



### National Pg 2 WVT donates maize to schools



### National Pg 3 MV Mwanza launch hits snag



### National Pg 4 JK to flag off Mt. Kili climbers



## Hunting blocks committee lectured on bureaucracy, conflicts of interest

By Guardian Correspondent, Arusha

AN advisory committee on allocating tourist hunting blocks launched here yesterday has been directed to reduce bureaucracy and curb conflicts of interest.

Mohamed Mchengerwa (pictured), the Natural Resources and Tourism minister, said at the launching ceremony that the members need to work on shortcomings previously observed.

The committee members need to ensure that the allocation process is conducted transparently and on time for the industry to contribute more significantly to the national economy.

Creating the committee stems from powers granted to the minister in accordance with Section 38 (1) and (2) of the Wildlife Conservation Act, Chapter 283 of the laws of Tanzania, he said.

Committee members must strive to improve performance, working on the



**The committee needs to identify challenges facing the industry and come up with strategies that will help improve the sector**

challenges facing the industry so that it operates on a commercially sound basis, he said.

Taking into consideration advice given by the committee, the ministry will manage the tourist hunting industry by further strengthening its ability to attract local and foreign investors, he said.

The committee will also help in ensuring that tourist hunting blocks get investors, thus boosting government coffers, he said, pointing out that 43 tourist hunting blocks are currently unoccupied.

It is the ministry's expectation that the committee will work efficiently and professionally considering that its members are experts from various fields, he said.

Tourist hunting blocks contribute to foreign currency earnings as on average, the government collects close to 30bn/- yearly from the industry, also creating formal and informal jobs in various communities.

The generated income is still small compared to the wildlife resources that Tanzania is blessed with, he said, appealing to the committee to set higher income goals.

The committee needs to identify challenges facing the industry and come up with strategies that will help improve the sector, he said, citing some of the challenges as changes in policies and laws.

Climate change and invasion of livestock in the tourist hunting blocks were other factors as such invasion blocks prosperity of

TURN TO PAGE 2

# SDGs: Tanzania ready with voluntary review

By Guardian Correspondent, New York

TANZANIA plans to submit a voluntary review on the implementation of the 2030 Sustainable Development Goals to the highest UN political forum on Tuesday next week.

Ambassador Hussein Kattanga, the permanent representative to the United Nations, said yesterday that this will be the second time for Tanzania to submit a voluntary report, doing so for the first time in 2019.

He said that the high level UN political forum is strategically important as Tanzania will have the chance to influence global agenda on opportunities and challenges encountered during the implementation of SDGs.

There are 19 goals set out in the 2015 reviewing of what used to be the Millennium Development Goals that were reformulated as SDGs.

Presenting a voluntary review is



**The issues involved include how to realise achievements in the fight against poverty and climate change, safe urban planning, gender equality and other issues**



Dauson Malela (L), a researcher with the Tanzania Agricultural Research Institute, briefs a visitor at the TARI pavilion at the ongoing 47th edition of the Dar es Salaam International Trade Fair yesterday on a crop sowing and planting machine developed by TARI experts. Photo: Correspondent Jumanne Juma

## Ministry revamps sickle cell screening, treatment

By Henry Mwangonde

THE Ministry of Health has adopted guidelines to enhance early screening and guide medical practitioners what to do during treatment of sickle cell patients, to ease pain in living with the genetic disease.

Prof Tumaini Nagu, the chief medical officer, made this observation yesterday at the launch of a Haematology issue of the Lancet, a UK medical science journal, outlining global strategies to improve outcomes in sickle cell diseases treatment and patient care.

An online entry says the matter was the subject of an extensive, where a detailed write up was provided by the Lancet Haematology Commission, and published on Tuesday.

It says in a key summation that sickle cell disease is a life-threatening haematological



**Despite hydroxyurea being a simple oral medication with more than 30 years of evidence of effective and safe use, it is not readily available, affordable or accessible to patients**

condition described as the most neglected global health problem today.

There is enough data to show the enormous health, economic and social cost of sickle cell disease worldwide, it said, underlining that the condition remains a low priority in health policy agenda around the world along with global health agencies and other stakeholders.

"There is also enough evidence on simple, effective interventions that could substantially improve the lives of people with sickle cell disease, but after a decade of achievements in terms of new therapeutic options in development, including gene therapy, great inequity remains," the commission stated.

In a background note on treatment of sickle cell disease, it says hydroxyurea was the primary drug available for SCD

TURN TO PAGE 2

## Z'bar, TAHA agree on horticulture drive

By Guardian Reporter, Arusha

ZANZIBAR has entered into agreement with the Tanzania Horticultural Association (TAHA) as it seeks to fast-track horticulture sub-sector growth in the Isles.

Shamata Shaame Khamis, the Agriculture, Irrigation, Natural Resources and Livestock minister for Zanzibar, and TAHA CEO Dr Jacqueline Mkindi (pictured) concluded the pact here yesterday.

As the Zanzibar government seeks to meet



domestic and export demands, to improve productivity of horticultural crops is the first area to start with, the minister said.

The overall objective is to create employment for youths and women and widen sources of foreign currency earnings, he said.

The pact covers oversight on establishing a cold-chain management system, cutting-edge storage facilities and a robust logistics system to handle horticultural crops and perishables

TURN TO PAGE 2

something expected from upwards of 30 UN member states, such that Tanzania and other participants at the forum will evaluate experience from 39 other countries also submitting such reports, the envoy noted.

"Tanzania is among 30 out of 193 UN member countries that were accorded the chance and will use it to share experiences with other countries," he said.

He was confident that the report will be upbeat in the forum as Tanzania has made great economic and social strides, thus wishing to use the forum to explain its achievements in fields like education, health, water, peace and stability.

Finance minister Dr Mwigulu Nchemba will submit the report on behalf of the government, which will be debated and the forum will submit recommendations on how to make the agenda succeed come 2030.

The issues involved include how to realise achievements in the fight against poverty and climate change, safe urban planning, gender equality and other issues, the envoy added.

## MP: Interested parties are misleading Samia

By Guardian Reporter

JERRY Silaa, the CCM legislator for Dar es Salaam's Ukonga constituency, has hit out at what he says are interested parties misleading public opinion on plans to restructure and improve the operations of ports in the country, "with a view to taking President Samia Suluhu Hassan off the rails".

He made remarks to that effect at a press conference in the city yesterday on ongoing exchanges of views on the issue, saying he

TURN TO PAGE 2



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## MP: Interested parties are misleading Samia

FROM PAGE 1

was speaking in part in his capacity as chairman of the Parliamentary Public Investments Committee (PIC).

The MP said that, for reasons best known to itself, a small group of people has been engaging in misinforming the public on the port plans, creating fear in broad sections of the population.

"As a member of CCM, I have a pledge to educate myself to the best of my ability and use my education for the benefit of all," he declared, also alluding to his duty as MP to make matters clear on the matter.

Silaa similarly referred to the fact that the planned port management compact has already been tabled in the National Assembly (Legislature), which is empowered by the country's Constitution to advise the government and exercise oversight on government activities.

He said those "banging the table" over the matter were "pushed by massive interests that they don't want to admit".

"There is therefore need to caution the public that some people are being used by interested groups to push the president off the rails, while all the time the president has worked in line with the ruling party's election manifesto," declared the MP.

He added that, even with the planned changes, collection of customs duties would remain under the Tanzania Revenue Authority (TRA) and port security under the relevant organs.

Port management would remain within the framework of section 17 of the 2004 law, which gives all authority on port management to the Tanzania Ports Authority, he stated.

Silaa further noted that the relatively slow offloading of cargo at the Dar es Salaam port was a burden to the country, citing reports routinely delivered that the port has set records on servicing cargo ships - and insisting that it was not adequate.

Those who use Barack Obama Road in Dar es Salaam can easily see queues of ships waiting to offload cargo at the port, he said, adding: "Do not imagine that they (ships' operators) wish to remain stationary; they are waiting for their turns to offload cargo at the quays."

Debate has been raging over reports of plans for a change of guard with respect to some of the operations of the Dar es Salaam Port, easily Tanzania's most important and busiest, since and even before the matter was tabled in the National Assembly a month ago.

## WVT donates 85 tonnes of maize as food assistance to Longido schools

By Guardian Correspondent, Longido

WORLD Vision Tanzania (WVT) has donated 85 tonnes of maize and beans as assistance to 30 primary schools in Longido District, Arusha Region to alleviate hunger at the schools and reduce truancy.

In addition, WVT provided 5,480 litres of cooking oil all valued at 175m/-.

Speaking on Tuesday when handing over the assistance to teachers and students at Engushei primary school in Ketumbeine ward WVT Coordinator, Peruth Daudi said the donation has been sponsored by US World Vision.

He said a total of 24 schools have benefitted by the assistance in Ketumbeine ward, as well as four elementary schools and two primary schools in Ketumbeine division.

Peruth named other schools

that benefited by the assistance as including Ketumbeine, Olopolosek, Mangula, Magadini, Gilei Bomba, Lumbwa, Esokonoi, Longido and Kimokoa primary schools all in Longido Division.

He explained that the food donated include 57 tonnes of maize, 28 tonnes of beans and 5,480 litres of cooking oil.

"The food will benefit 11,726 students from the 30 schools for four months and we expect attendance by students will rise from 58 per cent now to 90 per cent," he said.

He said in 2022 WVT distributed food to 10,272 students to all schools in Kitumeine Division valued at 227m/- from World Vision Canada following the great drought that hit the area.

He said the food was for the first phase in six months, and assisted in increasing school attendance from 56 per cent to 99 per cent.

## Z'bar, TAHA agree on horticulture drive

FROM PAGE 1

for external markets, he said.

TAHA needs to replicate its model of operations in Zanzibar, creating forums such as agricultural fairs to entice a sizeable number of youths and women to engage in horticulture, he stated.

TAHA has been critical role in developing the horticulture industry in Zanzibar for over a decade, he said, noting that the agro-sector body has recently resolved to build an office block for regular presence in the islands.

"This implies that TAHA is in Zanzibar to stay," he said, urging that

the two sides need to work more closely to transform the state of the industry in the Isles. With a four year European Union (EU) funded programme, TAHA has been able to build a horticulture knowledge hub in Zanzibar, the minister noted.

Dr Mkindi stated that TAHA Fresh Handling Ltd, the logistics unit, operates in Zanzibar after obtaining full registration.

Productivity and net returns for horticulture smallholder farmers in Zanzibar had grown by leaps and bounds after extensively adopting new agricultural technologies, she added.

## Ministry revamps sickle cell screening, treatment

FROM PAGE 1

and remains first-line therapy for patients with the disease.

It says that three additional drug therapies, L-glutamine, Voxelotor, and Crizanlizumab, have been approved as adjunctive agents but none of these treatments are curative.

Prof Nagu said that the measures will include infant screening during vaccinations and counseling and testing of couples before marriage.

Tanzania is overburdened by the disease, so there is need to have special programmes tied to an integrated approach to cut the vicious circle and contain the disease, the top medic declared.

Each year more than 11,000 children are born with sickle cell disease, while special measures being taken to fight the disease have the potential to prevent a third of deaths caused by the disease and most such disabilities, she stated.

Despite hydroxyurea being a simple oral medication with more than 30 years of evidence of

effective and safe use, it is not readily available, affordable or accessible to patients, she elaborated.

Prof Apolinary Kamuhabwa, the Muhimbili University of Health and Allied (MUHAS) acting vice chancellor said MUHAS has worked on sickle cell since 2004, with the efforts showing results facilitating inclusion of SCD in the national NCDs policy.

"Now the task is to have data on the number of patients across the country and intensifying screening, creating awareness to break the vicious circle by ensuring that members of the public are mostly aware of the challenges the disease poses," he said.

Back in November, MNH started conducting bone marrow transplants, the first sub-regional facility to offer such services, subsequently extended to the Benjamin Mkapa Hospital in Dodoma.

Cancer and sickle cell patients will now be relieved of pain and suffering the diseases characterize, hospital authorities affirm.



Fishmongers at Kijiwani in Iringa municipality wait customers, as found yesterday. They gave the source of the fish as Bahi District in Dodoma Region, citing scarcity in Mtera Dam. Photo: Correspondent Friday Simbaya

## AGRA launches Tanzania's five-year strategic plan

By Guardian Reporter

AGRA yesterday launched the 2023-2027 Tanzania strategy, a transformative five-year strategic plan aimed at catalyzing inclusive and competitive agricultural markets and trade for food systems transformation in the country.

The strategic plan, themed "Catalysing Inclusive and Competitive Agricultural Markets and Trade for Food Systems Transformation in Tanzania," echoes the Tanzanian government's focus on agriculture, zeroing in on inclusivity and competitiveness.

It has four key anchors of enhanced competitiveness of market actors for increased participation of smallholder farmers in domestic and regional markets and trade.

Enhanced enabling environment for business and investments for agribusinesses and government capacity to support and catalyze agricultural transformation.

Others include increased production of quality produce and resilience of small holder farmers through adoption of improved and sustainable technologies as well as strengthened systems for delivery of agricultural inputs and good agricultural practices.

Speaking briefly before the launch of the strategy, AGRA's Country Manager, Vianey Rweyendela noted that the initiative to develop inclusive and competitive markets through value addition and trade is geared to optimize resource allocation, boosting productivity in the process.

"This strategic approach aims to create a conducive environment for smallholder farmers, allowing them to prosper and become significant contributors to the national economy," said Rweyendela.

He termed the release as AGRA's forward-thinking strategy to empower Tanzanian youth and women in the agricultural value chain. "This initiative aspires to create numerous employment opportunities, subsequently driving socio-economic growth," he added.

The event attracted government representatives, private sector leaders, development partners, academics, and civil society organizations.

He observed that it provided the opportunity for interaction with leading agricultural experts, influential policymakers, and industry trend setters positions the event as a potential catalyst for transformative change in Tanzania's agricultural sector.

Speaking while officiating at the launch, Minister for Livestock and Fisheries, Abdallah Ulega commended the organization for coming up with a strategy focusing on four important areas.

He expressed the government's commitment in working together with AGRA and other stakeholders in promoting agricultural production in the country.

On his part, the Chairperson, Presidential Food and Agriculture Delivery Council and former Prime Minister, Mizengo Pinda underscored the notable development in the agriculture sector through collaboration with

private sector and development partners.

However, he observed that a lot more needs to be done, especially at the district councils and other lower levels to boost productivity and alleviate poverty.

Speaking on behalf of the Minister for Agriculture, Hussein Bashe, the Permanent Secretary, Gerald Mweli said the government has prioritized agriculture sector in order to improve livelihood of Tanzanians and ensuring women and youth are included.

"Tanzania is destined to become food based in Africa and the rest of the world and the government is determined to open up the agriculture sector's ability which currently contributes 25 percent of the GDP" he said, adding that it leads to creation of employment and wealth.

AGRA operates in Tanzania in sync with the country's Agricultural Sector Development Programme (ASDP II), aiming to transform Tanzania's agricultural systems while increasing productivity and income of smallholder farmers.

It strives to stimulate private sector involvement and agricultural investment in collaboration with the government and strategic partners.

The launched strategy encompasses improving access to finance and markets, and promoting adopting climate-smart technologies and input usage, like seeds and fertilizer.

Having built a robust foundation of technologies, partnerships, and models, AGRA is poised for

scaling competitive and inclusive agriculture in Tanzania. Its strategy for 2017-2021 consolidated these elements, catalyzing and sustaining an Inclusive Agricultural Transformation.

The transformation aimed to increase incomes and improve food security for 1.5 million smallholder farming households by investing US\$28M in strategic country support, government engagement, and targeted catalytic downstream and systemic investments.

AGRA's commitment to transforming Tanzania's agricultural sector has resulted in several key investment milestones worth noting.

A substantial \$28 million has been invested in the sector, with early results revealing an impressive \$11.3 million distributed through 31 separate grants.

The initiative has found significant traction among the farming community, with 742,865 farmers committing to the program thus far. In addition, the Agricultural Sector Development Program Phase II has benefited from a sizable grant of \$1.672 million.

Over 42,000 farmers have directly benefited from the program, supplemented by an additional 34,000 farmers impacted through various other initiatives.

Crop sales under the AGRA initiatives have generated an impressive revenue of \$1.6 million. As AGRA unveils its new strategic plan, the organization is set to continue contributing significantly to the transformation and growth of Tanzania's agricultural sector.



Chief Medical Officer Prof Tumaini Nagu (C) speaks at a symposium in Dar es Salaam yesterday on the theme: 'From Newborn Screening to Gene Therapy for Sickle Cell Disease: Challenges and Prospects in Africa'. It was held at the Muhimbili University of Health and Allied Sciences. Photo: Correspondent Mary Kadoko

## Hunting blocks committee lectured on bureaucracy, conflicts of interest

FROM PAGE 1

the sector, he stated.

Prof Jafary Kidegesho, the committee chairman, assured

the minister that committee members intend to work professionally to achieve the vision of the government to enhance

the industry's contribution to the economy.

Mabula Nyanda, the committee secretary and the Tanzania Wildlife

Management Authority (TAWA) commissioner, lauded the minister for forming the committee, saying it will help to improve the industry.





Manyara regional Commissioner Queen Sendiga (squatting) has a happy moment with pupils from Simanjiro District's Endiamtu Primary School earlier this week shortly after inspecting education and health projects worth 846m/-. Photo: Correspondent Gift Thadey

## MV Mwanza planned launching hits snags owing to sluggish work

By Guardian Correspondent, Mwanza

WITH only not more than 40 days remaining for the handing over of MV Mwanza 'Hapa Kazi Tu' to President Samia Suluhu Hassan, the situation continues to be problematic owing to the sluggish implementation that some of the experts are on vacation including delay in the arrival of essential equipment, while the overall project stands at 85 per cent to completion.

On June 14 this year, during her inspection visit to the project, she pledged to return to Mwanza

August 29 this year for the inauguration of the ship, but with the due date nearing, recently the contractor is claimed to have asked for more time, even though the government has rejected the request.

Registering his dismay on the sluggish implementation of the project on Tuesday, Mwanza Regional Commissioner Amos Makalla said that there are some experts who are on vacation even though they know that the time for the completion of the ship building project is just round the corner.

RC Makalla gave three days to the

contractor to make sure all experts are at the project site and should work day and night to complete the project.

"This is not acceptable at all, the government has already paid 88 per cent of the project's cost, but the work is still at 85 per cent complete and worse still they have come to ask for time extension, but the government will not entertain the time extension as they had ample time already.

He also called on the management to make sure the work is done day and night as well as to ensure there are an adequate number of experts

at the project site.

RC Makalla said President Samia believes the work is progressing well and by August 29 she will come to Mwanza for the ship's launch and start trial runs.

The ship's building was launched September 3, 2018 by the late President John Magufuli under Korean firms -- Gas Entec Company Limited and Kangham Corporation, and the work was supposed to be completed in September 2022.

When completed, MV Mwanza will be the biggest inland water ship in the East African region.

It is a four-storey vessel, 92.6 metres long and 17 metres wide with net weight of 3,500 tonnes.

Upon completion, the ship will cost 111bn/-. will carry 1, 200 passengers, 20 vehicles and 400 tonnes of cargo.

## Tanzania vows to avail supporting efforts to strengthen the defence and security in the DRC

By Guardian Reporter

VICE President Dr Philip Mpango has said Tanzania vows to continue supporting regional efforts to strengthen the defence and security situation in the eastern DRC.

He also lauded the country for its willingness to make an additional contribution to the establishment of the Southern African Development Community (SADC) Mission in the country (SAMIDRC).

Dr Mpango made the pledge yesterday at the emergency meeting of heads of state and government of the organisation for cooperation in politics, defence and security of the SADC Organ Troika and SADC countries contributing military forces to the countries of the Democratic Republic of the Congo and Mozambique. The meeting was held online.

The meeting aimed at highlighting the security situation

in the eastern DRC as well as in northern Mozambique.

He said Tanzania is ready to contribute money and resources to the SAMIDRC mission to ensure the region achieves its goals.

The meeting agreed to extend the duration of the SADC mission forces in Mozambique (SAMIM) for 12 months from July 16 2023.

The meeting was also attended by the President of Namibia Dr. Hage Geingob, President of South Africa Cyril Ramaphosa, President of Malawi Dr Lazarus Chakwera, President of Mozambique Felipe Nyusi, President of Zambia Hakainde Hichilema, President of Botswana Mokgweetsi Masisi, President of Zimbabwe Dr Emmerson Mnangagwa, the President of the Democratic Republic of the Congo Felix Tshisekedi, the Prime Minister of Lesotho Samuel Ntsokoane and the Deputy Prime Minister of Angola Ambassador Te'te Ant6nio.

## Ministry widens scope of Tourism

By Correspondent Christina

Mwakangale

THE Ministry of Natural Resources and Tourism said it had widened the scope of tourism especially in regard to museums, and also called on various people with personal records from history, traditional rulers to submit them.

Mary Masanja, deputy Minister for Natural resources and Tourism made the remarks on Tuesday during her visit at the ministry's pavilion at the ongoing 47th Dar es Salaam International Trade Fair (DITF) in Dar es Salaam.

"The ministry expands the tourism scope in various areas, and we are concentrating on the country's seven national museums,

and we also welcome contributions of historical value from any person that can be incorporated as attractions for tourists," said deputy minister Masanja.

She said in this respect, the government has improved regulations to allow individuals to submit their records of historical value.

She also said the ministry is urging Tanzanians to embrace domestic tourism as statistics show that out of Tanzania's population of 63 million, only 2.3 million visit tourist attractions.

She said as only a few days remain for the Fair, Tanzanians are welcomed to visit their pavilion to view wildlife including lions, leopards, gazelles and various kinds of birds.



### REQUEST FOR EXPRESSION OF INTEREST: PROVISION OF FIELD OPERATIONS PERSONNEL TRAINING SERVICES DURING THE TRAINING PROGRAM REFERENCE NO 00000303

East African Crude Oil Pipeline (EACOP) LTD ("EACOP LTD") invites experienced and reputable companies to express their interest in providing Technical Field Operations Personnel Training Services

The EACOP Project involves the construction and operation of an underground and cross-border pipeline to transport crude oil for export to international markets. The pipeline will run from Kabaale, Hoima District in Uganda to the Chongoleani peninsula in Tanga, Tanzania. The length of the pipeline is 1,443 km, of which 1,147 km will be in Tanzania and 296 km will be in Uganda.

#### BRIEF DESCRIPTION OF THE SCOPE OF SERVICES:

The selected contractor shall, on behalf of the EACOP Ltd, provide training services to Pipeline Operations and Maintenance Personnel in Mechanical, Electrical and Instrumentation during the various phases of technical training in the selected Tanzanian and Ugandan training centres. The training program shall run between 24 – 30 months and shall involve approximately 160 trainees. The selected contractor will provide the following specific services:

- Provision of Technical Trainers (6 to 8) for 24-30 months. Approximately 160 trainees.
- EACOP trainees training in partnering institutions in Tanzania and Uganda
- On-the Job Orientation and Training at companies or vendor sites (Optional)
- On-the Job Orientation and Training at EACOP sites in Tanzania and Uganda
- Provision for Learning Management System (LMS) and Student Information System (SIS)
- Provide OPITO accreditation up to level 2 and readiness for level 3.

#### MINIMUM REQUIREMENTS:

- Companies or organizations expressing their interest are invited to document their request with:
  - Registration Certificates in both Uganda and Tanzania including certificate of registration, business license etc.
  - Experience, performance, and capacity in delivering the Scope of Services outlined above at a large scale in Tanzania/Uganda, with at least 10 years' experience/performance of similar services internationally in compliance with national and international standards (including International Finance Corporation's Performance Standards (IFC))
  - Profile of key personnel to be involved in the project including personal certifications as necessary and level of qualifications, and experience and capacity to deliver the required services in a major capital oil and gas projects.
  - Proof of registration with the Revenue Authority and Tax Clearance Certificate for the latest year available.
  - Financial capacity to deliver the services required including submission of financial accounts for the past three years.
  - Evidence of a QHSE Management system, organization, and process in compliance with applicable Local and Industry standards for similar works.
  - Registration or approved application for registration with the EWURA Local Supplier Service Provider (LSSP) database in Tanzania at the time of submission of the response to this expression of interest is strongly recommended, and Proof of registration with the National Supplier Database (NSD) in Uganda
  - Compliance with Tanzania Local Content Regulations, 2017 and Compliance with Uganda Petroleum Midstream National Content Regulations, 2016.
  - Proof of Anti-corruption, Anti-bribery, Compliance and Human Rights policies.

Companies which have the ability, capacity, and resources to implement the activities listed above should express their interest by sending together with the documents stated in the above section through an email to [procurement.tz@eacop.com](mailto:procurement.tz@eacop.com) (for adverts in Tanzania), and [procurement.ug@eacop.com](mailto:procurement.ug@eacop.com) (for adverts in Uganda) (max. email size 20Mb) on or before 17:00 hours East African Time (EAT) on or before 10th August 2023. Email subject shall be: 00000303 - Provision of Field Operations Training Services. Statements of EOI should be no more than ten (10) to twenty (20) pages long. All Expression of Interests should be submitted in English Language.

**Note:** EACOP LTD will review and assess the documents provided by companies that have expressed interest in accordance with this EOI and conduct evaluations based on internal criteria to determine which companies will be included in the list of pre-qualified companies. Only the pre-qualified companies will receive, by signing a Non-Disclosure Agreement (NDA), an invitation to bid as a continuation of the call for tender process. EACOP LTD reserves the right at its sole discretion to make the decision to select or reject a company and maintain its decision without having to give reasons to the company concerned.



### Request for Proposals (RFP) 24015

#### for Provision of Group Life Assurance, Courier Services, Fleet Management and Air ticketing Services

Jhpiego (pronounced "ja-pie-go"), is an international non-profit health organization affiliated with the Johns Hopkins University. For more than 45 years and in over 40 countries, Jhpiego has empowered front-line health workers by designing and implementing effective, low-cost, hands-on solutions to strengthen the delivery of health care services for women and their families. By putting evidence-based health innovations into everyday practice, Jhpiego works to break down barriers to high-quality health care for the world's most vulnerable populations. Jhpiego's focus is on training and support for health care providers—including doctors, nurses, midwives and health educators working in limited-resource settings throughout Africa, Asia, the Middle East, Latin America and the Caribbean.

Jhpiego Tanzania office hereby invites submission of proposals for provision of Group Life Assurance, Courier Services, Fleet Management and Air ticketing Services. Interested eligible service providers may request for a complete set of bidding documents through the following email address [TZ-Jhpiegobids@jhpiego.org](mailto:TZ-Jhpiegobids@jhpiego.org) specifying one of the four categories below in the subject line of the request for bidding document's email.

| Category no.  |
|---|
| RFP 24015 – 01 – Provision of Group Life Assurance                        |
| RFP 24015 – 02 – Provision of Courier Services and Air ticketing Services |
| RFP 24015 – 03 – Provision of Fleet Management Service                    |
| RFP 24015 – 04 – Provision of Air ticketing Services                      |

A prospective service provider having any question regarding this RFP shall send an email 3 days prior to the due date and time for submission of proposals to the following address [TZ-Jhpiegobids@jhpiego.org](mailto:TZ-Jhpiegobids@jhpiego.org). Deadline for submission of proposals in the tender box located at the physical address specified below is **Tuesday, 25th July 2023 at 1:00 P.M.** Jhpiego reserves the right to accept or reject any proposal, and to annul the bidding process and reject all bids at any time prior to contract award, without thereby incurring any liability to the bidder. Jhpiego is under no obligation to accept the lowest proposal. Late proposals and proposals not received shall not be accepted for evaluation irrespective of the circumstances.

**Country Director,  
Jhpiego Tanzania,  
House No. 7, Serengeti Street, Mikocheni,  
P.O. Box 9170, Dar es Salaam, Tanzania.  
Tel: +255 756 888 388**



# 200,000 forest hectares reserved for 22 villages

By Correspondent Abdallah Bakari, Mtwara

MORE than 200,000 hectares of forest has been reserved in 22 villages along Ruvuma Landscape during five years of implementation of a project dubbed 'Lead the Change' in four regions.

The project which was implemented by Civil Society Organizations (CSOs) with support from the World Wide Fund for Nature (WWF) Tanzania aimed at promoting Preserving and sensitizing the sustainable use of natural resources.

Speaking during a programme closing ceremony held in Mtwara over the weekend WWF Tanzania Conservation Manager Dr Laurence Mbwambo said that the five years and a half programme which commenced in 2018 has come to an end with great achievements.

"The five years and a half programme covered 22 villages in 11 districts and four regions of Coast, Lindi, Mtwara and Ruvuma and enabled the restoration and conservation of 200,000 hectares of village forests... in collaboration with (CSOs), villagers has been capacitated with education on sustainable use of their natural resources" said Dr Mbwambo.

He added that "The project across Ruvuma Landscape dealt with forest restoration, conserving life underwater, renewable energy and wild animals was implemented in the districts of Masasi, Mtwara (DC), Newala,

Tunduru, Namtumbo, Kibiti, Rufiji, Kilwa, Mtama, Liwale and Lindi Municipality."

He stated that the project worth 5bn/- which was supported by the Swedish government has also been able to restore 66, 210 mangrove trees and coral reefs along the Indian Ocean.

Meanwhile Mtwara District Council Executive Director, Tatu Isike said that despite a remarkable achievement in forest conservation, bush fire, illegal harvest of timbers and animal poaching were still the main challenges in achieving complete natural resources for sustainable use.

"More efforts are needed to stop bush fire, illegal harvest of natural resources and animal poaching...we need to be active despite the phase out of the project, the end of the project doesn't mean the end of conservation," described Isike who was guest of honor, adding that, "Many projects are becoming inactive after the end of financial support, the component of sustainability has not been acknowledged in many areas...my call here is to ensure sustainability of these projects."

MJUMITA Director Rehema Njaidi, thanked WWF Tanzania for its remarkable financial support to implement the CSOs programme in preserving natural resources.

