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 BUSINESS • ECONOMY • MARKETS • WEALTH

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## National Pg 3 Francophonie Week to be marked in Dar



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# Children with special needs identified, placed in schools

By Guardian Reporter

**P**RESIDENT Samia Suluhu Hassan said yesterday that the government has prepared guidelines to simplify provision of special and inclusive education, including supervision in running institutions that cater for students with special needs.

Addressing a school audience in the presence of a large number of central government administrators during a tour at the Benjamin Mkapa Secondary School in Ilala District in Dar es Salaam, the president said the government continues to implement the five year project for a national strategy on inclusive education.

It will adhere to the provision of inclusive education at all education levels from elementary, primary, secondary, technical colleges, community development, adult education and universities to provide quality education to students with special needs, she stated.

"We are doing so because it is part of implementation of international conventions," she said, citing goal number 4 in the Sustainable Development Goals that refers to education. "It requires us to provide education to all, free education to both girls and boys and ensure they have equal opportunities in receiving education," she explained.

The government has already spent more than 5.9bn/- for purchase of equipment for students



President Samia Suluhu Hassan pictured in Dar es Salaam at the weekend receiving hearing aids from NMB Bank Plc CEO Ruth Zaipuna (R) as the bank's support to special needs students of the city's Benjamin Mkapa Secondary. The president was on a tour of the school. In total, the bank extended an assortment of items worth 58m/- to the school and three others. Photo: Guardian Correspondent

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## Meat exports rise by 200pc, govt uplifting fishing ports

By Getrude Mbago

MEAT exports had rapidly grown to 5,340 tonnes in six months, a surge of more than 200 per cent in the first half of the year from 1,774.29 tonnes during the past year, the government has stated.

Mashimba Ndaki, the minister for Livestock and Fisheries, made this observation when briefing reporters in Dar es Salaam yesterday on achievements attained by the ministry in the one-year period of the leadership of President Samia Suluhu Hassan. Rising exports from July 2021 to January this year reflect efforts of the government in injecting \$22.4m (52.1bn/-) from \$9.9m last year, he stated.

Similarly, the construction of modern fishing ports in Kilwa District, Lindi Region is set

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## EALA endorses bill for women's organisation

By Guardian Correspondent

MEMBERS of the East African Legislative Assembly (EALA) have endorsed a bill to recognise the assembly's women organisation. Ambassador Fatma Ndingiza, the secretary general of EALA Women Organisation, told reporters here at the weekend stood as EALA women members, but they work together with their men counterparts.

Soon after the bill was endorsed, the women EALA members expressed pride on the success of women in the East African Community (EAC) for having President Samia Suluhu Hassan and three women Speakers of Parliament in the six parliaments of EAC zone. The chamber organisers said they have passed the bill to officially recognise the EALA Women Organisation even though there are some challenges, but they

**“We are commemorating International Women's Day for achieving this success, but we are also reminding member countries to solve the remaining challenges,” the group leader noted, an EALA member from Rwanda.**

are proud for the great stride in having a woman president in the person of President Samia. Legislatures in Tanzania, Rwanda and South Sudan have women in the positions of Speaker, with around a third of cabinet ministers being women, while in Rwanda women account for 63 per cent of the cabinet line-up, she explained.

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## TADB, Bill and Melinda Gates in \$147m dairy project accord

By Getrude Mbago

A THREE year project, the Tanzania inclusive dairy processor/producer partnership, to be implemented collaboratively by the Tanzania Agriculture Development Bank (TADB) and Heifer International pegged at \$147m (339.7bn/-)

was launched in Dar es Salaam yesterday.

It aims to help smallholder dairy farmers to partner with milk processors and thus increase the production, collection, processing and sale of high quality milk, and as part of this initiative, the Bill and Melinda Gates Foundation

has floated a grant of \$7m (16bn/-) to strengthen the implementation of the project.

Prime Minister Kassim Majaliwa officiated at the launching event where TADB and the Bill and Melinda Gates Foundation signed the agreement. He appealed for coordinated efforts between the

government, the private sector and development partners in improving the livestock sector to enable it grow and properly contribute to national income.

The participating organisations and other agencies need to ensure

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Food vendor Edina Michael clears the decks, as it were, shortly before beginning to attend to customers yesterday. She said she saw the commemoration of International Women's Day as an occasion for women to support one another and each other while engaging in lawful income-generation and therefore poverty alleviation activities. Photo: Correspondent Ibrahim Joseph





## Children with special needs identified, placed in schools

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with special needs in primary, secondary and higher education, as last year it published and distributed books in enlarged Braille fonts for all subjects from Standard I to VII for pupils with poor sight.

"The government has also provided 704m/- for similar books on arts, science and commerce subjects from Form I to Form IV and in the next step the government will do the same for Form V and VI," she remarked.

The government is making various efforts to make sure it puts in place friendly teaching and learning environments to enable every Tanzanian child to benefit, she stated.

The government instructs that buildings adhere to requirements of students with special needs, while seeking to put to affect the 2021 guidelines on nutrition in schools, the president asserted, assuring the public that responsible ministers in Education and Regional Administration (PO-RALG) were working on the guidelines.

They need to make sure children are educated in environments with opportunities envisaged in the conventions and current guidelines, she stated, promising to follow up on the issues to ensure that the goals are being implemented.

In order to make sure that all children with special needs get education opportunities, in 2021 the government conducted a house to house identification of such children reaching school starting age, she explained.

The exercise was conducted in 3,785 wards or 95.7 per cent of all wards and identified 28,968 children with special needs out of 59,784 who were evaluated, she stated.

"All these have started school and we shall not accept that a child misses out in education because of physical challenges. My ministers say they have provided a lot of funds for this pursuit," the president asserted.

"And that is the reason we continue pushing understanding in society on identification and enrolment, taking appropriate steps for students with special needs in all levels of education," she said further.

While at the school, President Samia narrated what had transpired in a private talk with a student, Emmanuel Mzena, who has some disabilities saying she promised to take up and provide all what he had asked from her. This includes obtaining an education overseas and establishing an entity to assist students with special needs.

Mzena had expressed gratitude to the government and his mother who he called "a strong queen" for her efforts to enable him to study to the stage he has reached, the president noted.

"In regard the establishing an institution for him, my aim is to speak for students like him who have been hidden in homes. They should come out to get education in schools.

"That is what we discussed with Emmanuel in private, but two or three other issues we discussed I will retain as a secret between me and him," she surmised.

President Samia praised teachers for the big job they were doing, insisting to students, teachers, parents and guardians that the government recognises challenges facing students with special needs countrywide.

## Mozambican envoy urges youth to make jobs and get rid of job-seeking syndrome

By Guardian Reporter

THE Mozambican ambassador to Tanzania, Ricardo Mtumbuidi has urged young Tanzanians to inculcate a habit of developing their talents as one way of creating job opportunities and get rid of job-seeking syndrome.

"The time has come for young people to start recognizing the talents that God has given them and transform them into opportunities that will help them change their lives along with leaving the concept of waiting to be employed," said Mtumbuidi when speaking in Dar es Salaam at the launch of two English books—A day with a Quote and Dear Paula, written by a poet, Aisha Kingu.

The envoy said it is time for young people to use their talents for self-employment to earn a living as there are many opportunities hidden in youth talents.

He also called on parents to be at the forefront of ensuring that they recognize their children's talents and develop them so that they can be the saviour of the future by creating a secure income.

"Parents are in a very good position

to develop their children's talents from birth. I would also like to congratulate Dr Saidi Kingu for recognising his daughter's talent and helping her achieve her goals and fulfill her dreams," he said.

For her part, the author of the books Aisha said the books carry a variety of messages and everyone who reads the books will give her the motivation and strength to face challenges as well as a positive attitude towards achieving success. Fair Competition Commission (FCC) Director General, William Erio commended the parents of the girl and

in the EAC zone include the lack of education opportunities, as in many instances male youth are in school, while the girls are at home serving families and volunteered to the maximum during the Covid-19 pandemic. Many girl students failed to continue with education, during the pandemic on account of

volunteering for their families, she elaborated.

Dr Abdullah Hasnu Makame, an EALA member from Tanzania, said he was glad that the EALA has passed the bill, noting that bill adoption was delayed "as we ought to have adopted it since 2017 as we understand that increasing the participation

of women in various decision making bodies of the EAC is among EAC aims," he added. "And this is physically reflected because out of six EAC ministers, three are women, as are three Speakers in EAC legislatures, and a woman president in the person of Tanzania President Samia Suluhu Hassan," he

stated. Students who participated in the event said they were happy for the EAC to recognise them by inviting them.

Deborah Walid, a Form II from Peace House School in Arusha expressed fine sentiments to have been at the EAC head offices. "We have learnt a lot on

women's rights and we are also happy to hear that we can also be successful," she said. The EALA Women Organisation aims to mobilise unity for a robust EAC by cooperating with men on how to incorporate more women in its decision making organs, the Rwanda delegate intoned.



Kilimanjaro Fresh marketing officer Eulalia Marandu (2nd-L) briefs Prime Minister Kassim Majaliwa in Dar es Salaam yesterday on the Tanzania Inclusive Processor-Producer Partnership in Dairy-TISP coordinated by the Tanzania Agricultural Development Bank and the Bill and Melinda Gates Foundation. Left is another Kilimanjaro Fresh employee, Hilda Halisi. Photo: PMO

## TADB, Bill and Melinda Gates in \$147m dairy project accord

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the sustainability of the project, that it produces positive results to farmers and the country for years to come, he stated, underlining that the potential of the dairy subsector remains underexploited.

Stakeholders need to chip in and establish investments in the area, he stated, elaborating that the dairy industry was a lucrative sector that can serve as a driver to industrialisation, food and nutrition security and enhancement of incomes.

So investing in systematic ways that will boost the dairy industry value chain was a matter of paramount importance, he stated.

"We appreciate support from the Bill and Melinda Gates Foundation for dishing out the funds to help stimulate sustainable growth of the dairy sector. The government will supervise to ensure that the funds are properly used to achieve intended goals," the premier declared.

Despite the country ranking number two in cattle populations in Africa after Ethiopia, the dairy industry is still lagging behind in the quest for modernisation, he pointed out.

With its cattle population of around 33m, Tanzania produces over 3.4bn litres of milk annually, with just three per cent being processed and the bulk sold unprocessed and unregulated. This affects smallholder farmers and retards industrialisation, he affirmed.

He tasked the Ministry of Livestock and Fisheries to invest in educating pastoralists on modern livestock keeping which embraces having a small number of animals for greater benefits.

"Many livestock keepers still have poor knowledge on the importance of smart cattle keeping. They only think about having large herds of animals as store of wealth," he said, describing this outlook as faulty. Having just a few animals at home who receive good care is more profitable, he asserted.

The ministry needs to invest in research to help bring up answers to challenges facing the potentially lucrative sector, he stated, affirming that it is high time now for Tanzania to abandon traditional livestock keeping.

Adopting smart cattle keeping practices will facilitate achieving set development goals, he emphasised, demanding that the ministry and other authorities sit down with herders and educate them on the importance of adopting new ways of animal keeping to increase productivity.

The government, the private sector and development partners should work together to implement strategies that will increase productivity in the livestock sector, he said, noting further that pastoralists and farmers must be reached closely to improve their herding practices. The government was putting into effect various strategies, hiring over 3500 extension officers posted to various regions, he pointed out.

The premier commended TADB for

its efforts in ensuring that it reaches more farmers by financing skills development, technologies and tools to support their development, tasking regional commissioners with supervising the setting up of milk collection centres at district and ward levels.

TADB managing director Frank Nyabundege hailed the government for supporting the bank to ensure that it boosts up various projects to support farmers and businesses, underlining that in the next three years of project implementation, over 100,000 farmers and livestock keepers will access education, tools and funds.

The sixth phase government had released 208bn/- to boost the bank's capital base, adding to 60bn/- previous capital issued when the bank was set up five years ago, praising the Bill and Melinda Gates Foundation for providing 16.2bn/- for supporting the dairy sector in the country project.

The bank had allocated 450bn/- for empowering youth, women and other entrepreneurs in agro-based activi-

ties, given the fact that on average local cows produce three litres of milk per day. In order to enhance productivity TADB is expecting to buy dairy cows of new species that will be provided to farmers in implementing the project.

"Since the sixth phase government took office, TADB has obtained 434.2bn/-, a huge amount helping to push development initiatives of the bank, supporting farmers across the country," he stated.

Marcella McClatchey of the Bill and Melinda Gates Foundation declared that the foundation will continue supporting Tanzania in various fields for the development of people and the country's economy.

The government should continue creating supporting policies that facilitate progress in the dairy sector. Farmers should also make sure they produce quality products that meet international standards so as to penetrate more markets, she added.



Assistant Superintendent of Police Fatma Mtalimbo (with microphone) from the Police gender desk conducts an International Women's Day seminar for Barrick Tanzania female workers. It was organised by the mining company and held at North Mara and Bulyanhulu mines in Tarime and Kahama districts, respectively, at the weekend. Photo: Guardian Correspondent

## Meat exports rise by 200pc, govt uplifting fishing ports

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to commence early May as the government finalises procedures to announce the tender.

Construction of the ports is part of efforts to promote the fishing sector, where the government has set aside 50bn/- for the project. Upon completion, the facilities will oversee the management of coastal and marine resources, modernising the fishing industry.

These achievements stem from efforts invested by the government to strengthen the livestock sector as well as intensive disease control, alongside the promotion of modern livestock keeping, he said.

Owing to the hard work of President Samia, Tanzania has successfully secured meat markets in Oman, Kuwait, Qatar, Saudi Arabia and the city of Hong Kong in China, he said.

The Saudi market alone can take up 700,000 tonnes of meat per year, with Saudi ex-

perts visiting Tanzania to inspect slaughterhouses and meat processing factories, after which they expressed satisfaction with their standards, the minister noted.

Leather was further enhanced by private sector initiatives, facilitating the production of 3,004,700 pairs of leather shoes, while 73,607 pieces of leather priced at 460m/- were sold abroad, he stated.

The private sector has contributed a lot to increase milk production and supply by facilitating the setting up of 238 milk collection and processing centres, while 105 processing factories had been established to date, he said.

The government continues to conduct electronic livestock identification and by end of January, a total of 1,504,659 livestock in 14 regions had been identified, with 1,219,481 cattle, 167,298 goats, 61,571 sheep and 56,309 donkeys.

The sixth phase gov-

ernment is committed to make Tanzania a regional leader in fish production with the strategies it was taking and others put in place.

"Currently, fishing contributes 30 per cent of protein need for food security and nutrition. We have also witnessed an increase in employment for 195,435 fishermen, plus 4.5m people who benefit from the sector including fish traders," he stated.

Achievements in the fishery sector were also fuelled by the South West Indian Ocean Fisheries Governance and Shared Growth (SWI-OFish) program, working to protect priority fisheries in the country, he asserted.

"With this program funded by the World Bank, fishermen in the Mainland and in Zanzibar have turned to ecotourism and seaweed farming. This helps to conserve the coastal ecosystem, protect the country's fisheries and grow the local economy," he added.

## EALA endorses bill for women's organisation

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"We are commemorating International Women's Day for achieving this success, but we are also reminding member countries to solve the remaining challenges," the group leader noted, an EALA member from Rwanda. Challenges facing young women

in the EAC zone include the lack of education opportunities, as in many instances male youth are in school, while the girls are at home serving families and volunteered to the maximum during the Covid-19 pandemic. Many girl students failed to continue with education, during the pandemic on account of

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## PM urges census supervisors to exercise transparency

By Guardian Reporter, Zanzibar

PRIME Minister Kassim Majaliwa, who is also the National Population and Housing Census committee chairman has called on officials supervising the census to exercise transparency in their responsibilities to go in tandem with both governments' aims to bring development to the people.

Majaliwa (pictured) gave the directives at the Committee's fourth sitting held in Zanzibar.

He said it would be better for the procurement of the equipment for the census exercise to abide by set procedures regarding the country's procurement laws.

For his part, the census Committee's co-chairman Hemed Suleiman Abdullah, who is also Zanzibar Second Vice President, has called on ministries concerned with the census to stop bureaucracy in regard to employment.

He said it is better to abide by the set out criteria in hiring staff to conduct the exercise.

He added that the government will not tolerate seeing its staff ruining the exercise for their own interests and stern legal steps will be taken against anyone who will mar the exercise.

However, Hemed said the government has



high hopes in the census success hence everyone should make sure is held to account to finalise the exercise for the interest of the nation.

For his part, the 2022 Population and Housing Census Commissars said clerks to be hired to supervise the exercise will hail from own residential areas to simplify conducting the census.

# Francophonie Week to be celebrated in Dar

By Felister Peter

THIRTEEN accredited diplomatic missions in Tanzania are set to celebrate the International Organisation of Francophonie (OIF) week aiming to promote the French language and cultural diversity.

Scheduled from March 9th to 26th, respective members have organised a series of free events. The thirteen diplomatic missions who are members of the IOF includes Belgium, Burundi, Canada, Comoros, Egypt, France, Democratic Republic of Congo, Morocco, Rwanda, Senegal, Seychelles, Switzerland and Vietnam.

"Tanzania is part of the Francophonie because it is surrounded by neighbours who speak French including Rwanda, Burundi and Democratic

Republic of Congo (DRC). There are approximately 1.5 million Tanzanians who are proficient in French," said Nabil Hajlaoui, Ambassador of France to Tanzania, when speaking during a joint press conference organized by the Francophonie member states represented in Dar es Salaam.

Hajlaoui said that Tanzania is also reflected in the Francophonie because French is one of the official languages used by the African Union (AU) and the East African Community (EAC).

The OIF is therefore a powerful tool of cultural exchange between its members and cooperation in other fields, such as peace, democracy, human rights and support to education, training, higher education and research, he stated.

In Kigoma Region, Francophones account for about 6 per cent of the population, while the national average is 2 per cent.

Jean Pierre Mutamba Tshampanga, DR Congo Ambassador to Tanzania said in promoting the French language it has to be taught in primary, secondary and universities in both Europe and Africa.

Tshampanga said: "Through the Francophonie Africa unites with Europe. This helps in promoting peace."

Moroccan Ambassador to Tanzania, Zakaria El Goumiri insisted that sharing linguistic values is important in promoting peace and democracy.

Peter Van Acker Ambassador of Belgium to Tanzania said to celebrate the Francophonie week, the embassy has organized two events including

projection of a movie - 'Une vie démente' to be screened at the Alliance Française in Dar es Salaam on Friday March 25th.

The OIF comprises of 54 Member States, 7 Associates Members and 27 Observer States united in a common destiny willing to promote and develop French language through their society, regardless of whether French is their official language or not.

The French language is the medium through which a wide range of people and nations express the variety and the originality of their culture; it is a tool for exchange and dialogue; it grows richer through the contact with the principal linguistic zones in the world: Arabic-speaking, English-speaking or Spanish-speaking and it is a universal and evolving language.

It is the 5th most spoken language in the world. There are currently over 300 million speakers worldwide and by 2070 the number of French language speakers is expected to rise to 800 million. It is an official language in 32 countries, and in all French overseas regions and departments, it is used in most international organizations, including the African Union, it is widely considered the international language of diplomacy.

It remains the second diplomatic language for most international institutions. It is a teaching language to more than 132 million people, and the 4th language used on the internet. It is the second international language most used in the media, and, importantly, the third most important business language.

At least 59 per cent of French speakers live in Africa, and this number is expected to rise up to 80 per cent by 2050. In addition, French as an official language in 21 African countries.

OIF was founded by Leopold S. Senghor, former President of Senegal, Habib Bourguiba and Hamani Diori, his Tunisian and Nigerian counterparts, as well as the Prince Norodom Sihanouk of Cambodia. Their goal was to use the French language as a means to foster solidarity and development, and to bring various communities together.

Their vision came to life on the 20th March 1970 in Niamey (Niger) where 21 States and Governments signed the Convention for the Creation of the Agency for Cultural and Technical Cooperation (ACCT).



### ESAMI MASTERS PROGRAMMES - EVENING CLASS

ESAMI Business School is inviting applications for its Masters in Business Administration (MBA), MBA - Human Resource Management and MBA Project Management scheduled to start as follows:

MBA (Dar es Salaam Centre)	-	25 April, 2022
MBA (ESAMI HQ, Arusha)	-	25 April, 2022
Masters in Project Management (Dar es Salaam)	-	12 Sept, 2022
MBA - Human Resource Management (Arusha)	-	17 Oct, 2022
Masters in Project Management (Arusha)	-	30 May, 2022
MBA (Dodoma)	-	26 Sept, 2022

■ Programme Structure - The two-year programme is offered in modular form in the evenings. Students will attend classes in the evening from 17:00hrs -22:00hrs for two - three weeks in every two and a half months.

■ Admission Criteria - Candidates for the MBA, MBA- HRM and Masters in Project Management must be holders of at least a first degree from a recognised University or Holders of an internationally recognised professional qualification. Candidates must be proficient in both spoken and written English.

■ Application Procedures - Candidates must submit a completed application form with the following attachments

- Current curriculum vitae
- Certified copy of degree document
- Certified copy of official transcript
- Letter of recommendation
- Passport size photograph
- A non-refundable processing fee of US\$30

All documents accompanying the application must be in English.

**Applications and enquiries to be directed to: -**

The Country Coordinator, ESAMI, Golden Jubilee Tower, 11th Floor, Wing A, Ohio Street. P. O. Box 22290, Dar es Salaam, Tanzania.

Tel: +255 22 2112670/2115046; Mobile: +255 713 327 728

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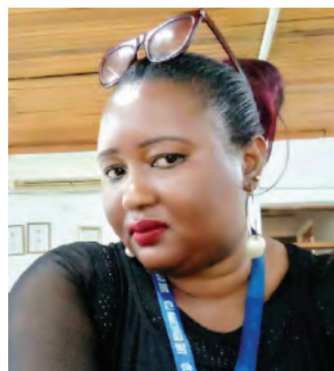
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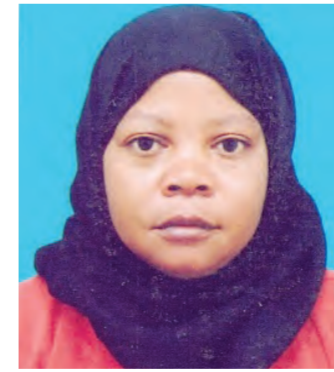
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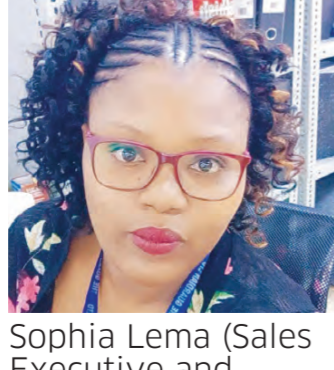
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**REQUEST FOR PROPOSAL (RFP)**  
**TENDER NO. THPS/03 MARCH/2022 – PROVISION OF HUMAN RESOURCES AND PAYROLL MANAGEMENT SYSTEM.**

**1. Introduction**

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 Ministry of Health (MoH), The Ministry of Home Affairs and Ministry of Health (MoH) in Zanzibar with a goal of ensuring accessible high-quality health care services to Tanzanians; through strengthening of health and community systems for comprehensive quality health services including HIV/AIDS; Tuberculosis; prevention of GBV; reproductive, maternal, neonatal, child, and adolescent health (RMNCAH) services; laboratory and health management information systems (HIMS).

