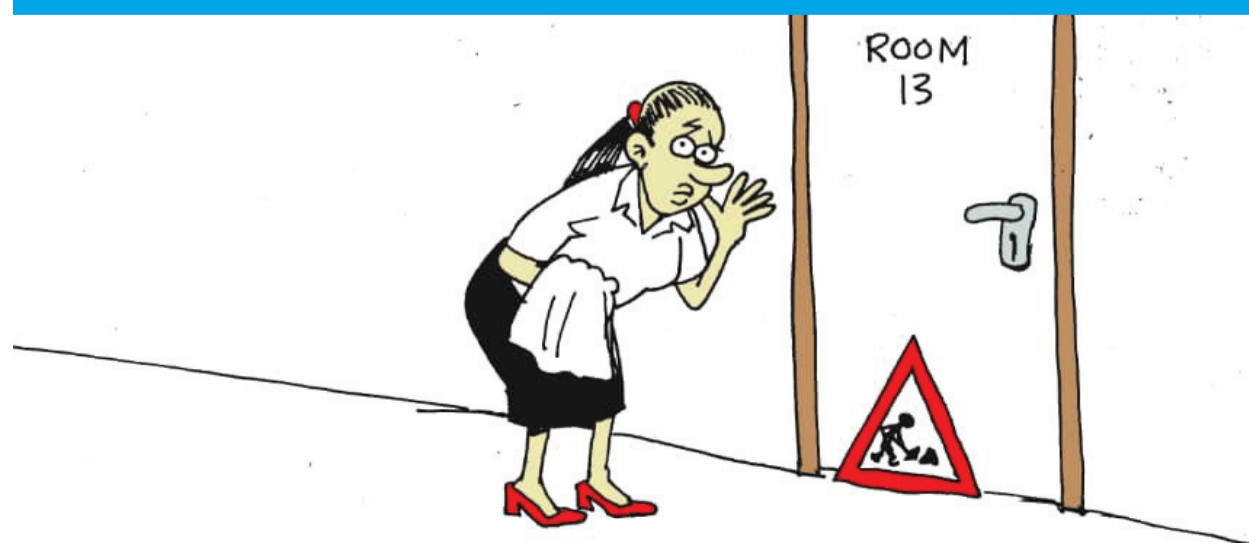
Shreesh Agrawal, Shedrack Lusako and Taher Hassuji secured the points for Tanzania and in the seventh round Tanzania outplayed Kenya's Kifaru with 3-1 score.

Mwanyika said the outstanding performance saw two Tanzanians, Taher Hassuji and Prisha Chheda, win a gold medal and bronze medal respectively by collecting 5.5 points on board 3 and three points on board 4 each.

“

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## Flexibles by David Chikoko



TODAY  
@ 18:00

THURSDAY

11:00 DADAZ (live)  
12:00 Mpya  
15:00 FUNGUKA  
16:00 Bongo Hits  
16:30 #HASHTAG  
17:00 SSELECT  
17:55 KURASA  
18:00 eNewz  
18:30 Music  
19:00 EATV SAA 1  
19:30 MJADALA  
21:00 Bongo Hits

eNewz is your one stop show for everything entertainment. It covers celebrity interviews, gossip, what's hot, what's not, trending online and offline and what happened in history.

eastafrika  
RADIO

05:00 EA Breakfast  
09:00 Supamix  
12:00 Kipenga Xtra  
13:00 Planet Bongo  
16:00 EA Drive  
20:00 Kipenga  
21:00 The Cruise

88.1FM  
DAR ES SALAAM