"The project has capacitated us as CSOs in managerial skills also our communities to plan, preserve and have sustainable use of natural resources, there are village forests now which didn't exist before" she said



Vivo Energy Tanzania CEO Khady Sene (R) pictured in Dar es Salaam on Tuesday presenting a new motorcycle to Michael Kida of the city's Kipunguni ward, who emerged winner of the firm's promotion dubbed 'Jaza Ushinde Tena na Engen' involving refuelling at Engen filling stations. Looking on are Engen Kipunguni filling station salesman Muslim Baruani (2nd-R) and Vivo Energy Tanzania retail sales manager Adams Ouedrago. Photo: Guardian Correspondent

## People with poor sight increasing, says MNH

By Correspondent Christina Mwakangale

MUHIMBILI National Hospital (MNH) says the number of people with poor sight, both long and short sightedness, especially those who cannot read scripts increased for those aged 45 years onwards and that the condition also threatens children.

MNH says the condition is contributed by changes to life styles that in turn is contributed by technology that has made people even fail to take precautions to avoid these changes.

Dr Roberts Sempindu, MNH eye specialist made the observations on Tuesday in an interview with this paper at MNH pavilion in the ongoing 47th Dar es Salaam International Trade Fair (DITF) at Mwalimu Nyerere Fair Grounds in Dar es Salaam.

"Beginning June 30 this year, we have examined 482 people, many of who with problems, some of who have been referred to higher hospitals.

"Many others have poor sight, they cannot read scripts near and six of them had developed cataracts.

"We discovered eye pressure in 12 of them, while eight others had developed tiny tissues in the eyes and need minor surgeries. But a big number were of poor sight, both long and short sighted," Dr Sempindu said.

He said between 70 and 80 per cent of patients examined at the fair had difficulties in reading and were provided with glasses.

The main problem in regard to children who have poor sight is due to using smart phones, or watching TV closer to the screen for long period, he attributed.

He added that for adults the problem stems from the use of smart phones, and computer for long times, including other electronic gadgets which one cannot avoid owing to the development of technology.

## Kikwete to flag off 61 climbers in GGML Kili challenge campaign

By Guardian Reporter

FORMER President Jakaya Kikwete will tomorrow bid farewell to 61 participants who will climb Mount Kilimanjaro through the 'GGML Kili Challenge -2023' campaign aimed to raise funds for the National AIDS Control Fund.

The funds will enhance the fight to eradicate the human immunodeficiency virus (HIV) and AIDS.

The campaign was founded in 2002 by Geita Gold Mining Limited (GGML) in collaboration with the Tanzania AIDS Control Commission (TACAIDS).

A statement issued yesterday by Kilimanjaro Regional Administrative Secretary, Tixon Nzunda said after meeting Kikwete at the Machame Gate, the climbers will be received by Kilimanjaro Regional Commissioner, Nurdin Babu at the Mweka Kibosho Gate next week on July 20th.

Vice President, AngloGold Ashanti- GGML who handles sustainable projects in Ghana and Tanzania, Simon Shayo said a total of 35 participants will climb the mountain in the usual way, while some 26 will ascend by cycling.

He said the campaign will be a mobilization of the public to join voluntary HIV testing services, counselling and blood donation.

He commended the government for supporting the campaign that was founded in 2002, adding that as stakeholders in the fight against HIV/AIDS, the company has received support that enables the Kili Challenge to take great steps to become an international fund, involving mountaineers and cyclists from all continents and more than 20 countries outside Africa.



# Canara Bank (Tanzania) Ltd.

(Together we can build a better life)

## PUBLICATION OF INTEREST RATES, FEES AND CHARGES

PURSUANT TO REGULATION 11 OF THE BANKING AND FINANCIAL INSTITUTIONS DISCLOSURE REGULATION, 2014 AND REGULATION 40(3)(a) OF THE FINANCIAL CONSUMER PROTECTION 2019.

|  | TZS                                  | USD                     |  | E. REMITTANCES  |
|--|--------------------------------------|-------------------------|--|---|
| <b>A. SAVINGS BANK</b>   |                                      |                         |  |   |
| 1. Monthly Maintenance Charges   | FREE                                 | FREE                    | 1. TISS  | TZS 8,450.00  |
| 2. Non Maintenance of Minimum Balance  | FREE                                 | FREE                    | 2. E Remittances                                     | EQUIVALENT TO TZS 8450  |
| 3. A/c Statement Charges   | FREE                                 | FREE                    | Upto USD 1000 or Eq. TZS                             | TZS 17,000.00   |
| a) Monthly   | FREE                                 | FREE                    | 1001 to 5000   | TZS 20,400.00   |
| b) Intern  | TZS 4,300.00                         | \$ 5.00                 | 5001 to 10000  | TZS 40,700.00   |
| 4. Cash Withdrawal Charges   | FREE                                 | Up to 5000              | 10,001 and above                                     | TZS 84,800.00   |
| 5. Cash Deposit Charges  | FREE                                 | Above 5000              | 3. SWIFT   | \$ 43.00  |
| 6. Balance Confirmation certificate  | TZS 12,800.00                        | \$ 6.00                 | a) Swift Outward                                     |   |
| 7. A/c Closure charges   | TZS 12,800.00                        | \$ 13.00                | Upto 5,000   | NA  |
| 8. Activation of Dormat A/c  | TZS 5,100.00                         | \$ 6.00                 | 5,001 to 10,000                                      | NA  |
|  |                                      |                         | above 10,000   | NA  |
| <b>B. CURRENT ACCOUNT</b>  |                                      |                         |  |   |
| 1. Monthly Maintenance Charges   | FREE                                 | FREE                    | b) Swift Inward                                      | NA  |
| 2. Non Maintenance of Minimum Balance  | FREE                                 | FREE                    | Upto 5,000   | NA  |
| 3. A/c Statement Charges   | TZS 4,300.00                         | \$ 5.00                 | 5,001 to 10,000                                      | NA  |
| a) Monthly   | Fixed TZS 4,300.00                   | Fixed \$5.00            | above 10,000   | NA  |
| b) Intern  | plus For each page TZS 500.00        | For each page \$1.00    |  |   |
| 4. Cash Withdrawal Charges   | UPTO 25 MILLION FREE                 | Upto 5000 FREE          | <b>F. LOAN/ADVANCES RELATED CHARGES</b>              |   |
|  | ABOVE 25 MILLION 0.11%               | \$000 to 10,000 - 0.26% | 1. Processing Charges                                | Upto 5 Mio - TZS 21,200.00  |
|  |                                      | Above 10,000 0.43%      | Upto 10 Mio - TZS 169,500.00                         | Upto 5,000 - \$85.00  |
| 5. Cash Deposit Charges  | UPTO 50 MIO FREE                     | Upto 10,000 FREE        | 5Mio to 10 Mio - TZS 169,500.00                      | 5000 to 10,000 - \$170.00   |
|  | ABOVE 50 Million 0.11%               | > 10,000- 0.26%         | 10 Mio to 25mio - TZS 339,000.00                     | Upto 20,000 - \$255.00  |
| 5. Balance Confirmation certificate  | TZS 21,200.00                        | \$13.00                 | 25 mn to 500 mio - 1.28%                             | 20,000 to 500,000 - 1.28%   |
| 6. Stop Payment Charges  | TZS 25,500.00                        | \$13.00                 | >500mio- 1.06%                                       | >500,000- (*minimum 7,500) 1.06%  |
| 7. Cheque Clearing Charges   |                                      |                         | 2. Documentation Charges                             | Upto 100 MILLION FREE   |
| a) Inward  | TZS 1,300.00                         | \$1.00                  | >100 Mio (-Min 300,000) 0.26%                        | >50,000 - (Min 150) 0.26%   |
| b) Outward   | FREE                                 | FREE                    | 3. Upfront fee on Term Loan                          | Upto 20,000 - \$255.00  |
| 8. Cheque Return Charges   |                                      |                         | 5 Mio to 10 Mio - TZS 169,500.00                     | 20,000 to 500,000 - 1.53%   |
| a) Inward  | TZS 25,500.00                        | \$13.00                 | 10Mio 25mio - TZS 381,400.00                         | >500,000- (*minimum 9000) 1.28%   |
| b) Outward   | TZS 25,500.00                        | \$13.00                 | 25 mn to 500 mio - 1.53%                             |   |
| 9. A/c closure charges   | TZS 21,200.00                        | \$17.00                 | >500mio- (*minimum 9mio) 1.28%                       |   |
| <b>C. MOBILE BANKING CHARGES</b>   |                                      |                         |  |   |
| 1. Cash Withdrawal   |                                      |                         | 4. Inspection Charges                                | Upto 100 Mio - TZS 21,200.00  |
| Upto 100,000   | TZS 1,700.00                         | NA                      | >100 mio - TZS 42,400.00                             | Upto 50,000 \$22.00   |
| 101,000 to 200,000   | TZS 2,600.00                         | NA                      | 5. Credit Reference Report Charges from D&B Tanzania | >50,000 \$43.00   |
| 201,000 to 400,000   | TZS 4,300.00                         | NA                      | TZS 101,700.00                                       |   |
| 401,000 to 600,000   | TZS 5,100.00                         | NA                      | 6. Pre-payment penalty                               | Calculated as %age pre-paid amount in the case of takeover of liability by other bank/lenders 1.70% |
| 601,000 to 999,000   | TZS 6,800.00                         | NA                      |  | of pre-paid amount in the case of takeover of liability by other bank/lenders 1.70%                 |
| <b>D. LOCKERS RENT YEARLY</b>  |                                      |                         |  |   |
| 1. SMALL   | TZS 296,700.00                       | NA                      | <b>G. Guarantees (Local &amp; International)</b>     |   |
| 2. MEDIUM  | TZS 508,500.00                       | NA                      | Bonds & Guarantees                                   | ( Min TZS 75,000) 1.02%   |
| 3. BIG   | TZS 635,600.00                       | NA                      | Bonds & Guarantees with 100 % Cash Margin            | (Min TZS 75,000) 0.43%  |
| <b>OTHER DISCLOSURES (VIAMBATANISHI)</b>   |                                      |                         |  |   |
| <b>I. Fixed Deposits of TZS</b>  |                                      |                         |  |   |
| 1. Base or Prime Lending Rate  | 16                                   | 7                       | Import Letter of Credit (per qtr of Part thereof)    |   |
| 2. Maximum spread above Base or Prime Lending Rate                                   | 5                                    | 5                       | Opening commission                                   | NA  |
| 3. Penal Interest  |                                      |                         | LC amendment Commission                              | NA  |
| a. For non compliance on Terms of Saction  | 3% p.a over regular rate of interest |                         | Swift charge for LC opening                          | NA  |
| b. For Overdrawing/Excess drawing due to non payment of interest/installment/charges | 5% p.a over regular rate of interest |                         | Swift charge for other message/amendments            | NA  |
| 4. Deposit Rates   |                                      |                         | Extensions - Commissions                             | NA  |
| a. Current account   | N/A                                  | N/A                     | LC cancellation charges                              | NA  |
| b. Savings bank deposit  | 3.00%                                | 1.00%                   | Non payment of Bills on due date                     | NA  |
| <b>II. Fixed Deposits of USD</b>   |                                      |                         |  |   |
| Amount in TZS up to TZS 50 M TZS 50 M-100M Above 100 M                               |                                      |                         |  |   |
| 30 -90days 3.50% 4.50% 5.50%   |                                      |                         |  |   |
| 91-180days 4.50% 5.50% 6.50%   |                                      |                         |  |   |
| 181-364 days 5.50% 7.00% 7.50%   |                                      |                         |  |   |
| 1 year and above 8.00% 8.25% 8.50%   |                                      |                         |  |   |
| 2 Years and Above 8.00% 9.00% 9.50%  |                                      |                         |  |   |
| Amount in USD up to USD 50,000 USD 50,000 -USD 100,000 Over USD 100,000              |                                      |                         |  |   |
| 30 -90days 1.50% 2.25% 2.50%   |                                      |                         |  |   |
| 91-180days 2.25% 2.50% 3.25%   |                                      |                         |  |   |
| 181-364 days 3.00% 3.50% 4.00%   |                                      |                         |  |   |
| 1 year and above 3.75% 4.25% 4.75%   |                                      |                         |  |   |
| 2 Years and Above 4.00% 4.75% 5.00%  |                                      |                         |  |   |

|                   |                                 |        |            |
|-------------------|---------------------------------|--------|------------|
| SALMA MRISHO      | HEAD TREASURY AND TRADE FINANCE | SIGNED | 11-July-23 |
| KASHENDRA TIWARI  | GM-CREDIT                       | SIGNED | 11-July-23 |
| VIBHUTI CHOUDHARY | DEPUTY CEO                      | SIGNED | 11-July-23 |

27/05/2023





Tanzania Health Promotion Support

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East Africa P.O Box 32605 Dar es Salaam, Tel +255-22-2923107/+255 689 103 046 Fax+255 222923108. info@thps.or.tz

# ADVERTISEMENT FOR VACANCY

## Background

Tanzania Health Promotion Support (THPS) is an indigenous NGO established under non-governmental organization act No 24 of 2002 in 2011. THPS works in partnership with the Government of Tanzania (GOT) through Ministries of Health (MOH) in Mainland and Zanzibar; Ministry of Gender, Youth, elderly and special groups; Regional Administration and Local Government (PORALG), and the Ministry of Home Affairs with a goal of ensuring accessible high-quality health care services to Tanzanians; through the strengthening of health and community systems.

In FY24 year the GOT under the leadership of the Ministry of Community Development, Gender, Women and Special Groups and Ministry of Community Development and Gender in Zanzibar; in collaboration with stakeholders through funding from the US Presidents Emergency Plan for AIDS Relief (PEPFAR)/US Centers for Disease Control and Prevention (CDC) will conduct the second national Violence against Children and Youth Survey (VACS 24). The 2024 Tanzania Violence Against Children and Youth Survey is based on the broader work that has been done through the Together for Girls (TFG) partnership and through funding from the US Presidents Emergency Plan for AIDS Relief (PEPFAR)/US Centers for Disease Control and Prevention (CDC). Through data, nationally led action, and advocacy, the survey aims to raise awareness, promote evidence-based solutions, and galvanize coordinated action across sectors to end violence against boys and girls, with a special focus on sexual violence against girls. VACS data are intended to inform a comprehensive, national multi-sector policy and programmatic response to the issue of violence against girls and boys.

VACS 2024 will be conducted with support from the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and technical assistance through the U.S. CDC, United Nations Children's Fund (UNICEF) and Tanzania Health Promotion Support (THPS) - the led implementing partner. Data collection will be done by the National Bureau of Statistics (NBS) Office of Chief Government Statistician (OCGS) in Zanzibar, and Survey will be implemented in collaboration with multisectoral partners including, the National Institute of Medical Research (NIMR), the Zanzibar Institute of Health Research (ZAHRI), and ministries of health through national Public Health Laboratories, the National AIDS Control Program (NACP), and the Zanzibar Integrated HIV, Hepatitis, Tuberculosis and Leprosy Program (ZIHHTLP).

THPS is looking for skilled, enthusiastic, creative, energetic individuals to fill the following vacant positions for the Violence Against Children Survey 2024.

|                          |  |
|--------------------------|--|
| <b>1. Position Title</b> | <b>Violence Against Children Survey (VACS) Director (1 position)</b>                                   |
| <b>Reports to</b>        | <b>Executive Director</b>  |
| <b>Supervises</b>        | <b>VACS Senior Technical Advisor; VACS Laboratory Technical Advisor and VACS Logistics Coordinator</b> |
| <b>Job Location</b>      | <b>Dar es Salaam</b>   |
| <b>Travel</b>            | <b>Up to 25% outside of job location</b>   |

**Main duties and responsibilities:** Reporting to the THPS Executive Director, the VACS Project Director will lead the implementation and technical assistance of the VACS which is a national violence against children survey in Tanzania. The incumbent will ensure coordination of all facets of the survey, which have various stakeholders including CDC, GOT ministries and agencies, academic and research institution, selected development partners such as UNICEF. VACS Director will provide oversight and management of key VACS staff including advisors and coordinators.

### Specific Responsibilities and Duties:

- Under the guidance of the THPS Executive Director, liaise with the key VACS stakeholders in Tanzania mainland and Zanzibar including CDC
- Represent THPS in high-level discussions about the VACS Project held with the MoCDGWSG, ministries of health, Zanzibar MoCDGW, NBS, OCGS, UNICEF, CDC and other in-country collaborators including TACAIDS and ZAC
- Communicate effectively to various audiences including VACS Steering Committee and the Multi Sectoral task force (MSTF) with its subcommittees regarding the details of the project and ensure effective stakeholder engagement and active participation
- Oversee the recruitment, training, and day-to-day supervision of VACS project staff
- Coordinate technical and operational aspects of the survey implementation
- Conduct capacity building workshops, as needed, to support the implementation of the VACS Project
- Coordinate in collaboration with CDC focal persons daily THPS/CDC brief meetings and follow up action points
- Participate in the development of the survey protocol and associated documents such as Standard Operating Procedures (SOPs), training manuals and job aids in collaboration with CDC, and other key in country stakeholders
- Participate in the ethical reviews process, staff training, community sensitization, survey implementation and adherence to protocol/SOPs in collaboration with THPS staff, CDC, and other key in country stakeholders
- Oversee sub-contractors and communicate regularly to ensure adherence to protocol/SOPs and timeline
- Participate actively in the field monitoring (regular visits of the field teams and satellite labs during the data collection)
- Track VACS progress and prepare progress reports to be shared with the VACS steering committee
- Oversee the budget development and fund disbursement of the Survey
- Participate in data management, analysis, and the development and implementation of a data dissemination strategy in collaboration with THPS staff, CDC, and other key in country stakeholders
- Participate in the preparation of scientific analyses, abstracts, and publications
- Perform any other tasks assigned by the supervisor

### Qualifications, Knowledge, and Skills:

- Required Education:
  - Doctoral level qualification (PhD) in public health, epidemiology, or biostatistics or related field from an accredited university.
  - OR Degree of Doctor of Medicine or its equivalent with masters in epidemiology, or biostatistics or related research field from an accredited university.
- Required Technical Experience: Minimum 7 years' experience with public health programs and/or research in Tanzania, including extensive experience working directly with government institutions (e.g. MoH, MCDGWSG, PO-RALG, NBS, OCGS etc.) including at senior levels on such initiatives
  - Preferred: Experience with health/social services population-based surveys.
  - Preferred: Experience with PEPFAR-funded HIV programs, surveillance, research and evaluations
- Required Managerial Experience: Minimum 5 years' supervising a large multidisciplinary team in relevant projects or research and manage projects at a senior level.
- Demonstrated experience managing complex multi-organization collaborations, and capacity building of local partner organizations
- Understanding of Tanzania government structure and key stakeholders in gender-based violence, violence against children, and sociocultural determinants/barriers to health
- Demonstrated skills in supervising staff, team building and management
- Demonstrated experience in conducting large scale population-based surveys and research experience
- Experience with statistical sampling as well as quantitative data collection methods and database design and management
- Excellent written and verbal communication skills with fluency in English and Kiswahili required.
- Experience with data analysis and statistical packages is an advantage
- Ability to provide high quality technical assistance and lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills
- Ability to work under pressure, demonstrate creativity and adaptability in developing new ideas to solve problems
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.

|                          |  |
|--------------------------|--|
| <b>2. Position Title</b> | <b>Senior Violence Against Children Survey (VACS) Technical Advisor (1 position)</b> |
| <b>Reports to</b>        | <b>VACS 2024 Survey Director</b>   |
| <b>Job Location</b>      | <b>Dar es Salaam</b>   |
| <b>Travel</b>            | <b>Up to 40% outside of job location</b>   |

### Main duties and responsibilities:

Reporting to the VACS Project Director, the Senior VACS Technical Advisor will oversee programmatic and clinical aspects of a national population-level Violence Against Children Survey (VACS) in Tanzania mainland and Zanzibar. Senior VACS Technical Advisor ensures both social, clinical compliance and regulatory requirements, as well as technical accuracy and relevance of social, clinical aspects and research processes.

### Specific Responsibilities and Duties:

- Lead THPS VACS team in the adaptation of the VACS protocol to suit the Tanzanian needs
- Assist in the development & implementation of Standard Operating Procedures (SOPs) related to interviews, blood draw, HIV testing, active linkage to services to VAC survivors, and return of results directly to participants and indirectly through health facilities.
- Oversee training activities: development of training materials, capacitation of trainers, ensure timeline is being followed and the logistics/operational aspects are ready for training
- Work with Child Protection Specialist to implement an efficient and seamless system for referrals to social and health services within existing systems as stipulated in the survey protocol.
- Supervise the coordination between the survey different components: laboratory, field, community mobilization, return of results, and linkage. Ensuring consistency with funder and THPS objectives while avoiding duplication of efforts.
- Work together with MoCDGWSG, MoH, UNICEF, CDC and other THPS staff to ensure regulatory compliance with respect to ongoing communications and reporting of incidents or adverse events.
- Advise on compliance with local clinical guidelines and practice.
- Supervise the VACS Survey Coordinator and Advocacy & Community engagement Coordinator
- Participate in daily THPS/CDC brief meetings and follow up action points
- Conduct periodic site visits to provide oversight for survey fidelity, supervision, and technical assistance in research implementation and clinical issues.
- Develop collaborative relationships with technical focal points at governmental bodies and external organizations in order to meet mutual goals.
- Contribute to and in some cases co-lead with MoH the development, review, and finalization of quarterly and annual survey work plans; monitor progress towards target and address bottlenecks in meeting survey milestones.
- Represent THPS in meetings with Steering Committee, MSTF and subcommittees and partner organizations as assigned by VACS Director and/or the Director of Programs.
- Coordinate provision of technical assistance to MoCDGWSG in Tanzania Mainland and MoCD in Zanzibar
- Actively participate in the development of annual continuation applications, presentations, publications, reports, and abstracts.
- Perform any other tasks assigned by the supervisor

### Qualifications, Knowledge, and Skills:

- Required Education:
  - Doctoral level qualification (PhD or DrPH) in public health, epidemiology, or biostatistics or related field from an accredited university.
  - OR Masters' degree or higher in public health or demography or epidemiology or biostatistics or related field
- Required Technical Experience: Minimum 6 years managing large-scale public health surveys, research, and evaluations in areas such as HIV, TB, and maternal child health in sub-Saharan Africa.
- Required Managerial Experience: Minimum 5 years' supervising or advising a large multidisciplinary team in public health programs or research.
- Demonstrated skills in guiding staff, team building and management
- Demonstrated experience in conducting national-level surveys or large-scale clinical research or program evaluation
- Demonstrated experience working in HIV program and surveys, research or evaluations, experience in resources-limited settings
- Experience with statistical sampling, quantitative data collection methods as well as database design and management
- Excellent written and verbal communication skills with fluency in English.
- Familiarity with United States Government or PEPFAR rules and regulations
- Strong data analysis skills and experience working with statistical packages for data analysis (e.g., STATA and SAS)
- Ability to lead, work and provide high quality technical assistance to diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills.
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station.
- Basic level knowledge of national health laboratory systems, including cold-chain management, sample collection, storage, transfer, processing, and AQ/QC as related to research

|                          |   |
|--------------------------|---|
| <b>3. Position Title</b> | <b>Violence Against Children Survey (VACS) Coordinator (1 position)</b> |
| <b>Reports to</b>        | <b>Senior VACS Technical Advisor</b>                                    |
| <b>Supervises</b>        | <b>Survey teams</b>   |
| <b>Job Location</b>      | <b>Dar es Salaam</b>  |
| <b>Travel</b>            | <b>Up to 70% in intervention districts outside of job location</b>      |

### Main duties and responsibilities:

Reporting to the Senior VACS Technical Advisor, the VACS Coordinator will be responsible for overseeing the day-to-day survey implementation of the VACS which is a national violence against children survey (VACS) in Tanzania. The VACS Coordinator will be responsible for coordinating all of day-to-day survey team activities, coordinate, monitor and support the field teams, oversee the activities of relevant stakeholders including sub-contractors, and support the overall field implementation of the survey. Working with THPS VACS Child Protection specialist S/He will also be responsible to ensure timely linkage to quality response services to survivors of VACS and GBV, and to prevention care and treatment to the identified HIV positive participants.

Initially the incumbent will work with VACS team in protocol adaptation, tools development and support the training of staff on the survey protocol, procedures, policies, relevant regulations and also ensure that the survey protocol, standard operating procedures (SOPs), and other relevant policies and regulations are being appropriately adhered to at every level. The Survey Coordinator will report survey site progress and maintain survey regulatory files. The Survey Coordinator will provide oversight and management of survey teams including, Team Leaders, and survey staff.

### Specific Responsibilities and Duties:

- Supervises the day-to-day implementation of the VACS from protocol adaptation, obtaining ethical and administrative approvals, supervising the data collection teams, overseeing the data management and analysis process, and lead in the dissemination activities
- Support all field implementation aspects of the VACS project, including protocol development and implementation, assist in drafting/adapting, revising and finalization SOPs and training manuals, as needed
- Support ethical reviews process/ institutional review board submissions, and maintenance of regulatory files
- Understand and adhere to the protocol, SOPs, and other appropriate regulations, procedures, and policies and ensure fidelity to survey implementation by field teams
- Assist with recruiting, training, and supervision of THPS VACS survey field staff
- Coordinate with capacity building workshops
- Design and implement a detailed deployment and monitoring plans for the field teams under the supervision of the Senior VACS Technical Advisor
- Prepare a full monitoring plan and weekly report of field team performance during the data collection period.
- Monitor on daily basis the survey data collection including daily check-in calls with field teams
- Participate actively in the field monitoring (regular visits of the field teams during the data collection) to ensure timely enrollment of survey participants and collection of high-quality data
- Coordinate under guidance of Senior VACS TA the kick-off meetings and event
- Ensure that VACS staff under his/her supervision maintain confidentiality of survey participants and adhere to principles of Good Clinical Practice (GCP) and ethics of human subjects' research
- Participate and document Steering Committee, MSTF and Subcommittee meetings and well as meetings with the MoHCDGSGs, MoCD (Zanzibar), ministries of Health, NBS, OCGS, UNICEF, CDC and other partners to discuss progress of the project and to address any challenges or issues that arise during conduct of the project
- Document daily THPS/CDC brief meetings and follow up action points
- Participate in the preparation of scientific analyses, abstracts, and publications
- Perform any other tasks assigned by the supervisor

### Qualifications, Knowledge, and Skills:

- Required Education:
  - Masters' degree or higher in public health or demography or epidemiology or biostatistics or related field
  - Or
  - Bachelor's in public health or demography or epidemiology or biostatistics or related field with significant relevant technical experience
- Required Technical Experience: Minimum 3 years' work experience in public health research or surveys or program evaluation, preferably on health, and social related issues
- Broad understanding of terrains and landscape, health facilities, road network in various places of Tanzania
- Familiarity with regional administration and local government structures including R/CHMTs
- Excellent written and verbal communication skills with fluency in English and Kiswahili required
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS).
- Ability to provide high quality technical assistance and lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills
- Ability to work under pressure, demonstrate creativity and adaptability in developing new ideas to solve problems
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station

|                          |   |
|--------------------------|---|
| <b>4. Position Title</b> | <b>Violence Against Children Survey (VACS) Advocacy &amp; Community Engagement Advisor (1 position)</b> |
| <b>Reports to</b>        | <b>Senior VACS Technical Advisor</b>  |
| <b>Supervises</b>        | <b>Community Mobilization Officers</b>  |
| <b>Job Location</b>      | <b>Dar es Salaam</b>  |
| <b>Travel</b>            | <b>Up to 70% outside of job location</b>  |

### Main duties and responsibilities:

Reporting to the Senior VACS Technical Advisor, the VACS Advocacy & Community Mobilization Coordinator will be responsible for overseeing all communication and education efforts of the VACS which is a national population-level follow on survey on violence against children in Tanzania.

The incumbent will support the training of field staff on the survey protocol, procedures, policies, relevant regulations and also ensure that the survey protocol, standard operating procedures (SOPs), and other relevant policies and regulations are being followed. The incumbent will lead efforts related to advocacy, communication, community mobilization, dissemination, and education.