THPS is looking for a comprehensive and customizable Human Resources and Payroll Management system that will cater for the management of 400 employees as per requirements given below.

**2. Critical Features**

**2.1 Recruitment Process (shortlisting, selection & Feedback)**

- Job application link & refined tools for selection and shortlisting
- Should have a workflow from the reviewer (HR) • Hiring Manager (Reject or Accept) (Technical Person/Supervisor of the position) → HR (if accepted for interview) if rejected send the regret letter
- Template for inviting candidates for interviews (by HR)
- Sending regret letter for interviewed but not selected
- Send regret letter for all applicants after the position is filled and closed.
- It should be customizable to add/remove mandatory fields to match with THPS audience.

**2.2 Performance Management**

- Should allow to set objectives and their key results at the beginning of a year and review semi-annually.
- Should be able to notify a user on the objectives and key results status.
- Should be able to set performance improvement plans for non-performing employees.
- The Performance management flow:

**i) Route 1**

Staff → Supervisor → Staff (confirmation) → Next level supervisor → ED → HR

**ii) Route 2**

Staff → Supervisor → Staff (confirmation) → ED → HR

- Should be able to send alert to supervisor on probation review and other reviews (annual and semi-annual).
- Should be able to generate reports of those who have completed the Performance reviews and those who haven't.
- Should be able to convert evaluation into a printable PDF form

**2.3 Staff information Management/ Employees Biodata**

- Should be able to capture personal details such as Legal Names and Preferred Names, Gender, DOB, marital status, physical address, email (personal and official), phone numbers, education records and details of the emergency contact.
- Should be able to capture employment details such as start date, NSSF, national ID, bank account, TIN, position, reporting line, office location and employee type (Full time, Contractor, Intern, etc.).
- Should be able to store employee's information including documents and easily access them by searching.
- Should keep history of changes made on staff profile e.g. positions
- Should have self-service to allow staff to upload their information and this should be approved by HR before being saved into the system.
- Should keep track of contracts and send notification when they are due to expire.
- Should be able to calculate retirement date and send alerts
- It should be able to upload/download various forms e.g. confidentiality agreement, Conflict of Interest.
- Availability of exit survey form filled by leavers and submitted to HR.
- Should be able to generate reports such as headcount, staff listing, staff listing by position, age, sex, location, department, project, salary and joining date.
- Should generate a report of new joiners showing employee names, phone number, title, reporting line and office location for easy sharing with other departments.

**2.4 Time Management (Leave & Attendance) + Timesheet**

- Timesheet submission monthly and billed per project in % charge codes
- Should provide automatic calculation of level of effort and distribution per individual
- Self service functions such as making leave requests and timesheet through the system
- It should be able to generate different kinds of reports e.g. Timesheet submission status, leave report,
- Supervisor should have access to see leave balance of their staff while approving
- Leave approval workflow

**Route 1**

Staff → Supervisor → HR → ED → Staff as a notification of approval → Archiving the form

**Route 2**

Staff → Supervisor/ ED → HR → Staff as a notification of approval → Archiving the form

- Timesheet Approval workflow Route Staff → Supervisor → HR → Staff as a notification of approval
- Both HR and staff should be able to track approval workflow

**2.5 Payroll Management**

- Able to backup previous month's payroll, and retrieve data whenever needed.
- Ability to send pays slips to staffs
- Able to segregate staffs payroll costs per project and regions and their level of efforts indicated in percentages
- Integration with other earnings apart from Basic Salary for example: Overtime hours, Leave days, 13th pay and arrears.
- Ability to have deduction inputs for any special contribution and report for the same (Deductions reports)
- Factor input for payroll partial payments
- Ability to modify employees contract details every year as salary changes
- Multicurrency functionality (TZS and USD)
- To differentiate payroll for THPS Staff, Subs, interns and Facility staffs
- Generate payment order forms and in proper excel formats for NSSF, WCF, PAYE, HESLB, NHIF submissions, Bank order form for Net Salaries for easier and quick payments.
- There should be mandatory fields for employee particulars such as:

NSSF - Membership No.  
 WCF - Membership No.  
 PAYE - TIN Number  
 HESLB - Form four index no.  
 NHIF - Membership No.  
 BANK - Bank Account Number, Bank Code and bank name

- It should be able to track changes i.e. produce reconciliation report between the current and previous payroll
- It should allow file import & export for uploading/updating major changes at once.
- Should have workflow functionality that involves: Prepare → Reviewer → Approver group (two in parallel level)

**3. Other features**

- Integrated with door access devices - BioStar for managing time & attendance
- User-friendly and easy to troubleshoot internally

**4. Non-functional requirements**

- The system should be available at all times to THPS; the system up-time will be 99.995%
- The system will be web-based and accessible through any standard compliant browser
- They system will be scalable and able to add/remove features such as selection criteria in recruitment and a new project
- They system will have automatic backup feature, hence the daily backups of the system will be performed
- The right tools should be accessible across multiple devices. It should be highly responsive and compatible with different operating systems.
- The system will have user security and role-based permissions. Roles available are: -
  - o User
  - o Approver (supervisors)
  - o HR
  - o Payroll administrators (divided per category e.g. for main staff, facility staff, subs)
  - o System administrator

**5. Submission Instructions**

- Bidding will be conducted through THPS Procurement policies and procedures.
- Interested eligible Bidders should send their proposals explaining how they are going to provide the Human resources management system and payroll management. No need of obtaining tender documents from us.
- Only shortlisted bidders will be notified. If you do not hear from us please count that you are not shortlisted.
- During Submission you will be required to indicate your details in our Register: Name of the Company, Telephone number, Physical address and email address.

All bids should be enclosed in plain wax or Sticker sealed envelope and Marked **TENDER NO. THPS/03 MARCH/2022 - PROVISION OF HUMAN RESOURCES AND PAYROLL MANAGEMENT SYSTEM.** and must be delivered and put in our tender box located at the Front desk of THPS Office 3rd floor, Coco Plaza building NBC Wing in Masaki area not later than **Thursday of 17<sup>th</sup> March 2022 at 04:00Pm;**

Should be addressed to:

**CHIEF OPERATIONS OFFICER,  
 TANZANIA HEALTH PROMOTION SUPPORT,  
 P.O.BOX 32605,  
 DAR ES SALAAM**

Late Bids and Electronic bids will not be accepted regardless of the circumstances.

**HALMASHAURI YA JIJI LA DODOMA**

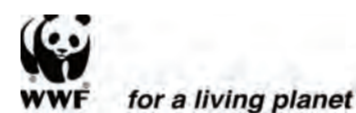


**TANGAZO KWA WADAIWA WA VIWANJA**

Mkurugenzi wa Halmashauri ya Jiji la Dodoma anawatangazia Wananchi wote wanaodaiwa viwanja katika maeneo ya Mtumba, Michese, Nzuguni, Kitelela, Kikombo, Iyumbu, Nzuguni Bus Stand, Nala Industrial Area, Njedengwa Investment Area, Nala, Chahwa, Iyumbu New Town Centre, Mahomanyika, Vikonje, Nala-Chigongwe, Ihumwa, Mapinduzi, Medeli, Nala-Lugala na Nala-Segu kuwa muda wao wa kulipia viwanja hivyo umeisha. Aidha, katika kuwawezesha kukamilisha malipo hayo, amewaongezea muda hadi tarehe 27.03.2022.

Baada ya kukamilika kwa muda huo, viwanja ambavyo vitakuwa bado vinadaiwa vitarudishwa sokoni ili wateja wengine wavinunue bila kutoa taarifa yeyote kwa mteja wa awali.

**Tangazo hili limetolewa na:  
 Mkurugenzi wa Jiji, DODOMA**



WWF Tanzania Country Office  
 Plot 252, Kiko Street, Off Mwai Kibaki Rd, Mikocheni  
 P.O. Box 63117  
 Dar es Salaam  
 Tanzania  
 Tel: 255 22 2700077  
 Fax: 255 22 2775535  
 info@wwf.tz.org  
 www.wwf.tz.org

**TENDER INVITATION**

**SUPPLY OF RHINO MONITORING EQUIPMENT, CAMPING GEARS & SUPPLY AND INSTALLATION OF CCTV CAMERAS AND ELECTRIC FENCE**

WWF Tanzania Country Office is a Non- Government Organization dealing with environmental protection in Tanzania since 1990. WWF global mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by: i) conserving the world's biological diversity; ensuring that the use of renewable natural resources is sustainable and iii) promoting the reduction of pollution and wasteful consumption

Since 2017, WWF Tanzania with support from WWF Sweden and UK have been working with MNRT, TAWA, TANAPA and other conservation institutions in supporting rhino conservation, Tanzania with main focus in Selous/Nyerere National Park and other rhino areas. The management of natural resources in Selous/Nyerere and other Protected Areas require frequent field ecological monitoring and surveillance to stop illegal wildlife intake and gather information about wildlife populations and other attractions, stimulating tourism opportunities. In doing that, WWF recognize the need of adding more equipment in supporting rangers field work. Therefore, WWF Tanzania planned to procure field gears for wildlife monitoring, these includes binoculars, camping tents, camera traps, GPS and External drive in order to support rhino monitoring and surveillance.

**Eligibility and Qualification Requirements**

- Possession of a registration professional certificate or licence related to tender requesting from relevant authorities;
- The bidder must attach a minimum of three or more similar related assignments undertaken in the past 2 years
- The bidder must have positive reputation for good business practice and professionalism;
- Current physical location of the bidder mentioning region and district where is registered and operating, which may be inspected for verification;

WWF Tanzania now invites applications from eligible registered local suppliers to supply equipment and other supplies as per Lots # 1-2 listed below

Tender Lot #	Tender Description	Delivery Place
Lot #1	Supply of Rhino monitoring equipment & Camping gears	WWF Masasi Offices
Lot #2	Supply & Installation of security CCTV Camera and Electric Fence	WWF DSM Offices

Bidder may access full advert with all the detailed specifications for **LOTS # 1 & 2** through WWF website at this [https://www.wwf.or.tz/jobs\\_and\\_opportunities/jobs/](https://www.wwf.or.tz/jobs_and_opportunities/jobs/) either the bidders for supply & installation of CCTV cameras and electric fence are required to visit WWF Offices for general assessment before they submit their bids

Please note that, each of the batches # 1 & 2 above are independent, only *electronic applications/bids* properly filled, should be send through procurement email at [procurement@wwf.tz.org](mailto:procurement@wwf.tz.org) so as to reach us by or **before 1000hrs local time, Friday 18th March, 2021.**

**Please, address your application to:  
 Secretary,  
 Procurement Committee,  
 WWF Tanzania,  
 Plot # 252 Mikocheni, Kiko St. Off Mwai Kibaki Rd.  
 Box 63117, Dar es Salaam, Tanzania.  
 Web: www.wwf.or.tz**

Late applications, portion of applications shall not be accepted for evaluation irrespective of the circumstance (*please, remember that, only electronic applications will be accepted*)

Evaluation of the tenders will be done based on WWF procurement guidelines. WWF Tanzania is not bound to accept any lowest or highest proposal submitted. Only successful applicant shall be contacted.

216731401

216731701

216735101



giz

**Invitation for BID****BID No. GIZ/IHCP/2022/91160774**

As an international cooperation enterprise for sustainable development with worldwide operations, the federally owned Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH supports the Tanzania Government in achieving its development policy objectives on behalf of the German Government.

The Improving Health Care Provision in Tanzania (IHCT) programme is implemented by GIZ, commissioned by the German Federal Ministry for Economic Cooperation and Development. GIZ implements this programme in close collaboration with the Ministry of Health.

**Requirement:**

GIZ Invites bids from eligible and qualified bidders for the supply of IT equipment's as shown below:

Lot No.	Description of Goods	Unit	Qty
1	Desktop Computer	PCs	28
	Laptop	PCs	1
	Smart UPS 1100VA	PCs	30
2	Rugged Tablet with Pen	PCs	15

The above items constitute of TWO LOT Bidders shall quote item with respective quantities.

Interested candidates should request for detailed tender documents from [giz-tanzania@giz.de](mailto:giz-tanzania@giz.de) no later than 17th March, 2022 and submit your offers by email no later than 21st March, 2022.

We'll answer your request during office hours from 8:00 to 15:00 hours local time, Monday to Friday, except public holidays.

Late bids, partial bids, bids not received, shall not be accepted for evaluation irrespective of the circumstances.

GIZ is not obliged to follow any condition in nominating the supplier and has the right to accept or reject any or all bids.

All bids should indicate brand name, manufacturer, model, and model series

This tender is intended solely for Tanzanian based companies.

216734201

giz

**Invitation for BID****BID No. GIZ/IHCP/2022/91160790**

As an international cooperation enterprise for sustainable development with worldwide operations, the federally owned Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH supports the Tanzania Government in achieving its development policy objectives on behalf of the German Government.

The Improving Health Care Provision in Tanzania (IHCT) programme is implemented by GIZ, commissioned by the German Federal Ministry for Economic Cooperation and Development. GIZ implements this programme in close collaboration with the Ministry of Health.

GIZ Invites bids from eligible and qualified bidders for the supply of local area network (LAN) hardware and equipment, including installation of these in Mbeya regional referral hospital.

Interested candidates should request for detailed tender documents from [giz-tanzania@giz.de](mailto:giz-tanzania@giz.de) no later than 17th March, 2022 and submit your offers by email no later than 21st March, 2022

We'll answer your request during office hours from 8:00 to 15:00 hours local time, Monday to Friday, except public holidays.

Late bids, partial bids, bids not received, shall not be accepted for evaluation irrespective of the circumstances.

GIZ is not obliged to follow any condition in nominating the supplier and has the right to accept or reject any or all bids.

This tender is intended solely for Tanzanian based companies.

216734301



## STATEMENT BY SIMA BAHOUS, EXECUTIVE DIRECTOR OF UN WOMEN, ON INTERNATIONAL WOMEN'S DAY, 8 MARCH 2022

On International Women's Day, we celebrate the power and potential of women and girls. We recognize their courage, resilience and leadership. We mark the ways in which we are making progress towards a more gender-equal world.

At the same time, we see how that progress is being undermined by multiple, interlocking and compounding generational crises.

Currently, we are witnessing the horrifying situation in Ukraine where the impacts on women and girls, including the hundreds of thousands displaced, remind us: all conflicts, from Ukraine to Myanmar to Afghanistan, from the Sahel to Yemen, exact their highest price from women and girls. The Secretary-General has been clear, War Must Stop.

Recently, we have seen

the impact of COVID-19 in increasing inequalities, driving poverty and violence against women and girls; and rolling back their progress in employment, health and education. The accelerating crises of climate change and environmental degradation are disproportionately undermining the rights and wellbeing of women and girls. They are multiplying insecurity at all levels, from individual and household to national. Rising temperatures, extended droughts, violent storms and floods are resulting in loss of livelihoods, they are depleting resources and fueling migration and displacement. The latest major IPCC report on climate change, and our Secretary-General, have warned us that 'nearly half of humanity is living in the danger zone - now, and that 'many ecosystems are at the point of no return - now'.



**Sima Bahous**  
Executive Director of UN Women

Climate change is a threat multiplier. But women, and especially young women, are

solution multipliers.

We have today the opportunity to put women

and girls at the centre of our planning and action and to integrate gender perspectives into global and national laws and policies. We have the opportunity to re-think, re-frame and re-allocate resources. We have the opportunity to benefit from the leadership of women and girls environmental defenders and climate activists to guide our planet's conservation. We need Indigenous women's inter-generational knowledge, practices and skills.

It will take unprecedented levels of global cooperation and solidarity to succeed, but there is no alternative to success. We must protect our hard-won gains on human rights and women's rights and lead decisively to leave no woman or girl behind.

We have a blueprint to follow. It involves women's full and equal participation

and leadership in decision-making; their access to green jobs and the blue economy; and their equal access to finance and resources.

We need to ensure universal social protection and a care economy that protects us all. We have to scale up financing for gender-responsive climate, environmental and disaster risk initiatives; including for COVID-19 recovery and to increase resilience to future shocks. The solution is there. We resolve to pursue it.

Let us make this International Women's Day a moment to recall that we have the answers not just for SDG 5 but, through the advancement of gender equality, for all 17 Sustainable Development Goals and Agenda 2030. I look forward to working with every one of you to that end.





Prime Minister Mkuu Kassim Majaliwa and Livestock and Fisheries minister Mashimba Ndaki (L, background) look on in Dar es Salaam yesterday as Tanzania Agricultural Development Bank managing director Frank Nyabundege (R) Bill & Melinda Gates Foundation representative Marcela McClatchey exchange documents on an agreement they had just signed under which the foundation will release a 16bn/- grant to the bank in support to the milling subsector. Photo: Guardian Correspondent

## Deputy Minister warns factories against wanton waste disposal

By Guardian Correspondent, Shinyanga

PATROBAS Katambi, Deputy Minister in the Prime Minister's Office (Labour, Youth, Employment and People with Disabilities) has cautioned factories in Shinyanga Municipality to stop disposing waste wantonly especially near residential areas.

It is claimed that the factories in the municipality dispose waste near residential areas, especially rotten mangoes, which some people go through garbage heaps to find fruits they can eat.

Katambi, who is also the Member of Parliament of the area made the claims at the weekend at a meeting with members of CCM National Executive Committee from Chamaguha, Kolandoto and Ibadakuli wards, after receiving complaints on wanton disposal of waste.

He said wanton waste disposal near residential areas is an offence, as the factories are supposed to dispose the waste at special dumps for the pur-

pose. "I order that all factories in Shinyanga Municipality should dispose their waste to the official dumps, and if they do, take pictures of the vehicles doing so including their registration numbers so that we take steps against factories concerned," he said.

Meanwhile, speaking at the meeting, Katambi promised to solve various challenges from the people, including lack of power, safe and clean water services as well as poor road infrastructures.

Other challenges include land surveying; poor health services to the people especially those with Community Health Fund (CHF) insurance and the completion of perimeter fences around dispensaries.

Earlier, the CCM Secretary for Ideology and Mobilisation for Kolandoto Ward, Simon Petro, airing his complaint on wanton waste disposal said the factories that do so have been a great nuisance as they pose health hazards among the people, especially in regard to waterborne diseases.

## Govt in strategy to increase number of tourists to five million by 2025

By Guardian Reporter, Mwanza

THE government plans to increase the number of tourists visiting the country from 620,000 during the COVID-19 outbreak to five million come 2025.

The figure is expected to be attained via various government strategies including educating stakeholders in the tourism value chain.

Addressing a five-day training here involving tourism value chain stakeholders, the Chief Executive Officer of the National

Tourism College, Dr Shogo Mlozi, said the government's plan is to make sure by 2025 the number of tourists visiting the country reached five million.

"CCM manifesto calls for the government to increase the number of tourists to five million so as to make sure the national income increases through the tourism sector," he said.

Dr Mlozi said the sector was adversely affected by the Covid-19 outbreak and that the government through his college will make various efforts including organising seminars

for stakeholders that will assist in ways to increase the number of tourists.

He added that the government has provided them with money from Covid-19 Funds to organise these seminars in the country's eight regions and the strategy aims to train them on the capacity to receive more tourists and their upkeep.

He named the regions such as Iringa, Njombe, Mwanza, Mara, Ruvuma, Mbeya, Mtwara and Lindi.

For his part, Magu District Commissioner, Salum Kali, on

behalf of the Regional Commissioner Robert Gabriel said the tourism sector is important on increasing the country's GDP.

He appealed various stakeholders on tourism in the Lake Zone to open up tourist companies in order to receive tourists and take them to various tourist attractions in the Area.

He said Mwanza Region is among Lake Zone regions with many attractions including Lake Victoria, Saanane Game Sanctuary, traditional ngomas, and snake dancers.

In the seminar 156 stakehold-

ers from the tourism chain were trained on how to provide hospitality to tourists and advertising tourism.

Speaking in Dar es Salaam recently, Natural Resources and Tourism Minister, Dr Damas Ndumbaro the number of domestic tourists who visited various national parks in 2021 reached 788,933, the highest to be recorded in the country since 1961.

However, despite the challenges posed by the outbreak of COVID-19, Tanzania received 922,692 foreign tourists last

year. He linked the increased number of both domestic and foreign tourists with the enhanced tourism promotion as well as government measures to combat COVID-19.

He said the increase in numbers of tourists boosted tourism revenues to 11.4bn/- in 2021 compared to 9.7bn/- recorded in the previous year. He said before the pandemic outbreak the tourism industry's contribution to the gross domestic product (GDP) was 17.6 per cent and forestry 3.5 per cent.

"Tourism is one of the impor-

tant sectors due to its contribution in the national economy; killing the industry would affect the national income," said the minister, noting the sector provides over 6 million jobs.

Dr Ndumbaro said that President Samia Suluhu Hassan's decision to engage in a Royal Tour has greatly contributed to promote the country's tourism industry as the number of visitors increases tremendously. He said over 70 per cent of domestic tourists who visited national parks last year are women.



### JOINT MESSAGE FROM THE UNITED NATIONS RESIDENT COORDINATOR, UN WOMEN, UNFPA, UNDP AND UNICEF REPRESENTATIVES, AND THE AMBASSADORS OF BELGIUM, CANADA, DENMARK, FINLAND, FRANCE, IRELAND, NORWAY, SPAIN AND SWEDEN ON INTERNATIONAL WOMEN'S DAY 8<sup>TH</sup> MARCH 2022

Ensuring Women and Girls Count for Generation Equality

According to the World Economic Forum Global Gender Gap Report of 2021, it will take at least another 135 years for the world to achieve gender parity. At this rate, no one alive today is likely to see a world where gender equality is realized. The good news is that some countries will get there faster through committed leadership, investment and public policy.

International Women's Day, celebrated on the 8th of March every year is an opportunity for us to reflect on the efforts that have been made thus far, and what more needs to be done to accelerate progress towards a more gender-equal world.

There have been some positive gains for women and girls in recent decades, yet today, women still experience numerous challenges. Women are still more likely to be poor than men, experience high rates of violence and abuse, and carry the greater burden of unpaid care work in the home. They continue to be underrepresented in leadership and decision-making, as well as science

and technology fields, with persistent gender biases serving as barriers to women's progress. Women living with disabilities are especially vulnerable, face even more forms of discrimination, and are further left behind.

Tanzania's theme for International Women's Day this year is "Generation Equality for Sustainable Development: Let's participate in the forthcoming census". This is an important and timely reminder that women and girls need to be counted and visible in the census. We need to understand their potential and their realities to inform national planning, and specifically to implement Tanzania's Generation Equality Forum commitments to promote women's economic justice and rights. In short, Tanzania needs solid data and evidence on women and girls in order to deliver on its commitment to achieve gender equality by 2030.

In a country where women and girls make up the majority of the country's workforce, it is imperative to collect and analyze comprehensive data on women and girls. This data

will help to shape gender-responsive policies, laws, plans, programmes and budgets to uplift women and girls across the country.

Population censuses provide official data on how many people live in a country, where they live, the breakdown of age and sex, as well as key social and economic characteristics of the population. Various fundamental assistance programs that support improved protection, education, health and economic security outcomes for women and girls rely on census data to inform them. Census data also aids the country in understanding the different needs and characteristics of the nation. It is vital that everyone, especially women and girls, take part to determine where to focus development efforts.

To ensure that the census is as inclusive as possible, and delivers the gender data that is needed, both women and men, girls and boys need to understand why it is important. This includes adolescent girls. As adolescence is a tipping point in a girl's life, this data will help ensure

they can access the right resources and opportunities so that the girls of today can become the leaders, entrepreneurs, and change makers of tomorrow.

It is also critical to identify and address existing gender biases in data collection. Women and girls who work outside the market economy have historically been invisible in official statistics due to discriminatory social and cultural norms and attitudes. These biases need to be tackled head-on to ensure that the census takes into account women and girls' contributions to their families' livelihoods and the economy, and that this data reflects their lived realities.

Focusing on the census this International Women's Day further demonstrates the government's commitment and resolve to ensure that the census is gender-responsive, and to improve the production and use of gender statistics more broadly.

The government has also made commendable progress in recent years in making gender data more available and accessible, which

has translated into a number of important publications including the Social Institution and Gender Index (SIGI) Tanzania, which provides evidence on how discriminatory social norms and practices continue to limit women's and girls' access to opportunities and rights.

Generation Equality envisions a world where all people have equal rights and opportunities. Where there is equality in political leadership, classrooms, corporate boardrooms, and farm fields. Where women and girls, including those with disabilities, are safe and have equal access to economic opportunities. On this International Women's Day, let us ensure that we enhance our collective efforts to make that vision a reality. Keeping all women and girls visible in national data sources can propel us in the right direction.

We are proud to be accompanying Tanzania on its journey towards gender equality and women's and girls' empowerment. A journey that, with good data to guide our choices, does not need to last 135 years.



TUESDAY 8 MARCH 2022

Taking A New Look  
At The News  
ESTABLISHED IN 1995

## IWD marks an important moment for women to honour accomplishments

INTERNATIONAL Women's Day (IWD) is a global holiday celebrated annually on March 8 to commemorate the cultural, political, and socioeconomic achievements of women. It is also a focal point in the women's rights movement, bringing attention to issues such as gender equality, reproductive rights, and violence and abuse against women.

Spurred on by the universal female suffrage movement that had begun in New Zealand, IWD originated from labour movements in North America and Europe during the early 20th century. The earliest version was purportedly a "Women's Day" organised by the Socialist Party of America in New York City February 28, 1909. This inspired German delegates at the 1910 International Socialist Women's Conference to propose "a special Women's Day" be organised annually, albeit with no set date; the following year saw the first demonstrations and commemorations of International Women's Day across Europe. After women gained suffrage in Soviet Russia in 1917 (the beginning of the February Revolution), IWD was made a national holiday on March 8; it was subsequently celebrated on that date by the socialist movement and communist countries. The holiday was associated with far-left movements and governments until its adoption by the global feminist movement in the late 1960s. IWD became a mainstream global holiday following its adoption by the United Nations in 1977.

International Women's Day is commemorated in a variety of ways worldwide; it is a public holiday in several countries, and observed socially or locally in others. The UN observes the holiday in connection with a particular issue, campaign, or theme in women's rights. In some

parts of the world, IWD still reflects its political origins, being marked by protests and calls for radical change; in other areas, particularly in the West, it is largely sociocultural and centered on a celebration of womanhood.]

The earliest purported Women's Day observance, called "National Woman's Day", was held on February 28, 1909, in New York City, organised by the Socialist Party of America at the suggestion of activist Theresa Malkiel. There have been claims that the day was commemorating a protest by women garment workers in New York on March 8, 1857, but researchers have alleged this to be a myth intended to detach International Women's Day from its socialist origin.

In August 1910, an International Socialist Women's Conference was organised ahead of the general meeting of the Socialist Second International in Copenhagen, Denmark. Inspired in part by the American socialists, German delegates Clara Zetkin, Käthe Duncker, Paula Thiede, and others proposed the establishment of an annual "Women's Day", although no date was specified. The 100 delegates, representing 17 countries, agreed with the idea as a strategy to promote equal rights, including women's suffrage.

The following year, on March 19, 1911, the first International Women's Day was marked by over a million people in Austria, Denmark, Germany, and Switzerland. In Austria-Hungary alone, there were 300 demonstrations, with women parading on the Ringstrasse in Vienna, carrying banners honouring the martyrs of the Paris Commune. Across Europe, women demanded the right to vote and to hold public office, and protested against employment sex discrimination.

## Human rights must be at the heart of COVID-19 recovery

THIS year has been one of unprecedented challenges and has underscored the need for renewed action to promote and protect human rights. The COVID-19 pandemic has tested societies across the globe, and set back human rights gains and progress towards the Sustainable Development Goals. The multi-faceted impacts of the pandemic - on gender equality, health, education, livelihoods, rule of law and the economy - have tested efforts by the governments, United Nations, development partners and civil society to deliver on the 2030 Agenda, Vision 2030 and the Big 4 development agenda, and challenged us to ensure that we leave no one behind.

The crisis has hit the poorest and most vulnerable communities the hardest, and entrenched existing inequalities, discrimination and human rights challenges. Gender-based violence has skyrocketed; loss of employment and livelihoods have put further strain on families; the right to education is at risk for many children, particularly girls; and inequalities in access to water, adequate housing and health services have heightened vulnerabilities.

There is need to build back better from the COVID-19 crisis by putting human rights at the heart of recovery efforts. This is a call to action and for unity of purpose to tackle discrimination, address inequalities, encourage participation and solidarity, and promote sustainable development for the benefit of all.

As the United Nations Secretary-General, António Guterres, once remarked, "The pandemic has demonstrated the fragility of our world". The crisis has exposed and exacerbated deep inequalities, entrenched discrimination and gaps in human

rights protection. Only measures to close these gaps and advance human rights can ensure we fully recover and build back a world that is more resilient, just and sustainable.

COVID-19 has created an opportunity to build back a more equal and sustainable world - based on a "new social contract" that respects the rights and freedoms of all, and addresses the inequalities exposed by the pandemic. This "new social contract" - uniting governments, the people, civil society and private sector - is the only way that we will meet the Sustainable Development Goals.

In this Decade of Action to deliver upon the Sustainable Development Goals by 2030, it is imperative to prioritise participation and inclusion, to ensure that we leave no one behind. Successful COVID-19 recovery efforts require the robust participation of civil society and inclusion of communities, to ensure the voices and priorities of the most affected, vulnerable and marginalised inform the recovery efforts. Public participation is a key tenet of our government, and has a key role to play in the COVID-19 recovery.

It is clear that this pandemic cannot be surmounted by a single actor. It is against this backdrop that the United Nations and the governments have identified strategic areas of cooperation and engagement under the United Nations Development Assistance Framework, as well as the Socio-Economic Response Plan, which target COVID-19 recovery needs and continue the trajectory towards the Sustainable Development Goals. This is underpinned by a human rights-based approach that prioritises equality and non-discrimination, participation and inclusion, and accountability.

### The Guardian Limited Key Contacts

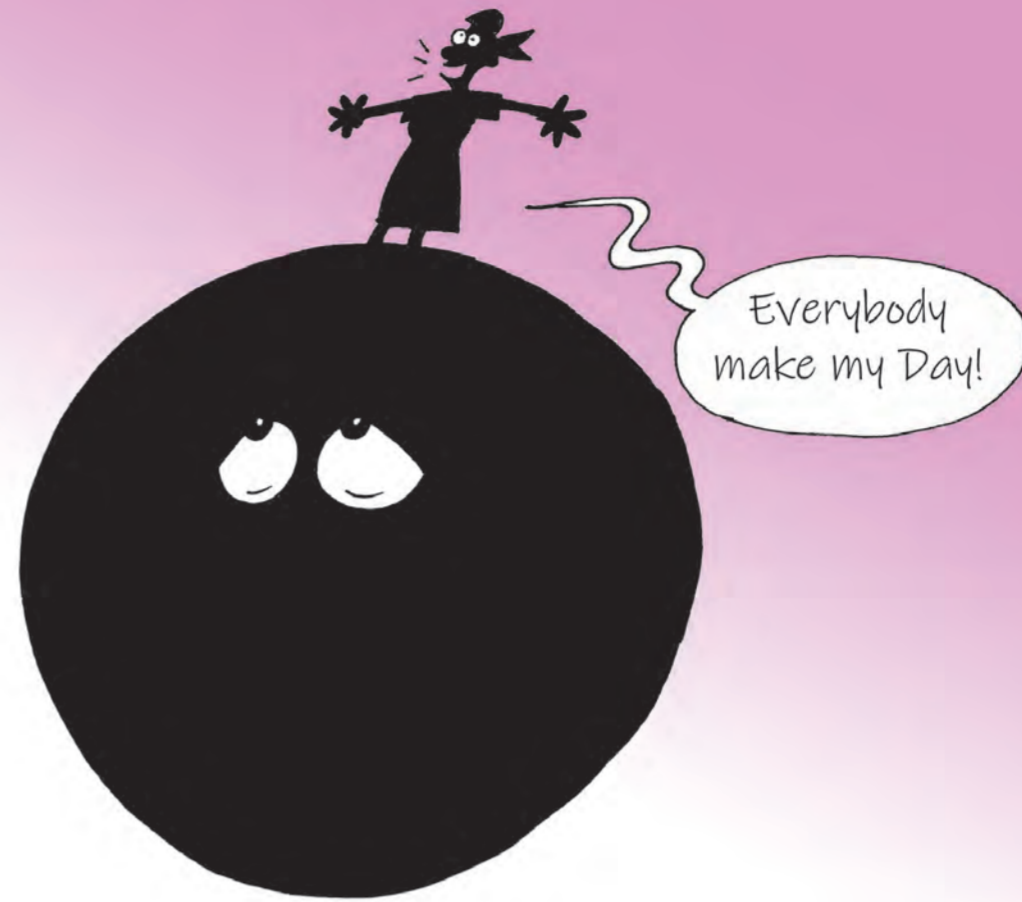
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# Package for civil servants next step on the road in Zimbabwe

By Special Correspondent

THE need to provide the best possible pay and benefits for civil servants that Zimbabwe can actually afford is a top priority for the Government and the latest batch of measures announced this week is part of this regular process of ensuring that government workers get their fair share of the gains from economic growth.

This has been applied in the latest directive by President Mnangagwa who wants to see immediate affordable benefits, right now and the civil servants having a better standard of living from this month.

The Government policy and this is critically important, means there has to be money in hand before anyone can be paid, and before anyone can be paid better.

The Second Republic has been firm on insisting on sustained growth, and that requires, among other things, on living within what the taxpayers provide and ensuring that the budget can meet both the needs of the staff costs and the needs of continuing to ensure growth continues.

The old days of borrowing to pay salaries, let alone printing money to do this, are long gone. That just leads to continued cycles of disaster, not rapid and sustained growth.

Basically, from what we have seen in recent budgets, the Government is prepared to put staff benefits as the number one budget item. Moderately over a third of Government revenue is assigned to this.

Next in line is the capital expenditure to ensure that the country can develop and can grow more, this time just over another third.

The remainder, significantly below a third, goes on all the other things: helping the vulnerable, ensuring hospitals are properly equipped; paying off past debt, ensuring everyone has birth certificates, ensuring we can run high-quality elections so we can exercise our democratic rights properly and the myriad of other functions a decent country needs to be functioning, liveable and growing.

But with growth, tax income rises, and with the Government policy of maintaining percentages allocated to the critical matters, including pay, this means that staff can be better rewarded in turn.

Some of the extra tax revenue in nominal terms is the result of inflation, but with the same policy this means that staff pay can be kept in line with inflation with the growth providing the real increase in standards of living.

We have seen for more than a year now a policy of regular percentage increases as soon as the extra tax revenue is available, plus successful efforts to go beyond the talk and see what can be done about permanent improvements in both monetary and non-monetary improvements. And the Government is prepared to be creative.

Some taxes, but only a modest fraction, are paid in foreign currency, so from late last year measures include giving civil servants access to their share of these.

We saw that saving up for a year allowed the bonus for most paid in foreign currency last year. Now we have monthly payments, first the



A worker takes part in making surgical gowns used by COVID-19 frontline medical workers at the University of Zimbabwe in Harare, capital of Zimbabwe, Sept. 22, 2020. File photo

Government bus fleet grows. Covid-19 allowance and from next month another US\$100 a month to bring the total to US\$175 a month.

Those seeking pure foreign currency salaries forget just how low these were when we dollarised and that when they did rise almost all the rise was fake driven by what amounted to digital printing of fake US dollars because the economy could not grow in real terms under those conditions.

The wheels were bound to come off and they did. The switch to real growth is predicated on fiscal and monetary discipline using money that actually exists, not what is printed.

In any case as the reforms continue to beat back inflation and the local currency becomes more and more stable, a lot of the pressure for foreign currency diminishes.

It is still pleasant to have some access for odd things, but real growth with low inflation must be the goal for sustained rises in the standard of living, rather than juggling fixed and non-growing income around different kinds of bank account, which does not raise benefits in real terms.

The second set of Government measures is looking at the longer term and permanent boost in living standards, adding something each year.

Two areas immediately come to the fore, transport and housing. Growing numbers of civil servants across the country have been getting access to employer transport and now teachers are being included as

the Government bus fleet grows.

For decades some in Government service have had reasonable access to Government housing. The police camps, the defence forces cantonments, the prison housing near the jails, and the growing number of flats for doctors and nurses have been part of the perks, as well as meeting the necessary practical needs for staff that are frequently transferred.

It is not universal yet even for these groups, although at long last the priority to make it so is back and bricks and cement are budget items.

Now teachers, easily the largest group of Government staff, are to be included. Moving from conceptual talk to actual numbers and timelines, the Government has committed to building 2 125 blocks of flats, that is 34 000 homes, on school grounds over the next five years.

We know housing at the school is a major benefit since some of the longer established boarding schools, public and private, use precisely this to attract and retain top quality staff.

Obviously a lot more housing will be needed as we have a lot of teachers, just like we need more flats for nurses, doctors and police, but we have to start somewhere and 34 000 flats over five years is a big jump start and the programme can continue for years after the first batches.

### Close

In a sense this is capitalising a

benefit, since the flats will last for well over a century, giving a lot more bang for the buck.

Of course, people want their own home at some stage, even if it is only for retirement, and this institutional housing, whether in a police camp, a hospital or a school, is for those working at the institution. These are not rent to buy.

Another measure in the package is a Government guarantee scheme, so lenders will actually lend. While living in a Government flat allows those benefiting to make monthly payments on their own place and will create that critical asset everyone wants. The housing measures are a double benefit.

The same applies to transport. Employer transport is a lot cheaper, and almost as convenient, as having your own car, but is not laid on for the social and family travel.

The Government has also allowed teachers to import a car without duty. They have to keep it for three years at least, since the objective is to help them own a car, not set up as subsidised part-time car dealers, but the conditions are straightforward and designed to meet the desired goal.

Talks can continue, of course, but the President wants immediate benefits for civil servants rather than nothing as talks go on for months. He has always preferred action to talk, since action produces prompt results.



# DR. MWINYI GRACES TCB BLUE ECONOMY FORUM FOR WOMEN IN ZANZIBAR



President Hussein Ali Mwinyi speaks at the official opening of the Zanzibar Women's Forum that Tanzania Commercial Bank organised for women entrepreneurs as part of its strategy to ready them for full participation in national building efforts and the Blue Economy initiative.



The President of Zanzibar and Chairman of the Revolutionary Council, Dr Hussein Ali Mwinyi, is presented with his TCB bank account card by CEO Sabasaba Moshingi during the Zanzibar Women's Forum. The Revolutionary Government of Zanzibar is a shareholder in the bank whose operations date back to 1925.



The TCB Board Chairman, Dr Edmund Mndolwa, present a special mural to President Hussein Ali Mwinyi shortly after he officially launched the business forum for women in the Spice Islands last Saturday. Looking on from left are the Secretary of the Revolutionary Council and Chief Secretary, Eng. Zena Ahmed Said, CEO Sabasaba Moshingi and Health Minister Nassor Ahmed Mazrui.



Among those who attended the business forum for women in Zanzibar were TCB directors some who were resource persons on empowerment opportunities the bank offers. The focus of the one-day roundtable was to showcase the role women can play in the Blue Economy for sustainable development.



A representative of Chaza Mpya women group receives a dummy cheque of 15m/- from President Hussein Ali Mwinyi during the forum, which was donated by TCB to boost running of the organisation. Centre is First Lady Marium Mwinyi whose attendance of the massively attend gathering elated participants.



President Hussein Ali Mwinyi and the Board Chairman of TCB, Dr Edmund Mndolwa, open a door specifically designed to signify the official opening of the special business forum for women on their role in the Blue Economy, which is the top priority of the Eight Phase Government in the isles.



A section of the participants of the business forum for women in Zanzibar listen attentively to deliberations at the Golden Tulip Kiembesamaki event organised by TCB, which has held similar forums for women empowerment in Dodoma, Mbeya and Mwanza regions.



The President of Zanzibar, Dr Hussein Mwinyi, and First Lady Marium Mwinyi (4th right) listen to Ms Tatu Suleiman, one of the exhibitors at the special forum for women's participation in the Blue Economy held over the weekend in Zanzibar. Other are Secretary of the Revolutionary Council and Chief Secretary Zena Ahmed Said (3rd right), Health Minister Nassor Ahmed Mazrui (2nd right) and TCB Board Chairman Dr Edmund Mndolwa (left).



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# 'Modern methods of agriculture only solution to land conflicts'

Correspondent, George Sembony, Tanga

AS Tanzania's population grows but land remaining the same, only modern agricultural and animal husbandry practices can end recurrent conflicts between herders and farmers, it has been said.

Speaking here at the weekend while receiving a report on a recent conflict which led to death of seven people at Elerai and Kiberashi villages in Kilindi District, Tanga Regional Commissioner Adam Malima embracing technology for high yields in limited space is the way out.

Although the team reported that peace has finally returned to the area, herder-farmer conflict is likely to reappear there or erupt somewhere else if there is permanent solution.

"Our population is growing everyday but land remains the same; this means

if we don't our ways of farming and herding animals, there will always be conflict," he said.

The team of religious leaders spent 16 days in Kilindi District in efforts to bring back peace and harmony to communities there. He said there is a need to set up permanent structures that harness peace and evade future conflicts.

The team camped there with support from the World Vision Tanzania which injected 59.2mn/- to support the peace process.

The RC emphasized the need for the process to be followed by training in modern animal husbandry and modern farming methods to enable productive use of the land in the face in an increasing population.

Malima said that for instance the injection from World Vision Tanzania should spend money in meetings only but in creating structures that can ef-

fectively be a harbinger of peace such as boreholes and dams.

"You must leave something tangible. Don't spend the monies in meetings," he said, adding that; "somewhere, there must be a reward for all the things you and the villagers agreed in maintaining peace."

He said water can always become a source of conflict when it in short supply leading livestock keepers to traverse distances to look for places where they feed their animals and therefore coming into direct conflict with other land users.

He condemned religious, tribal or race-based hatred and segregation which were a potent source of conflicts. He urged religious leaders to lead in cultivating love between various groups saying that children are not born with hatred but it was cultivated by societies for their interests.



## INVITATION TO TENDER

### DISPOSAL OF COMPANY ASSETS

**MBEYA CEMENT COMPANY LIMITED (MCCL)** is a subsidiary of the Holcim Group with its industrial operations based in Plot No. 1/1 Tunduma Highway, Songwe Industrial Area, Mbeya.

MCCL hereby invites all interested individuals, organizations and the public to participate in a sealed bidding to purchase assets under disposal. The items being auctioned on the condition of "as is where is". All sealed bids shall be enclosed in plain envelope marked **INVITATION FOR BID: DISPOSAL OF COMPANY ASSETS**, must be delivered to:

**THE TENDER COMMITTEE  
MBEYA CEMENT COMPANY LIMITED  
PLOT 1/1 TUNDUMA HIGHWAY  
SONGWE INDUSTRIAL AREA  
P.O. BOX 529, MBEYA, TANZANIA**

And deposited at the Tender Box located at Reception, Administrative Block at Mbeya Plant site.

#### CONDITIONS OF SALE:

- Items are to be sold on "as is where is". Mbeya cement shall not have further liability after sale.
- Successful bidder will be required to pay full bid amount within 10 working days from the date of the award.
- Bidders will be required to unbranded the items (if branded) within 7 days from the date the items are handed over to them
- All assets shall be inspected at site between Thursday 10th to Tuesday 15th March 2022 from 10:00 AM to 12:00 PM (excluding Saturday and Sunday). All who will visit the site they are required to wear protective gears.
- Deadline for the Bids Submission: Friday 18th March 2022.
- Late bids submission shall not be accepted.