### Specific Responsibilities and Duties:

- Lead all communications aspects of the VACS project, including development of information, education and communication (IEC) and other communications materials, engaging with the media, and developing of a media and branding strategy
- Manage community mobilization and follow-up activities of the survey, including protocol/SOP development and implementation, development of IEC materials, and supervision of staff.
- Ensure community mobilization occurs in alignment with the deployment plan
- Participate in the data collection daily monitoring calls
- Ensure community mobilization incidents are reported as appropriate
- In coordination with the senior VACS technical advisor, adapt training materials and ensure training is conducted as planned
- Assist with recruiting, training and supervision of VACS staff working on community mobilization and related efforts
- Understand and adhere to the protocol, SOPs, and other appropriate regulations, procedures and policies; assist in drafting and revising SOPs and training manuals, as needed
- Design and implement a detailed community mobilization and communications plans for the field teams in collaboration with the VACS Director and technical staff.
- Conduct frequent field visits to ensure communities and stakeholders are being engaged appropriately
- Participate actively in the field monitoring (regular visits of the VACS survey activities during the data collection)
- Prepare a weekly report of his/her teams' performance during the data collection period.
- Ensure that VACS staff under his/her supervision maintain confidentiality of survey participants and adhere to the established branding policy
- Liaise with and respond to media inquiries, including writing and distributing press releases, feature articles, and organizing press conferences in collaboration with THPS and CDC.
- Work with VACS Coordinator in the development of kick-off meetings and events
- Liaise with representatives from the Ministries of Community Development, Ministries of Health (MoH), UNICEF and CDC to discuss progress of the project and to address any challenges or issues that arise during conduct of the project
- Participate in the preparation of scientific analyses, abstracts and publications
- Support the translation of findings for diverse audiences
- Assist with capacity building workshops
- Participate in meetings with the Ministries of Community Development, Ministries of Health (MoH), National Bureau of Statistics (NBS), CDC, UNICEF and other partners to discuss progress of the project and to address any challenges or issues that arise during conduct of the project
- Perform any other tasks assigned by the supervisor

### Qualifications, Knowledge, and Skills:

- Required Education:
  - Masters' degree or higher in public health or mass communication or community development or social sciences or other related field
  - Or
  - Bachelor's degree in public health or mass communication or community development or social sciences or another related field with significant relevant technical and field experience
- Required Technical Experience: Minimum 4 years' work experience in community mobilization for population-based surveys or research or public health programs, preferably on gender, child protection or sexual and reproductive health
- Required Managerial Experience: Minimum 2 years' supervising a multidisciplinary team of at least 10 staff in similar survey settings
- Excellent written and verbal communication skills with fluency in English and Kiswahili required
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum; preferred proficiency with statistical Software such as SAS and SPSS)
- Ability to provide high quality technical assistance and lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills
- Ability to interact well with all communities by facilitating a non-judgmental, non-discriminatory, and non-stigmatizing environment, to welcome all participants and stakeholders regardless of their background
- Ability to work under pressure, demonstrate creativity and adaptability in developing new ideas to solve problems
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station

|                          |   |
|--------------------------|---|
| <b>5. Position Title</b> | <b>Tanzania Violence Against Children Survey (VACS) Laboratory Technical Advisor (1 position)</b> |
| <b>Reports to</b>        | <b>VACS Project Director</b>  |
| <b>Supervises</b>        | <b>Regional/satellite laboratory technical assistants</b>   |
| <b>Job Location</b>      | <b>Dar es Salaam</b>  |
| <b>Travel</b>            | <b>Up to 70% in intervention districts outside of job location</b>                                |

### Main duties and responsibilities:

Reporting to the VACS Project Director, the VACS Laboratory Coordinator will be responsible for overseeing the laboratory component of the VACS which is a national population-level violence against children survey (VACS) in Tanzania that will include HIV testing services. The Laboratory Coordinator will also work closely with the national public health laboratory, laboratory partners, UNICEF, CDC, ministries of health, NBS and OCGS, and survey teams to ensure that laboratory samples are correctly collected, processed, and transported and that results are returned in a timely manner.

The incumbent, under the supervision of the VACS Project Director, will develop the Survey laboratory related standard operating procedures (SOPs). She/he will support the training of field staff on the survey laboratory procedures, policies, and relevant regulations. The VACS laboratory technical advisor, together with the VACS laboratory subcommittee and other THPS technical staff, will conduct a laboratory assessment for retesting and design a sample transport structure.

### Specific Responsibilities and Duties:

- Support implementation of all laboratory-related aspects of the VACS project
- Hire, train and supervise a team of laboratory staff, as needed
- Collaborate with the Senior VACS TA and Survey Coordinator to develop a plan for the opening and closing satellite laboratories according to the deployment plan of the field teams
- Participate actively in the field monitoring by conducting regular visits of the field teams and satellite labs during the data collection
- Prepare a weekly report of the performance of the satellite laboratories during the data collection period.
- Provide support to the adaptation of the laboratory, guidelines, training materials and standard operating procedures (SOPs)
- In coordination with the Senior VACS Technical Advisor, coordinate the laboratory training sessions, ensuring timeline is being followed and operational and logistics aspects are in place for the training sessions



- Ensure discrepant results are being resolved as per SOP
- Ensure laboratory incidents are documented and reported timely
- Review weekly laboratory reports provided by the laboratory partner, and assist the VACS Project Director with preparing regular progress reports
- Review the development and implementation of QA/QC procedures for point of care testing including HIV rapid and any other tests as defined in the protocol and conducted by the laboratory subcontractor in the survey
- Review the development and implementation of QA/QC procedures for the collection, processing, and storage of other survey-related laboratory specimens by the laboratory partner in the survey as specified in the protocol
- Ensure laboratory specimen data are correctly captured in the survey database and assist with routine data analysis
- Assist with the interpretation of laboratory results from the VACS project and provide feedback on ways to improve/streamline laboratory procedures and systems
- Develop and manage strategies to ensure timely return of results to survey participants
- Represent THPS in discussions with the government and national stakeholders and assess ways in which national capacity to process samples can be developed and strengthened
- Liaise with laboratory technical team in THPS, UNICEF and CDC
- Perform any other tasks assigned by the supervisor

**Qualifications, Knowledge, and Skills:**

- Required Education:
  - o Master's degree or doctoral level qualification in laboratory sciences OR
  - o equivalent Bachelor's level degree in Applied Biology (Microbiology), or Medical Laboratory Technology is required
- Required Technical Experience: Minimum 5 years' work experience providing laboratory technical expertise in HIV surveys, research, evaluations, or programs
- Required Managerial Experience: Minimum 3 years' supervising laboratory teams in field.
- Extensive knowledge and experience in design, implementation, and management of laboratory services in HIV programs
- Excellent written and verbal communication skills with fluency in English and Kiswahili required.
- Strong computer skills (MS Excel, Access, Word, and PowerPoint at minimum) with proficiency with laboratory related data management systems
- Experience with laboratory quality management systems (quality assurance, control, and improvement)
- Extensive knowledge in Tanzania national laboratory system, and related stakeholders
- Ability to provide high quality technical assistance and lead and work with a diverse team
- Ability to work independently with minimal supervision and strong problem-solving skills
- Ability to work under pressure, demonstrate creativity and adaptability in developing new ideas to solve problems
- Flexibility to work after normal working hours and on weekends with significant travel outside of duty station

|                          |   |
|--------------------------|---|
| <b>6. Position Title</b> | <b>Violence Against Children Survey (VACS) Logistics Coordinator (1 position)</b> |
| <b>Reports to</b>        | <b>VACS Project Director</b>  |
| <b>Job Location</b>      | <b>Dar es Salaam</b>  |
| <b>Travel</b>            | <b>Up to 25% outside of job location</b>  |

**Main duties and responsibilities:**

The VACS Logistics coordinator is responsible to organize and supervise administrative activities that facilitate smooth running of the VACS 2024 team. The VACS logistics coordinator, working with the THPS procurement and logistics Manager, will also ensure effective procurement systems are adhered to through following the purchasing processes and ensure timely delivery of items to intended recipients.

**Specific Responsibilities and Duties:**

- Support the administrative office processes affecting:
  - Procurement
  - Utilities
  - Internal transport services
  - Stock control & Inventory Management
  - Reconciliation of vendor accounts
- Coordinate meetings, agendas, materials, minutes, and follow-up activities with key Project partners
- Organizing the coordination of events, site visits, workshops, and conferences
- Booking and arranging travel, transport and accommodation for the team
- Carry out administrative duties such as filing, typing, copying, binding, scanning etc.
- liaising with staff, suppliers and clients
- Resolve administrative problems for the project
- Handling office tasks, such as filing, generating reports and presentations, setting up for meetings, and reordering supplies.
- Screening phone calls and routing callers to the appropriate party.
- Maintain front desk procedures including contact information, directions and frequently requested company information
- In collaboration with Program Staffs compile list of participants, write invitation letters and ensure its receipts and confirmation of attendance
- Liaise with the Finance team to ensure that people in the trainings and meeting are paid on time
- Preparing administration and program purchase requisitions, necessary Advance requests, Petty cash etc.
- Work hand in hand with the VACS team to ensure that their travel authorization is done on time and they are paid on time
- Contribute to team effort by accomplishing related results as needed
- Compile documents for payment (Attach the received invoices on the Approved Purchase orders) and send the same to Accounts department.
- Liaise with technical VACS team to establish technical specifications of items for supplies to be ordered.
- Working with the THPS procurement department, prepare and process the local purchase orders and ensure that orders are delivered to suppliers on time.
- Ensure procurement documents such as purchase orders, proformas and analysis documents for various sourced out Supplies, Services, works and Consultancy are properly archived.
- Coordinate the reception of all invoices and manage the workflow with regard to when they arrived at Procurement Department and when were they sent to Accounts for payment.
- Participate in Vendor analysis for the obtained bids and Purchase orders
- Ensure VACS vendors are paid
- Ensure VACS procured materials are delivered to the required final destination
- Any other duties as assigned by supervisor

**Qualifications, experience & skills required**

- Bachelor Degree or equivalent in Public Administration, Business Administration, or related subjects from a recognized College/University.
- Minimum 4 years office administrative support experience is preferred. Experience working for an NGO and/or procurement will be an added advantage.
- Good computer skills particularly use of power point and word processing.
- Excellent organizational skills including the ability to multitask, prioritize and work efficiently.
- Be of high integrity and able to maintain confidentiality.
- Proven record to work under minimum supervision and meet deadlines.
- Self-motivation and good office management attributes.
- Reading, written, and verbal fluency in English and Kiswahili
- Ability to work under pressure and timely meet deadlines

|                          |   |
|--------------------------|---|
| <b>7. Position Title</b> | <b>Violence Against Children Survey (VACS) Child Protection Specialist (1 position)</b> |
| <b>Reports to</b>        | <b>THPS Director of Programs</b>  |
| <b>Employment Type</b>   | <b>Full-time</b>  |
| <b>Job Location</b>      | <b>Dar es Salaam</b>  |
| <b>Travel</b>            | <b>Up to 50% outside of job location</b>  |

**Main duties and responsibilities:**

The Child Protection Specialist (CPS) will lead in the implementation of an efficient and seamless system for referrals to social and health services in collaboration with UNICEF within existing systems as stipulated in the survey protocol.

**Specific Responsibilities and Duties:**

- o Leads on reviewing all activities and documents or tools created by THPS through VACS teams, as well as partners and other agencies where appropriate to ensure compliance with child protection standards and safeguarding policies.
- o Provides risk assessments and develops strategies to reduce risk, audits current child safeguarding measures and develops or strengthens child safeguarding policies and procedures
- o Establish specific goals, objectives, strategies, and implementation plans for the civil registration sector using results-based planning terminology and methodology (RBM).
- o Prepare required documentations for program review and approval.
- o Arrange and coordinate availability of technical experts with Regional Office/HQ to ensure timely and appropriate support throughout the programming process
- o In charge of maintaining an inclusive and accessible Feedback and Reporting Mechanism (FRM), and ensures that partners that are delivering projects in the field are fully capacitated to use the FRM and that beneficiaries of programs have unhindered access to FRM. CPS makes sure that the feedback is followed through. In case of need CPS supports other agencies with assessment of their feedback mechanisms and propose solutions how to improve them.
- o In collaboration with UNICEF, review monitoring and evaluation aspects of project Cooperation Agreements and work with UNICEF to ensure that relevant information is collected and reported for decision making purposes and for inclusion in Situation Reports.
- o Work closely with Planning, Monitoring and Evaluation Section and other Program Sections to ensure that office wide monitoring and evaluation initiatives and those in particular sectors incorporate and/or address child protection concerns where relevant, and liaise with Child Protection Information Manager (under the Child Protection sub-cluster), UNICEF/MoH /MoCDGWSG and other partners to ensure collaboration on monitoring and evaluation of child protection across the sector to the greatest extent possible.
- o Support capacity building needs on child protection monitoring and evaluation among relevant partners and provide technical support to other child protection monitoring and evaluation initiatives as necessary.
- o Support rapid assessments on child protection, including integration of child protection in multi-sectoral assessments. This includes adaptation of data collection tools in collaboration with partners, support to training of facilitators, technical support to data collection and analysis, and review of reports.
- o In close collaboration with the child protection team represent THPS in Protection fora in Tanzania
- o In collaboration with UNICEF, build and sustain effective close working partnerships with relevant government counterparts, national stakeholders, global partners, allies, donors, and academia - through active networking, advocacy and effective communication - to build capacity, exchange knowledge and expertise, and to reinforce cooperation to achieve sustainable and broad results in child protection.
- o Apply and introduce innovative approaches and good practices to build the capacity of partners and stakeholders, and to support the implementation and delivery of concrete and sustainable program results.
- o Organize and implement capacity building initiatives to enhance the competencies of clients and stakeholders to promote sustainable results in child protection and related programs/projects.
- o Mapping of child protection systems and development of a child protection strategy.

**Required Knowledge, Skills and experience**

**Education:** The child Protection Specialist should have Post graduate master's degree and developmental social sciences

**Technical and Functional Experience****The Child Protection specialist should have:**

- o A minimum of 4+ years management experience of running complex multi grant child protection programs both in emergency and normal circumstances.
- o A very good understanding of child protection, family care and alternative care and other key technical areas of child protection programming and a working knowledge of the other sectors that include education, and livelihoods.
- o Willingness and ability to change work practices and hours, to be flexible and responsive in the event of emergencies.
- o Ability to analyze information, evaluate options, and follow the strategic directions as guided.
- o An in depth understanding of national development issues in particular in relation to children.
- o Previous experience of working with a multi-cultural team and the adaptability to varied team dynamics
- o Excellent interpersonal, communication and presentation skills.
- o Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling THPS values
- o Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.
- o Fluency in written and spoken English.
- o Supervisory experience preferred

**How to apply:**

Interested applicants should send an email [recruitment@thps.or.tz](mailto:recruitment@thps.or.tz) attaching their application cover letter one page maximum and CV four pages maximum by **21/07/2023** with a position title as a subject line, for example: "**Violence Against Children Survey (VACS) Director**". Only short-listed applicants will be contacted. Please do not attach any certificates when submitting online.

THPS is an equal opportunity employer; women, people living with HIV/AIDS and people living with disability are encouraged to apply.



## NOTICE FOR THE 3<sup>RD</sup> SHAREHOLDER'S ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN THAT, the **3<sup>rd</sup> Annual General Meeting (AGM)** of Mwanga Hakika Bank Limited will be held on Saturday, the 05<sup>th</sup> August, 2023 at Boabab Retreat Hall, in Mwanga – Kilimanjaro commencing at 10:00 am and the following will be transacted:-

- 1. Opening of the Meeting.**
- 2. Adoption of the Agenda.**
- 3. Confirmation of the minutes of the 2nd Annual General Meeting.**
- 4. To discuss matter arising from the 2nd Annual General Meeting.**
- 5. To receive, discuss and approve Board of Director's Report for the year ended 31<sup>st</sup> December, 2022.**

- 5.1 Directors' Report.
- 5.2 Audited Financial Statements for the year ended 31<sup>st</sup> December 2022.
- 5.3 Capital position as required by the law.

- 6. To receive, discuss and approve Statement of the External Auditors for the year ended 31st December, 2022.**
- 7. To appoint External Auditors for the Year 2023/2024.**
- 8. To appoint and ratification of the Board Members for the Year 2023/2024.**
- 9. Discussion, questions and suggestions from Shareholders.**
- 10. Any Other Business (AOB) as approved by the Chairman.**
- 11. Closing of the Meeting.**

**IMPORTANT NOTE:**

- ▶ All Shareholders are reminded to come with their National Identity Card (NIDA) or Voting ID or Shareholder's Membership ID.
- ▶ Any Member who is eligible to attend and vote is entitled to appoint one proxy to attend the meeting and vote on behalf (Note: Proxy form is available in all MHB Branches, and a duly -filled in form must be submitted at least a day prior to the meeting).

**By order of the Board:**

**Mwanga Hakika Bank Ltd**

**P.O.Box 11735,**

**Dar es Salaam**

**Phone: +255 747 666 511**

**Email: [info@mhbbsbank.co.tz](mailto:info@mhbbsbank.co.tz)**

Nancy Kissanga  
**Company Secretary**

12th July, 2023

**VISIT OUR WEBSITE:**  
[www.mhbbsbank.co.tz](http://www.mhbbsbank.co.tz)



# NGO embarks on plan to create new ways to reach out to youth

By Henry Mwangonde

AN International Non-Government Organisation- DKT has embarked on a plan to create new ways to reach out to the youth in a move aimed at facilitating positive conversations on sexual and reproductive health.

Head of marketing for DKT International Tanzania Deogratius Kithama made the remarks yesterday during an event to mark World Kissing Day which was held in Dar es Salaam.

"We are constantly finding creative ways to engage our target audience who are mainly youth, in bringing into conversations sexual and reproductive health," he said.

Kithama said the day is used to celebrate the role that is played by showing affection towards loved ones through a kiss.

During the event in Dar es Salaam guests at Warehouse nightclub were treated to a flowery kissing booth with kiss condoms that allowed them to share a kiss with their loved ones.

Since last year last, when the company through its brand Kiss Condoms started doing such events, there was little to no awareness of the day in Tanzania.

"While the day is used to show affection to others, it is also urged for the society to use condoms while engaging in sexual activities,"

he said.

He said HIV/AIDS and unwanted pregnancies are some of the biggest social and health issues facing many youth in Tanzania adding that the government through the Ministry of Health has been calling for collective efforts to address the issues.

World kissing day began in the United Kingdom in the early 2000s and spread through the world. Since last year, the company has been conducting events on a special day.

During the event singer Ben Pol who also made a special performance commented on the role that proper education on sexual and reproductive health plays in ensuring reduction of sexually transmitted diseases and unwanted pregnancies.

Family planning challenges in Tanzania include supply chain stock outs and irregularities, social inhibitions related to religion and culture, and a lack of modern birth control methods and sex education for young girls and adolescents.

Tanzania grapples with a serious HIV epidemic- nearly 1.6 million people are infected. Women are particularly affected and comprise over 60-per cent of cases.

The organization's goal is to respond to these problems by providing a wide range of high-quality contraceptives at affordable prices.



Judge Asina Omari (2nd-R. standing), a commissioner with the National Electoral Commission, speaks at a voter education session at Zeneti village in Muheza District yesterday after visiting 11 polling stations - as Potwe ward readied for a councillorship by-election to be held today. Photo: Correspondent Steven William

# 200 specialist foreign doctors in Dar to treat bone and cancer

By Correspondent Joseph Mwendapole

ABOUT 200 specialist foreign doctors are in the country to participate in international training on treatment of bone and muscle cancer coordinated by the Muhimbili Orthopaedic Institute (MOI).

Speaking yesterday during the launch of the three-day training, the acting executive director of MOI, Dr Lemeru Mchome said the doctors are from the UK, Australia and Malaysia.

Dr Mchome thanked the government for ensuring that

specialty medical services are brought in the country, thus reducing the number of Tanzanians seeking medication abroad.

"This international training will bring international level efficiency in provision of services, it will also reduce patients' inconvenience and costs of seeking the services abroad," said Dr Mchome

He commended MOI executive director; Prof Abel Makubi for ensuring the international training is conducted in Tanzania to build the capacity of local professionals and others from different African countries.

A Lecturer from the University of Oxford, UK, Prof Duncan Whitwell said it was a great honour to have the opportunity to participate in the training that aim at improving provision of services to patients.

Orthopaedic specialist from MOI, Dr Violet Lupondo said she is proud to participate in the first international training on bone and muscle cancer.

"We have guests from Australia, UK and Malaysia who are here to share experience and we hope they will give us great experience in treating these types of patients," she

said, adding although the problem is not common in Tanzania, there are many patients coming with serious conditions that sometimes become difficult to treat.

She said after the training they will agree to cooperate in providing medical services to cancer patients who are sent to India for treatment. She said the situation will reduce the burden of costs to patients and enable the government to save money.

"When patients are treated in the country, the costs are low and it becomes easy for their relatives to visit them," she said.

# Telecos wants service suppliers to establish new safety standards

By Guardian Reporter

VODACOM Tanzania has stressed the need for service suppliers to set new safety standards by leveraging technology to ensure zero fatalities at work.

Speaking during a suppliers' safe behavior award ceremony earlier this week, board Chairman for Vodacom Tanzania Judge (rt) Thomas Mihayo elucidated the significance of the agenda to drive a healthy and safe working environment.

He stated: "Each of you plays a critical role in the success of Vodacom. Your dedication, professionalism, and unwavering support are the pillars upon which our operations thrive."

During the ceremony, 4 categories (Road risk, Digital Innovation in Health and safety, Site inspection and monitoring, and Accident reporting and Management) were awarded.

He said the company remain open to feedback, suggestions, and collaboration as we strive to build a stronger and more sustainable future together'.

Vodacom Tanzania Managing Director Philip Besimire, highlighted that as a technology-driven organization, the company wants everyone to understand the power of digital innovation in transforming occupational health and safety practices, making, and reducing the risk of accidents and injuries.

# ELCT launches 4 laboratories at Pomerini secondary school

By Correspondent Friday Simbaya, Kilolo

THE Evangelical Lutheran Church in Tanzania (ELCT) has launched four laboratories at Pomerini secondary school, Kilolo District, Iringa Region which have been constructed with support from well-wishers.

Speaking on Sunday during the launching of science laboratories Archbishop of Iringa Diocese Dr Blaston Gaville said that the laboratories will help nurture talents and improve science learning.

"We thank our donors who are the Africa Exchange Project (AEP) for building four laboratories, a biology, physics, chemistry and agriculture laboratory in our Pomerini Secondary School to improve the professionalism..." said Bishop Gaville.

Dr Gaville added that through the laboratories, the church and the country will get experts who will help in national development.

Principal of Pomerini Secondary School Shadack Nyaulingo said the science center was started in 2019 and the plan was to have the laboratories by the year 2020.

"We believe that we should have an environment where students will learn in practice. This project could not be completed without the collective strength of various people including our friends Africa Exchange Project, McQuade Foundation, Eric Noyes and Mimi Gendreu, Clay and Karen Morlok

(BKB)," explained Nyaulingo.

Charles Ngaga a Form Four student at Pomerini Secondary School said that the arrival of the laboratories will help improve performance in science studies.

He explained that before the new laboratories were built, the situation was so bad that they were studying science lessons without doing practical work.

Chairman of the Board of Directors for the Africa Exchange Project of the United States, Robert Schadt, who was also accompanied by other members of the board, said that the project could not be successful without the directors of the AEP board.

Schadt elaborated that learning biology, chemistry, physics and agriculture requires a learning space, when students want to solve problems and learn in teams.

"I want to give my final remarks to students and teachers that this science center serves as a tool. We have also donated six monitor computers to the school..." he said.

Kilolo Member of Parliament Justine Nyamoga who used to study and teach by volunteering after finishing sixth form, said that Pomerini Secondary School is a historic school and has been around for a long time.

He said that before the school became a secondary school, it was a middle school, which has produced many people, some of them are retired seniors and others are young people who are in different areas.



A trader at the ongoing 47th edition of the Dar es Salaam International Trade Fair pictured yesterday helping a person he had just sold a mattress in carrying it from the shop. Photo: Correspondent Jumanne Juma

# Public and institutions happy with TBS' products certification system

By Guardian Reporter

PUBLIC and private institutions have expressed satisfaction with the launching of the product's certification system by the Tanzania Bureau of Standards (TBS) which facilitated certification of products locally.

TBS chief quality control officer Yisambi Shiwa, unveiled this yesterday when speaking to journalists regarding the services provided by the bureau at the 47th Dar es Salaam International Trade Fair (DITF).

"Many institutions have interested in information related to the provision of the service by the bureau after obtaining the certificate of competency," he said.

He mentioned some of the system certification services provided by TBS as management systems certification service to manufacturers and service providers from both public and private sectors. Others are in the certification of hotel services and others that are based on food services.

He also named other systems as

those that manage environmental safety and systems that manage safety and health at the workplace and others.

Shiwa said TBS had the opportunity to educate people about various issues including the provision of the service.

According to Shiwa, before TBS got the certificate of competence for systems certification, the service was provided by foreign institutions which was expensive with challenges especially during the Covid-19 as it was difficult to travel.

"Therefore, local institutions lacked the services they were getting from abroad due to the inability of the staff of these institutions to travel to the country," he said.

Hassan Juma, TBS senior quality control officer said that since the exhibition started, they have received entrepreneurs, businessmen who were educated on the systems.

He mentioned the services given as the preparation of standards, quality assurance of products produced in the country and abroad.

He also mentioned other services such as registration of companies engaged in the sale of food and beverages, inspection service of products coming from abroad, verification of various systems and transportation service and others.



## Poorer countries must adapt to meet health needs of elderly

HEALTH systems need to adapt to meet the care needs of older people as the shift to aging populations gathers pace in low and middle income countries.

Clearly, the continuation of the problem of poverty in Tanzania and other parts of Africa today is due to the refusal of the powers that be to follow the wisdom of the elders.

Our elders of Africa say that to walk on the new mat, any person has to sit on the old mat. The old mat is the mat on which the elders sit. Some people think that the elders sit on the old mat and just talk but do nothing. Nothing could be farther from the truth.

Some examples of social service recipients include elderly people, children and families, people with disabilities, including both physical and mental disabilities.

The elders sit on the old mat to get wisdom to use in taking peaceful actions to solve societal problems. It is this wisdom that tells people to sit on the old mat before sitting on the new mat.

However, the truth of the matter indicates the high unlikelihood that the powers will follow the wisdom of the elders, the wisdom of the elders tells us that poverty remains the main societal problem because it has become the pretext for violence, which, at times, takes on the forms of coup d'etat and civil war West Africa and other parts of the world.

The wisdom of the elders tells us to put an end to violence by bringing a beginning to justice. It is only justice that brings peace. Knowing the reality in Tanzania, people who love Tanzania are raising the awareness of the people to motivate them to work together to bring justice, the only way to make peace because it is not the absence of war but the presence of justice.

Social services are a range of public services intended to provide support and assistance towards particular groups including the

elders, which commonly include the disadvantaged. They may be provided by individuals, private and independent organisations, or administered by a government agency.

Elders social services are connected with the concept of welfare and the welfare state, as countries with large welfare programmes often provide a wide range of social services.

Social services are employed to address the wide range of needs of a society and elders are no exception. Prior to industrialisation, the provision of social services was largely confined to private organisations and charities, with the extent of its coverage also limited. Social services are now generally regarded globally as a 'necessary function' of society and a mechanism through which governments may address societal issues.

The provision of social services by governments is linked to the belief of universal human rights, democratic principles, as well as religious and cultural values. The availability and coverage of social services varies significantly within societies.

The main groups which social services is catered towards are: families, children, youths, elders, women, the sick and the disabled. Social services consists of facilities and services such as: public education, welfare, infrastructure, mail, libraries, social work, food banks, universal health care, police, fire services, public transportation and public housing.

The term 'social services' is often substituted with other terms such as social welfare, social protection, social assistance, social care and social work, with many of the terms overlapping in characteristics and features. What is considered a 'social service' in a specific country is determined by its history, cultural norms, political system and economic status.

## Special Economic Zones increasingly out of place

THINGS in life change so subtly that at times it is difficult to take notice, for instance the passage from the whole idea of special economic zones to the African Continental Free Trade Area (AfCFTA), where experts say that goods originating from such zone pose problems. Until recently it was believed that special zones where the usual tax and regulatory controls do not apply were the way forward, especially for an export-oriented economy. African states are still export oriented but more so in relation to their own markets, which is different.

Before the dust settles on that issue, the public is being introduced to the issue of a Pan-African payments settlement system to facilitate trade transactions across the continent. There is an agreement to that effect which needs to be expedited, one among key protocols of the AfCFTA mechanism, which has now been accessed by most countries south of the Sahara. It also applies northward.

These reflections have been raised in a presentation by the leadership of the

East African Business Council (EABC) at the opening session of the 14th African Union high level private sector forum in the Kenyan capital of Nairobi early in the week. There is need for an AfCFTA Adjustment Fund to support state parties to absorb fiscal pressures arising from operationalisation of key AfCFTA implementation instruments. This constraint is to be expected as full take up of AfCFTA involves intense loosening of foreign exchange

controls.

This set up has what it takes to shock African states from their exclusive interest in the traditional comfort zone, where controls were exercised on all producers except those in special economic zones, as cows where foreign exchange was to be milked. That hasn't especially succeeded as producing for export also needs to sell at rock bottom prices, and that means an investor uses someone else's money to do so. His investment is time put into the task, for a marginal profit.

In that case special economic zones work with dual citizenship and private ownership of land, thus someone gets a credit facility for the credibility of his idea - for instance by an investor's certificate at the Tanzania Investment Centre. With it he gets a bank loan with land as collateral in case the project fails, but few African countries actually issue 99 year land leases to investors. In that case they want people to come with the money, which applies to mining or assembling industry (relocating to low wage zones), less farming or processing.

Thus the AfCFTA strategy is a kind of second best in Africa's choices, as their land ownership systems didn't favour large industrial flows as in South Asia in the 1980s and 1990s. Only with the rise of a local investing class is this model appearing to work, as they have traditional land rights in various areas or they can purchase land on traditional land transfer terms. Again, local investors have less fear of government turning the tables on them over land occupancy, unlike foreign investors.