#### LIST OF VEHICLES UNDER DISPOSAL

SN	Vehicle	Make	YOM	Chassis Number	Engine Number	Location	Mileage (Kms)
1	T 191 BXL Nissan Hardbody	Nissan	2011	ADNCPUD22Z0013844	YD25325549T	MCC Plant	281,000
2	T 950 AUY Nissan Hardbody	Nissan	2008	ADNJ860000E002423	ZD30130390K	EVOLUTION Garage - Mbeya Town (Mama John)	
3	T 682 BNB NISSAN HARDBODY D/CABIN-	Nissan	2010	ADNNUD22Z0003570	ZD30252401K	MCC Plant	340,876
4	T 726 BEX	Nissan	2009	ADNJ830000E002602	QD32271158	MCC Plant	
5	T 978 CDD Hyundai S/ Wagon	Hyundai	2012	KMHJU81BSCU573001	G4KDCU829791	MCC Plant	145,820
6	T 724 BWY Ford Ranger D/Cab	Ford	2011	AFATXXMJ2TBD00535	WLAT1253832	MCC Plant	191,132
7	T 207 DBW MITSUBISHI L200 B/CABIN-	MITSUBISHI	2014	MMBJNKB70FD032897	4M40110UAE3736	MCC Plant	186,070
8	T 458 CXQ MITSUBISHI L200 D/CABIN	MITSUBISHI	2014	MMBJNKB70FD021171	4M40110UAE1580	MCC Plant	236,200
9	T 994 AUW NISSAN HARDBODY D/CABIN -	Nissan	2008	ADNJ860000E002511	ZD30143224K	MCC Plant	301,794
10	T105 BES - Nissan S/cabin	Nissan		ADNJ820000E001796	QD32270818	MCC Plant	
11	T 592 CGE Hyundai S/ Wagon	Hyundai	2012	KMHUS81CSDU044346	G4KECU867130	MCC Plant	100,750
12	T 982 CPB Ford Everest S/ Wagon	Ford	2013	MNBUS4E90DW406024	WEAT1183436	MCC Plant	131,800
13	T 153 BWY Ford Ranger D/Cab	Ford	2011	AFATXXMJ2TBY16128	WLAT1276127	MCC Plant	158,100
14	T 731 BWY Ford Ranger D/Cab	Ford	2011	AFATXXMJ2TBD00532	WLAT1259375	MCC Plant	253,420
15	T 919 BXT FORD RANGER-	Ford	2011	AFATXXMJ2TBE12096	WLAT1259913	MCC Plant	142,485
16	T 923 BXT FORD RANGER-	Ford	2011	AFATXXMJ2TBE12095	WLAT1262642	MCC Plant	
17	T 929 BXT FORD RANGER-	Ford	2011	AFATXXMJ2TBD00860	WLAT1256122	MCC Plant	256,890
18	T 471 CXQ MITSUBISHI L200 B/CABIN-	MITSUBISHI	2014	MMBJNKB70FD021186	4M40110UAE1588	MCC Plant	257,200



THE UNITED REPUBLIC OF TANZANIA  
PRESIDENT'S OFFICE  
REGIONAL ADMINISTRATION AND LOCAL GOVERNMENTS  
DAR RAPID TRANSIT AGENCY



Invitation Date: 08th March 2022

### REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES)

TENDER NO. AE/053/2021/2022/C/09

PROJECT NAME: DAR ES SALAAM URBAN TRANSPORT IMPROVEMENT  
PROJECT (DUTP), CREDIT NO. IDA-59570, 59580

Assignment Title: THE PROVISION OF PROJECT MANAGEMENT CONSULTANCY SERVICES TO SUPERVISE DEPLOYMENT AND INTEGRATION OF INTELLIGENT TRANSPORTATION SYSTEM (ITS) AND AUTOMATED FARE COLLECTION SYSTEM (AFCS) FOR DART PHASE I CORRIDOR  
Reference No. TZ-DART-274913-CS-QBS

The Government of the United Republic of Tanzania has received a concessional financing facility from the World Bank to cover the cost of the Dar es Salaam Urban Transport Improvement Project (DUPT). The Government intends to apply part of the proceeds for Consulting Services ("the Services"). Concretely speaking, the said consulting services will include:-

- To produce the detailed design of an Intelligent Transportation System (ITS) that meets the system requirements defines key interfaces and facilitates development, integration, and future maintenance and upgrades;
- To prepare a detailed design of the DART Independent Network (DARTnet) for the DART System in Dar es Salaam;
- To develop a tender document for appointing a contractor for supply, deployment installation, commissioning, and integration of ITS;
- To provide capacity building on ITS and Automated Fare Collection System (GoT-AFCS); and
- To ensure contractual compliance by the Contractor during contract execution.

In what follows, THEREFORE, Dar Rapid Transit Agency (DART), the Government Agency, established under The Dar es Salaam Rapid Transit Agency (DART) (Establishment Order), GN. No. 120 of 25th May 2007, now invites eligible consulting firms ("the Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are eligibility, experience in a similar assignment in the last ten (10) years, experience in similar conditions, and availability of appropriate skills among staff.

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers, dated January 2011 and revised in July 2014 (Consultant Guidelines), setting forth the World Bank's policy on conflict of interest; available on [www.worldbank.org/procure](http://www.worldbank.org/procure).

Consultants may associate with other firms in the form of a joint venture or a sub consultancy to enhance their qualifications.

A Consultant will be selected in accordance with the "Quality Based Selection (QBS)" method set out in the Consultant Guidelines.

Expressions of interest must be delivered in a written form to the address below (in person or by e-mail) by **Friday 31st March 2022**.

Further information can be obtained at the address below during office hours from 08:30 am to 15.30 pm.

**The Secretary Tender Board,  
Dar Rapid Transit Agency,  
Ubungu Maji, Morogoro Road,  
P. O. BOX 724,  
DAR ES SALAAM.  
Email: info@dart.go.tz**

**Dr. Edwin P. Mhede, Ph.D.,  
THE CHIEF EXECUTIVE**



# Mining firm reduces HIV infection rate by 50 per cent in North Mara

By Guardian Correspondent, Tarime

BARRICK Gold Corporation has more than halved the HIV/AIDS prevalence rate among the mine's workforce and surrounding communities from a high of 3.3 percent in 2018 to 1.5 percent last year.

At the same time, new HIV infections have decreased from a high of 16 in 2018 to 10 in 2021 while the rate for all sexually transmitted infections have reduced from a high of 4.78 percent in 2017 to 2.95 percent in 2021.

Presenting these improvements to the Tanzanian Parliamentary Standing Committee on HIV/AIDS, which visited the mine last week to discuss the company's HIV and Tuberculosis (TB) interventions, North Mara general manager, Apolinary Lyambiko, said the group's HIV/AIDS program is focused on raising awareness, encouraging safe sex and promoting Voluntary Counselling and Testing (VCTs).

"To this effect, Barrick has a comprehensive HIV/AIDS workplace policy; regularly engages with the District Medical Officer (DMO) and NGOs on its VCT campaigns; distributes free condoms as well as educational brochures, fliers and T-shirts, provided frequent medical check-ups; and conducts air quality and other occupational hy-

giene monitoring," he added.

Community-wise, Barrick has initiated a number of awareness campaigns in conjunction with the DMO including two World Aids Day commemorations in 2020 and 2021 and a two-week campaign in 2021. In total, over 4,800 VCTs were conducted, 1,000 units of blood were collected, 1,800 HIV Rapid Test Kits were donated, 134 circumcisions were carried out; 164 cervical cancer screens were done; and thousands of condoms, T-shirts, and awareness brochures have been handed out.

Lyambiko said that diseases like TB and HIV hampered the social and economic development of the company's host communities and had the potential to negatively impact its operations. "Working to reduce and eliminate these diseases from our communities is therefore not only an important part of our community health strategy but also delivers benefits to the business," he said.



## OFFER FOR SALE BY INFORMAL TENDER 2 PRIME RESIDENTIAL PROPERTIES IN OYSTER BAY AREA



4 Kenyatta Drive



47 Laibon Road

On behalf of our client, we offer for sale by informal tender the following properties:

### 4 KENYATTA DRIVE & 47 LAIBON ROAD, OYSTER BAY

Two excellent 4-bedroom double storey houses: 4 Kenyatta set in a 2,925 m<sup>2</sup> plot and 47 Laibon Road set in a 3,757 m<sup>2</sup> plot. Includes staff quarters and garage for 2 cars for each property.

Further details are available upon request. Viewing dates will be on 10th, 17th, 22nd, 24th, February and 1st, 8th, 10th, 15th, 22nd, and 29th March, 2022 from 2.00 to 4.00 p.m. Other appointments to view may be arranged through Knight Frank on +255 22 2113300, 653 621387 or 717145273.

Tenders are invited for the 2 above properties. Purchasers may bid for one or both properties.

Only those tenders which meet the following qualifications will be considered:

- A bank guaranteed cheque for T.Shs.2,000,000 made out to Knight Frank must accompany each tender. In the event that a tender is accepted by the vendor but reneged upon by the person or institution making the tender offer, the vendor will retain the T.Shs.2,000,000. The amount paid shall form part of the agreed purchase price. All persons or institutions whose tenders are rejected by the vendor will have the T.Shs.2,000,000 returned to them.
- Each tender must clearly indicate the contact person, his/her e-mail, physical and postal address and his/her telephone numbers.

Sealed tenders, clearly marked "TENDER FOR THE PURCHASE OF PROPERTY ON PLOT 4 KENYATTA ROAD OR AS THE CASE MAY BE "TENDER FOR THE PURCHASE OF PROPERTY ON PLOT 47 LAIBON ROAD, AND " WHERE A BIDDER BIDS FOR BOTH HOUSES THEN A BID FOR EACH HOUSE HAS TO BE SUBMITTED to:

The Managing Director  
Knight Frank (T) Ltd.  
International House 3rd Floor  
P.O. Box 9333, Dar es Salaam.

Tenders received after 2.00pm on Thursday 31st March, 2022, will not be considered. Tenders will be opened immediately after the closing time by the representative of the Client.

If for any reason the sale transaction is not approved after the bidder has paid the purchase price into an escrow account pending transfer of the property, the purchase price shall be refunded to the bidder without interest and without any prejudice to the Client or Knight Frank.

# BARRICK CELEBRATES WOMEN IN MINING



Barrick is driving the increased employment of women in the traditionally male-dominated mining industry through targeted recruitment campaigns and development programs designed to equip them for rewarding careers at all levels of the organisation. All our operations across Africa and the Middle East, North America and Latin America are committed to greater gender diversity and women are significantly represented on Barrick's board of directors and in its executive and management teams. Throughout the group we are investing in a new workforce and a new generation of leaders, female as well as male, to take us into the future.

## BARRICK

Driving gender diversity in the mining industry

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# Geita Gold Mining Limited: Putting women at the heart of its operations

By Correspondent Geoffrey Nangai

THE mining industry has been male dominated for many decades, but positive steps have been embarked on to integrate women into the industry. In recent years, there has been a paradigm shift in countries such as Tanzania and women are now playing an increasingly important role in the mining industry, occupying various positions of power and authority at all levels.

Subsequently in Tanzania's mining industry, women can be found working as mining engineers, blast control supervisors, Head of Department (HODs), managers, laboratory technicians, truck drivers, control-room operatives and metallurgists.

Initially, the mining industry was labour-intensive, so physical stamina and endurance were key, but the emergence of new technological innovations has changed the practice making it easier for women to do the same work as men.

Suffice it to say that in recent times, Tanzania has seen an increase in women's interest in studying mining-related subjects at university and vocational levels, that has helped to provide a pool of female talent for the industry.

Many big mining companies in Tanzania including Geita Gold Mining Limited (GGML) have come up with all-inclusive strategies to put women at the heart of their operations.

GGML is part of the Female Future Tanzania Programme, an initiative by the Confederation of Norwegian Enterprise (NHO) and coordinated by the Association of Tanzania

Employers (ATE) which runs under the theme 'Female Future Spirit - Make each other better'.

The programme aims to provide a unique and practical -oriented experience that attracts more women into management positions, decision making processes and on corporate boards.

Already, eight female employees from GGML have already graduated and know how to have the practical, real-world situations needed at the mining sector workplace.

GGML also prides itself for supporting the Chairman's Young Leadership Program (CYLP) and Diversity and Inclusion Initiatives. The programme is designed to enhance the development of emerging talent and to support an integrated talent management strategy in the development of high potential employees in key positions and women are given priority.

Since the inception of this programme, GGML management has nominated three of its senior supervisors under 35 years of age to participate in this programme. According to the GGML, when it comes to diversity and inclusion, it is about more than just playing "Lip Service".

Although the struggle for gender equality in the industry continues, there has been a convergence of opportunities for women in mining in recent years.

In line with the Company's diversity and inclusion initiatives, the Communications Department has embarked on a campaign to profile some of the women who have played a pivotal role in the company's operations.



A member of the security team patrols one of the areas within the Geita mine.

According to the GGML Vice President (Sustainability), Tanzania and Ghana, Simon Shayo, GGML recognises the benefits of a diverse workforce and actively encourages women at all levels of the business. He said gender empowerment is part and parcel of the company's core values which include treating each other with respect and dignity regardless of age, gender, colour, race etc. Another value is commitment to deliver actions and ensure the workplace provides equal opportunities for everyone.

Shayo added that GGML focuses on affording women an equal role as part of the next generation of its employees. He said the company has an inclusive employment policy that offers an equal opportunity for both men and women adding that the company categorically looks at what the candidate can offer, not his or her gender. "Our aim is to offer women the appropriate training, development and attention to progress within the organisation across all job levels. We

have a number of initiatives aimed at developing women into managerial positions," he said.

He noted that the company has gone an extra mile by improving its policies to include marginalized groups like People with Disabilities (PWDs). "We are committed to attracting and retaining female employees as part of efforts to ensure that women play an integral role in the development of the country's mining industry," Shayo said.

216736001





WWF for a living planet®

## Invitation to Tender

1. WWF Tanzania Country Office is a Non-Government Organization dealing with environmental protection in Tanzania since 1990 and it has supported the Government of Tanzania in implementing various projects on Marine, Forest, Fresh Water, Energy and Wildlife. WWF global mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:

- conserving the world's biological diversity;
- ensuring that the use of renewable natural resources is sustainable and
- promoting the reduction of pollution and wasteful consumption

2. WWF Tanzania Country Office (WWF-TCO) secured some funds from Foreign, Commonwealth and Development Office (FCDO) for supporting the protection of key ecosystems, increased resilience and adaptation for sustainable use by local communities' improvement of water sources under the land for life (L4L) project. WWF-TCO intends to apply part of its budgetary allocation to fund eligible payments under the contract of the project for construction of Matala B water supply gravity scheme in Longido district to collect spring water at the selected restoration sites so as to increase water availability for communities' downstream and hence increased community resiliency to frequent and prolonged droughts.

3. WWF Tanzania Country Office, invites eligible civil works contractors registered by Contractors Registration Board (CRB) in class IV and above to submit their proposals for construction/rehabilitation of water source in Matala B Village. Due to the limited time for implementation of this project, the project has to be completed not more than 90 days, with May, 31 as cutoff date. The company that has proven experience of similar works especially in a wildlife dispersal area considering the project is within the Game Controlled Area of Longido district is highly encouraged to submit the proposal (Technical and Financial).

PROJECT	SITE FOR WATER SOURCE CONSTRUCTION/REHABILITATION
WWF/TCO/L4L/OT/MARCH2022	MATALE B VILLAGE IN LONGIDO DISTRICT

4. Interested eligible contractors should send the request for obtaining the full tender document and attach the proof of payment for tender document to [pndaki@wwftz.org](mailto:pndaki@wwftz.org) copy [mfeisal@wwftz.org](mailto:mfeisal@wwftz.org). The payment of non-refundable fee for tender document is TZS 50,000/=. The method of payment will be cash deposit to:

**Bank Name: NMB**  
**Account No. 70910003703**  
**Account name: WWF FOR NATURE TZ COUNTRY OFFICE**

5. Interested tenderers are required to direct their soft copy tenders only to the procurement e-mail at [procurement@wwftz.org](mailto:procurement@wwftz.org) Deadline for submission is 12:00 noon on **18th Friday March 2022**.

6. Only **Form of Tender in a sealed envelope** with clearly marked tender numbers should be submitted to:

**Secretary,**  
**Procurement Committee,**  
**WWF Tanzania Country Office,**  
**Plot 252 Kiko Street, Off Mwai Kibaki Rd, Mikocheni**  
**P.O. Box 62117 Dar Es Salaam.**

216736101



UNITRANS TANZANIA LIMITED

## JOB VACANCIES

Unitrans Tanzania Limited currently has the following exciting opportunities at Kilombero and Kilosa Districts, Morogoro Region where is subcontracted for various agricultural operations to the sugar industry. We are currently looking for a suitably, qualified, proactive, and experienced individuals with strong background on their professionals to fill in the following posts.

### 1. CHOPPER HARVESTER OPERATORS (10 POSTS)

Minimum requirements, experience, and skills.

Suitable candidates should have the following:

- At least Form 4 education level
- English literate
- Class F & G driver's license
- At least 3 years operating experience
- Certificate from vocational training collage
- Knowledge of reporting procedures of emergencies and defects
- Knowledge of safe operating procedures
- No previous criminal record
- Good communication skills
- Computer literate

The following will also be advantageous:

- Experience with operating Case Austoft 8810 tracked chopper harvester
- Experience with operating agricultural machinery with autosteer and/or in-cab screen for application rate control
- Experience with operating tracked heavy machinery
- Class E drivers' licence

Applicants will be required to:

- Submit contactable references of previous two employers
- Be willing to work shifts (day or night), weekends and public holidays

Duties and Responsibilities

The position will focus primarily on the following:

- Operate Case Austoft 8810 tracked chopper harvester
- Inspect the chopper harvester and sign off to register fuel levels and mechanical readiness of the equipment for the shift's work before work starts. Sign off the checklist at the end of the shift to register fuel levels and mechanical readiness for the next shift or handover to the next operator.
- Arrange for refuelling whenever necessary and ensure that there is sufficient fuel to resume operations for the next shift.
- Report defects, damage, and faults in the equipment immediately that they become apparent to management.
- Monitor chopper blades closely and adhere strictly to the replacement requirements as instructed.
- Monitor machine maintenance and condition and ensure maintenance cycles are adhered to.
- Ensure hygienic condition and high standards of housekeeping are maintained in the operator's cab.

- Work with haulage team to reach daily DRD tons (Daily Rated Deliveries)
- Understand and manage risk during harvest operations
- Ensure cane harvest quality is maintained to optimise load yield and tonnage of cut cane.
- Continually monitor and improve harvesting efficiencies.
- Alert harvest manager in the event of any delays or breakdowns
- Follow all reasonable instructions from supervisor
- Handle required documentation
- Adhere to Fatigue Management Rules
- Operate other equipment / yellow machinery as required.

### 2. DRIVER TRAINER (1 POST).

Suitable candidates should have the following:

- At least Form 4 education level
- English literate
- Class A, B, D, F, E & G driver's license
- At least 2 years' experience in a trainer position.
- Attend vocational training collage
- Attend driver instructor/trainer course.

Duties and Responsibilities

- Prepare lessons that are tailored to operators' needs.
- Provide on job training theory and practical skills related to all aspects of driving to operators.
- Demonstrate the Tanzania Road Traffic Act and its regulations.
- Demonstrate haulage techniques to improve work safety efficient.
- Provide work guidance in accordance to work instructions as issued by customer from time to time.
- Monitoring and control onsite fuel and oil usage.
- To familiarize yourself with the requirements of Occupational Safety and Health Act.
- To train operators and ensure that, the necessary checks on machinery and equipment are carried out and their findings are recorded in the register.
- To ensure all machines assigned to the operation are safe to be operated.
- To perform monthly inspections of your workplace and equipment using checklist.
- To ensure that no employees is allowed to operate machinery unless he is adequately trained and competent to do so.
- To conduct operators' evaluation and Planned Task Observation to operators.
- Documenting and reporting operators training progress.
- To liaise with safety, health, and environmental representatives when they are performing their inspections.
- To participate in incident and accident investigation when happen in workplace.

Interested candidates may apply by email their CVs to [iness.nangali@unitrans.africa](mailto:iness.nangali@unitrans.africa). Email subject should be the position that you apply. Deadline of receiving the applications is **15th March 2022**. Only shortlisted candidates will be contacted.

216736201

# Mozambican envoy calls youth to create jobs and get rid of job-seeking syndrome

By Guardian Reporter

THE Mozambican High Commissioner to Tanzania, Ricardo Mtumbuida has urged young Tanzanians to inculcate a habit of developing their talents as one way of creating job opportunities and get rid of job-seeking syndrome.

"The time has come for young people to start recognizing the talents that God has given them and transform them into opportunities that will help them change their lives along with leaving the concept of waiting to be employed," said Mtumbuida when speaking in Dar es Salaam at the launch of two English books—A day with a Quote and Dear Paula, written by a poet, Aisha Kingu.

The envoy said it is time for young people to use their talents for self-employment to earn a living as there are

many opportunities hidden in youth talents.

He also called on parents to be at the forefront of ensuring that they recognize their children's talents and develop them so that they can be the saviour of the future by creating a secure income.

"Parents are in a very good position to develop their children's talents from birth. I would also like to congratulate Dr Saidi Kingu for recognizing his daughter's talent and helping her achieve her goals and fulfill her dreams," he said.

For her part, the author of the books Aisha said the books carry a variety of messages and everyone who reads the books will give her the motivation and strength to face challenges as well as a positive attitude towards achieving success. Fair Competition Commission (FCC) Director General, William

Erio commended the parents of the girl and encouraged other parents to follow the example and be a catalyst in developing their children's talents as by doing so the children will be given more freedom and efficiency instead of forcing them to do things they are not passionate about.

Urio urged parents to follow the example of Aisha Kingu's parents as they recognized their daughter's talent and developed it and now she has been flying the Tanzanian flag in and out of Tanzania for talent only.

Apart from being a book writer and poet, Aisha is also a lawyer at that young age and has become very popular for writing poetry to local and foreign leaders in Tanzania, including the retired President Jakaya Kikwete, Russian President Vladimir Putin and Queen Elizabeth of the United Kingdom.



## INVITATION FOR PRE-QUALIFICATION

### Introduction:

Pact Inc. is an international non-profit organization with its headquarters in Washington, DC. Pact serves communities challenged by poverty and marginalization because we envision a world where everyone owns their future. To do this, we build systemic solutions in partnership with local organizations, businesses, and the government. Our goal is thriving, resilient communities where those we serve are heard, capable, and vibrant.

Pact Tanzania has set aside funds towards the cost for supplying various Goods, works and other services and intends to Pre-qualify interested companies for the provision of and supply of various Goods works and services for a period of 2 yrs

### REQUIREMENTS:

S/N	Items Descriptions	Lot No.
1	Provision of printing services for IEC Materials	Lot No. 1
2	Provision of air conditioners repair and maintenance services	Lot No. 2
3	Provision of conference services	Lot No. 3
4	Provision of transport and car hire services	Lot No. 4
5	Provision of vehicle repair and maintenance services	Lot No. 5
6	Provision of courier services	Lot No. 6
7	Supply of business startup kits	Lot No. 7
8	Supply of education subsidies kits	Lot No. 8
9	Supply of office kitchen items	Lot No. 9
10	Supply of office stationeries	Lot No. 10

Interested vendors should request the full Terms of Reference (ToR) through email with the subject line "Prequalification for suppliers, contractor and other services Provider" to [ProcurementTZ@pactworld.org](mailto:ProcurementTZ@pactworld.org) before 21st March 2022.

All questions and requests for clarification should be directed to [ProcurementTZ@pactworld.org](mailto:ProcurementTZ@pactworld.org) with the subject line "Request for clarification for Pre-Qualification before 21st March 2022."

### A. Eligibility

To be considered for the award, vendors must currently be legally operating in Tanzania, and the quotation must include all of the following information:

- Ability to meet or exceed the requirements/technical specifications outlined in the TOR
- Ability to deliver the items/services specified in no later than the date(s) required.

### B. Submission Instructions

The following information is to be included by a vendor in the proposal:

- Current company profile.
- Copies of registration, certificate and address of their registered office, valid business license, VAT, TIN certificates, Tax clearance certificate, and any industry-relevant license or certificate.
- Evidence of similar assignments, and at least three (3) names and addresses of client served.
- Current Audited financial statement – for two consecutive years.
- Payment terms.
- Please send a separate quote for each lot/line item in the schedule of requirements.

Vendors who wish to answer this RFP should send their proposals in sealed envelopes to Pact Tanzania Head Office by **22nd March 2022, 11:00 am. All sealed envelopes need to be marked as "per lot submission."**

Office Address :

**The Tender Committee**  
**Pact Tanzania**  
**74 Uporoto Street, Victoria**  
**P. O. Box 6348, Dar es Salaam, Tanzania**

Pact Tanzania will open all bids on **22nd March 2022 at 11.30 am** in the presence of Bidders' representatives who choose to attend. The Bidders' representatives who are present shall sign a register evidencing their attendance.

216736001





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## 37 Tanzanians joined billionaires club in 2021-report

By Guardian Reporter

Amid the impact of Covid-19 crisis which surfaced the world economy and Tanzania in particular, thirty-seven Tanzanians joined the billionaires club between 2020 and 2021.

Number of billionaires, both High Net Wealth Individuals (HNWIs) with wealth amounting a million dollar to \$29 million and Ultra High Net Wealth Individuals (UHNWIs) with wealth valued \$30 million and above reached 2,632 last year from 2,597 in 2020.

With the changing of government, following the death of Dr John Pombe Magufuli in March last year, top billionaires including Mohammed Dewji and Aliko Dangote, in different times, said they expect improved business environment under the new government will smooth wealth gains.

The Wealth report 2022 by Knight Frank has shown that Tanzania had 2,590 HNWIs in 2021, an increase of 1.8 percent from 2,554 in 2020 while number of UHNWIs slowed by 1.6 percent to 42 in 2021 from 43 reported

in 2020.

It is expected by 2026, Tanzania will have 3,825 billionaires, of which ultra-high will be 55, an increase of 30.3 percent compared with 2021 and HNWIs will reach 3,770, an increase of 45 percent compared with 2021.

However, minister for finance and planning Dr Mwigulu Nchemba claimed that there are close to 6,000 billionaires in Tanzania engaged in different businesses such as mining, industrial trade, financial sector, telecommunications, tourism and real estate.

According to the minister, 115 out of 5,740 billionaires have net worth above \$30 million, categorized as UHNWIs, and account for 28 percent of total net worth of Tanzania's billionaires.

This indicated that since 2016 to 2021 there were an increase of three out of ten HNWIs and an increase of one out of ten UHNWIs.

According to the report, most of the wealth creations in Africa were mostly from digital business, private equity, real estate, equity market, block chain technology and ESG.

Digital business and real



Digital business and real estate have the highest percentage in wealth creations with 89 percent and 87 percent, respectively.

estate have the highest percentage in wealth creations with 89 percent and 87 percent respectively.

However, inflation, tax and regulations, new covid-19 variants, domestic government policies, interest rates and conflicts remain the major challenge influencing ability to create wealth in Africa.

The report shows in East Africa sub-region, Kenya have the highest number of billionaires with 4,242 in 2021 of which 3,362 HNWIs and 88 UHNWIs.

Number of HNWIs in Kenya increased by one percent from 2,605 in 2020 while UHNWIs slowed by twp percent to 88 from 90 in 2020.

The report shows number

of both high and ultra-high billionaires in Kenya are expected to reach 4,578 in 2026 of which 4,275 HNWIs and 100 UHNWIs.

According to the report, Uganda has the lowest number of billionaires among of the three featured members of East African Community (EAC) with 1,731 with both sizes.

Number of HNWIs in Uganda grew higher than other two featured EAC countries by 8.5 percent to 1,704 in 2021 from 1,571 in 2020 while number of UHNWIs also grew high at 4.9 percent to 27 from 26 in 2020.

By 2026, number of Ugandan billionaire of both sizes will reach 1,975 of which

1947 will be HNWIs and 28 will be UHNWIs.

On continental level, Knight Frank report shows there were 135,068 HNWIs and 2,240 UHNWIs in Africa in 2021, an increase from 124,881 and 2,240 respectively.

The report reveals that the world's population of UHNWIs (those with net assets of \$30 million or more, including their primary residence) rose by 9.3 percent in 2021, following on from growth of 2.4 percent in 2020.

Eight out of ten respondents (wealth advisors and private bankers) said their clients' wealth had increased last year, with more than half describing the rise as "significant" (defined as more than 10 percent), says Knight Frank.

Asset price rises, from property markets to stock markets to luxury collectibles, have all helped to boost the fortunes of those wealthy enough to hold investment portfolios.

The top five gainers for UHNWIs, in absolute terms, were the US, the UK, France, Japan and the Chinese mainland.

Equity markets played a big role with the French CAC 40 up around 30 percent during 2021, the US S&P 500 rising over 25 percent and the UK FTSE 250 around 15 percent higher.

Between 2021 and 2026, Knight Frank forecasts that the global UHNWI population will grow by a further 28 percent.

Over the ten years to 2026 that represents a more than doubling in the number of global UHNWIs - from 348,355 to 783,671.

By 2026, Asia will surpass Europe as the second largest regional wealth hub.

"During that time we predict, for example, that Singapore will have witnessed a 268 percent growth in its UHNWI population to around 6,000," it says.

"As the aforementioned African wealth growth numbers show, wealth creation among UHNWIs has not been equal."

But away from the ranks of the asset-rich, Knight Frank notes the disparity is even starker with global inequality levels, exacerbated by rising energy and food costs, increasing - even in the developed world.

## Sorghum farmers realise improved harvests owing to smart agriculture

Smart Money Reporter, Dodoma

THE World Food Programme (WFP) is set for its second phase of Climate Smart Agriculture programme intended to equip smallholder farmers with smart green technologies skills in sorghum, beans and sunflower cultivations, at an investment of 1.323bn/- (US\$570,000) per annum.

The programme which will commence in July this year, is one of the eight components in the second WFP Country Strategic Plan for 2022/27 covering Manyara, Singida, Arusha, Shinyanga, Simiyu, Tabora and Mara regions.

With the Climate Smart Agriculture component, WFP is set to invest 1.324billion/- (US\$570,000) every year from Irish Aid.

The programme will be executed under the coordination of WFP and Farm Africa which is tasked to oversee the programme at district and village levels.

"WFP decided to widen the scope by featuring sunflowers and beans because of increased demands. The government is also encouraging empowerment of beans and sunflower smallholder farmers," said Neema Sitta, Head of Sub-office and Programme Policy Officer at the World Food Programme (WFP) in Dodoma.

According to her, other components that the programme will focus on are humanitarian support especially to refugees, Disaster risk management and reduction, Nutrition programme for pregnant women and children under 5 years old, and Primary

school feeding.

The other components are enhancing supply chain through processing and value addition, livelihood support to cross sectors, mainly communities engaged in fishing, livestock keeping and conservation.

WFP will also use the strategic plan to strengthen partnership ties with the government and the private sector.

"During its first phase 2017/22 that ends in June this year, 22,000 farmers have been covered by the programme six districts of Dodoma region including Kongwa, Chemnba, Mpwapwa, Chamwino, Bahi and Kondo," she said

"By the end of 2021, almost 28,000 tons of sorghum valued 13.5bn/- were sold by farmers to different buyers. The number of beneficiaries is therefore expected to double in the second phase."

Apart from transforming farmers from ordinary to modern models and practices, farmers are also directly linked to markets. As a result, Sitta said, price of one kilogram of sorghum is currently 550/- instead of 250/- that they were getting before.

Shea asserted that South Sudan is the main market for the produced sorghum where not less than 20 percent of the purchases are made from smallholder farmers, while the bulk mostly come from Cereal and Other Produce Board of Tanzania (CPB) and the National Food Reserve Agency (NFRA).

Patrick Msemne, a smallholder farmer from Mikola village in Bahi district, said that he joined the



programme in 2020. Prior to WFP and Farm Africa programme, he used to harvest the maximum of two hermetic bags of sorghum weighing 100kilogram from one acre. He owns 20 acres of land.

"During the last season I harvested a maximum of eight to ten hermetic bags of 100 kilogram each. My working capital has therefore grown from 2mn/- to 5mn/-. The operational cost for one acre is 70,000/- whereas I sell a single hermetic bag at 55,000/- In the current season I'm expecting 90 hermetic bags of sorghum," asserted Msemne.

On her part, Grace Changamike, Farm Africa Bahi District Climate Smart Agriculture Programme Officer, said that the programme has changed farmers' perception towards cultivation with a guaranteed market through contract farming entered with buyers prior to cultivation.

"Almost all farmers are practicing contract farming. We train farmers on smart farm methods including land preparation, weeding and pests control, storage, selection of quality seeds and nutritious knowledge" said Grace, adding 65 farmers from Mikola village have benefited with the programme.

The programme also trains village extension officers.

Farmers are being provided with improved sorghum seeds from Namburi Seeds Company Limited, Bytrade Company Limited, Agricultural Seed Agency (ASA) and Tanzania Agricultural Research Institute (TARIO in Hombolo Dodoma. Grace asserted that farmers are also trained on sorghum off season activities such as smart horticultural practices for incomes supplements.

From the 47 villages where the programme is being implemented

in Bahi district, 15 villages have pilot farms.

Ernest Sebastian from Mtamba village in Mpwapwa district said WFP has linked the programme beneficiaries to NMB Bank Plc for financing.

He said during the last season he harvested 42 hermetic bags from six acres.

He had sold two tons to the Tanzania Breweries Limited (TBL) at 550/- per kilogram.

He is one of the 35 Mshikamano farmers group benefited from a 10.2mn/- soft loan from NMB Bank Plc during the last season.

Adelina William, the field associate- Climate Smart Agriculture Programme, Farm Africa, said in Mpwapwa district has 95 farmers groups with 5,079 individuals engaged.

During the last season, farmers in Mpwapwa sold 13,077 tons of sorghum to different buyers.

## Credit extends losses with increase in rates, geopolitical pain ahead

WASHINGTON

Credit markets suffered the biggest back-to-back monthly losses since the global financial crisis and remain vulnerable amid rising rates, slowing growth and escalating geopolitical risk.

Dollar- and euro-denominated investment-grade company notes have dropped 5.3 percent and 3.8 percent, respectively, in 2022.

That's the worst start to a year on record for Europe and the steepest January-February decline since 1980 in the US, while sterling bonds tumbled 5.7 percent, and yen bonds extended a slump.

Investment-grade debt is particularly exposed to rising rates given its higher duration than lower-rated bonds.

Federal Reserve officials have stuck to their resolve to raise rates despite uncertainty posed by Russia's invasion of Ukraine, though traders abandoned wagers on a supersized hike in March amid concerns about the economic impact.

"Things aren't going to get better," said Steven Boothe, a portfolio manager for global and US investment-grade bonds at T. Rowe Price Group Inc. "Real growth runs the risk of slowing here rather meaningfully and that to me is the next important risk."

"Liquidity is getting challenged," said Boothe, who is looking for opportunities to buy corporate bonds once he gets better visibility on Fed policy, US growth and

the Treasury curve. T. Rowe oversaw \$1.68 trillion as of the end of December.

DWS North America has gotten more cautious, according to Tom Farina, co-head of credit at the firm. DWS Group oversees over \$1 trillion globally.

"Our investment-grade positions are smaller than where they were in fourth-quarter," Farina said in a telephone interview Tuesday. "We want to get a better sense of where the Fed is going and on inflation before we are willing to jump in."

"The war is likely to add further inflationary fuel to the fire that is already burning," said Chris Bowie, a partner at TwentyFour Asset Management in London.

Given that for weeks investors have been speculating about a Fed hike in March, some of the impact of higher borrowing costs may already be priced in.

A precedent here could be the pandemic-related turmoil of March 2020, when high-grade euro-denominated corporate bonds lost nearly 7 percent. They then rebounded to return 3.7 percent the following month and more than recovered their initial losses over the rest of that year, Bloomberg index data show.

Investment-grade "credit spreads have already reacted so negatively that to go wider from here, risk would have to increase materially," said Viktor Hjort, global head of credit strategy at BNP Paribas SA. "We expect some stabilization around these levels in the coming months."



# Maintaining sustainable financing in African capital markets in crisis

By Isabelle Lessedjina

THE Covid-19 crisis has caused significant disruptions to global financial systems, seriously impacting all advanced, emerging and developing economies.

All growth and balanced budget forecasts were revised downwards, creating liquidity problems for many countries.

While Covid-19 was morphing into a global pandemic and concern was growing, emerging market economies and those of border countries experienced a dual shock: Global financial conditions tightened markedly, particularly with reduced access to dollar financing.

The lack of flexibility in frontier and emerging economies has shown the importance of the development of their capital markets, and the leading role that the financial sector particularly commercial banks, microfinance institutions, fintech, insurance and pension funds - must play.

The crisis, debt and capital markets: a sustainable future

Early stages of the pandemic: Frontier and emerging economies experienced a sharp reversal in capital flows. Exchange rates in major frontier and emerging economies depreciated abruptly, putting sovereign bond spreads under pressure.

However, the situation is particularly critical in frontier countries, particularly in Sub-Saharan Africa (SSA). The World Bank and IMF estimated that ten years of gains on SSA's real GDP per capita would be lost in 2020 (a drop of +/- 5-7 percent).

Savings in Sub-Saharan Africa are thus facing a dual challenge exacerbated by the crisis.

The first relates to the problem of short-term liquidity to keep states functioning while managing the volatility of capital flows, drops in tax revenue (\$70 billion has been lost according to the IMF), and the reduction of export earnings (particularly for commodity exporters) and remittances.

The second has to do with the permanent damage to their economies in the medium and long term. The private sector particularly faces potential damage, including the most seriously affected economic industries (such as air transport and tourism) as well as the problem of limited



BoT Headquarters

resources to support development financing.

The Institute of International Finance (IIF) estimates that more than USD 80 billion left emerging markets in March 2020 alone, with outflows of more than USD 100 billion between February and early June 2020.

Capital flight from emerging economies during the Covid-19 crisis was, therefore, more acute than during the 2008 global financial crisis.

Moreover, the pandemic's impact on emerging and frontier economies has been pronounced, with oil exporters, heavily indebted countries and frontier countries taking the hardest hit.

We know how to manage this crisis. Managing an exogenous crisis like Covid-19 well depends on the available information once the damages it has caused have been assessed.

The following policy mix could be an effective response: adopting expenditure reduction and streamlining policies.

This can be achieved by reducing public and private deficits to align spending with decreasing long-term revenues; and allocating a larger share of expenditure to health care; increasing financial resources and expanding the available fiscal space.

This will provide support in mobilizing both domestic and external finances to spend on critical sectors for early recovery.

But this approach is much less effective when all countries are caught up in a global pandemic. This is because incomes fall, health care costs soar, and access to capital markets is closed or too expensive. These factors, combined with the direct effect of

the general depreciation of African currencies, render the debt burden unsustainable.

In addition to a health crisis, African countries have been compelled to focus on the economic crisis.

Because they borrowed in hard currency, they now face higher debt service payments, due to the depreciation of local currencies at a time when their economies are slowing, and health infrastructure is under heavy pressure.

In addition, the macroeconomic effects are spilling over into the financial and economic sectors.

The financial sector, as the primary driver of the economy, has been put under pressure in a number of different ways.

Lockdowns have had a significant impact on the economy and will heighten the credit and liquidity risk of banks and their customers, and increase market volatility and the crisis has led to a considerable outflow of foreign investments, estimated at four times the amount of foreign investment made during the 2008 Lehman crisis.

The shortage of US dollars within Africa has caused currencies to depreciate. It will also impact the financial performance of real sector banks or companies with open foreign currency positions.

Financial institutions had to urgently guarantee liquidity, reinforce their balance sheets while supporting their customers.

This crisis has highlighted the importance of having more resilient economies. So after Covid-19, what should we do?

For African countries that had access to international debt markets before the crisis, the financial sec-

tor should help preserve or restore market access by contributing to a robust macroeconomic framework, supported by sound economic policies. For other countries, sound economic policies and support from multilateral institutions will be key.

In addition, development finance institutions (DFIs) could provide these markets with funds and temporary risk mitigation instruments (such as guarantees) to encourage the return of international investors. The instruments should be used for a limited period, for example, up to the end of 2021.

More importantly, the funds should be denominated in local currency to avoid currency mismatches and defaults owing to scarcity.

The financial sector should play a leading role in the long-term macroeconomic stability of their economies by helping to implement policies and strategies that actively encourage local currency financing.

There should be a strong motivation to reduce dependence on the dollar and accelerate the development of national capital markets in local currency.

The financial sector, led by Central Banks and the capital markets authority, has a role to play in helping countries implement a set of policies to strengthen the financial market, develop a domestic secondary market and promote an investor base to foster stable and long-term liquidity.

*Isabelle is SVP at TCX, a development fund created by DFIs, multilaterals and some governments to provide currency risk solutions where there is none, where she is responsible for investor relations and external affairs as well as strategic partnerships*

# Narratives report on business in Africa pointing to another 'scramble for Africa'

NAIROBI

THERE is another scramble for Africa according to international media, but this time it is about who can best profit from the continent's business opportunities.

And the charge is being led by foreign powers, with 70 percent of coverage about business in Africa referencing China, the USA, Russia, France, and the UK, according to the newly launched The Business in Africa Narrative Report, by Africa No Filter and AKAS.

The report shows that the keywords, stories, frames, and narratives associated with business on the continent are dangerously distorted.

There is an overemphasis on the role of governments, foreign powers, and larger African states alongside an underappreciation of the role of young people, women, entrepreneurs, creative businesses, smaller successful African states, and Africa's future potential.

Moky Makura, Executive Director at Africa No Filter, said: "We wanted to understand why Africa is seen as a high-risk business destination and why the cost of money is at a premium. The report gives us an insight into why. It shows that business opportunities on the continent are both underrepresented and misrepresented, and now that we know this, we can work on educating the media and changing the narrative around business in Africa."

Richard Addy, report author and co-founder of award-winning international audience strategy consultancy, AKAS, added: "This ground-breaking report offers a detailed data analysis on the narrative around business in Africa. This rigorous research is important because narratives, frames and stories are the lenses through which we perceive and experience Africa. They inform beliefs, behavior and ultimately dictate policy."

In addition to the dominance of foreign powers in business stories featured in international media, the report highlighted a number of other key frames dominating dangerous distortions played out in stories, and the underrepresentation of businesses across the continent, including:

International media are more likely to have a negative tone. African media are

twice as likely to reference corruption in their coverage of business in Africa compared to international media, with corruption featuring in 10% of African media stories.

Nearly half of articles in global media outlets reference South Africa or Nigeria, crowding out business stars like Mauritius, Namibia, and the Seychelles.

Mauritius is the highest-ranking African country in the World Economic Forum's Global Competitiveness Index.

Nollywood is the world's second-largest film industry, and music genres like AfroBeats and AmaPiano are influencing pop culture globally, yet creative businesses were only featured in 1 percent of all business news articles across African and global media.

Additionally, while 22 percent of Africa's working-age population started new ventures between 2011 and 2016, the highest rate of any region globally, African start-ups received declined coverage.

African countries claim the top three spots in the Mastercard Index for the highest concentration of women business owners globally, but business news and analysis on gender equality issues have declined. Africa also has the youngest population globally.

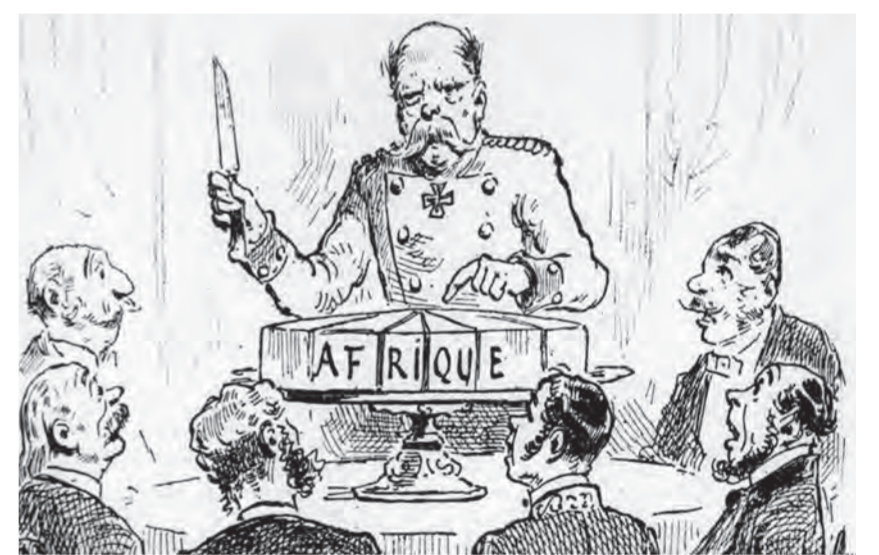
However, youth and women are underrepresented in business stories. In fact, online news coverage of young people has declined between 2017 and 2021. In addition, stories about African youth globally are often framed through negative stereotypes, invoking images of inactivity, violence, and crime.

54 percent of business news in 2021 was framed through government action and policies. Additionally, African media focused more on themes related to government than on those related to entrepreneurship.

Yet, African countries make up six of the top 10 countries whose populations were most likely to search for the topic of entrepreneurship in 2021.

The African Continental Free Trade Area is the largest free trade area in the world by the number of countries taking part, yet it makes up under 1 percent of business news and analysis while mentions of Foreign Direct Investment fell from 3.2 percent in 2017 to an even lower 1.9 percent of coverage in 2021.