### The Guardian Limited Key Contacts

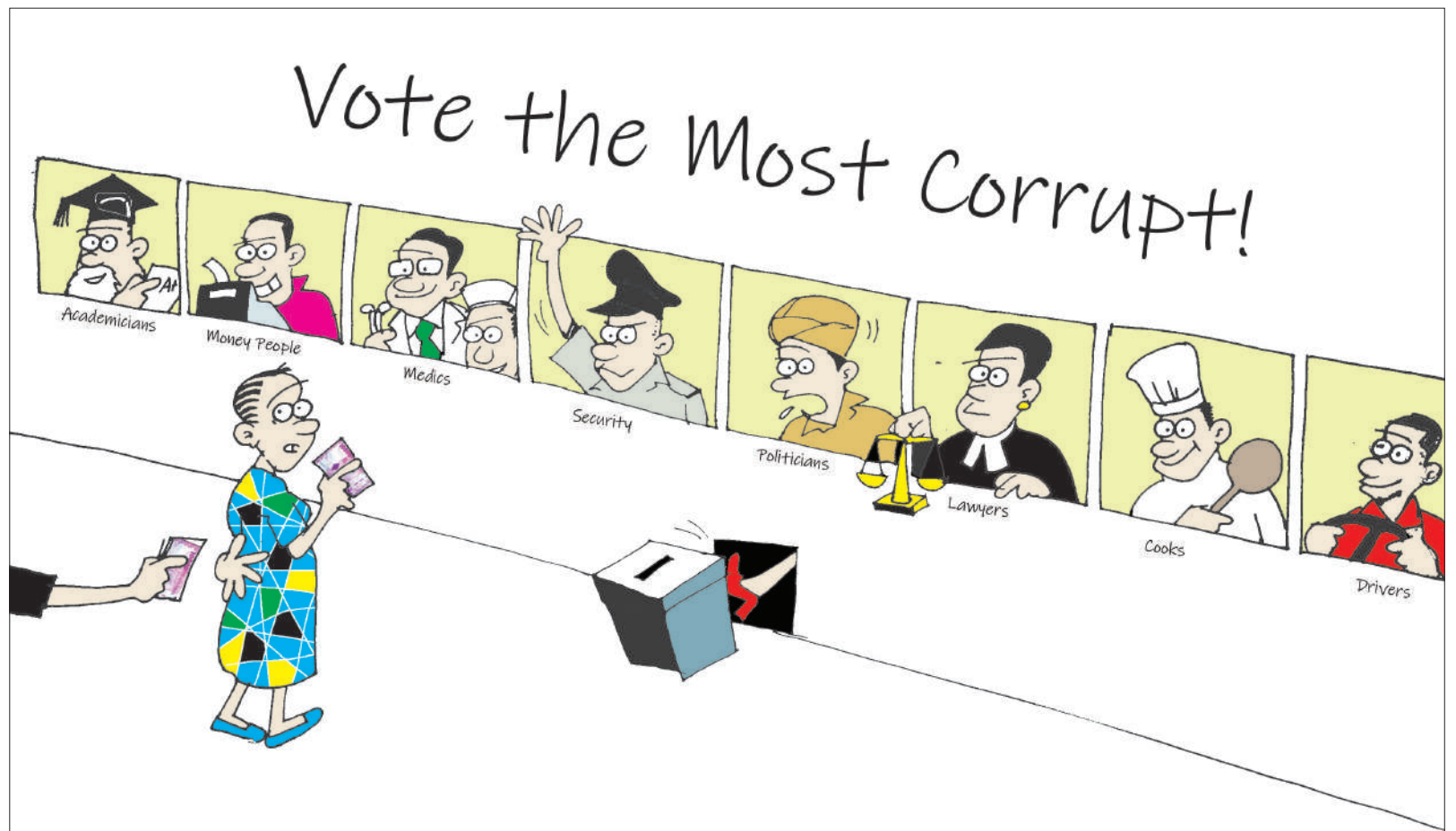
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By Ivan Tumuhimise

## An integrated approach is required to address plastic pollution in Uganda and globally

PLASTICS have been part of our lives. Global statistics indicate that plastic production in the last 60 years has grown from 1.5 millions tonnes in the 1950s to a staggering 335 tonnes by 2016. This figure is expected to double (if not already doubled) in the next 20 years.

While the debate on the advantages of plastics continues to have firm ground, with pros such as providing packaging alternatives that are very efficient and affordable, we must look deeply at the negatives that these products are having on the industry, health and eco systems.

Much of this impact, in terms of greenhouse gas emissions, land degradation, and resource depletion, for instance, is inherent in fossil resource extraction, and therefore unavoidable if we continue to depend on virgin, fossil-based materials.

Furthermore, acute events like oil spills can damage both ecosystems and economies. But the problems do not stop with the sourcing of plastic.

Take the Water tourism sector, for example. This sector has been devastated by the proliferation of plastic litter. Apart from the fact that declining, dirty beaches dissuade tourists from making return visits, the potential health impact associated with poor waste management (e.g., open dumping) is well established.

The specific effects of unmanaged plastics and microplastics on human and animal health are not yet fully understood. It is suspected that inhaled or ingested microplastic may create an even higher risk of respiratory issues and epigenetic consequences than is currently understood.

It is also known that microplastics are present in 12 of the 25 most important species and genera that comprise fresh water fisheries, and animals are adversely affected by larger pieces of plastic and suffer from body toxicity, suffocation, and digestion issues. The aggregate effect of these occurrences is still being determined. Environmental damage to fresh water ecosystems, meanwhile, is estimated to be USD 13 billion per year

According to the National Environment Management Authority, Uganda has produced over 12,330 metric tons of PET plastics since 2018. In Kampala Metropolitan Area, 135,804 tons of plastic waste are generated per year. Of this, 42 per cent is uncollected, 15 per cent collected through the value chain approach and 43 per cent collected by the service providers.

About 21,728T of plastics is burned and 47,457T is landfilled/dumped, 27,160T is retained on land and 13,580T finds its way into water



systems. NEMA also affirms that as a consequence, of plastic pollution, the country is seeing increased unexplained cancers, floods, poor water quality, poor air quality, decreased soil fertility, siltation of water bodies, death of livestock, fish and wildlife through ingestion and entanglement and above all, enhanced greenhouse gas emissions.

The current scenario points to the fact that inadequate waste management systems are a major cause of plastics pollution

Both the Uganda and global Recycling and leakage statistics paint a stark picture of our progress in terms of plastic pollution.

Globally, only 14 per cent of plastic packaging is collected for recycling, and as much as 32 per cent of all plastic packaging does not end up within a collection system, let alone recycled, this, according to a study by the Ellen MacArthur Foundation.

While ocean-based occurrences of plastic pollution have received a lot of attention, much less attention has been paid to the fact that 80 per cent of plastic pollution in the ocean stems from land-based and fresh water sources. Leaked uncollected waste is mainly the result of inadequate waste management.

This problem is twofold. First, adequate infrastructure that enables collection is often not provided. For instance, while most high-income countries have a collection rate close to 100 per cent for general waste, low-income countries such as Uganda achieve only 39 per cent or even less on average. This leaves citizens without the means to correctly dispose of their waste.

Citing an example of our growing cities and city divisions, we shall all agree that the city authorities try

their best to ensure that the solid waste is collected. Unfortunately, the odds of it finding its way back to nature are still quite high, since as much as 60 per cent of it is mismanaged and deposited in open dumps.

In non-sanitary and poorly managed landfills, waste - especially plastic items, which tend to be light - can be blown or washed away. Meanwhile, a growing number of the world's largest cities are already running out of landfill capacity, and rapid urbanization rates are creating similar challenges for many smaller cities like Kampala.

While eliminating single-use plastics may seem like the obvious answer to this challenge, removing this one component of the global system of materials management may transfer environmental costs to another part of the system.

Indiscriminate substitution of single-use plastics with paper products, for example, would overlook the crucial role plastic plays in preservation and food safety, with detrimental results for our natural resources. The plastics issue is not the only environmental crisis we face, and we therefore cannot seek solutions to plastic waste that exacerbate the adverse impact on our climate, forests, and food waste.

At WWF in Uganda, we are calling for an integrated approach, which accounts for the interconnectedness of both technical and natural systems, a "one planet perspective."

This is an approach that resonates particularly closely with the current strategy of WWF, No Plastic in Nature, and focuses additionally on outlining better choices for managing, using, and sharing the natural resources within our planet's limits - to ensure food, water, and energy security for all.

No Plastic in Nature aims to stop the flow of plastic pollution into our ecosystems by 2030. To successfully alleviate the harm inflicted by plastic, aligned and committed action by all stakeholders at every stage of the plastic life cycle is needed.

No one solution is, however, capable of defusing this crisis, and each region will therefore have to tailor its approach appropriately.

Business has an important role to play in solving the plastic waste crisis. While it is not the sole responsibility of companies to solve this problem, their engagement and meaningful action is essential to catalyzing the actions of other important stakeholders and achieving practical solutions.

Businesses control the design (and associated environmental impact) of their products and packaging, have enormous influence over their supply chains and the public's interaction with their products, and maintain the ability to make industry-wide changes through collective action.

In addition, businesses could provide important support for policy changes that will make circular material systems more realistic.

Importantly, businesses also have a strong rationale for taking action, ranging from improving employee satisfaction and customer experiences to building the next social contract based on sustainability and tapping into new market segments.

While companies have already started to engage in several different ways, the issue is complex, and solutions will need to be carefully tailored to specific regions or products.

The author is the WWF Country Director



# Of learners who hate certain subjects and teachers who teach them

SOME hardworking teachers get shocked to the core when the outcome of their efforts, namely examination results, comes out negatively. In such situations, many get discouraged.

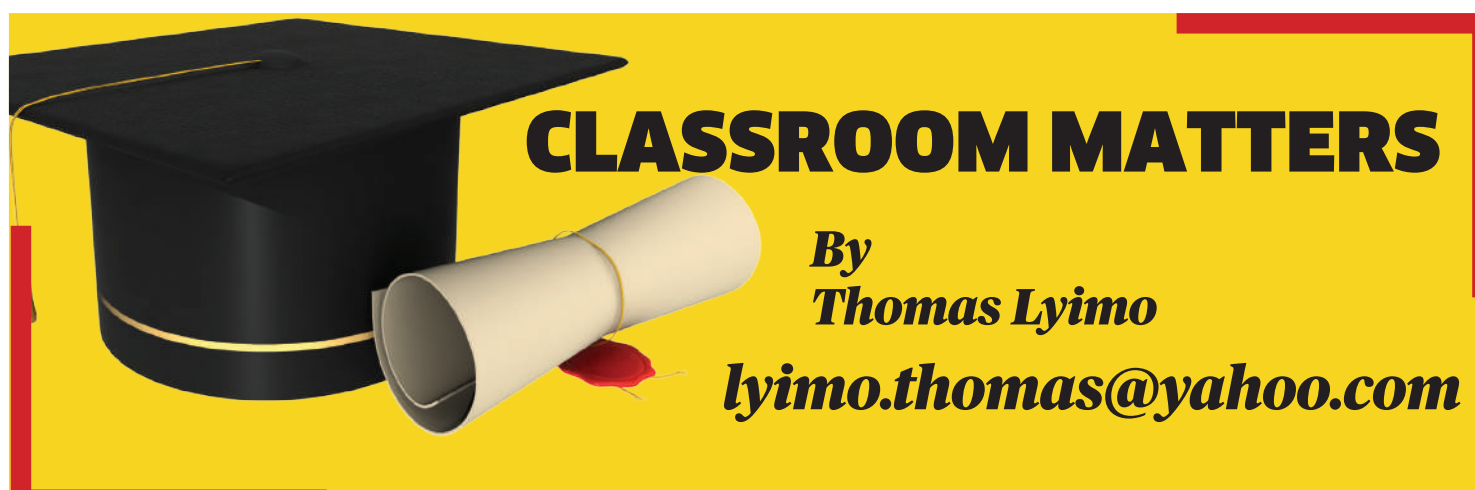
As a result, many teachers find themselves in dilemma, failing to understand why the poor results after all the effort. Parents always wait for good results and if they cannot see them, they normally resort to blaming the usual suspects—teachers—for failing to bring those good results.

The teaching profession is dominated by giving instructions and assessing responses. The responses may be reconciling or contrary to the expectations of teachers. The desire of a hardworking teacher is having a response which is pleasant.

The response of learners is a result of how they interpret instructions given to them by teachers. This calls for teachers to treat responses with great care because it helps in assessing the teaching and learning process. Successful interpretation of response by learners lays a solid foundation towards improving or maintaining the degree of efficiency in the teaching and learning process.

If learners interpret correctly the instructions given to them, they can implement what the teacher wants. But if they cannot interpret correctly what they have been told, the implementation must be hindered. Right knowledge builds confidence in doing something.

This calls for teachers to be interested in knowing the interpretation of



learners on what they have told them before they go for implementation. It is normally advised that we should prevent mistakes instead of waiting for them to happen and correct them. We should

be proactive and not reactive. Misinterpretation or failure to interpret at all puts learners in a kind of dilemma mixed with confusion and thus experience a failure to move on in their education

endeavors. When learners cannot move on with a certain subject in a successful way, they are forced to hate the subject and the teacher. This makes teaching and learning process no longer enjoy-

able but instead horrible and annoying. Learning should be leisure and not slavery. When pupils enjoy learning is when they can be creative.

For any teacher, the expectation is learners finally performing satisfactorily in their studies but when things are different, the teacher gets discouraged and confused. The confusion is intensified by the belief that being a good teacher doesn't mean being knowledgeable but enabling the learners to be knowledgeable.

With all approaches that teachers employ in the teaching and learning process, the stress must be on making sure that learners are able to interpret instructions and hence being able to implement those instructions in order to see positive results. Loving or hating the subject or teacher depends on how learners interpret instructions given to them.

If teachers can link interpretation and implementation successfully, a lot can be achieved in the teaching and learning process. As performance relies on interpretation, a teacher needs to make sure that learners interpret positively and correctly what they are told. Linking interpretation and implementation is advantageous in several ways.

One of the advantages of linking interpretation and implementation is stimulating self-learning. When learners can interpret what the teacher says in class, they can plan on how to learn on their own. Learning must be participatory and learners need to contribute to the teach-

ing process. When learners understand their role in the teaching and learning process after interpreting well the teacher's instruction, self-learning can be promoted.

Another advantage is making teaching easy. When learners understand what the teacher has instructed, they increase the level of cooperation in class because they search for knowledge on their own. When they show a high level of cooperation the teaching, the task becomes very easy for the teacher.

The third advantage is having a common stand. When learners interpret what the teacher has instructed and are ready to work on it, the teacher and learners attain a state of mutual intelligibility. When everyone in the teaching and learning process is aware of what to be achieved as a class goal, there is a joint effort to accomplish the goal.

Also, linking interpretation and implementation helps in devising success strategies. When learners are able to interpret what the teacher has instructed, it becomes easy to devise strategies to accomplish the goal of the class which must be good performance. Setting the class goal helps to have a common say on what has to be achieved and this helps to put in place strategies to achieve the intended goal. Strategies must reflect the set goal.

Without ability to interpret there is no possibility to implement. Teachers need to make sure learners can interpret what they tell them. Performance starts with interpretation. Teaching is enabling pupils to interpret.



BY SARAH RAZAK AND JOMO KWAME SUNDARAM

## Can carbon trading stop the ongoing global heating?

AS our planet continues to heat up at an alarming rate, carbon credits, markets and trading have been promoted as effective measures to combat global warming. While there is an urgent need to curb planetary heating, growing reliance on this innovation is problematic, to say the least.

Global warming occurs when heat from the sun is absorbed by greenhouse gases (GHGs) such as carbon dioxide (CO<sub>2</sub>) and methane. Like a blanket, GHGs trap heat, preventing it from escaping our atmosphere. This raises temperatures on Earth, accelerating climate change and triggering extreme weather events such as droughts, cyclones and floods.

Historically, human activities - including deforestation and fossil fuel burning - have released CO<sub>2</sub> into the atmosphere, increasing the already huge accumulation of emissions. Continuing GHG emissions are now making this problem worse.

Market solution?

Carbon trading has been touted by some economists as the best, fairest and most efficient solution to mitigate global warming. The basically simple market-based idea behind carbon trading is appealing - companies will stop emitting as they must pay to release GHGs by buying 'carbon [dioxide-equivalent] credits'.

With carbon trading, companies are rewarded for releasing less GHGs. Such companies can sell their extra carbon credits to other companies exceeding their credits, who must thus pay to release more GHGs.

Correctly pricing such credits is thus crucial for the efficacy of the mechanism. But carbon trading promoters tend to under-price credits for carbon trading to gain more acceptance and support.

Thus, this approach treats the Earth's capacity to absorb CO<sub>2</sub> as a service to be



bought and sold while ignoring its other all too real implications. Worse, quotas are often arbitrarily set, without rewarding low emitters of the past and present.

**Dubious equivalence**

There are many GHGs - including methane, nitrous oxide, and others - of which the most important is CO<sub>2</sub>. The notion of carbon [dioxide] equivalence had to be created to create a market for GHGs' estimated carbon equivalents (CO<sub>2</sub>e), ostensibly measured by their global warming potential relative to CO<sub>2</sub>.

Thus, CO<sub>2</sub>e has become the 'universal' measurement unit for carbon trading, functioning like a common currency. However, the CO<sub>2</sub>e yardstick for GHG trading is problematic as such measures rely heavily on assumptions and estimates.

Carbon markets and trading - based on such equivalence - have, in turn, led to misleading estimates and interpretation. The resulting poor policy analysis, formulation and efficacy undermine efforts to address global warming more effectively.

Due to the complex and changing properties of gases, CO<sub>2</sub>e estimates have been subject to many revisions. In 1996, the Intergovernmental Panel on Climate Change (IPCC) declared one unit of hydrofluorocarbon (HFC-23) gas had a global warming potential equivalent to 11,700 units of carbon dioxide (CO<sub>2</sub>e) over a 100-year period.

In 2007, HFC-23's CO<sub>2</sub> equivalence was revised upwards to 14,800 CO<sub>2</sub>e. But the IPCC noted even this huge revision upwards remained subject to a huge margin of error of plus or minus 5000 CO<sub>2</sub>e units.

CO<sub>2</sub>e is also complex to navigate as different GHGs have different properties. For example, HFC-23 has a stronger warming effect than CO<sub>2</sub> in the short-term. Thus, using a common yardstick for these two very different gases - as is commonly done - is not only scientifically moot, but also analytically misleading.

**Carbon markets delay action**

Unsurprisingly, carbon trading's premises remain controversial. After all,

carbon trading does not actually reduce GHGs, but merely discourages increasing emissions by imposing the costs of buying credits. Thus, instead of cutting GHG emissions, companies can buy carbon credits, fostering an illusion of progress.

Those buying carbon credits may believe they are thus reducing GHG emissions. But in fact, emissions do not decline much. Worse, companies may believe they are fully compensating for all the negative consequences (externalities) of emitting GHGs by buying carbon credits. But this is an illusion.

High GHG emitters do not actually have to make much effort to cut emissions. Buying carbon credits, ostensibly to compensate for their GHG emissions, has thus become a low-cost, low-effort alternative to investing in less GHG-emitting technologies.

Unsurprisingly, most major emitters prefer the cheaper option of carbon trading over such transformative investments. Real investments in better technologies typically require significant upfront costs, while the financial returns to such investments are almost never immediate.

Companies have every incentive to indefinitely postpone major efforts to cut GHG emissions by participating in carbon trading. Thus, carbon trading effectively delays - rather than accelerates - needed transitions to renewable energy technologies.

**'Carbon offsets' offset action**

Companies can earn carbon credits for doing 'climate friendly' projects - such as reforestation - to offset the harm done by GHG emissions. These projects are supposed to compensate for the harm caused by GHG emissions, ostensibly offsetting companies' adverse envi-

ronmental impacts.

While planting trees can absorb CO<sub>2</sub>, it does not immediately eliminate accumulated CO<sub>2</sub>. A significant time lag occurs as growing trees need time to increase their capacity to absorb CO<sub>2</sub>, and thus reduce atmospheric CO<sub>2</sub> levels.

The rate of CO<sub>2</sub> emissions release into the atmosphere exceeds the rate at which CO<sub>2</sub> is naturally absorbed by natural sinks like forests, including offset projects. This imbalance has contributed to an accelerating increase in long-term GHG accumulation levels in the atmosphere.

Although carbon trading may help reduce growing emissions at the margin, it has not significantly reduced accumulated CO<sub>2</sub> in the atmosphere. The time lags involved further diminish its net contribution, and certainly do not offer the urgent solutions needed.

By purchasing carbon credits from such projects, many think they are thus offsetting their GHG emissions. But there is no empirical evidence that such offset projects actually reduce GHG emissions, i.e., carbon trading is not even 'net-zero'.

**Holistic approach needed**

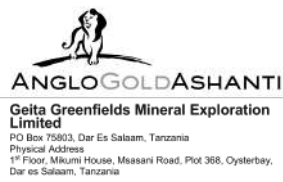
Unsurprisingly, carbon credits, markets and trading have fostered a false sense of progress. Most problematically, it has delayed the urgent need for an accelerated transition, especially to far more renewable energy generation and use.

To more effectively address the challenges of global warming, we need to move beyond carbon trading to a more comprehensive approach prioritizing more urgent, effective and impactful adaptation and mitigation efforts, including renewable energy generation and use.

Sarah Razak and Jomo Kwame Sundaram work at the Khazanah Research Institute in Kuala Lumpur.

IPS UN Burea





## JOB VACANCY

**Position:** Driver  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Supervisor Exploration  
**Number of Positions:** Two (02)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is full-time, permanent role with roster-based travel to the company's exploration projects across Tanzania. The role-holder will safely operate and maintain the company's vehicle fleet for transportation and logistics. This includes driving vehicles to and from the project site, transporting people, equipment, and supplies, and providing support for field operations while adhering to strict safety and regulatory protocols. Focuses time and energy on tasks with a targeted completion time of 1 day up to 3 months.

### QUALIFICATIONS:

- Certificate of Secondary School Education.
- Must have a valid Tanzanian driving license.
- Must have the ability to drive manual transmission Light vehicles.
- Medically fit to work in remote locations with limited medical facilities and able to maintain relevant vaccination requirements.
- Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- 5-10 years of relevant driving experience. Greenfields exploration experience will be an added advantage.
- Good knowledge of computer applications.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your supervisor.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.
- Actively participate in daily pre-start meetings and perform Take 5's before undertaking new or changed tasks.
- Consider safety, environment and cultural heritage while undertaking duties

#### 2. Proactively develop and maintain good relations with communities

- Collection and submission of samples.

- Transporting people, equipment, and supplies and supporting field operations.
- Assist the geotechnical team where required.
- Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

### ADDITIONAL REQUIREMENTS:

- Fluency in Swahili and English.

### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd". Subject should be "Driver"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/214/01/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

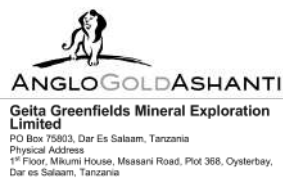
### APPLICATION DEADLINE:

- Applications should reach the above on or before **18<sup>th</sup> July 2023 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

### NOTE ON COVID-19 PREVENTION:

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
- You are also advised to adhere to all recommended prevention measures including proper wearing of face masks and washing or sanitizing your hands before you are allowed through Geita Gold Mine entry points.

**BEWARE OF CONMEN! Geita Greenfields Mineral Exploration Limited does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling +255 28 216 01 40 Ext 1559 (rates apply) or use our whistle-blowing channels by sending an SMS to +27 73 573 8075 (SMS rates apply) or emailing [speakupAGA@ethics-line.com](mailto:speakupAGA@ethics-line.com) or use the internet at [www.tip-offs.com](http://www.tip-offs.com)**



## JOB VACANCY

**Position:** Geotechnical Engineer  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Senior Geotechnical Engineer  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time role with roster-based travel to the company's exploration projects across Tanzania. The role holder will provide a comprehensive support service for field exploration programs, addressing logistical and service-related issues through their gained experience. Focuses time and energy on tasks with a targeted completion time of 1 day up to 3 months.

### QUALIFICATIONS:

- Bachelor of Science (BSc Hons) or Master of Science in Geotechnical Engineering.
- Medically fit to work in remote locations with limited medical facilities.
- Must have a valid Tanzanian driving license.
- Must have the ability to drive manual transmission Light vehicles.
- Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Minimum of 5 years of relevant exploration experience in the mining industry. Greenfields exploration experience will be an added advantage.
- Excellent Technical know-how on Drill core processing, AC and RC pick-up.
- Excellent knowledge on Site rehabilitation.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.
- Monitor the performance of staff, contractors, and consultants to ensure activities comply with vision, values, and standards. Take appropriate action to address the issues identified.
- Support the implementation of the Major Hazard Control Standard to ensure critical controls are implemented, maintained, and monitored as required.
- Ensure relevant Standard Operating Procedures (SOPs) are followed when undertaking routine work and Take5s are completed before undertaking non-routine activities.
- Participate in Job Hazard Analysis (JHAs) when requested.

#### 2. Leadership and Communication

- Monitor performance of self and peers to ensure activities comply with vision, values, standards, and procedures. Report any issues identified.
- Support the Exploration Supervisor to ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Promote effective team communication to maximise team efficiency and effectiveness.
- Proactively develop and maintain good relations with communities:
- Recognise the stakeholders (internal and external) who are impacted by their work.
- Seek advice regarding engagement with stakeholders.
- Foster a positive team environment.

#### 3. Planning and Supervision

- Assist with implementing systems, processes and procedures required to achieve efficiency and effectiveness of the exploration team.
- Maintain open 2-way communication for continual improvement of processes and procedures.
- Look for ways to optimise processes and procedures.
- To provide on-ground support to the exploration team through:
  - Preparation for field sampling and drill programs.
  - Collection and submission of samples.
  - Minimise wastage.
  - Installation and provisioning of suitable camp facilities when required.
- Ensure all exploration activities/tasks are conducted according to the requirements of the relevant work programme or as requested by the appropriate

- manager.
- Actively participate in daily pre-start meetings and perform Take 5's before undertaking new or changed tasks.
- Fill requirements to support drilling operations.
- Consider safety, environment and cultural heritage while undertaking duties.
- Ensure that the work program is understood before starting work.
- Ensure that the necessary skills, knowledge, and training to complete allocated tasks have been acquired.
- Ensure safe and adequate field facilities and supplies.
- Establish, maintain and re-supply remote operations to a standard that ensures acceptable levels of safety, hygiene, comfort, and pollution prevention.
- Monitor stock of all exploration programmes, including water, fuel, food supplies and other consumables.
- Ensure all exploration field activities are managed in a cost-efficient manner.
- Conduct or participate in emergency response drills and training.

#### 4. Corporate Governance

- Ensure the team maintains the required permits, certifications, and licenses to perform their role.
- Continually reinforce the requirement to conduct activities in accordance with stated values, policies & procedures, and legislative requirements.
- Adhere to cost budget control requirements.
- Ensure you and your team comply with all legal and statutory requirements applicable to the role, including:
  - Health, Safety, Environmental and Community legislation and regulations.
  - United States Sarbanes Oxley Act, 2002 (as applicable).
- Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

### ADDITIONAL REQUIREMENTS:

- Good awareness and ability to manage workplace safety, health, and environmental requirements.
- High degree of organisational and administrative skills.
- Ability to report and present technical and administrative results and issues.

### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd. Subject should be "Geotechnical Engineer"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/214/4/>

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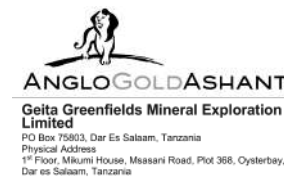
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## JOB VACANCY

**Position:** Exploration Geologist  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Senior Geologist  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time, permanent role with roster-based travel to the company's exploration projects across Tanzania. The role aims to Plan and implement work programs to test targeting and geological concepts safely and sustainably and to meet expenditure. Complete the exploration program within the required work and target specifications within the allocated budget and time. Participate in target generation with focuses time and energy on tasks with a targeted completion time of 3-6 months.

### QUALIFICATIONS:

- Bachelor of Science (BSc Hons) or Master of Science in Geology.
- Medically fit to work in remote locations with limited medical facilities.
- Must have a valid Tanzanian driving license.
- Must have ability to drive manual transmission Light vehicles.
- Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Minimum of 3 years of relevant exploration experience in the mining industry. Greenfields exploration experience will be an added advantage.
- Proficient in a wide range of exploration practices and techniques, including geochemistry, structural geology, geological mapping, GIS, sampling methods, drilling and geophysical interpretation.
- Ability to critically assess the research conclusions and make recommendations for applying the research in the exploration process.
- Ability to apply appropriate modelling and analytical systems, tools, and skills to develop and test the understanding of the target/deposit through effective work programs and proposals.
- Ability to apply practical field experience and technical skills in developing quality exploration targets and effective work programs and proposals to test geological concepts.
- Broad-based understanding of the gold mining industry, including mining, metallurgy, resources & reserves, and geotechnical engineering.
- Valid driver's license and proficiency in operating 4WD vehicles.
- Advanced working knowledge of, and experience with, GIS and other exploration software applicable to the role.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.

#### 2. Leadership

- Support your manager in implementing the vision, performance expectations and desired culture of the team.
- Ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Stimulate effective team communication to maximise team efficiency and effectiveness.

#### 3. Planning and reporting

- Assist the Senior Geologist and Exploration Manager to Prepare timely and accurate detailed reports, presentations, maps, plans and sections to meet requirements.

#### 4. Technical

- Design and implement work programs with clearly defined technical requirements, targeting rationale and defined decision points. Ensure the programs take account of the complexities of the sites and compliance requirements and that required approvals are obtained.
- Supervise contractors in the field to implement work programs. Ensure that work is completed in accordance with the HSEC requirements / standards.
- Liaise with the Logistics Coordinator regarding field activities such as camp

facilities, equipment needs, rehabilitation and access requirements. Ensure adequate and accurate maps and instructions are given to allow field support-staff time to organise logistics.

- Maintain and supervise high-quality data collection and ensure that relevant information is captured.
- Ensure appropriate quality control procedures are implemented, including reviewing and monitoring sampling processes and procedures. Ensure the security of all samples and analytical results and the confidentiality of all commercially sensitive information.

#### 5. Behaviours

- Committing your best endeavours and full capability to the work assigned to you by your manager.
- Advising your manager if you do not understand the work that they have assigned to you or if the assignment does not fit with your knowledge of the circumstances, current skills or available time and resources.
- Advising your manager of any situations or conditions that could create obstacles to, or opportunities for, the work of the managerial team or company.
- Demonstrating work behaviours consistent with the company Values and work within prescribed boundaries, including required behaviours, company policies, standards, procedures, and legislative requirements.
- Disclosing timely information to the manager when accountability cannot be met within limits or can be met with less time or resources than planned. Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

### ADDITIONAL REQUIREMENTS:

- Awareness of the local culture and community aspects of exploration and the required approvals and land access arrangements.
- Good awareness and ability to manage workplace safety, health, and environmental requirements.
- High degree of organisational and administrative skills.
- Ability to report and present technical and administrative results and issues.

### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd". Subject should be "Exploration Geologist"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/214/0/>

- If you struggle to apply via the link provided, please head over to our website <https://www.geitamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

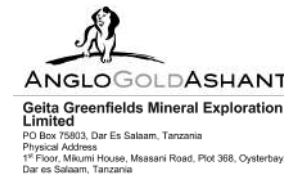
### APPLICATION DEADLINE:

- Applications should reach the above on or before **18<sup>th</sup> July 2023 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

### NOTE ON COVID-19 PREVENTION:

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
- You are also advised to adhere to all recommended prevention measures including proper wearing of face masks and washing or sanitizing your hands before you are allowed through Geita Gold Mine entry points.

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## JOB VACANCY

**Position:** Supervisor Exploration  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Exploration Operations Coordinator  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

Support the Exploration Manager Tanzania by providing a comprehensive support service for field exploration programs, addressing logistical and service-related issues through their gained experience. The role holder is responsible for efficiently utilizing available resources such as time, skills, equipment, and material to avoid waste or misuse. Focuses time and energy on tasks with a targeted completion time of 3-6 months.

### QUALIFICATIONS:

- Bachelor of Science (BSc Hons) in Geology.
- Medically fit to work in remote locations with limited medical facilities.
- Must have a valid Tanzanian driving license.
- Must have the ability to drive manual transmission Light vehicles.
- Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- A minimum of 7 years of relevant experience within the exploration industry at an operational level. Greenfields exploration experience will be an added advantage.
- Technical trade qualification or other relevant/complementary qualifications.
- An excellent understanding of sampling requirements (theory & practice) and QA/QC processes
- An excellent understanding of safety and environmental management systems and their practical implementation and management.
- Good understanding of cultural and community sensitivities in the areas of work.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.
- Support the Exploration Manager Tanzania Exploration to ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Implement effective team communication to maximize team efficiency and effectiveness.
- Assist with the implementation of systems, processes and procedures required to achieve efficiency and effectiveness of the exploration team
- Provide leadership, supervision and open 2-way communication for continual improvement of processes and procedures.
- Look for ways to optimize processes and procedures.

#### 3. Planning and reporting

- Work with the Exploration Manager and team to ensure appropriate fieldwork planning.
- Facilitate daily work planning and assign tasks to geotechnicians using the daily pre-start meeting as a planning tool.
- Organize rosters, leave, and flight arrangements to ensure field staff are available when required.

#### 4. Technical

- Ensure the driver and relevant field staff have licenses to operate and maintain equipment.
- Supervise and train field staff in all relevant geochemical and drilling sampling aspects, including sampling theory and practice and QA/QC protocols. Regularly monitor sample quality and productivity.
- Supervise and train field staff in diamond core processing, including mark-up, SDS, map-sus and core cutting.
- Train, monitor and direct field staff in the safe and competent operation of 4WD vehicles and

equipment.

- Ensure all exploration activities/tasks are conducted according to the requirements of the relevant work programme or as requested by the relevant Geologist.
- Supervise and train geotechnicians to ensure high-quality sample collection and data capture.
- Prepare SDOs and ensure the expeditious dispatch of all samples for assay.
- Supervise and train technicians to ensure all drill site preparation, track clearing, and other ground-disturbing activities are performed in a manner that complies with regulatory ground disturbance approval conditions and the Land Clearing and Drill Site Preparation Procedure.
- Maintain an effective system of core, pulp, and residue storage.
- After completing work programmes, ensure all access tracks, drill sites and other disturbed areas are effectively rehabilitated within prescribed periods.
- Using tenement entry/exit audits, digital photography and GPS track logging, document and record all environmental site disturbance.
- Ensure safe and adequate field facilities and supplies.
- Establish, maintain and re-supply field camps to a standard that ensures acceptable levels of safety, hygiene, comfort, and pollution prevention.
- Ensure an adequate supply of consumables is maintained for all exploration programmes, including water, fuel, food supplies and sampling consumables.
- Supervise and aid drivers and administrative staff where required.
- Coordinate the operation, maintenance and security of all exploration equipment, tools, and vehicles.
- Ensure all exploration field activities are managed in a cost-efficient manner.
- Assist the Exploration Manager in purchasing all goods and services with appropriate regard for contract, financial, conflict of interest and other corporate governance guidelines.
- Conduct or participate in emergency response drills and training.

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- Supervise and train geotechnicians to ensure high-quality sample collection and data capture



By Guardian Reporter, Zanzibar

# Child abuse still rampant in Zanzibar, says activists

**H**UMAN rights activists in Zanzibar have raised concerns over increased acts of child abuse stressing the need to protect them accordingly.

They claimed that despite efforts by the government to come up with various laws and policies including the 2011 Zanzibar Children Act that aims at protecting children against all acts of child abuse, there still a huge wave of such acts in the Isles.

One of the activists, Fatma Khamis said although the laws and policies provide guidelines and directives for protection of children, more efforts are needed to make ultimately eliminate the cruelty acts against children.

She said children have equal rights despite their differences in gender, colour, ethnicity, religion and status. She said the United Nations (UN), government, parents, guardians and the community in general have the responsibility to protect children and ensure they have access to all their rights.

The cruelty acts that children in Zanzibar face affect their upbringing



as well as their academic performance at school. Beating, she said, can affect children physically and mentally.

Chairperson of Zanzibar Community of Women with Disabilities, Salma Saadat said children are entitled to all the rights including the right to live.

"We have the laws but people are not respecting them; efforts are needed to make sure they are implemented and respected by members of the community," said Saadat, calling upon stakeholders to discuss the various gaps in the laws and policies.

Dr Sikujua Omar Hamdan, Lecturer from the State University of Zanzibar (SUZA) said there are challenges in the implementation of the existing laws.

Hamdan appealed to the government and other stakeholders to defend the rights of children by looking into areas which in one way or another have challenges that need to be addressed.

Zaina Abdallah from the Tanzania Media Women's Association (TAMWA) in Zanzibar said it would be better for both stakeholders and the government to come up with strategies to further enhance child protection.

# Africa climate summit to showcase continent's climate action potential

NAIROBI

**E**NVIROMENT, Climate Change and Forestry Cabinet Secretary Soipan Tuuya has said the September 4th to 6th Africa Climate Summit (ACS) in Nairobi will be a platform for the continent to showcase its climate action potential.

She pointed out that niche sectors such as renewable energy, carbon sinks, sustainable agriculture and critical minerals will be highlighted.

"His Excellency the President of Kenya, Dr William Samoei Ruto and The Africa Union Commission leadership will lead the continent at the summit in showcasing Africa's green energy potentials, which range from solar, wind and hydro. Energy that if tapped, would power the world and minimise Green house gas emissions," she stated.

"At the summit, we will ask African countries to come and display their critical minerals potential. We will make a case for the processing of Lithium, Cobalt and other critical minerals in Africa, to not only create jobs for our youthful population but

also to reduce the carbon footprints that are due to processing elsewhere."

The CS who spoke in Nairobi Wednesday during a diplomatic briefing of African Ambassadors on ACS preparations organised by the Ministry of Foreign and Diaspora Affairs, said the continent will use the high-level Heads of State and Government meeting to pitch for and attract new development partners to support its green growth agenda.

"Africa is bringing its resources to the world and Africa is requesting the world to bring its capital to Africa. We are hosting a climate change trade and investment summit as opposed to an aid for Climate change summit," CS Tuuya underscored.

Out of the first ever ACS, the CS said Kenya looks forward to the adoption of a Nairobi African leaders declaration that will address the continent's climate financing gaps including reform of global multilateral financial institutions.

"The declaration will also make proposals for reform of multilateral development banks, in a way that make the banks

support low middle income countries to avoid debt distress, freeing their capital for climate change interventions.

"The declaration will make an invitation for capital from across the globe, to exploit Africa's assets and resources in ways that support sustainable development and enable green growth as we decarbonize the world," she said.

The CS, who was accompanied to the meeting by Environment and Climate Change PS Eng Festus Ng'eno, Kenya's Climate Envoy Ali Mohamed and ACS CEO Joseph Ng'ang'a, also spoke about Wednesday afternoon's African Heads of State and Government meeting on Africa Climate Summit.

"This afternoon, we will have an online meeting of the Committee of African Heads of State and Government on Climate Change (CAHOSCC), chaired by President Dr William Ruto.

"The meeting this afternoon will be part of the African Union process, to pave way for the summit outcomes to be African Union resolutions. The meeting will among other matters, discuss the

draft summit position paper, which would then be transmitted to the various AU processes.

"The position paper makes note of the climate change development nexus. It highlights that low carbon development, as we explore green growth is possible," CS Tuuya told the envoys.

At the same time, the Cabinet Secretary rallied the African Ambassadors to convince their Heads of State and Government to attend the ACS saying its outcomes will change Africa's climate action discourse.

"I would like to sincerely request you to call your capitals after this breakfast. Urge your Presidents and Heads of State to make time and come to this Summit. It is the first time in climate change discourse that Africa shows her potential in helping the world deal with climate change," CS Tuuya lobbied.

Baringo South MP Charles Kamuren, who is the Vice Chairperson of the Environment Committee of the National Assembly, Eritrean Ambassador to Kenya, Amb Beyene Russom and Dr Harsen Nyambe Nyambe

of the African Union Commission (AUC) also spoke at the briefing.

Kamuren assured the ambassadors of the National Assembly's full backing of the ACS while Dr Nyambe delivered the African Union Commission commitment to continue working with Kenya to ensure

that the Africa Climate Summit is a success.

"The leadership of the African Union Commission remains committed to continue working with the Government of the Republic of Kenya to ensure that this Summit becomes a success," Dr Nyambe

said.

Joseph Ng'ang'a took the ambassadors through the ACS delivery plan highlighting opportunities for African countries to participate in preparations for the summit including providing budgetary support.



United Republic of Tanzania  
Ministry of Natural Resources  
and Tourism



Funded by the  
European Union



Belgian Development Agency

CALL FOR TENDERS

Construction of the Female Dormitory at Tabora Beekeeping Training Institute

Enabel is inviting bids from suitably qualified contactors to build the female dormitory at the Tabora Beekeeping Training Institute located in Tabora.

The European Union (EU), under the 11th EDF National Indicative Programme for Tanzania, is financing the Action to support the enhancement of the beekeeping industry's contribution to inclusive economic growth in Tanzania. The action, hereafter referred to as the Beekeeping Value Chain Support (BEVAC) project, will improve the beekeeping value chain through enhanced quality production, value addition of bee products and strengthen trade and market access to local, regional, and international markets.

Enabel has been engaged by the EU Delegation to implement the action in agreement with the Government of the United Republic of Tanzania through the Ministry of Natural Resources and Tourism (MNRT), which is the line ministry responsible for the beekeeping subsector, together with the Ministry of Industries and Trade (MIT), which is responsible for promotion of market and trade including of the Honey and Bees Wax.

**The public contract**

There is only ONE (1) LOT to this public contract:

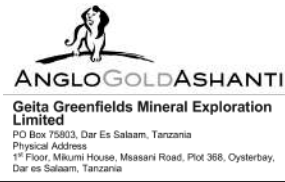
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| <b>TAN180351T-10049</b> | Public contract for the construction of the Female Dormitory at the Beekeeping Training Institute in Tabora - Tanzania. |
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**Interested companies can access more information, Tender specification documents and mechanism of submission at**  
<https://www.enabel.be/public-procurement/>

**Deadline: Monday, 14<sup>th</sup> August 2023, 4pm**







## JOB VACANCY

**Position:** Geotechnician  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Geotechnical Engineer  
**Number of Positions:** Two (02)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time, permanent role with roster-based travel to the company's exploration projects across Tanzania. The role holder supports the Geotechnical Engineer in providing a comprehensive support service for field exploration programs, addressing logistical and service-related issues through their gained experience. Focuses time and energy on tasks with a targeted completion time of 1 day up to 3 months.

### QUALIFICATIONS:

- A minimum of 3 years relevant experience.
- Certificate or Diploma in Exploration and Mining Geology or related field.
- Medically fit to work in remote locations with limited medical facilities.
- Must have a valid Tanzanian driving license.
- Must have the ability to drive manual transmission Light vehicles.
- **Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Minimum of 3 years of relevant exploration experience in the mining industry. Greenfields exploration experience will be an added advantage.
- Technical know-how in Drill core processing, AC and RC pick-up.
- Working knowledge on Site rehabilitation.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.
- Ensure relevant Standard Operating Procedures (SOPs) are followed when undertaking routine work and Take5s are completed before undertaking non-routine activities.
- Participate in Job Hazard Analysis (JHAs) when requested.

#### 2. Leadership and Communication

- Monitor performance of self and peers to ensure activities comply with vision, values, standards, and procedures. Report any issues identified.
- Support the Geotechnical Engineer to ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Recognise the stakeholders (internal and external) who are impacted by their work.
- Seek advice regarding engagement with stakeholders.
- Foster a positive team environment.

#### 3. Planning

- Look for ways to optimise processes and procedures.
- To provide on-ground support to the exploration team through:
  - Preparation for field sampling and drill programs.
  - Collection and submission of samples.
  - Minimise wastage.
- Ensure all exploration activities/tasks are conducted according to the requirements of the relevant work programme or as requested by the appropriate manager.
- Actively participate in daily pre-start meetings and perform Take 5s before undertaking new or changed tasks.
- Fill requirements to support drilling operations.
- Consider safety, environment and cultural heritage while undertaking duties

- Ensure that the work program is understood before starting work
- Ensure that the necessary skills, knowledge, and training to complete allocated tasks have been acquired.
- Ensure safe and adequate field facilities and supplies
- Monitor stock of all exploration programmes, including water, fuel, food supplies and other consumables when required.
- Conduct or participate in emergency response drills and training.

#### 4. Behaviours

- Committing your best endeavours and full capability to the work assigned to you by your manager.
- Advising your manager if you do not understand the work that they have assigned to you or if the assignment does not fit with your knowledge of the circumstances, current skills or available time and resources.
- Advising your manager of any situations or conditions that could create obstacles to, or opportunities for, the work of the managerial team or company.
- Demonstrating work behaviours consistent with the company Values and work within prescribed boundaries, including required behaviours, company policies, standards, procedures, and legislative requirements.
- Disclosing timely information to the manager when accountability cannot be met within limits or can be met with less time or resources than planned. Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

#### ADDITIONAL REQUIREMENTS:

- Good awareness and ability to manage workplace safety, health, and environmental requirements.
- Good degree of organisational and administrative skills.

#### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd. Subject should be "Geotechnician"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/21415/>

- If you struggle to apply via the link provided, please head over to our website <https://www.getamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

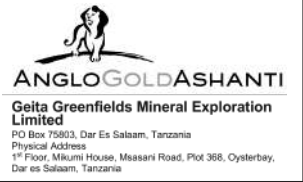
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#### NOTE ON COVID-19 PREVENTION:

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
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## JOB VACANCY

**Position:** HSEC Coordinator  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Exploration Manager - Tanzania  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time, permanent role with roster-based travel to the company's exploration projects across Tanzania. The role aims to lead and advise the Health, Safety, Environment and Community functions in accordance with statutory requirements, AGA values, standards, policies, and procedures. The role will provide leadership to the team in promoting a zero-harm culture, sustainable development and minimizing the impact of exploration activities. Focuses time and energy on tasks with a targeted completion time of 6-9 months.

### QUALIFICATIONS:

- A tertiary qualification in HSEC fields or other relevant/complementary qualifications.
- Relevant experience with Management System Internal Audit Training.
- An understanding of safety and health management systems and their practical implementation.
- Understanding protocols and requirements for maintaining a license to operate in Tanzania.
- Medically fit to work in remote locations with limited medical facilities and able to maintain relevant vaccination requirements.
- Must have a valid Tanzanian driving license.
- Must have ability to drive manual transmission Light vehicles.
- **Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Minimum of 5-10 years of relevant exploration experience in the mining industry. Greenfields exploration experience will be an added advantage.
- Excellent Practical knowledge of working in hazardous industries with the capacity to readily identify, assess, and provide professional direction in relation to the exploration risk profile. Broad-based knowledge and understanding of hazards and impacts associated with exploration, mining operations or other high-risk industries.
- Ability to establish clear community mapping/structure.
- Ability to establish and implement community engagement process.
- Demonstrate a strong understanding of cultural and community aspects of exploration and land access requirements.
- Be sensitive to and aware of the local social environment, indigenous cultures, business cultures and management styles.
- Good awareness and ability to manage community requirements in the workplace.
- A sound understanding of applicable legislation.
- Ability to develop and maintain effective working relationships.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Support a proactive health and safety (H & S) culture within the team.
- Ensure rapid and effective communication of any significant incidents to the Exploration Manager.
- Support implementation and enforcement of exploration protocols and procedures to manage operations safely and responsibly.
- Monitor and recommend improvements to enhance the effectiveness of the HSEC management system and requisite behaviours and practices.
- Support identification of HSEC risks and resolution of emerging issues, escalating issues and HSEC risks that impact other areas.
- Model behaviour consistent with the AGA's Vision, Values and Procedures.

#### 2. Leadership

- Support the Exploration Manager in implementing the vision, performance expectations and desired culture for the team.
- Support efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Contribute to effective team communication to maximise team efficiency and effectiveness.
- Regularly review systems and procedures within your area to maximise effectiveness and efficiency.
- Maintain high-quality HSEC exploration information to improve data quality continually.
- Work with the Database and GIS team to continually update and improve HSEC data capture processes and metrics visualisation.

#### 3. Planning

- Work with the Exploration Manager to ensure appropriate planning and execution in compliance with HSEC legislation.
- Co-design, communicate and implement an annual plan for improving HSEC performance via proactively identifying and addressing areas of risk and opportunity to inform and develop longer-term HSEC strategies. This will involve working with the Exploration Manager, VP of Project Compliance, relevant department at Geita Gold Mine and required consultants.
- Support the Exploration Manager in developing HSEC frameworks for the long-term exploration strategy.
- Collaborate with the exploration team to schedule risk assessments and ensure outcomes (identified hazards and appropriate controls) are incorporated into work programs.
- Work with key stakeholders and contractor management (e.g. drilling & geophysical contractors) to ensure personnel are medically assessed (fit-for-work), appropriately onboarded and approved for site.
- Work with key stakeholders and contractor management (e.g. drilling & geophysical contractors) to ensure personnel are aware of Greenfields HSEC risk assessment outcomes and required controls.

- Provide monthly reports on HSEC-related activities, issues, and performance against plan.
- Complete statutory HSEC reporting requirements and ensure accurate internal reporting of HSEC performance.
- Support the Exploration Manager in providing reports and presentations as needed.

#### 4. Technical

- Provide professional HSEC advice to the Exploration Manager.
- Promote the integration of HSEC factors into all business decisions.
- Provide advice to ensure that all exploration is conducted in accordance with statutory requirements and other safety and health obligations.
- Conduct audits, meetings, training, seminars, and other activities designed to enhance HSEC awareness as prescribed by AGA policies and procedures.
- Provide visible leadership to improve HSEC risk identification, reporting and incident management.
- Liaise with sustainability leads at Geita Gold Mine to support legislative requirements, team objectives and directives associated with HSEC.
- Liaise with external consultants to support legislative requirements, team objectives and directives associated with HSEC.
- Liaise with relevant stakeholders (e.g. drilling & geophysical contractors) to ensure that they comply with AGA HSEC standards.
- Support the Exploration Manager to provide HSEC data, reports and presentations as needed or in line with operational requirements.
- Lead and assist with developing and implementing HSEC procedures, training packages and guidelines.
- Facilitate incident investigations as required. Ensure investigations are conducted fairly and transparently, following AGA procedures for incident investigation.
- Facilitate sharing incident investigation outcomes with other Greenfields Exploration regions and relevant AGA sites.
- Work with the Database and GIS team to implement and maintain a system for HSEC data capture (inspections, audits, hazard reporting, take 5s, etc.) and visualise HSEC metrics. Measure progress against plan and communicate progress to Exploration Manager and exploration team members.

#### 5. Corporate Governance

- Ensure the team maintains the required permits, certifications, and licenses to perform their role.
- Continually reinforce the requirement to conduct activities in accordance with stated values, policies & procedures, and legislative requirements.
- Adhere to cost budget control requirements.
- Ensure you and your team comply with all legal and statutory requirements applicable to the role, including:
  - Health, Safety, Environmental and Community legislation and regulations.
  - United States Sarbanes Oxley Act, 2002 (as applicable).
- Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

#### ADDITIONAL REQUIREMENTS:

- Ability to adapt to remote working and living conditions.
- Willingness to undertake senior first aid training.
- Fluency in Swahili and English

#### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd. Subject should be "HSEC Coordinator"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/21397/>

- If you struggle to apply via the link provided, please head over to our website <https://www.getamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

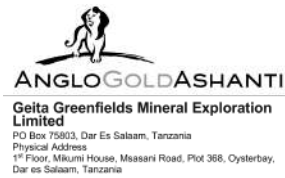
#### APPLICATION DEADLINE:

- Applications should reach the above on or before **18<sup>th</sup> July 2023 at 5:30 PM**
- Only shortlisted candidates will be contacted for interviews.

#### NOTE ON COVID-19 PREVENTION:

- Please note when you are invited for interviews, you will be required to present proof of vaccination against COVID-19 (Covid-19 vaccination certificate) or if you are not vaccinated, please go for a Covid-19 test and obtain a 96 - hour valid PCR Covid-19 negative certificate.
- You are also advised to adhere to all recommended prevention measures including proper wearing of face masks and washing or sanitizing your hands before you are allowed through Geita Gold Mine entry points.

**BEWARE OF CONMEN! Geita Greenfields Mineral Exploration Limited does not receive money in exchange for a job position. Should you be asked for money in exchange for a job offer or suspect such activity, please report this immediately to our Security Department, Investigation Unit, by calling +255 28 216 01 40 Ext 1559 (rates apply) or use our whistle-blowing channels by sending an SMS to +27 73 573 8075 (SMS rates apply) or emailing speakUPAGA@ethics-line.com or use the internet at www.tip-offs.com**



## JOB VACANCY

**Position:** Office Administrator  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Exploration Supervisor  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time, permanent role which is based in the company's Dodoma office with occasional field visits. The role-holder is an integral to ensuring the smooth running of administration support for the exploration team with responsibility for the efficient and effective management of administration, information, and business systems to ensure the field team stays focused on the company's strategic goals. Focuses time and energy on tasks with a targeted completion time of 1 day up to 3 months.

### QUALIFICATIONS:

- Diploma or Degree in Business Administration or any other business-related course.
- Must have a valid Tanzanian driving license.
- Ability to drive manual transmission Light vehicles.
- Medically fit to work in remote locations with limited medical facilities and able to maintain relevant vaccination requirements.
- **Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Background in administration or similar with at least 2-3 years of proven work experience.
- Ability to use Microsoft Office, including Word, Excel, Access, and PowerPoint.
- Knowledge in basic bookkeeping procedures and office management.
- Demonstrated work experience in a fast-paced and fluid environment.

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.

#### 2. Leadership

- Monitor performance of self and peers to ensure activities comply with vision, values, standards, and procedures. Report any issues identified.
- Support the Exploration Supervisor to ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Promote effective team communication to maximize team efficiency and effectiveness.
- Proactively develop and maintain good relations with stakeholders.
- Recognize the stakeholders (internal and external) who are impacted by their work.
- Seek advice regarding engagement with stakeholders.
- Build effective relationships with stakeholders
- Foster a positive team environment.

#### 3. Planning and Execution

- Assist with implementing systems, processes and procedures required to achieve efficiency and effectiveness of the exploration team.
- Maintain open 2-way communication for continual improvement of processes and procedures.
- Look for ways to optimize processes and procedures.
- To provide remote support to the exploration team:
  - Manage site roster and accommodation allocation.
  - Coordinate flight bookings for Greenfields Exploration Tanzania personnel.
  - Manage and maintain office entry compliance register.
  - Review and monitor journey management plans and schedules for exploration.
  - Fulfill the role of Schedule Operator during work hours.
  - Coordinate with freight contractors to deliver and collect goods and samples as required.
  - Prepare and distribute meeting minutes where required.

- Ensure that office functions (administration, document control, filing system, records, clerical recording, software licensing etc.) are effectively managed and organized
- Minimize wastage.
- Manage onboarding for personnel working at the Greenfields office or remote sites and deliver the exploration site induction as required.
- Ensure work programs are distributed to appropriate personnel.
- Data capture where needed.
- Ensure safe and adequate field facilities and supplies
- Assist the Exploration Supervisor in maintaining and monitoring stock levels and inventories for all items relating to the operational running of the exploration project, including consumables, diesel, gas, potable water, PPE/uniforms, and stationery.
- Assist the exploration team where required.
- Conduct or participate in emergency response drills and training

#### 4. Corporate Governance

- Ensure the team maintains the required permits, certifications, and licenses to perform their role.
- Continually reinforce the requirement to conduct activities in accordance with stated values, policies & procedures, and legislative requirements.
- Adhere to cost budget control requirements.
- Ensure you and your team comply with all legal and statutory requirements applicable to the role, including:
  - Health, Safety, Environmental and Community legislation and regulations.
  - United States Sarbanes Oxley Act, 2002 (as applicable).
- Comply with all applicable AGA policies and procedures.
- At all times, act in accordance with AGA's Values.

#### ADDITIONAL REQUIREMENTS:

- Good awareness and ability to manage workplace safety, health, and environmental requirements.
- High degree of organisational and administrative skills.
- Ability to report and present administrative results and issues.
- Medically fit to work in remote locations with limited medical facilities.

#### MODE OF APPLICATION:

- Please apply through our recruitment portal by following the link below. Please click the link or type the URL address on a website browser to access the application portal.
- On the portal you will be required to upload your detailed CV, copies of relevant certificates, e-mail and telephone contacts, names, and addresses of three referees. Please do not attach certificates that are not related to the qualifications stated above.
- You will also be required to upload a cover / application letter addressed to "Senior Manager - Human Resources" Geita Gold Mining Ltd. Subject should be "Office Administrator"

**Application Link:** <https://careers.anglogoldashanti.com/job-invite/21398/>

- If you struggle to apply via the link provided, please head over to our website <https://www.getamine.com/en/people/> for a step-by-step guide on how to apply for jobs on our recruitment portal (SuccessFactors).
- You will be required to present original certificates if you are contacted for interviews.
- Internal Applicants (those currently employed by AngloGold Ashanti) must have their application letter endorsed by their Head of Department (HOD) or Manager once Removed (MoR).

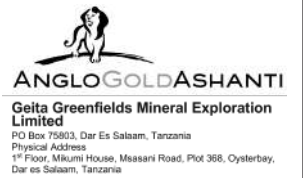
#### APPLICATION DEADLINE:

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## JOB VACANCY

**Position:** Project Geologist  
**Contract type & Duration:** Unspecified Time Contract  
**Reporting to:** Senior Geologist  
**Number of Positions:** One (01)  
**Location:** Dodoma

### PURPOSE OF THE ROLE:

It is a full-time, permanent role with roster-based travel to the company's exploration projects across Tanzania. The role aims to plan and implement work programs to test targeting and geological concepts safely and sustainably. Complete the exploration program within the required work and target specifications and within the allocated budget and time. Active involvement in target generation and development. Focuses time and energy on tasks with a targeted completion time of 6-9 months.

### QUALIFICATIONS:

- Bachelor of Science (BSc Hons) or Master of Science in Geology.
- Medically fit to work in remote locations with limited medical facilities.
- Must have a valid Tanzanian driving license.
- Must have the ability to drive manual transmission Light vehicles.
- **Geita Greenfields Mineral Exploration Limited is an equal opportunity employer: Female candidates are highly encouraged to apply.**

### EXPERIENCE:

- Minimum of 5 years of relevant exploration experience in the mining industry. Greenfields exploration experience will be an added advantage.
- Proficient in a wide range of exploration practices and techniques, including geochemistry, structural geology, geological mapping, GIS, sampling methods, drilling and geophysical interpretation.
- Ability to supervise field teams and contractors concerning work-related safety issues or other exploration-related work.
- Able to critically assess the conclusions of the research and make recommendations for applying the research in the exploration process.
- Able to apply appropriate modelling and analytical systems, tools, and skills to develop and test the understanding of the target/deposit through effective work programs and proposals.
- Able to apply practical field experience and technical skills in developing quality exploration targets and effective work programs and proposals to test geological concepts.
- Basic understanding of the gold mining industry, including mining, metallurgy, resources & reserves, and geotechnical engineering.
- Awareness of the local culture and community aspects of exploration and the required approvals and land access arrangements.
- Advanced working knowledge of, and experience with, GIS and other exploration software

### ROLE ACCOUNTABILITIES AND OUTPUT:

#### 1. Safety

- Demonstrate and encourage a proactive safety culture within the team and the organisation.
- Ensure rapid and effective communication of any significant incidents to your manager.
- Implement and enforce Greenfields' protocols and procedures to safely manage all operations.
- Monitor and recommend improvements to enhance the effectiveness of the safety management system and requisite behaviours and practices.
- Identify safety risks and resolve emerging issues, escalating issues and safety risks that impact other areas.
- Ensure appropriate resources are applied to achieve safety objectives.
- Model behaviour consistent with the AGA Safety Vision, Values and Procedures.

#### 2. Leadership

- Support your manager in implementing the vision, performance expectations and desired culture for the team.
- Ensure efficient and prompt communication of any changes, issues, or other areas of interest relevant to reporting or support groups.
- Stimulate effective team communication to maximize team efficiency and effectiveness.

#### 3. Planning and reporting

- Assist the Senior Geologist and Exploration Manager to:
  - o Prepare and monitor work program plans and budgets.
  - o Prepare timely and accurate detailed reports, presentations, maps, plans and sections to meet management, stakeholder, and JV requirements.

#### 4. Technical

- Design and implement work programs with clearly defined technical requirements, targeting rationale and defined decision points. Ensure the programs take account of the complexities of the sites and compliance requirements and that required approvals are obtained.