CURRENT NEWS



# Marketing in the Metaverse Part 2

DIGITAL MARKETING

By Alley Mmatya

WHERE do we see Metaverse in the next 5 years? Or even 10 to 15 years from now.

Well it is the next digital platform and every 10 or 15 years we experience this shift or transition in computing platforms, for example the last digital shift was from desktop to mobile and next shift will likely be from Mobile to Metaverse as it is expected to be the future of social technology.

In a marketing perspective you will be able to do things that you will not be able to do in the physical world as you will be (or with people) in a virtual world. Two people can be in the same place at the same time while being in 2 different places or cities or countries.

Indeed it is a rich experience, and one not to miss out on.

But from a consumer perspective it changes for example how children might study, how people might train in their roles, how one could have experience of being in places there would not have been able to visit or learning and going back into history to learn about say the history of Tanzania, Egypt, Rome etc. like you were there. Imagine walking down the streets of Tanzania say in the 1800s, it will be an incredible experience.

If you go into the business arena with augmented reality just imagine trying on a Gucci outfit or driving a Ferrari or using the latest Apple phone all from the comfort of your home while getting the real experience of that product or service. If you have plans to go on holiday but you cannot make up your mind on which hotel to choose, with such devices you can visit the hotels and

Alley Mmatya

is the Marketing Coordinator- Access Microfinance Bank Tanzania



view the rooms to help make your decision.

**How will Marketers Play?**

First and foremost Marketers need to be curious, they need to want to learn and embrace this space and its technology basically that must "try" attitude, play the game get involved that's what makes the

difference. There is a mobile app called Spark AR that allows people to create personalized augmented reality effects then be able to publish them on Instagram - it is like your own personalized production studio you can make 2D photos, change backgrounds, filters or simply change the world around you.

For marketers or businesses it

allows them to extend their personal brands with a unique touch and grow audiences because their customers will really be excited about this new experience and its space.

**The Metaverse will be a continuum**

Currently we can access such an experience via Oculus and many other apps already in the market but as technology moves forward one will be able to simply wear augmented glasses experience virtual reality (if you want to be totally immersed), sometimes you may want to use a computer or phone.

As for marketers, developers or businesses capability of reaching clients right in front of their eyes and interacting with your products will give a whole new meaning. On the marketing aspect questions are yet to be raised, will advertisements still come in the form of search engine

ads or banners ads or full video ads before and after your Metaverse experience? Consumer privacy, data protection and so forth.

Furthermore, we as Tanzanians are we prepared to embrace such technology? Are Tanzanian businesses ready to enter this space? Does it make a beneficial use case for businesses that are ready to invest in such technology? If you think out loud Tanzania has magnificent resources and tourism space to market to the world. What about education and spending on local expertise to master this space? Will it be the same old path sleep now and learn later or will we move to investing in our own youth for this space?

So I say. There's that old saying that, "You judge a tree by its fruits. What are your fruits?"

Think about it.  
**To be continued..**



# Feminist organisation begins basic digital gender gap bridging programme for women

By Friday Simbaya, Iringa

**P**OLICY, a feminist organization, has announced the rollout of the digital ambassador's programme in a move geared towards bridging the digital gender gap through training and empowerment of 200,000 women with basic digital skills.

This was disclosed last week during the virtual press conference attended by 18 African journalists from Uganda, Tanzania and Nigeria, the virtual media briefing for the announcement of the Digital Ambassador Program (DAP), is a brainchild of Pollicy.

Pollicy is a feminist collective of technologists, data scientists, creatives and academics working at the intersection of data, design and technology to craft better life experiences by harnessing improved data.

This program aims to impact one million young women across Africa starting with 200,000 young

women from Tanzania and Uganda. The roll out follows a subsequent research done in 2020 titled Alternative reality.

Alternative internet conducted in five countries by Pollicy, a feminist collective of technologists, data scientists, creative and academia working at the intersection of data, design and technology to craft better life experiences.

While harnessing on the quality of data that indicated that Uganda had experienced the highest number of online gender based violence against women with staggering figure of about 32.8 percent, followed by Ethiopia at 31 percent, Kenya 28 percent, Senegal 25 and South Africa with 23.3 percent according to the study.

According to Neema Iyer, the founder of Pollicy, the study found that 1-3 women had experienced some form of online violence. This she alludes to the fact that 30% of men are likely to own mobile phones as opposed to women.

Coupled with the previ-

ously imposed Over -The -Top (OTT Tax) widely known as 'social media tax', that gap was further widened with less women participating online.

It's on this ground that Pollicy has taken on the mantle to launch the Digital Ambassadors Program to help build a more resilient and tech oriented generation of women to deal with the aforementioned challenges.

"The launch of the digital ambassadorship program will provide safe navigation on the internet for all young girls. Our initiative is about tech that impacts society and we will be training and building a generation of tech savvy women from now on and moving forward," Neema said. It is an event that coincided with the celebration to mark the fifth birthday of Pollicy.

"We want to put more women in tech spaces that are predominantly taken up by male, if they get to understand how this space works or even create their own tools on how to work

best with technology then we would have moved a step further to the aspect of digital inclusion," said Gilbert Beyamba, Head of Programs Pollicy.

Philip Ayazika, the Programs manager at Pollicy, revealed that there are already ongoing talks and partnership deals with three Universities in Uganda and two in Tanzania, where those selected through a rigorous process will be transformed into digital/data technologies to engineer change.

Navina Mutabazi, the program Coordinator, feminist Movement and Advocacy at Pollicy, noted that, DAP program will kick off with the training of 200,000 girls, 100,000 in Uganda and 100,000 girls in Tanzania who will shade a green light for Pollicy to reconsider expanding this program to other African countries.

Pollicy, a portmanteau and acronym that stems from "Opinion polling" and "Policymaking", was founded and registered in 2016 with a mandate to redesign



A woman using a computer

service delivery for citizens.

By functioning at the intersection of Data, Design, and Technology, Pollicy is improving how citizens interact with governments.

Pollicy first started working on independent projects on the use of open data and in building data literacy. It has since grown to work with some of the

biggest funders and partners including Facebook, HIVOS, Mozilla, GIZ and Omidyar Network which have helped sharpen our idea of building a culture around data and technology.

To date Pollicy through its many data, design, and tech programs has since worked on over 100 projects, conducting over 200 data events, training

close to 5000 people.

The organization's priority areas are; improving data literacy amongst different stakeholders; promoting uptake and use of data by civil society and government partners for decision making and policy planning; and fostering conversations around responsible and ethical data.

## DCB Skonga quality investment assuring children good education

By Guardian Reporter

When you speak about education of children, no doubt most parents and guardians have worries for some issues, with most citing school fees and other school needs as their major concern that sometimes borders on a nightmare.

What catalyses this panic in the open secret that many Tanzanians who have modest incomes rarely find that they have done adequate preparations for their children to learn in time, something that is caused also by the lack of a saving culture.

And increasingly, most parents and guardians are married on the fate of educating their children in the event of an uncertainty that can cause death or permanent incapacitation, given that they don't have any alternative plan that is reliable, safe and which is efficient.

Most of people are witnessing the gloomy scenario in the aftermath of death of parents of guardian, as far as the education of children is concerned, and very few children have ever succeeded to realize their education dreams after the death of the major caretaker.

On other hand, some may have experience of the myriad promises that are heaped by relatives and friends to the effect that they will take care of the children after a calamity strikes the care taker, with most of such promises melting as fast as the memory of the deceased recedes in the recesses of their minds.

It may be that there are parents or guardians who are committed pay their children's education including the key issue of school fees and in their desperate efforts to seek solutions have found them in the hands of financial institution that instead of giving tem solutions, have loaded hem with loan burdens.

"It is for this reason that DCB Commercial Bank initiated an innovative strategy to start a special account in order to give parents and



guardians an option through which they can be assured of the education of their children up to the university level, including taking care of various challenges that may prop up in the course of such an arrangement," says Rahma Ngassa, DCB Head of Marketing and Public Relations.

"Skonga is the ultimate solution and the best option when it comes to the question of the education of children, after opening a Skonga Account, a caretaker has every reason to rest assured that the child is in safe hands"

Rahma adds " Through DCB Skonga, a customer chooses a monthly

savings plan and decides the right amount depending on the level of income and to be sure of the education of the child up to the university level, at DCB we relieve parents of the worry because in the case of any calamities like death or incapacitation before the child completes education, the guardian will be entitled to receive the remaining amount of money from the beginning, and will be given funds to cater for education including money for regular expenditure for the rest of the contract term."

Through DCB Skonga, the parent decides the type of contract term

to invest for the education of the child, and it can be from one year up to 17 years depending on various criteria including the age of the child, and the type and cost of education to be paid for."

"At DCB we believe that to serve customers according to their current and future needs, I call upon parents to care for their children and create favourable environment for their future education, and the best avenue to achieve this is by signing up to DCB Skonga, because despite the educational benefits derived from the account, if a customer contributes consecutively for the whole period of the contract term, the bank refunds the deposit, and so gives the customer opportunity for further development" notes Rahma.

"Through DCB Skonga our customer is assured of the security of the invested money, guarantee for education goals up to university level, a sizable bonus at the end of every year, entitlement to loan to the tune of 80 per cent of the deposit, funeral insurance the case the account holder/ husband/ wife or child dies

Such is the benefits of DCB Skonga, which has been increasing uptake from parents and guardians since its launch on September 9, 2019. So far some 2000 customers have joined the service in order to be guarantee of the education of their children.

"I call on all Tanzanians and parents to use wake up and enjoy the benefits from DCB Skonga, an I reiterate that they stand a chance to get bonus on their deposits, something that we have been doing to customers who meet the needed conditions," notes Rahma.

"We at DCB we put priority to supporting the implementation of various plans put forth by the current administration by launching in the market products that facilitate efficiency in the education sector, and also by making sure that our quality banking services reach all Tanzanians in all places, plus lancing products that increase efficiency of our customers."

Rahma Notes : " Quality education for every Tanzanian is a crucial issue in our lives, so we at DCB are hopeful that Tanzanians will continue to exploit opportunities presented by DCB Skonga in order to offer their children reliable care in education"

## Women urged to tap opportunities in government's strategic projects

By correspondent Geoffrey Nangai

THE Government has urged women entrepreneurs to participate fully in the public procurement process to grab opportunities in strategic government projects.

The call was made by the Minister of State in the Vice President Office responsible for Union and Environment Selemani Jafo when officiating women entrepreneurs' exhibition organized by the Tanzania Women Chamber of Commerce (TWCC) that brought together various entrepreneurs from across the country in Dar es Salaam over the weekend.

Jafo said the Government through the Public Procurement Act 2011 reserved 30 per cent of all government tenders for youth, women and persons with disabilities as part of efforts to ensure self-reliance but surprisingly many women have not taken part in the public procurement process at full scale.

He argued that almost 70 per cent of the Government's budget is spent on procurement of various goods and services to implement Government's strategic projects.

"There are various opportunities in the procurement process that women have not been able to utilize fully. Procurement entities are required by law to set aside 30 percent of their annual procurement to special groups including women. You need to form groups and grab these opportunities," he stressed.

He noted that women-led Small and Medium Enterprises (SMEs) have played a big role in Tanzania's economic development process by not only creating more jobs but increasing Government revenue through taxes.

Jafo called upon women entrepreneurs to preserve the environment as part of efforts to mitigate impacts of climate change.

"As Government, we are embarking on a national tree planting campaign that will lead to the planting of 14.5 million trees this year. Climate change affects all of us so I expect each and every individual to plant at least three fruit trees this year," he said.

He used the platform to urge Tanzanians to fully participate in the upcoming national population census adding that the data collected will help the government in proper planning.

Earlier, the TWCC Chairperson Mercy Sila noted that 57 per cent of SMEs operating in the country are women.

She thanked the government for laying an enabling environment for women to participate in various economic activities.

Meanwhile, the TWCC is set to award out standing women entrepreneurs as part of this year's



VIEW FROM THE TOP



## WORLD

## Life to normalise in Belgium as COVID-19 measures dropped

BERLIN / BRUSSELS / HAVANA / LONDON

COVID-19 measures such as wearing masks in public places will be dropped in Belgium from yesterday, after the federal government agreed on Friday to move the country to code yellow.

This means the epidemiological situation is under control, according to an official report published by the National Crisis Center.

The decision to lift coronavirus measures in the hospitality sector and most public places marks the end of the federal phase of the "national emergency plan to fight COVID-19", launched two years ago in Belgium.

Wearing a mask will no longer be mandatory in schools, universities and public places, and the COVID safe ticket will no longer be required to enter bars and restaurants, or to attend public events.

However, rules for wearing masks on public transport, as well as in hospitals and healthcare centers, "will continue to be applied for a certain time," said Belgian Prime Minister Alexander De Croo.

The government has also recom-

mended people use masks in closed public spaces, or in areas where social distancing is limited.

Travelers will no longer need to complete a Passenger Locator Form when they arrive in Belgium, unless they are coming from a third country outside the EU.

Quarantine rules will apply for people who do not have one of the three certificates (vaccination, negative PCR test, or a certificate of recovery after illness), and for people traveling from countries with a high risk of COVID-19.

All the COVID-19 indicators are continuously falling in Belgium; from Feb 22 to 28, a daily average of 6,011 new infections was reported by Sciensano Public Health Institute.

## Cuba

Cuba registered no deaths related to COVID-19 in the past day, keeping the national death toll at 8,498, the Ministry of Public Health said Friday.

According to its daily report, there were 638 COVID-19 infections recorded in the same day, for a total of 1,071,964 cases.

In addition, there were 2,331 active



A medical staff member assists a patient infected with COVID-19 at the intensive care unit of the Centre Hospitalier Regional de la Citadelle in Liege, Belgium on Dec 21, 2021. File photo

cases reported in the Caribbean nation, a figure that has been declining in recent weeks.

More than 9.8 million of Cuba's 11.2 million residents have been fully vaccinated against COVID-19, while 5.9 million have received a booster dose.

## Germany

Germany's seven-day COVID-19 incidence rate has risen for the second day in a row, reaching 1,196 infections per 100,000 inhabitants, the Robert Koch Institute for infectious diseases said on Friday.

Daily infections also rose, with the RKI registering 217, 593 new COVID-19 infections within 24 hours on Friday. This was around 6,900 more than a week ago. However, German laboratories have also warned of significant under-reporting due to less testing.

Among older people over the age of 65, infec-

tion numbers are likely to continue to increase due to the ongoing Omicron wave. "In this age group, the peak of the wave is still to come," the RKI said in its weekly report on Thursday.

Nevertheless, Germany further relaxed its COVID-19 measures on Friday. Customers in restaurants and hotels are now only required to follow the so-called 3G rule (vaccinated, recovered, tested), while clubs can re-open under the stricter 2G-Plus rule. This requires a negative test, in addition to vaccinated or recovered status.

On Thursday, restrictions for entering Germany were eased, with travelers no longer obliged to register electronically upon arrival. In addition, the 3G rule now only applies to children from the age of 12 instead of six.

Agencies

## Xi stresses ensuring key agricultural products supply, building stronger social security network

BEIJING

CHINESE President Xi Jinping on Sunday stressed putting the improvement of comprehensive agricultural production capacity at a more prominent position, and continuing efforts on promoting the high-quality development of social security.

Xi (pictured), also general secretary of the Communist Party of China (CPC) Central Committee and chairman of the Central Military Commission, made the remarks when visiting national political advisors from the sectors of agriculture and welfare and social security, who are attending the fifth session of the 13th National Committee of the Chinese People's Political Consultative Conference (CPPCC).

Xi participated in their joint group meeting, and listened to their comments and suggestions.

He underlined ensuring the supply of key agricultural products, especially grain, as the top priority in rural revitalization.

On behalf of the CPC Central Committee, Xi extended festive greetings and best wishes to the country's women of all ethnic groups and from all walks of life ahead of the International Women's Day.

Wang Yang, a member of the Standing Committee of the Political Bureau of the CPC Central Committee and chairman of the CPPCC National Committee, joined the visit and discussion.

CHINA'S STRATEGIC ADVANTAGES Over the past year, various undertakings of the Party and the country have recorded new and major achievements, which are the result of the hard work of all Chinese. Political advisors have also made their contributions, Xi said.

The international situation is going through profound and complex changes and the world has entered a new period of turbulence, Xi said, adding that China faces arduous tasks of reform, development and stability domestically.

Still, China boasts multiple strategic ad-



vantages, including the strong leadership of the CPC, the institutional strength of socialism with Chinese characteristics, and a solid foundation accumulated in the country's sustained and rapid development, Xi said.

Thanks to China's large economic aggregate and huge domestic market, the long-term sound economic fundamentals will remain unchanged, he said, adding that the economy has strong resilience and vitality.

Xi also noted the long-term stability of the Chinese society and the confidence and resolve of the Chinese people to overcome difficulties.

## "CHINESE RICE BOWL"

China has fed nearly one-fifth of the world population with 9 percent of the world's arable land and 6 percent of fresh water resources, Xi said, hailing this hard-won accomplishment while warning against a lapse of attention on the issue of food security.

It is wrong to think that food supply is

no longer a problem in an industrialized society, or to count on the global market to solve the issue, he added.

Xi underscored keeping the annual grain output at over 650 million tonnes and "filling the rice bowl of Chinese people mainly with Chinese grain."

Xi said curbing food waste is a long-term task that requires unremitting efforts.

Calling farmland the foundation of ensuring sustainable development for the Chinese nation, Xi underscored cultivating 1 billion mu (about 66.67 million hectares) of high-standard farmland and ensuring the area of farmland remains above 120 million hectares.

The ultimate solution to safeguarding food security lies in enhancing science and technology, Xi said.

Germplasm resources security is closely related to national security, Xi said, adding that China must strengthen its seed industry to achieve self-reliance in the sci-tech development of the sector and keep the country's germplasm resources independent and controllable.

He stressed ensuring the effective sup-

ply of meat, vegetables, fruits and aquatic products and other kinds of food in addition to grain.

Efforts should be made to develop biotechnology and bio-industry, actively promote the agricultural supply-side structural reform and develop various food varieties, according to Xi.

## CARING FOR THE VULNERABLE

Xi said rural revitalization involves more than economic development, urging ethical and moral education among farmers and law-based governance. He demanded continuous efforts to crack down on criminal gangs or clans in rural areas, calling for mechanisms to conduct such work on a regular basis.

Pornography, gambling and drug-related crime in rural areas, as well as illegal and criminal acts infringing upon the rights and interests of women and children should be punished, Xi said.

Noting that China has built the world's largest social security network, Xi called for efforts to develop a multi-tiered and multi-pillar old-age pension system to bring more people into the social security system.

He also called for a better social security system for workers in flexible employment, highlighting efforts to expand the coverage of unemployment insurance, work-related injury insurance and maternity insurance.

Extra attention and care should be given to vulnerable groups, Xi said, adding that the elderly and children in rural areas should be given more support.

Better work should be done in terms of the rehabilitation, education and employment of people with disabilities, Xi said, demanding efforts to ensure the personal safety and basic living necessities of vagrants and beggars, and support and care for people with mental disorders.

Illegal acts of bullying or abusing women, children, the elderly and the disabled must be rooted out, Xi said.

Xinhua

## Female judges sit on benches of Egypt's State Council for first time

CAIRO

NEARLY 100 female judges assumed office at Egypt's State Council for the first time in the country's history, the Egyptian judiciary body announced Sunday.

The 98 judges, who were sworn in on Saturday, were appointed last year under a presidential decree to work in the circuits of the State Commissioners' Authority, Mohamed Mahmoud Hossameldin, the council's president, said in a statement.

"They would examine lawsuits and prepare legal opinion reports," he said, adding that all the female judges have undergone intensive training on judicial traditions and skills, file examination, session management, and relevant issues of national security and anti-corruption.

The move was applauded by advocacy groups, government officials, and female legal workers. "I'm very honored and proud to be among the first group of female judges in Egypt," Hend Ahmed, a newly appointed judge, told Xinhua on her second day of work at the State Council in Cairo.

She noted that the Egyptian women have the capabilities to work in many fields, adding that the fellow female judges will prove that they deserved to be appointed. "We have many responsibilities ahead and will cooperate with our colleagues to ensure justice in Egypt," she said.

The State Council was founded under Egypt's constitution of 2014 as an independent judicial body with authority on administrative disputes, disciplinary cases, and appeals, as well as disputes about its decisions.

It is also competent to issue opinions on certain legal issues, review and draft legislative bills and resolutions, and review draft contracts to which the state or any public entity is a party.

Hossameldin said a follow-up on the newly appointed judges had made sure they would quickly integrate into the work and serve with efficiency and distinction.

Since the follow-up "proven their accuracy in examining the cases, preparing the legal reports, and participating in the deliberation and cooperation with their colleagues," all the female judges were put to attain their positions on the bench from Saturday, he noted.

The move means that they have obtained all the powers and jurisdictions of fellow judges in the council through sitting on the bench in a judge's capacity, he added.

Their duty includes presiding over sessions of cases preparation, completing the documents necessary to adjudicate and prepare them for the proceedings, and explaining the code of the judicial traditions, Hossameldin said.



Egyptian female judges are seen at the State Council in Giza, Egypt, on Sunday. Nearly 100 female judges assumed office at Egypt's State Council for the first time in the country's history, the Egyptian judiciary body announced Sunday. Xinhua

## Ghana marks 65th anniversary of independence with fanfare

ACCRA

GHANA on Sunday marked the 65th anniversary of its independence from British colonial rule with a national parade in Cape Coast, the capital of the Central Region.

Addressing the parade, Ghanaian President Nana Addo Dankwa Akufo-Addo reiterated the preparedness of his government to continue to protect the territorial integrity, peace, and security of Ghana amid the turbulence in the West African subregion.

"Our efforts at transforming the Ghanaian economy and laying the foundation for progress and prosperity would be futile if we fail to secure our borders to give Ghanaians freedom to go about their daily activities in an atmosphere of peace and security," said Akufo-Addo.

The president bemoaned the growing terrorist attacks from the Sahel region toward the southern coastal states, urging Ghanaians to cooperate with the security services in the discharge of their duty of protecting the country from external and internal aggression.

"When citizens and security services work together to ensure our country is secured, we can channel our energies and resources into building a progressive and prosperous nation," added the president.

This year's celebration marked the second time the national parade was held outside the capital of Accra, after the 2020 event held in Kumasi.

Xinhua

## China's Northeast Tiger and Leopard National Park reports remarkable achievements in ecological conservation

HARMONIOUS ecological environment is seen today in the Northeast Tiger and Leopard National Park in northeast China's Jilin and Heilongjiang provinces, after the country established its first batch of national parks for better ecological conservation in October 2021.