- Work with the Senior Geologist to prioritize and schedule work programs for managed projects.
- Supervise exploration sampling within the limits of knowledge and liaise with the supervising geologist to maintain high-quality sampling practice.
- Manage activities in the field safely and sustainably.
- Supervise contractors in the field to implement work programs. Ensure that work is completed in accordance with the HSEC requirements' standards.

- Liaise with the Exploration Supervisor regarding field activities such as camp facilities, equipment needs, rehabilitation and access requirements. Ensure adequate and accurate maps and instructions are given to allow field support-staff time to organize logistics.
- Maintain and supervise high-quality data collection and ensure that relevant information is captured.
- Ensure appropriate quality control procedures are implemented, including reviewing and monitoring sampling processes and procedures. Ensure the security of all samples and analytical results and the confidentiality of all commercially sensitive information.

#### 5. Corporate Governance

- Ensure the team maintains the required permits, certifications, and licenses to perform their role.
- Continually reinforce the requirement to conduct activities in accordance with stated values, policies & procedures, and legislative requirements.
- Adhere to cost budget control requirements.
- Ensure you and your team comply with all legal and statutory requirements applicable to the role, including



## Fifteen central banks will introduce digital currencies by 2030, says BIS

By Alex Clerc

Most central banks are exploring the viability of introducing a central bank digital currency (CBDCs), according to the Bank for International Settlements (BIS), which expects there could be as many as 15 retail and nine wholesale CBDCs in circulation by 2030.

The new research, released on Tuesday, is further indication of the promise that CBDCs pose in spite of concerns about security, privacy, and the scope of any future central bank-linked digital currency.

BIS surveyed 86 central banks in late 2022 about their role in exploring a potential CBDC of their own. More than half say they are conducting "concrete experiments" or working on a trial, while the proportion of central banks who say they are engaged in some form of CBDC work has risen to a staggering 93 percent.

The recent turmoil in the crypto market does not appear to have dented central banks' confidence in CBDCs, with nearly 60 percent

of those responding saying that the emergence of crypto assets and stablecoins has accelerated their efforts around CBDCs.

What are CBDCs and are they cause for concern?

CBDCs, or central bank digital currencies, are digital assets linked directly to a country's central bank – like the Bank of England or the Federal Reserve. On a retail level, CBDCs exist as a type of cashless payment instrument between central banks and consumers; on a wholesale level, they are intended for use in transactions between banks, central banks and other financial institutions.

Predictions from Juniper Research, published earlier this year, show that the value of CBDCs could reach US\$213bn a year by 2030 – up from just US\$100m this year – representative of a technology experiencing an unprecedented upward trajectory.

CBDCs are digital pounds or dollars, issued by central banks and pegged to the country's fiat currency. They come with some inherent rules as to how they can be used – for example, they might have an expiry date or be restricted to cer-



tain services or goods.

In that respect, they're more like vouchers than physical cash and could be used to stimulate economic growth. But because CBDCs have the backing of a central bank, they're seen as more trustworthy than regular DeFi such as bitcoin and ethereum.

Despite the excitement around CBDCs, there are still some concerns about their use. Because of their programmable nature, it has been suggested that CBDCs will be used to control consumer spending – for instance, by only being valid in areas of the economy where the central bank wants to stimulate

spending.

And, because CBDCs are a digital currency with transactions recorded on a ledger, anyone with access to that ledger has access to your transactions. That means they could be used by unscrupulous governments for surveillance.

Who has responded to BIS' latest CBDC research?

The report from the BIS has attracted a range of reaction and comment from industry insiders with an interest in the emergence of CBDCs.

Alisa DiCaprio, Chief Economist at R3, comments: "Today's financial system continues to face chal-

lenges without innovation using the correct technologies – expensive and slow settlement, siloed systems and an overreliance on account-to-account transfer that could heighten credit risks. These are all issues that CBDCs can help overcome by enabling faster and more efficient liquidity management. It's therefore unsurprising to see central banks continue to ramp up their digital currency exploration.

"Despite the rapid pace of progress, there are still many questions around CBDC issuance that are still being explored – particularly around smart regulation and privacy. Open collaboration between central banks, regulators and technology providers across public and private sectors will be key in ensuring a carefully thought-out and solid design process that delivers resilience, interoperability, and privacy."

Gilbert Verdian, the founder and CEO of Quant, a key technology partner on the Bank of England's CBDC project, adds: "The BIS survey shows that central banks are more bullish than ever on CBDCs. New use cases abound, and lead-

ers from economies as diverse as Sri Lanka, Singapore and Switzerland are recognising potential benefits. These include more efficient payments, financial inclusion, and faster monetary policy implementation."

"Some in the free market-loving financial sector have eyed CBDCs with suspicion, framing them as a potential threat to the existing banking system – a distortion that continues despite evidence to the contrary," Verdian said.

He said BIS found 87 percent of central banks engaged in CBDC work are considering using private intermediaries, with the private sector's role including the execution of KYC and AML procedures, as well as the provision of wallets, user interfaces, and other front-end customer services.

"A well-designed CBDC could actually be a huge catalyst for innovation. Businesses and consumers would be able to automate complex and cumbersome processes and implement logic into money. CBDCs will complement and integrate into the existing faster payments and wholesale systems," he said.

## Proparco backs Equity's Sh1.5 billion DRC loans

NAIROBI

Equity Group's Democratic Republic of the Congo (DRC) unit has signed a deal with Proparco that will see the French financier provide up to €10 million (Sh1.55 billion) guarantee for loans to small businesses in the central African country.

Proparco, a private sector arm of Agence Française de Développement (AFD Group), made the announcement last week, making it the second guarantee scheme with Equity BCDC which is 84.1 percent owned by Equity Group.

The guarantee scheme is a risk-sharing deal aimed at helping Equity BCDC expand its financing options, particularly for small and medium-sized enterprises (SMEs), including those owned by women and youth.

"Thanks to this guarantee, Equity BCDC will continue to increase its financing in favour of high-impact SMEs, particularly those owned by women and young adults, in line with Proparco's new 2023-2027 strategy," said Proparco.

Proparco in March last year also inked a similar deal christened 'Choose Africa Resilience' portfolio guarantee to support Congolese SMEs hit by Covid-19 and hopes the latest deal will cover more small firms.

Equity BCDC's profit after tax grew by 45 percent to Sh5.8 billion in the year ended December 2022, extending its lead as Equity's most profitable sub-



Equity Group chairman James Mwangi

siary followed by the Rwandan unit with Sh2.8 billion.

The Equity Group chairman James Mwangi was quoted in April this year saying that the capital boost in BCDC will also help it to fund development projects and large mining and manufacturing companies in the DR Congo.

Equity Group acquired an extra 6.6 percent stake in its subsidiary in the Democratic Republic of the Congo for Sh9.24 billion in April this year, underlining the lender's quest to increase the share of profits outside Kenya.

The Kenyan bank disclosed in its annual report last month that it acquired a 2.3 percent stake from minority owners of Equity BCDC in August last year for Sh740 million.

Equity also bought an additional 452,659 shares in the DR Congo unit for Sh8.5 billion through a rights issue, giving the bank a 4.3 percent stake.

DR Congo is one of the biggest countries on the continent by land mass and has more than 90 million people, making it appealing to ambitious banks in the neighbouring states looking for growth.

Equity also operates in Tanzania, Rwanda, Burundi, South Sudan and Uganda, has a representative office in Ethiopia and is diversifying into a regional bank.

"The new shares acquired through a rights issue, in addition to shares acquired from minority, resulted in an increase in Equity Group Holdings share-

holding in Equity BCDC to 84.1 percent from 77.5 percent," said Equity.

The DR Congo unit is mainly focused on serving big companies with operations there, making it necessary to have a big balance sheet to be able to compete and grow.

Equity has been positioning itself to reap from increased business in DR Congo following the admission of the mineral-rich central African nation to the East African Community in July last year.

Equity began operations in the country through Equity Bank Congo SA, which it established by acquiring an 86.6 percent stake in a German bank ProCredit between 2015 and 2017.

In 2019, Equity Bank increased its shareholding in EBCSA to 94.3 percent by acquiring an additional 77 percent of the shares held by the German state-owned development bank KfW.

The remaining 5.7 percent shareholding in EBC SA is held by the International Finance Corporation (IFC).

In August 2020, Equity Group acquired 66.53 percent shareholding in BCDC from the George Arthur Forrest family for a consideration of \$95 million (Sh12.7 billion) and later merged it with EBC to form a new bank, Equity BCDC.

After the merger Equity Group held a majority 77.5 percent stake in the new entity, with the balance being held by IFC, the government of DR Congo and minority shareholders.



## ECB hiking puts euro-zone growth in peril and Portugal warns

BRUSSELS

Further interest-rate increases by the European Central Bank would add to the dangers for the euro-area economy as it seeks to exit a recession, Portugal's finance minister cautioned.

Inflation is already on a downward trend following an unprecedented bout of monetary tightening by the ECB, Fernando Medina said in an interview. Meanwhile, the effects of rate hikes to date haven't yet been fully absorbed by households and companies.

"The risks that further increases could create a more difficult situation for growth at the European level are now higher and should be looked at very carefully," Medina said this week in Lisbon.

Warnings about the consequences of additional tightening are growing louder as the ECB nears the end of a campaign that began a year ago and has brought its deposit rate to 3.5 percent from below zero.

Portuguese Prime Minister Antonio Costa said last month that officials in Frankfurt haven't properly grasped the nature of the inflation that the euro area is facing, while his Italian counterpart, Giorgia Meloni, has said "constantly increasing rates" risks turning into "a cure that does more harm than good."

Output in the 20-nation bloc shrank between October and March after prices surged and policymakers moved aggressively to rein them in. In Portugal, where inflation has eased to 4.7% from its euro-era record late

last year, consumers are being squeezed by the prevalence of ever-rising variable interest rates on mortgages and loans.

Despite that, Portugal's post-pandemic economy is outperforming much of Europe with employment remaining very strong, according to Medina. This year's 1.8 percent growth forecast – published in April – may be surpassed, he said. The central bank, for one, predicts 2023 expansion of 2.7 percent, driven by tourism.

That may counter grumbling among some about low wages and Portugal being overtaken by eastern European Union members like the Czech Republic and Slovenia in terms of gross domestic product per capita.

"We're converging, we're improving our position inside the euro zone," Medina said. "We're facing a structural change in the Portuguese economy, in the good direction."

That transformation includes lowering what's currently the euro area's third-highest debt ratio, behind Greece and Italy. This year's figure will be below 107 percent – beating the 107.5 percent target set in April, according to Medina.

"We'll most probably end 2023 with a burden of debt on GDP that's lower than Spain, France and probably Belgium," he said.

Portugal's 10-year bond yield was at 3.4 percent on Wednesday, up from 3.1 percent six months ago but still lower than the rate for Italy or Spain. It peaked at 18 percent in 2012 at the height of Europe's debt crisis.

## Dollar hits 2-month low before US inflation data

LONDON

Bets on a screeching slowdown in US inflation data later saw traders shove the dollar to a 2-month low on Wednesday and push stocks up and bond market borrowing costs down for a third day running.

Economists polled by Reuters expect to see June US consumer price inflation slow to 3.1 percent from 4 percent in May, which might be enough to convince the Federal Reserve to end its aggressive rate hikes – if not this month, at least soon.

Europe's main stock markets had opened 0.7 percent higher, led once again by the high-flying tech sector, and MSCI's main 47-country world index was up a full 20 percent from rate hike-induced lows hit in October.

The currency market was moving too. The dollar's low meant it notched its longest losing stretch since March. The yen clambered back above 140 and sterling hit a 15-month high as the Bank of England said the UK was coping with higher interest rates.

"Risk assets, as usual, seem to take the best out of whatever is happening," said James Athey, an investment director and fund manager Abrdn in London.

For the CPI data, the core reading which strips out volatile elements such as energy prices, will matter the most for markets, he added.

"If it doesn't give the impression of the immediate cessation of these price pressures we could see a reversal of some of these more recent market moves," Athey said, such as the re-

bound in the yen and drop in short-term US bond yields.

That core rate is expected to have dropped for a third month to 5 percent from 5.3 percent, according to the Reuters poll, though that is more than double the Fed's 2 percent target.

Markets are pricing in a 92 percent chance of a 25-basis-point Fed hike later this month, the CME FedWatch tool showed, but remain doubtful of further hikes after that.

Wednesday's moves saw euro zone bond yields inch lower, with Germany's 10 year yield dipping to 2.62 percent, having hit a four-month high of 2.679 percent on Monday. US Treasury yields were a touch lower as well, with the 10-year Treasury yield now at 3.95 percent.

Saxo Markets strategists said trad-

ers were likely to continue to keep the odds for September and November rate hikes low if the core inflation rate decelerates as anticipated.

Investor attention will also be on the Bank of Canada, with analysts expecting a second consecutive quarter-point rate hike at its upcoming meeting.

In June, the central bank raised its overnight rate to a 22-year high of 4.75 percent after a five-month pause, saying monetary policy was not restrictive enough. It then said further moves would depend on economic data.

A speech by Bank of England governor Andrew Bailey was on the watch list as well, though this will be about financial stability so may have little impact on expectations for monetary policy.



# Largest UK lenders pass latest central bank stress tests

LONDON

The Bank of England (BoE) said the UK's eight largest lenders all passed its latest stress test, which examined their resilience to an economic shock worse than the financial crisis.

The firms would have enough capital to continue lending through strains to the economy including a housing market crash, surging unemployment and interest rates as high as 6 percent, according to the results published on Wednesday.

"The UK banking system has the capacity to support households and businesses through a period of higher interest rates, even if economic and financial conditions were to be substantially worse than expected," the BOE said in a statement. "The scenario is considerably more severe than the current macroeconomic outlook."

Barclays Plc, HSBC Holdings Plc, Lloyds Banking Group Plc, Nationwide Building Society, NatWest Group Plc, Banco Santander SA's British arm, Standard Chartered Plc and Virgin Money UK Plc were tested this year. Together they account for around 75 percent of lending



to the UK economy.

Shares in the lenders were trading higher in London. Virgin Money rose as much as 7.6 percent, its best intraday performance since November, as the bank confirmed it would resume share buybacks during this year.

While the lenders were expected to pass the tests, Numis analyst Jonathan

Pierce said "those worried about asset quality and the ability of banks to distribute should be comforted by the quantitative aspects of this."

Katie Murray, NatWest's chief financial officer, said the results highlighted the bank's "all weather balance sheet, enabling us to support our customers and the economy,

delivering sustainable value creation and strong distributions for shareholders."

Together, the banks have high-quality liquid assets with a market value of £1.4 trillion (\$1.8 trillion), with around two thirds in cash or central bank reserves, the BOE said. This means they would have ample resources to continue lending even if liquidity in the markets came under stress.

Under the scenario, credit impairments were the main cause of capital depletion because of affordability pressures from inflation, higher interest rates, unemployment and lower GDP. Impairments over the five years of the stress test total £125 billion, according to the Bank of England – £9 billion less than in the 2019 test on a constant currency basis.

Banks improved on this measure due to a mix of temporary and long-term factors, including better loan-to-value ratios on mortgages after years of rising house prices, the boom in state-guaranteed Covid-19 business loans and firms' decisions to exit some riskier lending such as overseas credit cards.

Still, the BOE emphasized that banks would likely cut shareholder payments, reduce bonuses and take other measures to cope with severe economic stress. Under the test scenario, the lenders would cut total dividends

from £8.9 billion to about £100 million.

The test began in September after a six-month delay following Russia's invasion of Ukraine. It included the UK base rate rising rapidly to 6 percent in early 2023 before gradually falling back to below 3.5 percent. This compares to current market pricing, implies the BOE's key rate will rise to 6.5 percent. That would be the highest since 1998.

Adam Terelak, an analyst at Mediobanca in London, questioned the value of the test for investors given UK rates are already so high. "It's interesting that stressed interest rates according to the BOE are 6 percent. A book exercise won't get investors to think it's all okay," he said.

The BOE also examined how well banks would cope with UK GDP contracting by 5 percent, unemployment more than doubling to 8.5 percent and residential property prices falling by 31 percent.

All lenders passed the BOE's previous stress test in December 2021, with the central bank concluding they could weather a double-dip recession and Covid-19 societal adjustments that last for years. In the wake of the financial crisis, the BOE introduced regular testing in 2014 to check the sector had enough capital to withstand economic difficulties.

## EMPOWERING CREATIVITY:

# NBC bank's 'game-changing' credit initiative for Tanzanian artists"

By Godwin Jaha Semunyu

In a tale of empowerment and transformation, NBC Bank has emerged as a beacon of hope for the Tanzanian arts community. With the launch of their groundbreaking initiative, the bank is providing much-needed financial support to artists across the country, revolutionizing how creativity is nurtured and celebrated.

For far too long, talented artists in Tanzania have been excluded from traditional credit facilities, unable to secure the funds necessary to bring their artistic visions to life. However, with this timely collaboration, NBC Bank is bridging the gap and opening doors previously closed to these creative souls.

The impact of the arts and cultural industry cannot be underestimated, as it contributed a staggering \$1 trillion to the US economy in 2021, equivalent to 4.4 percent of the nation's gross domestic product. Even Nigeria's Nollywood, second only to Hollywood, has experienced remarkable growth.

Despite this, Tanzanian artists have faced significant hurdles in accessing credit facilities, hindering their ability to fully develop their talents and contribute to the vibrant cultural landscape of their nation.

Recognizing this pressing need for change, NBC Bank has stepped forward with an innovative loan program, offering eligible artists a remarkable interest rate of 9%. Compared to conventional loans, this significant reduction in interest rates acts as a

lifeline for artists, empowering them to invest in their artistic projects, acquire necessary equipment, and expand their creative horizons.

However, NBC Bank's commitment to the arts community goes beyond just providing financial support. Artists who receive loans will also gain membership to the prestigious NBC Business Clubs, where they will receive comprehensive financial education and guidance. This holistic approach equips artists with the knowledge and skills to effectively manage their finances, make informed investment decisions, and build sustainable careers in the arts.

By adopting this inclusive approach, NBC Bank ensures that artists from diverse backgrounds and disciplines can access the financial support they need to flourish by bringing their artistic visions to life, transforming their lives, and contributing to the growth of Tanzania's arts on the global stage.

It is, indeed, a testament to the bank's commitment to corporate social investment, demonstrating that, after all, the worlds of art and finance can beautifully converge to create positive change.

In a world where creativity often struggles to find a voice amidst financial barriers, NBC Bank's dedication to fostering financial inclusion and supporting the arts is an inspiration.

**Godwin Jaha Semunyu is a seasoned columnist and Head of Corporate Affairs at NBC Bank. He can reach through: godwin.semunyu@nbc.co.tz**



BANKING&amp;FINANCE

## India cenbank calls lenders to offer digital rupee - sources

MUMBAI

The Reserve Bank of India (RBI) has called on a wider set of lenders to take part in pilot programmes using the central bank digital currency (CBDC) as it tries to increase transactions, three bankers told Reuters on Wednesday.

Nearly two dozen central banks across emerging and advanced economies are expected to have digital currencies in circulation by the end of the decade, the Bank for International Settlements (BIS) found in a survey, published on Monday.

Last year, the RBI began trials using CBDCs, termed e-rupees, in both the wholesale and retail markets.

Currently, large state-owned and

private lenders, including State Bank of India, Bank of Baroda, ICICI Bank, HDFC Bank, Kotak Mahindra Bank and Yes Bank, are among those participating in the pilot project.

"The RBI has asked smaller banks to either tie up with fintech players or develop their systems to start CBDC pilots this year," said the technology head of a state-owned bank, who attended the meeting with RBI officials on Tuesday.

"We will now have to float tenders to get interested fintech partners on board and evaluate the costs involved. This process is expected to take about four-five months."

The bankers did not wish to be named as they were not authorised to

speak to the media.

The RBI aims to reach a target of one million CBDC transactions per day by the end of this year, RBI deputy governor T Rabi Sankar said on Tuesday.

There were 1.3 million customers and 0.3 million merchants, who used CBDC as of June 2023, he said.

"By getting more banks to participate in the pilots, the RBI wants to see if there are any glitches in implementation and conduct pilots on a large user base," said another banker with a state-owned bank.

"We are in the advanced stage of submitting a CBDC pilot request to the RBI. We expect the approval to come in the next one-two months."



## Bank of America fined for junk fees, fake accounts

New York

Bank of America has been ordered to pay out \$150m (£116m) in penalties after it was found to have opened credit cards without customers' permission.

Regulators also discovered the bank "double-dipped" fees from customers and withheld promised reward bonuses.

The violations at the US's second-largest bank affect hundreds of thousands of customers and date back to 2012 in some cases, regulators said.

Bank of America has not admitted or denied the investigation's findings.

The bank has been ordered to re-

fund customers and pay a total of \$150m in penalties to the Consumer Financial Protection Bureau (CFPB) and Office of the Comptroller of the Currency (OCC).

Customer refunds are expected to be worth more than \$80m, the CFPB said.

The regulator said Bank of America illegally applied for and enrolled consumers in credit card accounts without their knowledge or authorisation to help bank employees reach sales incentive goals.

Customers were charged unjustified fees and "suffered negative effects to their credit profiles", said the CFPB.

Bank of America is also accused of double-dipping fees that were

charged when a customer had insufficient funds in their account.

People were charged \$35 when a transaction was declined. But Bank of America allowed fees to be repeatedly charged for the same transaction.

The lender said it has since ended charging the \$35 fee for insufficient funds and reduced overdraft fees.

Bank of America also eliminated sales goals for its credit card staff in January 2023, and agreed to keep that change in place for at least three years.

Rohit Chopra, director at the CFPB, said: "Bank of America wrongfully withheld credit card rewards, double-dipped on fees, and opened accounts without consent.

"These practices are illegal and undermine customer trust. The CFPB will be putting an end to these practices across the banking system."

President Joe Biden has pledged to crack down on "junk fees" imposed by companies across a range of industries, including sales of concert tickets and airline flights.

He has urged Congress to outlaw certain charges, such as fees for quitting a mobile phone or pay TV service before the contract expires.

Under his direction, the CFPB increased its scrutiny of banks and their customer fees in 2022, soliciting complaints from consumers about practices such as overdraft fees.



# Japan banks accused of 'gender-washing' over women in management positions

Tokyo

Japan's financial regulators have warned that regional banks are prone to "gender-washing" in disclosures to investors due to legal ambiguity over leadership roles occupied by women.

An average of just 13.7 per cent of managers at regional banks were women, compared with an average 20.8 per cent at the country's three megabanks, according to a survey of 100 regional banks published by the Financial Services Agency last month.

But the tally included positions that would be considered relatively junior at most banks and did not typically oversee many subordinates. Once those titles were stripped out, the survey showed that only an average 8.1 per cent of women held managerial roles at the regional lenders. "Some of the figures by the regional banks suggest gender-washing," said Tatsufumi Shibata, deputy director-general at the FSA's policy and markets bureau and previously the deputy head of its supervision division.

"It's also an issue of double standards," Shibata said in an interview with the Financial Times. "For example, if the position of assistant section chief is considered a managerial role for a female employee but not for a male employee, that's problematic."

The survey also showed a wide gender pay gap at regional banks, especially among employees in their 40s, with male bankers earning an average of ¥8.7mn (\$60,300), compared with ¥5.3mn for their female colleagues.

"Regional banks are typically viewed as old, traditional Japanese firms with a seniority-based and male-dominated system," Shibata said, calling for a "transformation"



of corporate culture.

Misgivings about disclosures from regional banks have emerged only a year after the Japanese government made it mandatory for listed companies to report diversity indicators including their gender pay gap and percentage of female managers.

Prime Minister Fumio Kishida has set a goal for women to occupy 30 per cent of executive positions at top listed companies by 2030 – a target previous administrations have repeatedly aspired for and missed. On Kishida's watch, Japan has dropped to 125th in the World Economic Forum's gender equality ranking, from 116th last year.

Data from the health ministry shows that about 12 per

cent of women held managerial positions at Japanese companies during the 2021-22 financial year.

The increasing scrutiny also comes as companies are under pressure from investors to increase the number of women on their boards. Large asset managers, sovereign wealth funds and proxy advisers have been considering gender diversity in their voting behaviour and recommendations in recent years.

At regional banks, the percentage of female managers also ranged widely, from 1.5 per cent to 51.9 per cent – a discrepancy that Shibata said could be due to the broad definition of management roles under Japanese regulations.

According to the health

ministry, a female employee can be designated a manager if she holds the title of kacho, or "section chief", which is defined as an employee in charge of a unit with two or more subsections and who supervises 10 or more employees. But that definition can be malleable, as the ministry also says a company can categorise a female employee as a manager if she carries out the same duties as other section chiefs, even if she does not hold the title. There is no obligation for companies to define those equivalent responsibilities.

The effect is to expand the pool of women who qualify as managers and inflate the figures for female representation in senior roles that the

banks report. Men holding similar roles would not be defined as managers.

Among the regional banks, Niigata-based Daishi Hokuetsu Bank, The Senshu Ikeda Bank in Osaka and The Hyakujushi Bank based in Kagawa prefecture disclosed in June that more than 20 per cent of women occupied management positions, but those numbers included deputy section chiefs or managers.

Officials at the banks said the designation of female managerial roles was in accordance with health ministry rules. "If we restrict female managers to section chiefs, then the number will fall significantly," said one official at a regional bank.

## Philippines banks' bad loan ratio climbs to 3.46pc in May

MANILA

The share of soured loans to the banking sector's total loan book climbed for the fifth straight month to hit a nine-month high in May amid the high interest rate regime, as the Bangko Sentral ng Pilipinas (BSP) aggressively raised interest rates to control inflation.

Preliminary data from the BSP showed that the non-performing loan (NPL) ratio of Philippine banks rose to 3.46 per cent in May, the highest since the 3.53 per cent recorded in August last year, from 3.41 per cent in April.

The industry's NPL ratio improved steadily to a two-year low of 3.16 per cent in December 2022 after hitting 3.97 per cent in December 2021. The ratio peaked at 4.51 per cent in July and August 2021 as the Philippine economy struggled due to the impact of the pandemic.

According to BSP data, banks' bad loans climbed by 1.6 percent to P436.12 billion in May from P429.11 billion in the same month last year. The banking industry's bad debts have been increasing in the past five months from P398.79 billion in December.

On the other hand, the growth in the banking sector's total loan portfolio has been slowing over the past few months as the BSP raised interest rates by a total of 425 basis points since May last year to fight inflation and stabilize the peso against the dollar.

Philippine banks booked a 10.1-percent increase in loan disbursements to P12.6 trillion in May from P11.44 trillion a year ago due to the impact of the yearlong tightening cycle that saw the benchmark interest rate hit a 16-year high of 6.25 percent.

The banking sector's past due loans grew by 3.3 percent to P525.51 billion from P508.51 billion, as restructured loans went up by 7.6 percent to P310.3 billion from P335.72 billion.

Amid the rising soured loans and past due loans, Philippine banks beefed up their loan loss reserves by 9.2 percent to P444.03 billion in May from P406.62 billion in the same month last year.

This translated to a loan loss reserve level of 3.52 percent and an NPL coverage ratio of 101.81 percent.

Despite increasing since the start of the year, Bank of the Philippine Islands lead strategist Marco Javier said the NPL ratio of Philippine banks is likely to be stable at three to four percent this year.

"We're looking at low single digits for credit growth and NPLs probably near the three to four (percent) handle. Again, the lag effects of monetary tightening will probably be creeping in the latter part of this year," Javier said.

After raising interest rates by a total of 425 basis points since May last year to tame inflation and stabilize the peso, the BSP decided to extend its prudent pause by keeping the benchmark interest rate steady at 6.25 percent in the last two rate-setting meetings on May 18 and June 22.

Inflation cooled for the fifth straight month to a 14-month low of 5.4 percent in June from 6.1 percent in May, bringing the average to 7.2 percent in the first half, higher than the central bank's two to four percent target.

"But again, they (NPLs) should still be relatively lower than the peak that we saw during the height of the pandemic," Javier said.

## DIB Bank Kenya opens new branch in Nairobi mall

NAIROBI

DIB Bank Kenya, a subsidiary of Dubai Islamic Bank, has opened a new branch at a popular mall in Nairobi, which will serve as an information hub for customers seeking trade financing between Kenya and United Arab Emirates (UAE).

The Shariah-compliant lender on Monday said the move to locate its branch at the busy Sarit Centre mall will help it offer convenience to clients as it seeks to increase lending to small and medium-sized enterprises hard pressed for financing, the Business Daily newspaper reported.

The new branch replaces the one that was previously at a nearby location. DIB said with the headquarters of its parent firm based in UAE, it is strategically positioned to facilitate trade deals between Nairobi and Dubai.

"We are confident that we will be able to serve our existing and potential customers better and continue to strengthen our presence in the market," said Rose Kagucia, acting chief executive at DIB Bank Kenya.

"Shariah banking is fast gaining popularity in the country and this branch will serve as an information hub for customers."



The chargé d'Affaires at the UAE embassy in Kenya, Khalifa Al Rayssi, said DIB and other players in the financial sector hold a key place in promoting Kenya-UAE business ties.

"The investment, business, and financial relationship between Kenya and the UAE hold immense promise for both nations. The presence of the UAE banks in Kenya has enhanced access to financial services and fostered greater economic integration between the two nations," he said.

DIB Bank Kenya Limited was incor-

porated in 2014 as a fully owned subsidiary of Dubai Islamic Bank.

In October 2022, Kenya announced it will strengthen trade ties with the UAE, in a statement from the president's office.

The two countries would expedite trade agreements and establish a joint panel to investigate investment partnerships in oil and gas, technology transfer, agriculture, healthcare, and the development of Special Economic Zones.

According to the UAE's state news

agency WAM, said the talks proposed by the UAE and Kenya on a Comprehensive Economic Partnership Agreement (CEPA) were the first of its type between a Gulf Arab state and an African country.