The national park is a paradise for big cats, where roes and deer are observed frequently, and pheasants always come in groups.

Traces of rare species can often be found there, too.

However, lumbering and mining had once brought huge impacts on the habitats of wild Siberian tigers

and Amur leopards that were widely distributed in northeast China. The animals almost became extinct in late 1990s.

The national park, which started pilot operation in January 2017, covers a planned area of 14,065 square kilometers. It incorporates as many relevant habitats as possible and practices whole-process conservation measures with a holistic manner.

The park's conservation area has been expanded nearly three times. All the migration channels, home range, settlements, areas of frequent activities, and potential habitats of Siberian tigers and Amur leopards discovered

in recent years, as well as the intermediate zones, were incorporated under the administration of the park.

"The official establishment of the Northeast Tiger and Leopard National Park last year ushered in a new development stage for national parks.

At present, ecology in the park continues improving, with the populations of tigers and leopards on a steady rise," said Zhao Li, head of the administration bureau of the park.

According to him, 10 tiger cubs were newly discovered, increasing the total population of Siberian tigers to around 50, and there were also seven newly spotted leopard cubs, which

made the leopard population around 60.

The park is equipped with a monitoring system consisting of infrared cameras, a remote sensing satellite, and patrolling drones.

The system has so far obtained over 20,000 images of Siberian tigers and Amur leopards, offering strong support for science-based conservation.

"Technologies are bringing us much closer to the 'King of the Jungle,'" said Feng Limin, deputy head of the monitoring and research center for northeast tigers and leopards under the National Forestry and Grassland Administration.

According to him, infrared cameras set up deep in the forest take photos of the tigers and leopards, as well as other animals when they walk by, and the images will be transmitted to a backstage system and then analyzed by AI.

These images will also be sent to the phones of relevant administrators in just seconds.

Feng compared the conservation of tigers and leopards to a giant umbrella that protects the biodiversity of the entire ecosystem.

Through the protection of Siberian tigers and Amur leopards, the ecosystem in the national park has been ef-

fectively preserved, he said.

He told People's Daily that forest coverage in the park now stands at 97.74 percent, with a forest stock volume reaching 223 million cubic meters. The area of ecological remediation has hit 40,000 hectares, he added.

Ranger Liang Feng'en is proud of his work in the park when talking about the increasingly more tigers and leopards in the park. "The tigers and leopards settle here only when we do a great job preserving the forests," he said.

People's Daily





Russian Foreign Ministry Spokeswoman Maria Zakharova

## Russia demands Western nations reiterate their commitments under Vienna conventions

MOSCOW

RUSSIA has demanded Western countries reiterate and observe their commitments under the conventions on diplomatic and consular relations, Russian Foreign Ministry Spokeswoman Maria Zakharova said on Sunday.

"Naturally, we have demanded [Western] countries accredit our embassies, observe their commitments under the corresponding conventions on diplomatic and consular relations.

Naturally, we demand they reiterate their commitments and, what is most important, strictly observe them," she said in an interview with the Rossiya-1 television channel.

However, in her words, the problem is much wider - in the information and political campaign, which has been underway over the past eight years, and its consequences.

"The West, first of all, the United States and the NATO camp, has obviously failed to anticipate the consequences for their countries and their population and how they will modify the mentality of people it has brought to the beautiful human rights future," she noted.

"Everything has been forgotten, everything has been ruined, nothing is left from the provisions and concepts they have adopted," Zakharova stressed.

## Russia's special operation to be suspended if Kiev fulfills Moscow's demands - Kremlin

MOSCOW

RUSSIAN President Vladimir Putin said that Russia's military operation in Ukraine can be suspended only if Kiev ceases military actions and fulfills Moscow's demands in a phone conversation with his Turkish counterpart Recep Tayyip Erdogan, the Kremlin press service reported following the talks of the two leaders on Sunday.

"Vladimir Putin informed about the progress of the special military operation on protecting Donbass, conveyed principal approaches and assessments in this context, explained in detail basic set goals and tasks.

It was emphasized that the special operation is proceeding according to a plan and is on schedule," the statement said.

It was noted that Russia's armed forces "were doing everything possible to preserve the lives and guarantee the security of civilians, precision strikes are targeting exclusively the facilities of military infrastructure."

"Against this background, the actions of nationalist neo-Nazi formations that continue the intensive shelling of Donbass and use civilians, including foreigners, practically taken hostage, as human shields in Ukrainian cities and localities, are particularly cruel and cynical," the statement noted.

During the conversation, the Russian leader confirmed "the Russian side's readiness for dialogue with Ukraine's authorities and foreign partners in order to settle the conflict."

"That said, the futility was noted of any attempts to stall the negotiation process used by the Ukrainian army to regroup its forces and means. In relation to that, it was stressed that the suspension of the special operation is possible only if Kiev ceases the military actions and fulfills Russia's demands that were made perfectly clear," the Kremlin reported.

"A hope was expressed that during another planned round of talks, Ukraine's representatives will display a more constructive approach that fully takes into account the current circumstances," the press service added.

## NATO does not question Russia's status as world power, British PM says

NEW YORK

NATO does not harbor animosity towards Russian people, nor does it question Russia's status as a world power, British Prime Minister Boris Johnson said in an op-ed published by The New York Times on Sunday.

"We have no hostility toward the Russian people, and we have no desire to impugn a great nation and a world power," he said, pointing out that "Ukraine had no serious prospect of NATO membership in the near future."

"This is not a NATO conflict, and it will not become one. No ally has sent combat troops to Ukraine," the UK prime minister noted.

Earlier, he proposed to NATO allies to support the international plan of action on Ukraine. It includes mobilizing an international humanitarian coalition, providing defensive equipment to Kiev, maximizing the economic pressure on Russia, preventing "any creeping normalization" of Russia's actions in Ukraine, seeking diplomatic paths towards de-escalation yet only if "the government of Ukraine has full agency in any potential settlement," as well as bolstering Euro-

# Ukraine decries 'immoral' stunt after Moscow says it will let civilians flee - to Russia

LVIV/KYIV

RUSSIA announced new "humanitarian corridors" yesterday to transport Ukrainians trapped under its bombardment - to Russia itself and its ally Belarus, a move immediately dismissed by Kyiv as an immoral stunt.

The announcement came after two days of failed ceasefires to let civilians escape the besieged city of Mariupol, where hundreds of thousands of people are trapped without food and water, under relentless bombardment and unable to evacuate their wounded.

The new "corridors" would be opened at 10 a.m. Moscow time (0700 GMT) from the capital Kyiv and the eastern cities of Kharkiv and Sumy, as well as Mariupol, Russia's defence ministry said.

According to maps published by the RIA news agency, the corridor from Kyiv would lead to Belarus, while civilians from Kharkiv would be permitted to go only to Russia. Russia would also mount an airlift to take Ukrainians from Kyiv to Russia, the ministry said.

"Attempts by the Ukrainian side to deceive Russia and the whole civilised world ... are useless this time," the ministry said.

A spokesperson for Ukrainian President Volodymyr Zelenskyy called the move "completely immoral" and said Russia was trying to "use people's suffering to create a television picture".

"They are citizens of Ukraine, they should have the right to evacuate to the territory of Ukraine,"



FILE PHOTO: Fire is seen in Mariupol at a residential area after shelling amid Russia's invasion of Ukraine March 3, 2022, in this image obtained from social media. Twitter @AyBurlachenko via REUTERS reuters\_tickers

the spokesperson told Reuters.

"This is one of the problems that is causing the humanitarian corridors to break down. They seem to agree to them, but they themselves want to supply humanitarian aid for a picture on TV, and want the corridors to lead in their direction."

Russia's invasion has been condemned around the world, sent more than 1.5 million Ukrainians fleeing abroad, and triggered sweeping sanctions that have isolated Russia in a way never before experienced by such a large economy.

Russia denies deliberately targeting civilians. It calls the campaign it launched on Feb. 24 a "special military operation" to disarm Ukraine and arrest leaders it calls neo-Nazis. Ukraine and its Western allies say this a transparent pretext for an invasion to conquer a nation of 44 million people.

Oil prices soared to their highest levels since 2008 in Asian trade after the Biden administration said it was exploring banning imports of Russian oil. Russia provides 7% of global supply and Russian oil accounts for about 8% of U.S. crude imports.

Japan, which counts Russia as its fifth-biggest supplier of crude oil, is also in discussion with the United States and European countries about possibly banning Russian oil imports, Kyodo News reported yesterday.

Europe relies on Russia for crude oil and natural gas but has become more open to the idea of banning Russian products, a source familiar with the discussions told Reuters.

The general staff of Ukraine's armed forces said Russian forces were "beginning to accumulate resources for the storming of Kyiv", a city of more than 3 million, after days

of slow progress in their main advance south from Belarus.

While Russia's advance in the north on Kyiv has been stalled for days with an armoured column stretching for miles along a highway, it has had more success in the south, pushing east and west along the Black and Azov Sea coasts.

About 200,000 people remained trapped in Mariupol, most sleeping underground to escape more than six days of shelling by Russian forces that has cut off food, water, power and heating, according to the Ukrainian authorities.

About half of the people in the city were due to be evacuated on Sunday, but that effort was aborted for a second day when a ceasefire plan collapsed as the sides accused each other of failing to stop shooting and shelling.

Ukrainian authorities said on Monday the southern city of Mykolayiv was being shelled. Zelenskyy has warned that Russia's next big target could be Odessa, an historic Black Sea port of 1 million people.

### 'NO PEACEFUL PLACE ON THIS EARTH'

The official U.N. civilian death toll from hostilities across Ukraine is 364, including more than 20 children, though officials acknowledge

this probably represents a fraction of the true toll.

Russia has acknowledged nearly 500 deaths among its soldiers. Ukraine says the true toll many thousands. Death tolls cannot be verified, but footage widely filmed across Ukraine shows bombed out wreckage of Russian armoured columns and Ukrainian cities reduced to rubble by Russian strikes.

U.S. Secretary of State Antony Blinken said the United States had seen credible reports of deliberate attacks on civilians and was documenting them to support a potential war crimes investigation.

Ukrainian President Volodymyr Zelenskyy warned Russians who committed atrocities against civilians they would face punishment.

"For you there will be no peaceful place on this earth, except for the grave," he said in a televised evening address.

As anti-war protests took place around the world, Ukraine renewed its appeal to the West to toughen sanctions and also requested more weapons, including Russian-made planes.

Blinken said the United States was considering how it could backfill aircraft for Poland if it decided to supply its warplanes to Ukraine.

Agencies

## Ukraine ready to discuss 'non-NATO models'

KYIV/MOSCOW

NATO countries are not ready to discuss having Ukraine in the organization and Kyiv is ready to discuss "some non-NATO models," Fox News reported on Sunday.

The development came as Sputnik reported that Russia's armed forces announced a ceasefire and the opening of humanitarian corridors in four Ukrainian cities starting 10 am Moscow time (0700 GMT) on Monday, according to the Russian Defense Ministry.

Taking into account the "catastrophic humanitarian situation and its sharp aggravation in Kiev, Kharkov, Sumy and Mariupol," the decision was made at the personal request of French President Emmanuel Macron to Russian President Vladimir Putin, the ministry said in a statement.

Talking to Fox News on the "non-NATO" discussion, David Arakhamia, member of the Ukrainian delegation for talks with Russia, said: "The response that we are getting from the NATO countries is that they are not ready to even discuss having us in NATO, not for the closest period of five or 10 years. We would not fight for the NATO applications, we would fight for the result, but not for the process."

"We are ready to discuss some non-NATO models...We are open to discuss such things in a broader circle, not only in bilateral discussions with Russia, but also with other partners," Arakhamia



Refugees wait in a crowd for transportation after fleeing from Ukraine and arriving at the border crossing in Medyka, Poland, yesterday. AP

was quoted as saying.

Ukraine and Russia held two rounds of talks on Feb 28 and March 3, and are expected to have the third round of talks yesterday.

David Arakhamia, a Ukrainian delegation member and the parliamentary faction leader of Ukrainian President Volodymyr Zelenskyy's party, confirmed in a social media post that new meetings will be held, but provided no details.

### Ceasefire

Russia has published evacuation routes from the four Ukrainian cities, and reported the information to the United Nations, the Organization for Security and Cooperation in Europe, and the Interna-

tional Committee of the Red Cross, according to the ministry.

Moscow demands that the Ukrainian side establish all the conditions for the creation of humanitarian corridors and ensure an organized withdrawal of civilians and foreign citizens, it said.

Since Russia announced a special military operation against Ukraine 12 days ago, the two sides have had two rounds of negotiations in neighboring Belarus in search of a solution to the crisis, with no clear breakthrough in the first one and an agreement to open a humanitarian corridor to evacuate civilians during the second one on Thursday.

Agencies

## Russian troops destroy 2,396 Ukrainian military facilities - top brass

MOSCOW

THE Russian troops have wiped out 2,396 Ukrainian military facilities since the beginning of their special operation in Ukraine, Russian Defense Ministry Spokesman Major General Igor Konashenkov said yesterday.

"Over the period of the special operation, 2,396 Ukrainian military infrastructure facilities have been destroyed, including 82 command and communications centers, 119 S-300, Buk-MI and Osa air defense systems and also 76 radar stations," the spokesman said.

The Russian armed forces also destroyed 827 Ukrainian tanks and other combat armored vehicles, 84 multiple rocket launchers, 304 field artillery guns and mortars, 603 special military vehicles and also 78 drones, the general said.

Russian President Vladimir Putin announced on February 24 that in response to a request by the heads of the Donbass republics he had



made a decision to carry out a special military operation in Ukraine in order to protect people "who have been suffering from abuse and genocide by the Kiev regime for eight years."

The Russian leader stressed that Moscow had no plans of occupying Ukrainian territories and the operation was aimed at demilitarizing and denazifying Ukraine.

When clarifying the developments unfolding, the Russian Defense Ministry reassured that Russian troops are not targeting Ukrainian cities, but are limited to surgically striking and incapacitating Ukrainian military infrastructure.

There are no threats whatsoever to the civilian population.

Agencies

## China calls for calmness, rationality in resolving Ukraine crisis - FM

BEIJING

tiation, he said.

CALMNESS and rationality, instead of moves that pour oil on the flame and escalate tensions, are needed to resolve complex problems, State Councilor and Foreign Minister Wang Yi said Monday while elaborating on China's position on resolving the Ukraine crisis.

### RESOLVING UKRAINE CRISIS

Wang stressed the need to remain committed to the purposes and principles of the UN Charter and respect and protect the sovereignty and territorial integrity of all countries; to uphold the principle of indivisible security and accommodate the legitimate security concerns of relevant parties; to rely on dialogue, negotiation and peaceful means for dispute resolution; to aim for lasting peace and stability in the region and forge a balanced, effective and sustainable European security mechanism.

Wang made the remarks at a press conference on the sidelines of the fifth session of the 13th National People's Congress.

China is willing to continue playing a constructive role in facilitating dialogue for peace, and work alongside the international community to carry out necessary mediation, Wang said.

The international community should focus their efforts on facilitating Russia-Ukraine talks and preventing large-scale humanitarian crisis, Wang said, noting that China has done some work while maintaining close contacts with relevant parties.

China believes that the more tense the situation, the more important that the talks continue, and that the wider the disagreement, the greater the need to sit down and have nego-

### PREVENTING HUMANITARIAN CRISIS

Wang put forth a six-point initiative on preventing a large-scale humanitarian crisis in Ukraine.

First, efforts should be made to make sure that humanitarian operations abide by the principle of neutrality and impartiality, and to avoid politicizing humanitarian issues.

Second, full attention should be given to the displaced people in and from Ukraine, and efforts should be made to provide them with proper shelter, Wang said.

Wang then called for ensuring the protection of civilians and preventing secondary humanitarian disasters in Ukraine.

Fourth, efforts should be made to guarantee safe and smooth humanitarian aid activities, including providing rapid, safe and unimpeded humanitarian access, Wang noted.

He also called for ensuring the safety of foreign nationals in Ukraine, allowing them safe departure and helping them return to their home countries.

Sixth, support should be given to the UN's coordinating role in channeling humanitarian aid and the work of the UN crisis coordinator for Ukraine, Wang added.

Noting that China will continue its efforts to overcome the humanitarian crisis, Wang announced that the Red Cross Society of China will provide Ukraine with a batch of emergency humanitarian supplies as soon as possible.

Wang also expressed China's gratitude to those countries that have offered friendly and valuable support in evacuating Chinese nationals from Ukraine.

Xinhua

## or the Fifth Session of the 13th National



Chinese State Councilor and Foreign Minister Wang Yi attends a press conference on China's foreign policy and foreign relations via video link on the sidelines of the fifth session of the 13th National People's Congress (NPC) at the Great Hall of the People in Beijing yesterday. XINHUA





Denis Nkane

## Baraza fires warning to Yanga winger

BY CORRESPONDENT NASSIR NCHIMBI

KAGERA Sugar's head coach Francic Baraza has urged Yanga midfielder Denis Nkane to be dissatisfied with his early success since joining the Jangwani Street side during this season's mini transfer window.

Nkane signed for Yanga on a two-and-a-half-year contract and earlier head coach, Nasreddine Nabi, said Nkane's arrival in his squad means a lot.

The tactician noted that he will now be more selective in wingers the tactician will use in any of the matches, whether in the NBC Premier League, Azam Sports Federation Cup (ASFC), or any other tournament.

The Kagera Sugar tactician issued the warning to Nkane as a mentor who aspires to see the footballer reach great heights in competitive football and dispel the notion that Yanga is the end of his journey.

Baraza, the former Kenya national team player who used to be Nkane's coach at Biashara United, shortly before the coach joined Kagera Sugar, said he knows the player well because he recognized his potential.

According to Baraza, the trainer introduced Nkane to Tanzanian top-flight football in the 2019/20 season as a young star who is now aged 18.

Baraza stated: "I know Nkane very well because I knew his footballing prowess, I remember it was the 2019/20 season when I got the

chance to play him for the first time in the Mainland Premier League."

The tactician added: "He is a very talented young man who can play anywhere."

"Yanga is a great team and has a different life from other league teams, I advise Nkane not to feel he has arrived, he should make Yanga a bridge to take him further."

The gaffer stressed: "He should not rest in his laurels or give up because he is still very young, if he maintains the discipline in his journey he will go a long way."

Since joining Yanga during the mini registration period, Nkane has been getting a chance to play but has not scored a goal in the Premier League, unlike when he was turning out for Biashara United Mara.

However, previously coach Nabi made it clear that the arrival of Nkane would make his team boast of a total of five wingers that would reinforce his squad and have a good balance for every department.

"Nkane is a player who has proven his quality with Biashara United and I have been following him since I came here to Tanzania, he knows how to fight and he has good speed," Nabi revealed.

The coach pointed out: "We have a lot of competitions, there are times when you play in bad pitches, this is a young player who has proven he can fight in a difficult environment and even the best ones are a good entry, I would love to work with youngsters."

## Tatum's 54 leads Celtics past Durant, Irving, Nets 126-120

BOSTON

THE challenge to Jayson Tatum against a Brooklyn lineup that featured a rare appearance from both Kevin Durant and Kyrie Irving: "Take the alpha approach."

"Be the best guy on the court each night," Celtics coach Ime Udoka said he told Tatum before Tatum scored a season-high 54 points to lead Boston to a 126-120 victory over the uncommonly intact Nets. "He takes pride in the matchup going against high-level opponents."

Durant played in his second game since mid-January and scored 37 for the Nets, becoming the 23rd player in NBA history to reach 25,000 points. Irving joined him for just the fourth time all season, scoring 19 in his first game in three weeks and his first in Boston since he was pelted with a water bottle during the playoffs last year.

"Those matchups – when you're playing one of the better teams in the league, two of the best guys – as a competitor, those are the kinds of moments that as a kid you looked forward to," Tatum said. "When those opportunities come, you try to make the most of it."

Tatum scored a 34 points in the second half, and Jaylen Brown scored 21 for the Celtics. Brown, who was cleared to return to Boston's lineup after testing his sprained ankle pregame, beat the 24-second clock to hit a 3-pointer and give Boston a 121-115 lead with 40 seconds left.

Durant missed a jumper the next time down – complaining that he was fouled, with no luck. Tatum was fouled the next possession and, as "MVP!" chants rang out in the TD Garden, he hit one of two free throws to surpass his previous season high of 51.

He added a pair of free throws in the final sec-

onds for the second-highest total of his career.

"It was chaos. Good chaos," said Marcus Smart, who had 14 points and nine assists. "It was a fun game and it was a fun five minutes to be a part of."

The Celtics have won five of their last six and 21 of their last 27 games.

Tatum, who played one season at Duke before the Celtics drafted him No. 3 overall in 2017, said he thought about attending Blue Devils coach Mike Krzyzewski's final home game on Saturday night, a 94-81 loss to North Carolina.

But the Celtics' 1 p.m. Sunday start made it difficult.

"I definitely wish I could have been there, for the last game. It was an incredible run, 42 years, everything he's accomplished at Cameron" Indoor Stadium, Tatum told a reporter who went to California, with Brown, who also went to Cal, at his side. "Definitely a better atmosphere than Cal."

Irving was booed by Boston fans still irked that he opted out of his contract after professing his love for the city. On his last visit – the Celtics' first full house since the pandemic began – a fan threw a water bottle at him when he left the court following a playoff victory.

Irving stomped on the Celtics' leprechaun logo at midcourt after that game. On Sunday, former Celtics player Glen "Big Baby" Davis was sitting courtside wearing a T-shirt that read "Respect the Logo."

"I know it's going to be like that the rest of my career coming in here," Irving said. "It's like the scorned girlfriend who wants an explanation on why I left but still hoping for a text back. I'm just like, 'It was fun while it lasted.'"

# Tanzanian basketball receives a helping hand



Dar es Salaam Secondary School's students participate in basketball at Jakaya Kikwete Youth Park last week. PHOTO: CORRESPONDENT JUMANNE JUMA

BY CORRESPONDENT LLOYD ELIPOKEA

IT would be fair to state that local basketball is a sport that has sometimes charted glorious heights of achievement but alas, not consistently enough to flourish.

Indeed, during the past two decades, the sport particularly bloomed during two distinct spells.

The first stint of promising progress came in the early noughties when the sport arguably rivaled football as the favourite sport in the country.

The second period in which basketball thrived came in the late noughties when Hashem Thabeet rose from obscurity to set a historic milestone for national sports when he became the first Tanzanian to ply his trade in the prestigious National Basketball Association (NBA) League.