WAM said such an agreement would boost the total value of UAE-Kenya non-oil bilateral trade, which grew to \$2.3 billion in 2021. Through the CEPA, the UAE and Kenya aim to remove trade barriers on a wide range of goods and services.

## Bitcoin inches up, holds above US\$30,500

MUMBAI

Bitcoin prices remain above US\$30,500 although its trading volume dropped in the last 24 hours. Ether and all other top 10 non-stable-coin cryptocurrencies traded mixed ahead of key inflation data announcement in the US later on Wednesday.

Bitcoin gained 0.62 percent to US\$30,741 in 24 hours to 4.05 p.m. in Hong Kong, but lost 0.06 percent on the week, according to CoinMarketCap data.

In the same period, the market capitalization of the world's biggest

cryptocurrency also inched up 0.57 percent to US\$597 billion, while its trading volume declined 21.12 percent to US\$11.87 billion. The token touched a high of US\$30,831 in the past 24 hours.

"BTC [Bitcoin] is seen to be consolidating between US\$29,800 - US\$31,200 in the last three weeks. A breakout either way is very likely in the coming days as July awaits several macro events, [including] the U.S. Consumer Price Index and the US Producer Price Index this week followed by the Fed's interest rate decision in the last week of July," Minal

Thukral, executive vice-president of growth and strategy at CoinDCX, India's first crypto unicorn, told Forkast in an emailed response on Wednesday.

"We can expect volatility coming in the second half of July with the upcoming events and BTC mostly staying range bound since last week," Thukral added.

Standard Chartered Bank on Monday projected Bitcoin prices would reach US\$50,000 by the end of 2023 and US\$120,000 in 2024.

"Historically, Bitcoin halving has proven to be the biggest driver for

the start of a bull run as this happens every four years where the supply for Bitcoin reduces by 50 percent, increasing demand which leads to price rise," Thukral said.

The next halving is scheduled for April next year, with the pre-halving buildup already reflecting the Bitcoin price increase.

Bitcoin prices also received a boost after several traditional finance (TradFi) companies, including BlackRock, WisdomTree, Invesco and Bitwise, filed Bitcoin exchange-traded fund (ETF) applications in the US last month.





## WORLD

## BBC: Presenter sent abusive messages to 2nd young person

LONDON

A crisis at Britain's BBC over alleged payments by an unnamed star to a young person for explicit images deepened on Tuesday when its news division reported that the male presenter had sent abusive messages to a second person, aged in their early 20s.

The new revelation came after the BBC sought to defend its handling of the growing scandal, after acknowledging that it did not flag the first complaint to senior management for seven weeks until a tabloid newspaper approached it about the story.

Britain's leading broadcaster has been rocked by a report in the Sun newspaper that the presenter had paid a young person 35,000 pounds (\$45,000) for explicit photos over three years, beginning when the person was 17.

The presenter has been suspended but not named, angering other high-profile stars who have fallen under sus-

picion on social media.

BBC News said on Tuesday it had been contacted by a second young person - unconnected to the first - who said they had been approached by the presenter on a dating app.

When the person, who never met the presenter, hinted online that they would reveal his identity, they were sent abusive, expletive-filled messages, the BBC said.

BBC News said it had verified that the messages were sent from a phone belonging to the presenter. It said it had received no response to the latest allegations from either the presenter or his lawyer. The scandal at the BBC has dominated national newspapers and television bulletins since it broke on Friday night, with Prime Minister Rishi Sunak describing the allegations as "very serious and concerning".

It took a further twist on Monday when the corporation said it had received a letter from a lawyer acting for the young person in the original case, to



Security guards patrol outside BBC Broadcasting House in central London on July 9, 2023. AFP

say the allegations were "rubbish". Police are examining the circumstances to establish whether there was evidence of a criminal offense. "There remains no police investigation at this time," they said.

The age of consent for sex in England is 16, but images of someone under 18 can be considered child pornography.

According to a timeline published by the broadcaster, a member of the young person's family walked into a BBC building on May 18 to make a complaint. The family member contacted BBC Audience Services the next day.

The BBC said it made two unsuccessful attempts - one email and one phone call - to respond to the complainant.

The Sun contacted the BBC

seven weeks later on July 6 with different allegations, the broadcaster said on Tuesday, and senior management were informed for the first time.

"The events of recent days have shown how complex and challenging these kinds of cases can be and how vital it is that they are handled with the utmost diligence and care," BBC Director-General Tim Davie told reporters after the corporation published its annual report.

Davie, who said he had not personally spoken to the presenter, said the new information provided by the Sun on July 6 "clearly related to potential criminal activity".

Funded by a license fee paid by every TV-watching household, the BBC often faces

criticism as it tries to be impartial. Earlier this year its highest paid presenter Gary Lineker sparked a free-speech row by criticizing the government's immigration policy.

It faced its gravest crisis in 2012 when it emerged that Jimmy Savile, one of the most recognizable TV personalities of the 1970s and 80s, was a prolific sex offender.

The corporation is now trying to investigate the claim against the presenter, protect that person's privacy while the facts are established, and respond publicly to the allegations, all while avoiding placing high-profile staff under suspicion. *Xinhua*

## Russia does not view current stage of global affairs as new Cold War, says Lavrov

MOSCOW



THE current stage of international affairs should now be viewed as a new Cold War; it would be more correct to describe current global trends as the process of creating a new multipolar world order, Russian Foreign Minister Sergey Lavrov said in an interview to Indonesia's Kompas newspaper.

"We do not define the current phase of international relations as a new Cold War. The issue at hand is different and is about something different, namely, the formation of a multipolar international order. This is an objective process. Everyone can see that new globally meaningful decision-making centers are strengthening their positions in Eurasia, the Asia-Pacific region, the Middle East, Africa, and Latin America," the top Russian diplomat said.

In his words, countries and associations that comprise such centers "promote values such as national interests, independence, sovereignty, cultural and civilizational identity and international cooperation."

"In other words, they are fully within the global development trend and are, as a result, going from success to success," Lavrov added.

The minister emphasized that the US-led collective West is trying to slow these processes in an attempt to maintain its hegemony, thus undermining global food and energy security and complicating things for the developing countries.

"Enormous amounts of money that could have been spent on promoting international growth, including on helping the countries that are most in need, are being burned up in the form of thousands of tons of military equipment and ammunition supplied to Ukrainian neo-Nazis," he said.

"However, this coin has a brighter side. Western egocentrism and disregard for the interests of the Global South and Global East encourage the latter to look for alternative cooperation formats across all areas.

The seizure of Russian gold and currency reserves in the United States and Europe have led the international community to realize that no one is immune from expropriation of tangible assets that are kept in Western jurisdictions," Lavrov explained.

In his words, not just Russia, but a number of other countries are consistently reducing their dependence on the US dollar and transitioning to alternative payment systems and payments in national currencies.

"At the same time, the effectiveness of country associations without Western participation is on the rise. The SCO and BRICS are a case of modern multilateral diplomacy without leaders or followers where decisions are made based on consensus. We welcome Indonesia's interest in strengthening cooperation with these associations, which undoubtedly have a great future," Lavrov added. *Agencies*

## Xi stresses higher-standard open economy, energy transition

BEIJING

CHINESE President Xi Jinping on Tuesday stressed efforts to put in place new systems for a higher-standard open economy and promote the gradual transition from dual control over the amount and intensity of energy consumption to dual control over the amount and intensity of carbon emissions.

Xi, also general secretary of the Communist Party of China (CPC) Central Committee and chairman of the Central Military Commission, made the remarks while presiding over a meeting of the central commission for deepening overall reform, which he heads.

Xi said that new systems for a higher-standard open economy are a strategic move to proactively boost reform and development through opening up.

He highlighted the importance of institutional opening up and

deepening institutional reform in investment, trade, finance, and innovation, among other key areas of foreign exchanges and cooperation, to actively raise China's opening up to a new level.

While staying focused on the strategic target of realizing modernization of agriculture and rural areas and building up its strength in agriculture, China should regard the handling of the relationship between farmers and land as its main task and work faster to shore up weak links in agricultural and rural development, to lay a solid foundation for building a modern socialist country in all respects, Xi said.

The building of ecological civilization has entered a critical period where cutting carbon emissions has become a strategic focus, Xi said.

He called for efforts to exercise better control over the amount



and intensity of energy consumption and shift gradually towards controlling both the amount and intensity of carbon emissions.

Xi stressed the necessity of promoting the reform of the salary system for university faculty members and research fellows in order to further unleash innovation vitality and creativity in institutions of higher learning and research

institutes.

On improving the national oil and gas supply capability, Xi said China should actively and prudently promote the institutional reform of the upstream, mid-stream and downstream sectors of oil and gas industries and ensure a stable and reliable supply.

On the electricity system, Xi demanded efforts to accelerate the building of a new power system that is clean and low-carbon, safe and sufficient, and cost-effective and highly efficient to promote the revolution of energy production and consumption and ensure national energy security.

Li Qiang, Wang Huning, and Cai Qi, all members of the Standing Committee of the Political Bureau of the CPC Central Committee and deputy directors of the central commission for deepening overall reform, attended the meeting.

The meeting noted that China's

development is facing a complex international situation. Efforts should be made to optimize the top-level design of new systems for an open economy, deepen institutional reform in trade and investment sectors, expand market access, and optimize the business environment and the service and support system.

China's comprehensive strength should be given full play to attract global resources and production factors based on China's strong domestic economy, which will improve the level and quality of trade and investment cooperation, according to the meeting.

It urged a tight connection between building a higher-standard open economy and national strategies, such as high-quality Belt and Road cooperation, amid efforts to actively participate in the reform and construction of the global governance system. *Xinhua*

## Sudan govt rejects deployment of foreign troops on its soil

KHARTOUM

THE Sudanese government on Tuesday rejected the deployment of any foreign troops on its territory, in response to a proposal by the Inter-Governmental Authority on Development (IGAD).

"The government of Sudan reaffirms its rejection of the deployment of foreign forces in Sudan and will consider them aggressors," Sudan's Foreign Ministry said in a statement.

The ministry expressed astonishment over the statements by Ethiopian Prime Minister Abiy Ahmed Ali, who said there was a vacuum in the state leadership in Sudan.

"The government of Sudan considers such statements as an infringement on Sudan's

sovereignty, which is unacceptable," the Sudanese Foreign Ministry said.

"Sudan has notified the IGAD that disrespect for member states' opinions will make Sudan reconsider the feasibility of its membership in the organization," it added.

On Monday, a meeting of the IGAD quartet committee was held in Ethiopia's capital Addis Ababa to discuss the implementation of the IGAD roadmap for peace in Sudan.

The Sudanese army delegation boycotted the meeting in protest against Kenya's chairmanship of the quartet committee, which also includes Ethiopia, Djibouti and South Sudan, while Sudan's paramilitary Rapid Support Forces (RSF) welcomed the meeting.

The Sudanese government has been calling

for a change in the committee's chairmanship since the IGAD summit in Djibouti in June, citing Kenyan President William Ruto's lack of "impartiality" in the ongoing crisis, Sudan's Foreign Ministry said in a statement on Monday.

In a communique issued at the end of the one-day meeting, the IGAD quartet group urged the Sudanese warring parties to agree on an "unconditional and indefinite" ceasefire.

It also decided to request the convening of the East Africa Standby Force (EASF) summit to consider the possible deployment of the EASF to protect civilians and ensure humanitarian access.

At the 14th ordinary session of the IGAD As-

sembly of Heads of State and Government in Djibouti on June 12, an initiative was adopted, including a roadmap for resolving the Sudanese conflict.

The roadmap outlined the establishment of a quartet committee chaired by Kenya to oversee the Sudanese issue, organize face-to-face meetings between the Sudanese warring factions, and initiate an inclusive process toward a political settlement within three weeks.

Sudan has been witnessing deadly clashes between the army and the RSF across the country since April 15, which have so far left over 3,000 people killed and 6,000 others injured, according to the Sudanese Health Ministry.

*Xinhua*

## UN: Racism underlies disparities in maternal mortality in Americas

HIGH rates of pregnancy-related deaths among women of African descent in North and South America are likely due largely to racism in the form of verbal and physical abuse from health care providers, denial of quality care, and refusal of pain relief, a UN report found.

The new analysis by the United Nations Population Fund (UNFPA) refutes misconceptions that Black women's lifestyle choices or genetics underlie their poorer childbirth experiences, the authors said.

Drawing on government data and published studies, they found Black

and mixed race women of African descent face disadvantages rooted in racist assumptions in medical education, policymaking, and health service delivery.

Medical textbooks, for example, teach childbirth based on a pelvic shape common to European women yet highly variable among women of other ethnicities, increasing their risk of obstetric intervention, the report said.

Many doctors also learn, incorrectly, that Black people feel less pain because of thicker skin and are less likely to experience postpartum

hemorrhage because their blood clots more quickly, the report added.

Furthermore, Black women more often face structural barriers related to transportation, medical insurance, and a lack of acceptable, culturally appropriate health services, the researchers found.

They were able to compare pregnancy outcomes in only nine of the 35 countries in North and South America: Brazil, Colombia, Costa Rica, Cuba, Panama, Suriname, Trinidad and Tobago, the United States and Uruguay. These were the only countries with comparable recent

national survey data stratified by ethnicity, race or skin color.

The largest discrepancy in maternal death rates was in the United States, where Black women are three times more likely to die within six weeks of giving birth compared to non-Black and non-Hispanic women, according to the report.

However, Black women in the United States fare better than non-Black women in other countries, the researchers said.

Higher income and education were not protective. Maternal deaths among US African-American college

graduates were 5.2 times higher than among white college graduates and 1.6 times higher than among white women with less than a high school diploma, the researchers found.

Maternal health policies rarely measure racial differences in outcomes, said Patricia Da Silva, program adviser for UNFPA's Initiative for People of African Descent.

Governments must ensure data is collected and analyzed in ways that allow for targeted policies that can shrink the gaps in quality of care, she said.

*Agencies*

**Many doctors also learn, incorrectly, that Black people feel less pain because of thicker skin and are less likely to experience postpartum hemorrhage because their blood clots more quickly**





Kiev lost over 26,000 during its so-called counter-offensive – Russian minister

## MOSCOW

STARTING from June 4, the armed forces of Ukraine lost over 26,000 servicemen and more than 3,000 items of military hardware during their so-called counter-offensive, Russian Defense Minister Sergey Shoigu (pictured) has told reporters.



"The adversary's losses beginning from June 4 have reached over 26,000 servicemen and 3,000 items of various pieces of armament," he said.

In his words, Russian troops destroyed 21 planes, five helicopters, 1,244 tanks and other armored vehicles, 17 German-made Leopard tanks, five AMX tanks produced by France and 12 US-made Bradley infantry fighting vehicles in the reported period.

Moreover, Russian forces eliminated 914 special automotive equipment, two air defense systems, 25 multiple-launch rocket systems (MLRS), 403 field artillery cannons and mortars.

Russian air defense systems shot down 176 HIMARS rockets, 27 Storm Shadow air-launched cruise missiles and 483 drones of the Ukrainian armed forces.

Shoigu underscored the damage done to the Ukrainian artillery.

"Once again, I repeat, 403 [artillery] weapons [have been destroyed], including 43 US-made artillery pieces and 46 self-propelled artillery weapons from Poland, the United States and France," the minister emphasized.

He added that Russian troops continue to strike the enemy's reserves and West-supplied military equipment with its high-precision weapons, thus reducing the offensive potential of the Ukrainian armed forces.

According to Shoigu, foreign intelligence services, primarily those of the United States and NATO, are closely following and analyzing Russia's combat operations and note "the high efficacy of our defense lines and barrier minefields, [and the] professional work of army aviation and ground-attack aircraft who carry out pre-emptive strike at the adversary's targets."

## Modi set to embark for France

## NEW DELHI

PRIME Minister Narendra Modi is set to visit France later this week to attend this year's Bastille Day parade as the guest of honour, at the invitation of President Emmanuel Macron.



The Bastille Day Parade will witness a 269-member tri-services contingent of the Indian Armed Forces marching alongside their French partners. The Fete Nationale Francaise is celebrated on July 14 or the National Day in France. It is also known as Bastille Day as this day is the anniversary of the storming of the Bastille in 1789 during the French Revolution.

The Indian military contingent would also be part of the marching contingent on Bastille Day, alongside their French counterparts to mark this important milestone.

Notably, PM Modi's visit will coincide with the 25th anniversary of the "strategic partnership" between France and India.

PM Modi's visit is expected to herald the next phase in the India-France Strategic Partnership by setting new and ambitious goals for our strategic, cultural, scientific, academic, and economic cooperation, including in a wide range of industries, an official statement released by the Indian Embassy in France said earlier.

Following are some of the views by France-based companies, among others:

Chairman and CEO of Naval Group, Pierre Eric Pomelle:

Friends in India share a common understanding and a mutual appreciation of strategic autonomy & self-reliance. It is being celebrated today in the frame of 25 years of strategic partnership between our two countries...My Indian and French colleagues join me to celebrate this long history of friendship & collaborative growth...We join President Emmanuel Macron in welcoming PM Narendra Modi as Guest of Honour for Fête nationale 2023.

Augustin de Romanet, Chairman/CEO at Aeroports de Paris:

It's a great honour for France to welcome PM Modi as the Guest of Honour for Bastille Day as the testimony of the strength of our commitment to this bilateral & long-standing partnership

Peter Herweck, CEO, Schneider Electric:  
As the festivities of Bastille Day in France begin, Schneider Electric welcomes Narendra Modi as the 'Guest of Honour' as the two countries celebrate their 25 years of partnership.

ANI

## NATO fails to give timetable for Ukraine membership at summit

## VILNIUS/KIEV

LEADERS of the North Atlantic Treaty Organization (NATO) on Tuesday failed to set a timetable for Ukraine's membership of the alliance, following the first day of the NATO summit in the Lithuanian capital Vilnius.

Speaking at a press conference, NATO Secretary-General Jens Stoltenberg said allies have agreed on a package of three elements to "bring Ukraine closer to NATO." However, he clarified that an invitation for Ukraine to join the alliance will be issued "when allies agree and conditions are met."

"It's unprecedented and absurd when a time frame is not set either for the invitation or for Ukraine's membership. While at the same time vague wording about 'conditions' is added even for inviting Ukraine," Ukrainian President Volodymyr Zelensky tweeted. He is set to attend the inaugural meeting of the new NATO-Ukraine Council on Wednesday.

NATO members have been divided on how to bring Ukraine closer to their bloc. While some Eastern European members are pressing for an explicit commitment on when Ukraine will join, the United States and Germany are reluctant to clarify, according to some reports.

Stoltenberg said NATO leaders have also approved the "most comprehensive defense plans since the end of the Cold War," and endorsed a new defense action plan.

Under the new plans, NATO aims to have 300,000 troops fully ready for action. NATO allies have also made an "enduring commitment" to invest at least 2 percent of their gross domestic product (GDP) annually in defense, although after "nine consecutive years of increased defense spending" since 2014, only 11 of the alliance's 31 members have reached or exceeded this target.

Critics argue that such an emphasis on militarization fosters an arms race among member states, diverting resources away from social and economic development and negatively impacting citizens' quality of life.

Swedish expert Jan Oberg said NATO's pledge to ask its members to invest a minimum of 2 percent of GDP annually on defense was "absurd." A military budget "should be decided according to a comprehensive threat analysis, followed by a priority discussion, and never be tied to a country's economic ups and downs," Oberg added.

"What we are seeing is a rampant, exclusivist militarism that doesn't care about the other side or about the consequences of its own provocative policies," said Oberg, director of the Transnational Foundation for Peace and Future Research.

Analysts have also warned that NATO's expansion and its responses to the Ukraine issue may seriously threaten global security.

Sevim Dagdelen, a member of Germany's lower house of Parliament, told Xinhua in a recent interview that NATO is not a defense alliance, although that is the constant refrain of Western leaders.



Ukraine's President Volodymyr Zelenskyy (second left) and Lithuania's President Gitanas Nausėda (second right) address the public during an event on the sidelines of a NATO summit in Vilnius, Lithuania, on Tuesday. AP

At the same time, the military pact is engaged in an aggressive arms drive and is thwarting all negotiation efforts regarding the Ukraine crisis, she said, accusing NATO of fighting a proxy war against Russia by supplying military aid to Ukraine.

Kremlin spokesman Dmitry Peskov on Tuesday accused NATO of treating Russia like an "enemy." "We are clearly talking about the summit of an association, which has a pronounced, concentrated anti-Russian nature," local media reported Peskov as saying.

Peskov said that Moscow has witnessed repeated waves of NATO expansion towards its borders, and the West does not understand the risks of this expansion.

Ahead of the two-day summit, protests against NATO have been held in several European countries. Underlining that the summit will see "calls for further escalation" of the Ukraine conflict, the

Stop the War coalition organized a day of peace protests across Britain on Saturday. Meanwhile, in Paris, a march against the military alliance drew hundreds of people, with many calling for France to withdraw from NATO.

## New coalition for training F-16 pilots

Ukraine signed a memorandum with 11 countries to create a coalition for training Ukrainian pilots to fly F-16 fighter jets, Ukrainian Defense Minister Oleksii Reznikov said Tuesday.

"It's official: a coalition for F-16 training of the Ukrainian Air Force has been formed," Reznikov tweeted.

Apart from pilots, technicians and support staff will participate in a training program, Reznikov said.

The creation of the coalition opens the doors to include other types of fighter aircraft in the program, he added.

Reznikov thanked Denmark and the Netherlands for their leadership in creating the coalition.

Separately, Ukraine's Ambassador to the United Kingdom Vadym Prystayko said that 20 Ukrainian pilots will begin training on Western fighter jets in Britain at the end of this month or at the beginning of August, the Ukrainian government-run Ukrinform news agency reported.

Prystayko noted that Britain does not operate F-16 fighters, but has other European-made aircraft.

Xinhua

## Israel's plan for 450 settlement units in East Jerusalem rejected

## RAMALLAH

PALESTINE on Tuesday rejected an Israeli plan to build 450 new settlement units in East Jerusalem, saying the plan has disregarded the countries that support the two-state solution.

Israel's plan is "disregarding the countries that reject the settlement," the Palestinian Foreign Ministry said in a press statement, adding the plan "aims to separate Palestinian neighborhoods, towns, and communities in Jerusalem from each other."

Earlier in the day, the Israeli Haaretz newspaper reported that Israel is advancing a plan to build 450 housing units for Jews in East Jerusalem.

The plan for a new Jewish neighborhood between the Palestinian villages of Umm Lisan and Jabal Mukaber in East Jerusalem is being pursued by a real estate company run by a right-wing activist, according to the report.

"The Israeli government is racing against time in implementing its expansionist map of interests at the

expense of the Palestinian land and deepening the annexation of Jerusalem," the ministry press statement read.

"These plans also aim at imposing Israeli law on East Jerusalem and separating it from its Palestinian surroundings," it added.

It accused the Israelis of sabotaging and undermining any opportunity to implement the principle of the two-state solution and to "establish a viable, sovereign, and geographically contiguous Palestinian state with East Jerusalem as its capital."

The Israeli settlement issue is the most prominent aspect of the Palestinian-Israeli conflict and one of the main reasons for the breakdown of the US-sponsored peace talks in March 2014.

The Palestinians demand the establishment of an independent state alongside Israel on all Palestinian territories occupied by Israel in 1967, including the West Bank and Gaza Strip, with East Jerusalem as its capital.

Agencies



Israeli forces gather as machinery demolish a house that was built without permission in the East Jerusalem neighbourhood of Jabal Mukaber, on Monday. AFP

## Trump's legal team seek postponement of documents trial

## WASHINGTON

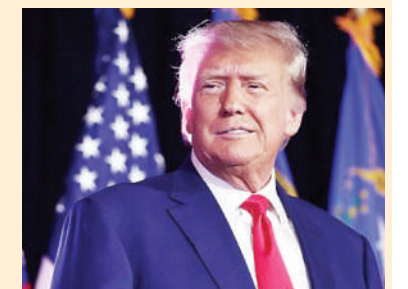
THE legal team of United States' former President Donald Trump has asked the federal judge to postpone his trial on charges of illegally retaining classified documents after he left office, said that the proceeding should not begin until all "substantive motions" in the case were resolved, The New York Times reported.

The former president's legal team, on Monday, argued in a court filing that no trial date should be set until all "substantive motions" in the case were resolved, setting up an early key decision by Judge Aileen M. Cannon. If granted, it could push Trump's trial into the final stages of the presidential campaign in which he is now the Republican front-runner or even past the 2024 election.

While timing is important in any criminal matter, it could be hugely consequential in Trump's case, in which he stands accused of illegally holding on to 31 classified documents after leaving the White House and obstructing the government's repeated efforts to reclaim them.

The filing came in response to one submitted last month by prosecutors working for the special counsel, Jack Smith, who requested a trial date of December 11. Judge Cannon, appearing to adopt the brisk calendar mandated by the Speedy Trial Act, had initially scheduled the case to go to trial in August, reported The New York Times.

Trump's lawyers pitched their request to Judge Cannon as a plea



for cautious deliberation and as a means of safeguarding democracy.

Trump is the first current or former president in US history to face criminal charges. Beyond the federal charges he faces connected to the documents, he also faces New York state charges related to falsifying business records in connection to hush-money payments made to a porn star.

Trump has been charged with three pre-election hush-money cases, including the one made to adult film star Stormy Daniels, Manhattan District Attorney Alvin L. Bragg said in an official statement.

In the statement, the attorney mentioned three instances of the 'catch and kill' scheme in Donald Trump's indictment.

"In one instance, American Media Inc. (AMI), paid USD 30,000 to a former Trump Tower doorman, who claimed to have a story about a child TRUMP had out of wedlock," Bragg said in a statement.

The attorney also stated that AMI paid USD 150,000 was paid to the woman who claimed to have a sexual relationship with Trump. And former President asked his lawyer to reimburse AMI in cash.

JIANGSU province in east China has made ceaseless efforts to foster green production and promote green lifestyles over recent years, integrating a green philosophy into everything from architectures to transportation, and to production.

By the Yangtze River in the Jiangbei New Area of Nanjing, capital of Jiangsu province, there is a building that looks like a giant wooden house which covers 2,400 square meters. The wooden structure, which looks cozy and trendy, has a top covered by large numbers of solar panels. It's cool inside on hot summer days

## Jiangsu province explores green, low-carbon production, lifestyles

even without the air conditioning on.

The "wooden house" is the service center of a residential complex for talents working in the city. The biggest highlight of the structure is that it is self-sufficient in energy.

Zhu Kan, deputy director of the green architecture center of Nanjing Yangtze River Urban Architectural Design Co., Ltd., the designer of the "wooden house," told People's Daily that the structure features ultra-low energy

consumption.

It was built with thermal-insulation wood materials and in the wall cavity, there are fire- and heat-resistant stone wool boards that keep the structure cool in the summer and warm in the winter, Zhu said.

According to estimation, energy demand of the service center is only about 70 percent of that of similar buildings, which means that the structure can save 316,000 kWh of electricity and 1,600 tons of water on an

annual basis, equivalent to reducing 274.4 tons of carbon dioxide emissions.

Apart from saving energy, the service center is also a supplier of energy. The 864 solar panels which span 1,800 square meters on the top of the building make a micro grid that boasts a total installed capacity of 345 kW and an annual generation capacity of 270,000 kWh. The micro grid powers not only the building itself, but also the charging poles in the residential complex. The

clean electricity generated by the facility each year is able to charge more than 5,000 electric vehicles.

"It's a prefabricated building, and the construction of it was like building blocks. Parts needed were fabricated in factories and then transported to the site for assembly," said Zhu, adding that it was efficient and reduced environmental pollution.

It is learned that Jiangsu province has built a batch of similar structures featuring ultra-low en-

ergy consumption. Constructed in green and low-carbon ways, they boast higher efficiency of energy utilization and lower carbon emissions.

At 8:00 am on a Monday, when traffic was the busiest of the day, Chen Taizhou, bus driver of Line 1 of Jiangsu's Wuxi, drove a bus from Wuxi's central bus station to the destination Yuanfouzhu, a local scenic tourist region.

"It was all jammed in the peak hours a few years ago, and I had to wait at traffic lights at almost

every crossroads. Passengers always complained about it," said Chen, referring to a 5-kilometer section that crosses 10 intersections in the downtown.

However, things have changed since last September. Chen found that he was seeing more green lights and less red ones when driving through the section, and the cycle length of red lights became shorter.

The change came from Wuxi's innovative attempt to promote green transportation and public transit with the Internet of Things (IoT) technology.

People's Daily



# Hidden Yanga strategy suffers huge setback as CAF alters tourney rules

By Correspondent John Kimbute

NOT many people expect the leadership at Young Africans SC (Yanga) to react as loudly in public as they feel inward, following a change of rules in the two tiers of African inter-club showdowns.

The continental federation late last week decided to neatly separate the two tourneys, the CAF Champions League and CAF Confederation Cup, from an auxiliary engagement, in which case the first stage or first-round losers will no longer drop into the other tournament. It alters plenty of strategies.

That route, dropping from the premier competition, enabled the current Premier League champions, Yanga, to reach the final of the second-tier competition, which is now solidly denied based on this change of rules.

That means the Jangwani Street side will have to compete on the same premises as their archrivals, Simba SC, who need not qualify in the preliminary stages, unlike their rivals.

The Msimbazi Street side goes directly to the first round, skipping the preliminary stage, Yanga won it last year.

This shift of rules, if taken intensely by the Jangwani Street outfit's leadership, might signal the need to build the side to appreciable levels than was the case last year.

It is an area where the leadership has been superbly indulgent, more worried by the departure of Fiston Mayele along with Tuisila Kisinda than examining what sort of defense line the side needs to survive to the Group Stage of the premier continental tournament.

Until now, this was not an issue, knowing they could easily shift to the second tier.

With this window closed, an option exists for the leadership, first to stay silent as the fans might not take much notice of the change as they did not sufficiently take note of the difference in the past season.

And it is not just the fans, with the usual alibi of being fairly untutored in football but it includes the pundits, who by



Yanga's players warm up a few minutes before confronting Simba SC in the 2022/23 Premier League's curtain raiser, the Community Shield clash, which took place at Benjamin Mkapa Stadium in Dar es Salaam last year. Yanga cruised to a 2-1 victory. PHOTO: COURTESY OF YANGA

and large agreed that Yanga was a success in the past season and Simba SC was a failure.

The disrespectful assertion was that Simba SC is 'used to' quarterfinal appearances!

No club can be used to that sort of achievement as clubs come and go, and any cursory look shows there are upwards of 20 clubs that have, at one time or another, reached the quarterfinals.

So the ability to arrive there is even then an achievement, even if it was the 10th time in a row, and even without attaining the semi-finals.

That kind of indulgence about going a step higher as the side 'is used to' the quarterfinal stage was an aspect of excess comfort with last season's success.

But, in the strictest of terms, the Jangwani Street side was removed from the CAF Champions League at the second stage, after winning the first one.

If one subtracts the shift to the second-tier tourney, it implies that Yanga was not capable of fighting at their weight in the premier continental showdown match last year.

It has to fight in undercard contention for its prowess

and ability to be noticed, and it stuck to the glib use of continental club championship as if it was the top tier. This opportunity has now been closed out.

What this implies is that the continental tournament this year would not be as exciting as it was in the past year, with Simba SC fighting at its weight and being bruised, and Yanga being recycled as an upper card from another tourney and magically going all the way to the final, under a feigned impression that it was just as important a tournament as what Simba SC was pursuing. So their rivals failed and they succeeded!

In a similar vein, chances exist that Yanga will have dropped its opportunity to shine in continental tourneys this season not just to their next-street rivals, Simba SC, but hard hitters, Azam FC.

Azam FC's efforts at building a competitive side, and a renovated technical bench as well, are impressive, and if anything they stand a chance of making it to the Group Stage of the continental competition where they fall.

The Jangwani Street side is the one that is in limbo, as it

was preparing for the second tier as well.

As July and August are remaining before player registration is closed, there is still a possibility that Jangwani Street outfit's leaders realize the urgency of the situation and cough up some cash to strengthen their side.

The point is that they have to have what it takes to make a difference in the CAF Champions League, not in the CAF Confederation Cup as now they have no avenue of reaching there.

In psychological terms it is a drive to maturity, to play as a real champion club and seek to prove it.

Based on the usual ill-wishing between the city rivals, the winner in this shift of rules is the Msimbazi Street side, based on an old rule, 'Hic Rhodus, hic salta!' (You said you could jump - to the bank of the river?)

Here it is (the river Rhodus, jump here!) Yanga ostensibly reached the final of the CAF Confederation Cup last season, so they definitely ought to show that they can indeed perform at a real club championship, CAF Champions League, without an option for second-tier recycling.



Retired Indian Air Force officer, Squadron Leader Ganduri Kasi Viswanadham, is pictured at Gilman's point (5685m) on Mt. Kilimanjaro in Moshi last week. It was a heroic feat by the ex-defense officer that was also celebrating his 77th birthday. PHOTO: CORRESPONDENT

## Singida Fountain Gate FC opens up on settling for Arusha training camp

By Correspondent Nassir Nchimbi

SINGIDA Fountain Gate FC has issued reasons for opting out of heading to Tunisia for a pre-season training camp and settling for doing preparations in Arusha.

The club's Information Officer Hussein Masanza disclosed they have already switched and begun an intensive camp after informing their football partners, Tunisia's US Monastir, that facilitated the invitation.

Last season, Singida Fountain Gate FC, then known as Singida Big Stars, finished in fourth place in the NBC Premier League after collecting 55 points from 30 games.

The Singida-based team was to leave for Tunisia on July 15 but the leadership said the side will not depart despite receiving the offer from US Monastir after signing an agreement of cooperation in administration, operation, and technology.

Masanza said that due to not having enough time, they have decided to set up camp in Arusha, given the side has lots of unaccomplished issues including bringing new signings.

"We have Singida Day that we planned to hold early next

month, the Community Shield which will be played in Tanga and the registration issues have not yet been completed, so the time for us is limited," Masanza stated.

"That's why the leadership

has decided the team will stay here, the goal being to keep ourselves fit by starting preparations early without distractions," he said.

"The Arusha camp started on Monday to see that we complete

the registration plans and bring players together in time to prepare ourselves for the next season," Masanza revealed.

The official added that they have contacted their Tunisia camp's hosts, US Monastir, to inform them that they have changed their plans.

"If things go well, we will look for friendly matches against outfits from Kenya and Uganda to test our competence and prepare ourselves for the new season... the players have already been informed that when the camp ends they will return to Singida," he said.

He also disclosed that they intend to complete good signings to beef up the squad for next season.

"Last season, we recruited good players who managed to push our team further and we are set to do the same thing. The registration committee is on the ground approaching players by the report submitted to it by our coach," Masanza noted.

Next season, Singida Fountain Gate will compete in the CAF Confederation Cup alongside Azam FC while Yanga and Simba SC will feature in CAF Champions League.



Singida Fountain Gate FC's Information Officer, Hussein Masanza.

## SC Villa's most valuable defender joins Yanga

By Correspondent Nassir Nchimbi

UGANDA Cranes defender Gift Fred has joined Mainland Tanzania Premier League champions Yanga.

Fred last season emerged as the best defender in the Ugandan domestic league, StarTimes Uganda Premier League, following two years of solid service at SC Villa.

The towering defender put pen to paper on a three-year deal on Friday thanks to Prosper Agency which brokered the transfer process.

Crane's ace defender, who has been captain at SC Villa, put up a remarkable performance last season as the outfit, nicknamed 'Jogoo', attempted to win the Premier League title only to lose it on the final day to Vipers SC.

Fred signed for the Mainland Tanzania champions as a free agent following the expiry of his contract at SC Villa last month.

He has also been on the radar of several clubs, especially in Uganda, Vipers SC and Kitara FC, and South Africa.

Fred was in Uganda's national

squad which battled it out in the 2022 African Nations Championship finals held in Algeria from January 13-February 4 2023.

The center-back started in all three games in Group B and has also played 90 minutes in the last two international matches against DR Congo and Algeria.

According to a reliable source, Yanga had been monitoring the defender and had a close look at him during Uganda's Africa Cup of Nations qualifiers' game against Algeria which took place in Cameroon last month.

Fred has been on the rise since joining SC Villa two years ago from Gomba Ssaza outfit. He was also playing for Booma FC in the FUSA Regional League at the time.

He will join fellow countryman, midfielder Khalid Aucho, at the Jangwani Street-based Yanga.

Other Ugandan footballers Moses Aliro and Shariph Sheen Kimbowa, both from Wakiso Giants, are having trials at Yanga and featured in the outfit's international friendly against Malawi's Nyasa Big Bullets FC last week.



## Jury decides 2014 document found in Aretha Franklin's couch is a valid will

PONTIAC, Mich.

A DOCUMENT handwritten by singer Aretha Franklin and found in her couch after her 2018 death is a valid Michigan will, a jury said Tuesday, a critical turn in a dispute that has turned her sons against each other.

It's a victory for Kecalf Franklin and Edward Franklin whose lawyers had argued that papers dated 2014 should override a 2010 will that was discovered around the same time in a locked cabinet at the Queen of Soul's home in suburban Detroit.

The jury deliberated less than an hour after a brief trial that started Monday. After the verdict was read, Aretha Franklin's grandchildren stepped forward from the first row to hug Kecalf and Edward.

"I'm very, very happy. I just wanted my mother's wishes to be adhered to," Kecalf Franklin said. "We just want to exhale right now. It's been a long five years for my family, my children."

Aretha Franklin was a global star for decades, known especially for hits like "Think," "I Say a Little Prayer" and "Respect." She did not leave behind a formal, typewritten will when she died five years ago at age 76.

But documents, with scribbles and hard-to-decipher passages, emerged in 2019 when a niece scoured the home for records.

In closing arguments, lawyers for Kecalf and Edward Franklin said the fact that the 2014 papers were found in a notebook in couch cushions did not make them less significant.

"You can take your will and leave it on the kitchen counter. It's still your will," Charles McKelvie told the jury.

Another lawyer, Craig Smith, pointed to the first line of the document, which was displayed on four large posters in front of the jury.

"Says right here: 'This is my will.' She's speaking from the grave, folks," Smith said of Franklin.

Kecalf and Edward had teamed up against brother Ted White II, who favored the 2010 will. White's attorney, Kurt Olson, noted the earlier will was under lock and key. He said it was much more important than papers found in a couch.

"We were here to see what the jury would rule. We'll live with it," Olson said after the verdict.

The jury found that the 2014 version was signed by Aretha Franklin, who put a smiley face in the letter 'A.'

There still will be discussions over whether some provisions of the 2010 will should be fulfilled and whether Kecalf Franklin could become executor of the estate. Judge Jennifer Callaghan told all sides to file briefs and attend a status conference next week.

AP

## Haiti's World Cup debut against all odds 'more than just football'

BRISBANE

WHEN Haiti play England in Brisbane on their Women's World Cup debut this month it will mark the culmination of a long and arduous journey against adversity.

While many teams in women's football fight for recognition and resources, the Haitians have had to overcome the additional challenges that have afflicted the Caribbean nation.

Haiti is the Western Hemisphere's poorest country and for years been mired in a vicious cycle of chronic political, humanitarian, economic and health crises.

Add in brutal gang violence, and the United Nations' top human rights official earlier this year described Haiti's multiple problems as a "living nightmare".

Against such a backdrop, the team were forced to hold their training camps and home games in neighbouring Dominican Republic. And yet, amidst all this, Haiti beat Chile in a playoff in New Zealand in February to qualify for the World Cup for the first time.

"We just put our head down and worked and tried not to worry about all the outside factors," midfielder Milan Pierre-Jerome told the Miami Herald.

"Yes it's been more difficult for us compared to teams in other countries, but knowing that no matter the circumstances, no matter what challenges we face, we still have 11 players on the field, one soccer ball and we all play with cleats. That's what held us together."

Haiti are in Group D at the World Cup in Australia and New Zealand alongside China, Denmark and European champions England. They face England in their opener on July 22.

- 'Special Dumornay' -

The nucleus of the team emerged in 2018, when Haiti qualified for the Under-20 Women's World Cup, their first global FIFA tournament of any kind.

Nine of that youth team were part of the squad which beat Chile, including midfielder Danielle Etienne, who is well aware of the positive impact that the team has had on her country.

AFP

# Real Madrid face questions over unexplained costs of €122 million

By Sam Wallace

REAL Madrid have declined to explain why 20 per cent of its costs are unaccounted for in the club's most recent financial results, posing questions about compliance with financial control regulations.

A Telegraph Sport investigation into the most successful club in European football has revealed that around €135 million in payments was directed into a sub-category of "other operating expenses" in the latest results, published in October, of which €122 million is unexplained.

The club has refused to respond to questions on the issue - including the specific allegation that the expenses are indeed, in whole or in part, repayments on a deal with a US financier for the sale of future marketing income.

The first of these deals, signed with the private equity group Providence in the 2017-2018 financial year, gave the club cash in return for the sale of future income streams and since then the deal has been extended in terms of length and value.

The sums earned from the sale of an unspecified percentage of future sponsorship revenue, which the club said was renewed in 2019-2020, were booked in Real's accounts as revenue rather than debt. The club has never explained in detail how that commitment is paid back to Providence or how much is paid every year.

There is no suggestion that the deal with Providence is illegal, although there are questions over whether it is compliant with Uefa financial controls.

There are major advantages in such a deal structure, even if money simply comes in from up-front cash payments to cover budget shortfalls and then goes out of the club in repayments to the same third party.

It means that the up-front cash is not regarded as a loan under financial fair play considerations and contributes to establishing a higher headline revenue figure - critical in the calculation of salary caps.

However, there are serious questions as to whether clubs should be permitted to book the sale of future revenues as marketing income rather than debt.

Especially in an era when others, such as nation-state owned clubs such as Manchester City, are coming under intense scrutiny as to the validity or otherwise of their commercial income.

The Spanish tax authorities regard this kind of payment to any entity for a share of future income as a financing deal which means it is treated, for tax purposes, as debt. The deal with Providence was originally described by Real as a "participation account" and then in its most re-



Real Madrid were able to beat off their rivals to the signature of Jude Bellingham. Agencies

cent results as an "unincorporated joint venture agreement".

The Telegraph has analysed comparable European rivals of Real and none have such large undefined payments in their financial results in any similar additional expenses category.

Before the club's financing deal was agreed with Providence, Real was obliged to borrow in the short-term to meet salary costs in the 2014-2015, 2015-2016 and 2016-2017 seasons. They borrowed between €72 million and €82 million in each of the three years but since the deal with Providence those short-term loans have no longer been necessary.

In the most recent Deloitte Money League, the industry-standard index that ranks clubs by their revenue, Real were second in Europe only to Manchester City. Real reported a total revenue of €713.8 million for that financial year in question.

The salary budgets for Liga clubs are calculated as a percentage of revenue, and Uefa is moving towards a similar financial model whereby spending is set as a percentage of revenue.

In a separate development, Madrid's short-term finances were significantly bolstered last summer by €360 million from the sale of 30 per cent of revenue over 20 years from their remodelled Bernabeu stadium. That was a deal with the US investor Sixth Street that has been drawn down by the club in two tranches.

The first payment of €316 million for the 2021-2022 season meant the club avoided a loss of around €300 million. A further €44 million will be booked as profit for the 2022-2023 season.

Real have declined to answer specific questions about the nature of all but €13.6 million of the €135 million in payments made via its "other operating expenses" sub-category in the club's financial results for the year ending June 30, 2022. That €13.6 million is the means-tested

payment to Spain's Liga that all its 20 members must make for central costs.

Rather than be deducted at source from central broadcast income it is made to the clubs and then paid back, an arrangement that maximises the clubs' top-line revenue figures even if the cash does not stay in those respective businesses for long.

The Spanish Liga administration did not respond to the same set of questions about Real's finances that were posed to the club. Uefa, the European governing body that regulates financial cost controls, declined to comment on the issue.

Although Real signed the English talent Jude Bellingham this summer, one of Europe's most sought-after players, in a deal with Borus-

sia Dortmund worth up to €134 million, the club has been a fading power in the transfer market in recent years.

The club's president Florentino Perez has been a longstanding critic of the power of nation state-owned clubs and remains the driving force behind the European Super League rebellion.

While Real have registered an interest this summer in a number of leading strikers to replace Karim Benzema, so far their only signing in that regard has been their former academy boy Joselu - once of Stoke City - who has come on loan from relegated Espanyol.

They have been interested in Harry Kane. Most recently there have been reports of interest renewed once more

in Kylian Mbappe, a long-term Real target who currently is out of contract in France next summer and in a stand-off with his current club.

While Real have reassured its members that it is in a strong financial position, in recent years it has only stayed marginally in profit. It has done that in part through player sales, its financing deal with Providence, and more recently that €360 million sale of future rights, known colloquially in Spain as a "palanca", or financial "lever".

The €800 million financing deal for the newly renovated Bernabeu is an additional cost, with payments spread over 25 years up to 2049.

The question of Real's rapidly growing "other operating expenses" sub-category, itself lo-

cated in the accounts within the headline "other operating expenses" category, remains unexplained by the club. There is no detail forthcoming despite a rise in payments in that sub-category of 800 per cent over five years.

This has come against the backdrop of revenue growth for the club of just six per cent over the same period, as well as encompassing two years of Covid-19 when revenue fell sharply.

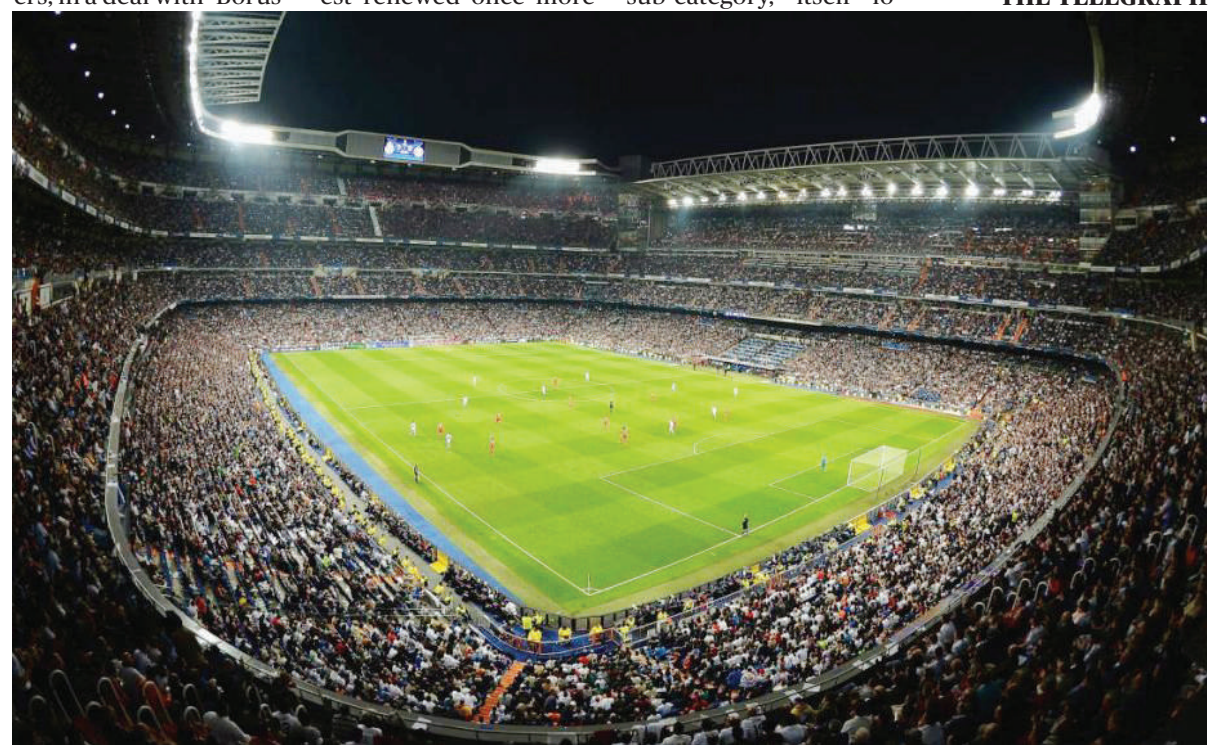
Of Real's total €672 million revenue in 2017, €17 million - three per cent - was budgeted for the "other operating expenses" sub-category. It jumped to €46 million the following year and has risen every year bar one since then.

Even as Real's revenue has suffered through the Covid-19 era so the payments in the "other operating expenses" sub-category have risen. In 2021 payments through that sub-category were 12 per cent of total revenue, €77 million, and then climbed again to €135 million, or 20 per cent of total revenue, in the most recent financial results.

The issue of transparency was raised by Real itself this year when it said in a statement in March that it had "deep concern" about Barcelona's conduct in the affair over payments to companies registered to the former referee official Jose Maria Enriquez Negreira. Barcelona sold €700 million of future revenue streams last summer, including a total of 25 per cent of Liga television revenues for the next 25 years to Sixth Street.

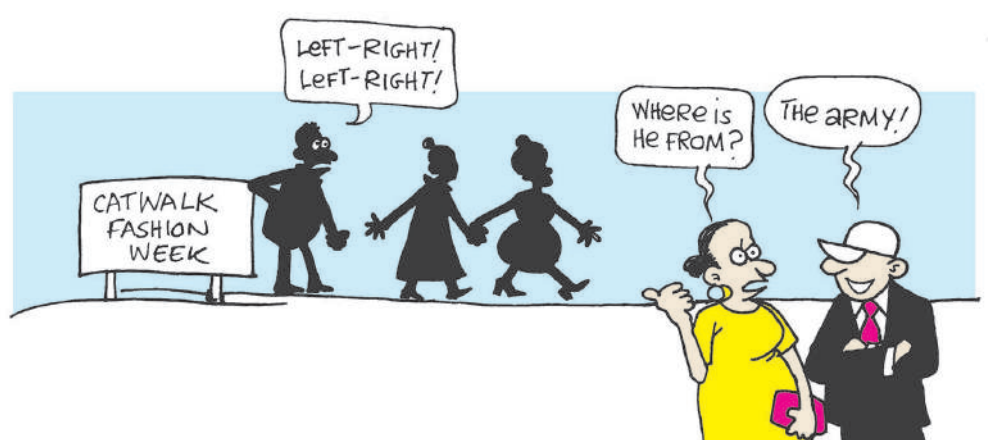
It is understood the US investor paid a €500 million up-front fee.

THE TELEGRAPH



Santiago Bernabeu Stadium

Gwiji by David Chikoko





# SPORT

Real Madrid face questions over unexplained costs of €122 million

PAGE 19

## Tanzania to discover pathway to 2026 FIFA World Cup finals



Taifa Stars players are pictured in a training session at Benjamin Mkapa Stadium in Dar es Salaam last month, shaping up for a 2023 Africa Cup of Nations Qualifiers' tie against Niger which took place at the stadium. PHOTO: CORRESPONDENT JUMANNE JUMA

have made 10 unsuccessful World Cup qualification attempts.

In the last attempt, Taifa Stars finished third in a group that had eventual winners DR Congo, second-placed Benin, and Madagascar which ended bottom.

Pot 1 is made up of Morocco, Senegal, Tunisia, Algeria, Egypt, Nigeria, Cameroon, Mali, and Ivory Coast. Burkina Faso, Ghana, South Africa, Cape Verde, DR Congo, Guinea, Zambia, Gabon, and Equatorial Guinea make Pot 2.

Pot 3 includes Uganda, Benin, Kenya, Mauritania, Congo, Madagascar, Guinea Bissau, Namibia, and Angola.

Teams making Pot 4 are Mozambique, Gambia, Sierra Leone, Togo, Tanzania, Zimbabwe, Central African Republic, Malawi, Libya.

Pot 5 has Niger, Comoros, Sudan, Rwanda, Burundi, Ethiopia, Eswatini, Botswana, and Liberia, whilst Pot 6 has Lesotho, South Sudan, Mauritius, Chad, Sao Tome, Djibouti, Seychelles, Eritrea, and Somalia.

pots.

The seedings that were released by the world football governing body were based on the FIFA Rankings for June.

Taifa Stars has been seeded in Pot 4 alongside Mozambique, Gambia, Sierra Leone, Togo, Zimbabwe, Central African Republic, Malawi, and Libya.

Tanzania, with its population of 61 million people, has never played in the World Cup finals.

Since 1966, Taifa Stars

have officially entered the draw, including Zimbabwe whose suspension by FIFA since February 2022 due to government interference in football was lifted on Monday.

For the draw, the 54 teams will be divided into nine groups of six, and the winners of each group will automatically qualify for the 2026 FIFA World Cup.

As the World Cup finals tournament has expanded to 48 teams from the previous high of 32, there will

be a further qualification chance for teams that finished second in their respective groups in the African qualifiers.

The four best runners-up from the groups will play in a CAF Play-Off tournament. The winner of the CAF Play-Off tournament joins five other teams in an inter-confederation tournament with two World Cup places up for grabs.

To determine the composition of each group, teams have been seeded into six

By Correspondent Michael Mwebe

**T**ANZANIA will discover the 2026 World Cup Qualifiers opponents this evening as the Confederation of African Football (CAF) conducts the all-important draw for the tournament.

The official draw of African Preliminaries Qualifiers for the 2026 FIFA World Cup will be conducted in Abidjan, Cote d'Ivoire - a few hours after the 45th CAF Ordinary Assembly that will also be held in the same city.

All 54 CAF member nations

**5**  
**EATV THURSDAY**  
11:00 DADAZ LIVE  
12:00 WEEKEND MOVIE (r)  
13:30 Kili za Wana  
14:00 Bongo Hits  
14:30 Ujuzi (r)  
15:00 Funguka  
15:30 Ubongo Kids (r)  
16:00 Zota Kuntu  
16:30 #HSHTAG  
17:00 SSELECT  
17:30 Kurasa  
18:00 eNewz  
18:30 Bongo Hits  
19:00 EATV SAA 1  
20:00 DADAZ (r)  
21:00 NIRVANA  
21:30 TOP 10  
22:00 Zota Kuntu  
23:00 Kurasa (r)  
23:05 EATV SAA 1

**TO NIGHT @ 9:00**  
**NIRVANA**  
NIRVANA is hip and edgy. It explores the latest trends in fashion, art, style and recreational activities. NIRVANA speaks to the trend makers, shapers and observers. It's a one stop shop for everything trendy.

**eastafrika RADIO**  
06:00 Supa Breakfast  
10:00 MAMAMIA  
12:00 Kipenga Xtra  
13:00 Planet Bongo  
16:00 EA Drive  
20:00 Kipenga  
21:00 The Cruise

**88.1FM**  
DAR ES SALAAM

## Coach Abdallah ditches Prisons for promoted Mashujaa FC

By Correspondent Michael Mwebe

FORMER Tanzania Prisons' head coach, Mohamed Abdallah Juma 'Baresi', has been appointed head coach at newly promoted Mashujaa FC.

Baresi replaces Major (Rtd) Abdul Mingana, who surprisingly departed from Mashujaa FC having guided the club to promotion to the NBC Premier League for the first time in the club's history after defeating Mbeya City FC in the playoffs last month.

Baresi, the former Zanzibar Heroes player, steered Tanzania Prisons into safety having taken charge midway through the 2022/23 campaign but has left the wardens despite having six months in his contract.

A short statement on the Kigoma-based side's Instagram account read: "Coach Baresi will be leading our team on a one-year contract."

Baresi also granted his first press conference as the club's new coach and revealed what is expected from their transfers as they build a squad for their topflight debut season.

The tactician said: "This is a newly promoted team, everyone is keen to know the kind of signings we will make. I must say that Mashujaa Sports Club has a good transfer strategy."

"The transfers will be interesting because the players are the same, the main thing is to get them out of where they are and bring them here," Abdallah pointed out.

He noted: "There is nothing more important than ensuring we sign a player who can help the team."

"And when the player comes, he knows that he has come to work for the team and even the aspects of the contract will show him what he is going to do and what the team wants him to do," the trainer stated.

Abdallah stressed: "The important thing is to realize that and whoever we bring here, has to understand that he has a role to play in the team in helping the team attain its desired levels."

His primary objective will be to guide the army-owned club to survival in the top flight.

Mashujaa FC, meanwhile, has also confirmed two signings, with strikers Adam Omary Adam and Abdunnassir Asaa Mohamed joining the side from Ihefu SC and Zanzibar's Mlandege FC respectively.

The team is officially known as Mashujaa Lake Tanganyika FC (Mashujaa FC). After several unsuccessful attempts in the Regional Champions League, it finally got promoted to the Second Division League in the 2018/19 season.

The club is managed through bilateral cooperation between Tanzania People's Defense Force (TPDF) and the Kigoma Ujiji Municipal Council.

The outfit's badge was adopted to honour Africa's last remaining wild chimpanzees found at Gombe and Mahale parks in Kigoma. The team's main jersey incorporates palm fruit colours to symbolize Kigoma's wealth.

The alternative jersey colours are white and blue, representing Lake Tanganyika - the world's longest, second deepest, and least polluted freshwater lake harbouring an estimated 1000 fish species - that is found in Kigoma.

## Tabora Utd, Fountain Gate FC slapped with FIFA transfer bans

By Correspondent Michael Mwebe

WORLD soccer governing body, FIFA, has sent the Tanzania Football Federation (TFF) a letter announcing a transfer ban on newly promoted NBC Premier League side, Tabora United, and Championship League club Fountain Gate FC due to outstanding dues to Egyptian coach Ahmed El Faramawy Yousef Mostafa Soliman.

The letter to TFF did not specify the number of transfer windows that each club will be banned from but only clarified that it is due to failing to pay Soliman as instructed by FIFA. Soliman, who coached the teams at different times, filed a lawsuit at FIFA for breach of contract.

After Soliman won the case, the two clubs were supposed to have paid him within 45 days since the decision was issued, but they did not adhere to the judgment.

The duo is now banned from registering any new players, either nationally or internationally, up until the due amount is paid.

The maximum duration of the ban shall be of up to three entire and consecutive registration periods.

"We take due note that in its correspondence, the creditor informs us that the respondent, Kitayosce (Tabora United), has not complied with its financial obligations by the decision of FIFA," a correspondence from FIFA read.



A section of footballers making Tabora United, formerly known as Kitayosce FC, congratulate the outfit's attacker Fabrice Ngoy Wa Ngoy (Front) after he scored for the club in one of the 2022/23 Championship League's clashes in Tabora. PHOTO: COURTESY OF TABORA UNITED FC

The letter said: "In this regard, we wish to inform the parties that a ban from registering new players internationally has been implemented by FIFA as of today."

"Moreover, and following the aforementioned decision, the respondents' member association is requested to immediately implement on the respondent Kitayosce FC, a ban from registering new

players at the national level," the letter added. Kitayosce FC rebranded to Tabora United after earning a promotion to the NBC Premier League at the end of the 2022/23 season. They finished second in the 2022/23 Championship League to clinch one of the two direct promotion tickets alongside champions JKT Tanzania.

According to multiple sources close to Fountain Gate FC, the club owes coach Soliman \$6000 for his service in the Championship League last season.

Fountain Gate FC finished seventh, three places outside the promotion playoff spots. The 2023/24 main transfer window opened on July 1 and will close on August 31.

Last season, Geita Gold FC

and Biashara United were slapped with transfer bans after the duo failed to settle payments owed to foreign coaches and players.

However, Geita Gold FC settled their financial obligations to Burundian coach Etienne Ndayiragije and was permitted to register new players before the closure of the transfer window.

## Flexibles by David Chikoko