Despite these two extraordinarily special high points during

the past 20 years, it is also true that domestic basketball has toiled largely fruitlessly to recapture a bit of that old magic that it used to have.

It is against this backdrop then that the news that the Danish Basketball Federation has pledged to support the Tanzania Basketball Federation (TBF) can only be regarded as a welcome development for basketball on the home turf.

Indeed, according to the terms of the agreement, the Danish basketball federation will establish an exchange program with the TBF that will involve administrators, coaches, and players.

Doubtlessly, the TBF deserves hearty slaps on the back for achieving this major coup.

It is also hoped that this partnership with our Scandinavian counterparts will bear rich fruit down the line.

Switching gears, let us now zero in on the netball coaching

and refereeing training course which wrapped up last Friday in Kibaha, Coast Region.

Indeed, the course came at a most opportune moment for domestic netball as the national team, the Taifa Queens is scheduled to play in international showpieces both in 2022 and next year.

In the realm of netball, 2023 will be a year like no other as the Netball World Cup is slated to take place in South Africa, which will importantly mark the first time that the global event will be taking place on the continent.

The hope then is that we as a country will reap the benefits of the netball coaching course, fabulously come next year at the Netball World Cup in South Africa.

Let us now fix our gaze on continental football where the 2022 Africa World Cup qualifying playoffs are lined up to kick-off late this month.

The ultimate goal of these qual-

ifying playoffs will be to whittle down the remaining ten teams still in the hunt for a ticket to the World Cup to just five teams, who will represent Africa at the perpetually gripping football spectacle.

Indisputably, the most mouth-watering encounter of the playoffs is the tie between Egypt and Senegal, who of course famously faced off in the AFCON final mid-last month.

Another tie that is bound to capture everyone's attention is the match between those two old rivals Nigeria and Ghana.

Yet another encounter that is certain to set pulses racing will be the meeting between AFCON finals hosts Cameroon and traditional juggernauts Algeria.

Thus, as the ten teams ready themselves for their hour of reckoning, the stage seems fittingly set for what will hopefully be a pulsating round of qualifying playoffs.

## Sports stakeholders laud Filbert Bayi

BY CORRESPONDENT JOSEPH MCHEKADONA

THE National Sports Council (NSC) has hailed Tanzania Olympic Committee (TOC) Secretary-General, Filbert Bayi, for his efforts in developing sports in the country.

Gerald Mwalekwa, NSC Head of Human Resources, pointed out the government recognizes efforts that Bayi is undertaking in making sure that the country is moving forward in sports.

He said Bayi, who is also Tanzania's athletics legend, has invested a lot in projects which are contributing to sports development in the country.

Mwalekwa mentioned some of Bayi's investments in sports include a modern sports center in Kibaha, Coast Region, having teams in athletics, football, and other sporting codes.

Mwalekwa stated: "We recognize your contributions to sports development in the country. You have done a lot which is taking our sports to another level. You have a modern sports center, teams, and other facilities."

He said: "Others belittle Bayi's priceless work in sports development but let me tell you that he has done a lot and he is still doing a lot in sports, he is not a netball fanatic but looks he allowed Chaneta to host course in this place for a very little money, I'm sure if Bayi would have charged them the actual money Chaneta would not have afforded to pay."

"I'm told that today morning (Friday) NBC Premier League side Dodoma Jiji FC was here training, that is good news."

Coast Region Sports Officer, Grace Bureta, also echoed similar sentiments saying Bayi has been the bedrock to sports development in the region.

"The region thank Bayi for his contributions in sports development in the region and the country, many pupils and students from schools around this area come here to play various games, even our Coast Region teams especially the ones featuring in athletics camp here," she said.

Kibaha District Sports and Games Officer Burwan Tilusubya described Bayi as a genuine sports-loving person.

"In Kibaha we have many schools which have modern sports facilities but they do not



National Sports Council (NSC) Human Resources Manager Gerald Mwalekwa (2nd L) hands over a certificate of recognition to Filbert Bayi in Coast Region last week. The certificate was handed over to Bayi by Tanzania's Netball Association (Chaneta) to appreciate his efforts to promote sports in Tanzania. PHOTO: CORRESPONDENT JOSEPH MCHEKADONA

open the facilities to outsiders, but here at Filbert Bayi Sports Center the doors are open for all to access, through this center our region has been performing well at National Athletics Championships, Umiseta Games and Umishumta Games," he said.

Chaneta Chairperson Devotha Marwa also praised Bayi for his contribution to the development of the sport in the country.

"Filbert Bayi Sports Center has modern indoor netball courts, a good gym, good and standard hostels even the food is good, Chaneta thanks Bayi for his contribution to the development of the game in the country, today (Friday) we are closing the 10-day course with Bayi offering us venue at a very low price, this all is his contribution to the development of sports in the country," she said.

Filbert Bayi Sports Center also has modern football ground, volleyball, netball, and basketball courts.

Bayi also used to own a netball team which was a force to reckon with, the team won many local tournaments, competed at international events and some of its players were roped in by overseas teams.

The center also has an athletics team which is coached by United States of America (USA) expatriate coach Ron Davis.

The team has produced many top athletes who have represented the country at local and international levels.

One of the athletes from the institution is Regina Mpagachai who is currently on scholarship at the University of Northern Colorado, courtesy of the Coast Region institution.

The schools also facilitated scholarships for their students.

Elizabeth Ilanda and Benedict Mathias are also expected to travel to the USA later this year to study at Kansas Community College and Northern Colorado respectively.



## Champions League matchups as PSG heads to Madrid with edge

LONDON

ENGLISH clubs Liverpool and Manchester City are in commanding positions. Paris Saint-Germain and Bayern Munich still have some work to do.

The first four spots in the quarter-finals of the Champions League are up for grabs this week, with most of the competition's title favorites in action.

A look at the second-leg matches in the round of 16:

### TUESDAY: BAYERN MUNICH VS. SALZBURG (1-1)

Thomas Müller's first own-goal in his long Bayern Munich career has disturbed what should have been relatively straightforward preparation for the visit of Austrian champion Salzburg on Tuesday.

Müller scored in the wrong goal for Bayer Leverkusen to draw 1-1 in his 407th Bundesliga appearance on Saturday, when it was evident that communication among the German league leaders is an issue.

Bayern goalkeeper Sven Ulreich, who is filling in for the injured Manuel Neuer, said he told Müller he had Kerem Demirbay's harmless-looking cross covered, but Müller was already on his way to turn it in.

Dayot Upamecano also produced an error-strewn performance in defense, where any mistakes Tuesday are likely to be punished by Salzburg's German forward Karim Adeyemi, a reported target for Borussia Dortmund next season.

Salzburg, which held Bayern to a 1-1 draw in their first game, warmed up for the return in Munich with a comfortable 4-0 win at SCR Altach.

Bayern struggled with the Austrian team's pace in the first leg before Kingsley Coman rescued a draw for the Bavarians in the last minute.

### LIVERPOOL VS. INTER MILAN (2-0)

There is increasing talk about a possible quadruple of titles for Liverpool, which has already won the League Cup, is in the quarter-finals of the FA Cup and has closed in on Manchester City in the Premier League title race.

The Reds' involvement in the Champions League should stretch into next month after late goals by Roberto Firmino and Mohamed Salah at the San Siro gave Liverpool a handy advantage to bring back to Anfield, where Liverpool is notoriously hard to beat – especially on big European nights.

Liverpool is unbeaten in all competitions in 2022 and perhaps has its strongest squad in Jürgen Klopp's reign, with the German coach having plenty of options in attack.

Klopp's big decision might be who to start out of Diogo Jota and new signing Luis Díaz alongside Sadio Mane and Salah.

Inter's defeat to Liverpool started a run of four straight matches without a goal for the Nerazzurri.

They went more than 400 minutes without scoring before ending their goal drought in spectacular style on Friday with a 5-0 win over last-place Salernitana.

## Lewandowski's Bayern contract doubts take focus off Champions League

MUNICH

BAYERN Munich might do better to focus on their midweek last-16 Champions League clash, but with Robert Lewandowski agitating for a new contract, transfer speculation around the Poland striker's future is clouding the issue.

Bayern host Red Bull Salzburg in a Champions League last 16, return-leg tie on Tuesday following a 1-1 draw in Austria.

Unusually for him, Lewandowski has not scored in his last three games and off the field, his future beyond this season appears a little unclear.

Over the weekend, there were reports Manchester United lead a list of Premier League clubs to have contacted Lewandowski's agent Pini Zahavi.

Lewandowski, 33, like fellow Bayern veterans Manuel Neuer, 35, and Thomas Müller, 32, is out of contract in June 2023.

Yet while Neuer and Müller have

Lautaro Martínez scored a hat trick in that match but he hasn't netted in the Champions League since 2020.

### WEDNESDAY: MANCHESTER CITY VS. SPORTING (5-0)

Holding a big lead from the first leg, City has the luxury of being able to rotate its players amid a busy run of fixtures in three competitions as the season reaches the business end.

Defense is the area where Pep Guardiola has few options, though, with right back Kyle Walker serving the second match of his three-game suspension, Ruben Dias out for up to six weeks with a hamstring problem and fellow center back Nathan Ake also nursing an injury.

It's up front where Guardiola may make changes, with the game coming three days after the Manchester derby in the Premier League – with City beating United 4-1 – and the likes of Gabriel Jesus and Jack Grealish looking for game time after returning from injury.

City will reach the quarter-finals for the fifth straight season unless something sensational is produced by Sporting, which is more likely to come into the match in damage-limitation mode after its thrashing three weeks earlier in Portugal.

### REAL MADRID VS. PARIS SAINT-GERMAIN (0-1)

Real Madrid enters the second leg against PSG with coach Carlo Ancelotti having to figure out a way to set up his midfield.

Casemiro is suspended and Toni Kroos and Federico Valverde are listed as doubtful because of health issues.

Valverde is more likely to be available after missing Saturday's Spanish league game against Real Sociedad because of flu symptoms, but Kroos is expected to be out because of a muscle injury.

Casemiro was key in Madrid's 4-1 win over Sociedad, when he played alongside young Frenchman Eduardo Camavinga and Luka Modrić. Left back Ferland Mendy also is out due to suspension.

PSG prepared for the trip to Spain by losing for only the third time in 27 French league matches this season – to second-place Nice.

Coach Mauricio Pochettino will be hoping to have right back Achraf Hakimi (thigh), Argentina midfielder Leandro Paredes (groin), Spanish midfielder Ander Herrera (eye infection) back to face Madrid.

A makeshift backline looked vulnerable against Nice. Pochettino clearly had the European game in mind as he rested defenders Presnel Kimpembe and Nuno Mendes.

Kylian Mbappé didn't play due to suspension so will be fresh to bring his electric pace back to face Madrid and link up with Lionel Messi.

Reaching the final just like in 2020 is where PSG wants to be in May – and winning the Champions League, for the Qatari ownership, for the first time.

AP

# Man City are everything Man United should aspire to be

MANCHESTER, ENGLAND

DAVID Moyes was once ridiculed for saying that Manchester United should aspire to be like Manchester City, but the former United manager was right when he said it in 2014 and it still rings true today, following another City derby win on Sunday – 4-1 this time – which restored the champions' six-point lead over Liverpool at the top of the Premier League.

Two goals apiece from Kevin De Bruyne and Riyad Mahrez – Jadon Sancho had earlier equalised after De Bruyne's opener – gave City a comfortable victory that was much more emphatic than the score line suggests. At one point during the second half, City amassed 92% of possession during a 15-minute period as United's players were tormented by the 'oles' of the home supporters.

United were humiliated, with former captains Gary Neville and Roy Keane lambasting the performance in their roles as TV pundits. Neville said United "finished like an absolute shower" and "were a disgrace in the last 25 minutes," while Keane accused Ralf Rangnick's players of a "shameful" performance. "They gave up," Keane said.

Such condemnation is becoming a recurring theme whenever United play against a major rival. Already this season, they have lost 5-0 at home to Liverpool and then lost 2-0 against City at Old Trafford in a game that could have – and maybe should have – ended with Pep Guardiola's team winning by an even bigger margin than Liverpool.

There was once a time when United ruthlessly defeated their rivals on a regular basis, back in the days when Sir Alex Ferguson's team won 13 titles in 20 years. But those days are gone and Guardiola said after this game that United's decline is a warning to City and all other clubs who think their dominance will never end.

"United couldn't expect a decade ago so many years without titles," Guardiola said. "But this is a lesson we must learn too. You can't believe you are so good that what happened to United can't happen."



Manchester City have 69 points from 28 games and are firmly in in control of the Premier League title race. (Agencies)

"It can change like that," he added, snapping his fingers. "I remember AC Milan, so many Champions Leagues and titles and then they have been so many years without playing in Europe. When I was a teenager, the team of Arrigo Sacchi was the best in the world, but it doesn't matter how big you are, it can happen."

It is a statistical anomaly that United had won four of their previous seven games against City prior to this defeat, but those victories never amounted to anything tangible. City, meanwhile, just continued to win titles. In contrast, United's last trophy came in 2017.

City are consistently exceptional. Their players perform to a clear plan constructed by Guardiola and his coaches, and they have a squad stocked with supremely talented players who are prepared to work harder than their opponents whenever they play.

United have a squad that cost almost as much as City's, but while the Blues get value for money, the Reds just throw it away by paying over the odds, repeatedly, for mediocre players. The likes of Aaron Wan-Bissaka, Victor Lindelof and Harry Maguire wouldn't

come close to City's squad, but their collective transfer fees amount to a staggering £165 million, so it's not as if United have done anything on the cheap in recent years.

When Moyes made his remarks, it was following a 3-0 derby defeat at home to City in March 2014, when United were reigning champions, which ultimately helped the Blues beat Liverpool to the title that season. Moyes was fired within a month and United's tailspin of different managers and underperforming players continues, eight years on.

Where United have chopped and changed, City have enjoyed the stability of having Guardiola in charge for the last six years. Manuel Pellegrini was manager for three years prior to that, so there is a thread of consistency at City, which now shows itself on the pitch, where the players perform as if on auto-pilot. Their passing is unerringly accurate and they know how to win.

And they have players like De Bruyne, who has become as influential a midfielder in the Premier League as the likes of Keane, Patrick Vieira, Frank

Lampard and Steven Gerrard before him.

United had no answer to De Bruyne in this game, with Fred and Scott McTominay ill-equipped to stop him. Paul Pogba, who has been at United as long as Guardiola has been at City, only with vastly different results, shone at times and delivered an exquisite pass for Sancho's goal, before being substituted in the second half after running out of steam.

City's players don't run out of steam, but winning teams tend to be blessed with players who are prepared to run all day.

That's what United lacked at the Etihad, and not for the first time this season. They have a group of players who can't be relied upon when the going gets tough, and whoever is appointed as the club's next permanent manager in the summer faces a mammoth challenge to get United competing again.

But the new boss won't have to look far for the perfect example of what a successful team looks like. Just like Moyes said, City are the team to aspire to.

ESPN

## Arsenal driven by Saka, Odegaard to boost top-four hopes

WATFORD, ENGLAND

PERHAPS it should not be a surprise that the man nicknamed "Little Chilli" is handling the heat. Bukayo Saka scored one and made another as Arsenal claimed a 3-2 win at Watford on Sunday to take another vital step forward in their pursuit of Champions League qualification.

The Premier League's top-four race is intensifying with each passing week, yet Saka and Martin Odegaard embodied a freedom of expression that belied the idea that the Gunners are under pressure to deliver at the business end of the season.

Sources have told ESPN that senior figures at Arsenal believe the club is ahead of schedule under Mikel Arteta and had not expected a serious push for Champions League football until next year.

And although it should be remembered Watford are struggling at the wrong end of the table and this was their eighth straight home defeat, Arsenal displayed a desire to seize this unexpected opportunity, revelling in the possibility of returning to Europe's elite competition for the first time in five years.

There was a joy to their play from the outset and a superb opening goal came in just the fifth minute. Odegaard pirouetted majestically to find Saka on the right before the England international had the presence of mind to cut the ball back for a return pass in the box, which allowed Odegaard to slide a low finish past helpless Watford goalkeeper Ben Foster.

Cucho Hernandez's brilliant 11th-minute bicycle kick drew the hosts level and briefly threatened an upset, only for Saka to underline that his palpable talent is augmented by a fine work ethic. When Watford midfielder Tom Cleverley dallied in possession, Saka won the ball, then exchanged passes with Alexandre Lacazette before slotting a high finish in a flash.

The aforementioned Little Chilli nickname was given to him by Pierre-Emerick Aubameyang, who was im-

pressed by Saka's efficiency in a shooting drill, and this clinical finish showed why he is firmly part of Arsenal's present and future, especially with a previous source of goals, Aubameyang, having left for Barcelona.

Saka was also instrumental in Arsenal's third, although Arteta could claim some sort of assist too having immediately handed the out-of-play ball to Saka for a quick throw-in, seven minutes after half-time. Cedric Soares was released down the right and his cross was helped on through another sumptuous Odegaard touch before Lacazette teed up Gabriel Martinelli.

Moussa Sissoko scored for Watford three minutes from full-time to set up a grandstand finish but Arsenal held on and, in truth, a draw would have been something of a travesty given the football played by the visitors.

There was a time when Emile Smith Rowe's absence – explained here by a positive COVID-19 test – made Saka look somewhat isolated

given the understanding the two Hale End academy graduates possess, but there are signs that he is beginning to display the same link-up with Odegaard.

Between them, the pair have combined for the most frequent combination of completed passes in the final third by Arsenal players during league games this season: Saka has found Odegaard on 78 occasions; the next best combination is Odegaard to Saka with 68.

The time Arsenal have had to work without European football – and in their mid-season break to Dubai – is paying off. After this, their fourth straight league win, their manager cited reasons for the development of the players who inspired it.

"[Saka and Odegaard] trust each other better," Arteta said. "They understand when to do what in relation to what the opponent is doing so this is good. The more they play together, the better they will understand, it is simple."

The ability of Saka and

Odegaard to impact matches is a critical asset for a team still lacking a potent No. 9; Lacazette ended this game with two more assists, but lacked conviction in the sights of goal he had. However, it will not matter too much if the dynamic attacks continue and those around him continue to step up.

Saka has 13 goal contributions in the league this season, the most of any player under the age of 21 in Europe's top five leagues bar Bayer Leverkusen's Florian Wirtz.

Those numbers are all the more remarkable, given the difficulties that overshadowed his start to the campaign, when the 20-year-old dealt with the aftermath of suffering racist online abuse as one of three Black players to miss penalties in England's Euro 2020 final shootout defeat to Italy.

Saka was subsequently applauded as he stepped back into domestic football, and Arteta has seen him grow from all he endured to be-

come an even better player, who can go on to achieve great things.

"Bukayo had an experience in the summer that not a lot of players are going to ever have and I think it was great for his career because the football world showed how much they liked him and how much they respect him," Arteta said.

"I don't think you get much more than that in football apart from winning trophies. I think that was a big boost for him to realise in difficult moments, these people are really going to give him support and the club did exactly the same as his teammates."

"Then it is about leaving him that space. At his age, what he is already doing is phenomenal and he needs that room. Don't read too much; do what you do. Football is his priority in life and you can see that every day in training. He needs to continue to behave and live the way he is doing, nothing else."

ESPN

Gwiji by David Chikoko





# SPORT

Man City are everything Man United should aspire to be

COMPREHENSIVE REPORT, PAGE 19

## Tanzania out to seal tourism promotion deal with Ajax Amsterdam FC

By Guardian Reporter

MINISTER for Natural Resources and Tourism Damas Ndumbaro is in talks with Netherlands' Ajax Amsterdam FC to promote Tanzania's tourism destinations through billboards.

Ndumbaro made the remarks in the Netherlands yesterday when he met leaders of the side led by the Chief Executive Officer of the club's stadium, Tanja Dik, and Director of Finance, Han Mouton.

According to Ndumbaro, the move is part of efforts to widen the scope of promoting Tanzania's tourist attractions across the globe.

During the talks, Ndumbaro expressed Tanzania's commitment to partner with Ajax Football Club in marketing the tourist attractions through adverts of jerseys and billboards at the club's stadium.

The minister disclosed: "Our talks were successful and the management of the club has welcomed our proposal and promised to forward it to the responsible commercial department."

"They will also get in touch with our embassy here to see how to implement it," Ndumbaro stated.

In another development, Ndumbaro also held talks with the management of a top golf club in the Netherlands, the GC BurgGolf Westerpark, Zoetermeer, for the same purpose.

The minister held talks with the Marketing and Events Manager of the golf club, Ms. Eline Dujardin, and the club's trainer, Ronald Mos.

Ndumbaro presented Tanzania's intention to do joint preparations for the golf festival, known as Mt. Kilimanjaro Open, in the Netherlands.

The management of the club welcomed the idea and pledged to further communicate over the matter through Tanzania's Embassy in the Netherlands for seeing a good way of implementing the plan.

Ndumbaro is on an official trip to the Netherlands for exploring opportunities for marketing Tanzania's tourist attractions in that country.

The minister got an opportunity to speak with Tanzania's Ambassador to the Netherlands, Irene Kasyanju, and the staff of the embassy.

Speaking with the ambassador and staff of the embassy, the minister told them about the direction of the ministry in marketing the country's tourism.

The strategies are, among others, the introduction of a student package, the use of digital platforms, sports, media, and popular individuals.

## Tanga to host Half Marathon



A section of runners battles it out in a past Ngorongoro Half Marathon, which took place in Arusha.

By Correspondent Cheji Bakari, Tanga

TANGA is expected to host another international half marathon dubbed "Tanga City Marathon Season 6" later this year.

More than 150 runners from various jogging sides and athletics outfits from six regions across the country are said to have already confirmed to participate in the race.

The events will constitute a 21km race, 10 kilometers race, and 5 kilometers fun run involving both men and women.

The half marathon is going to take place one month after an international marathon, Kilimanjaro Premium Lager Marathon, took place on February 27 in Moshi.

The marathon, which was graced by Prime Minister Kassim Majaliwa, was sponsored by Tan-

zania Breweries Limited through its beer brand, Kilimanjaro Premium Lager, telecoms firm Tigo Tanzania, and other water table sponsors.

Tanga City Marathon's coordinator Ali Mang'oro, who is also the event's assistant organizer, told The Guardian at least 150 athletes from various regions across the country already registered to participate in the showpiece.

He said the event is expected to be graced by Tanga Regional Commissioner, Adam Malima.

The coordinator appealed to various athletic stakeholders to sponsor the event with aim of advertising investment opportunities available in the region alongside developing athletic talents.

Mang'oro revealed: "Since we announced the event, at least 150 athletes from regions, Tanga, Dar es Salaam, Iringa, Kilimanjaro,

Arusha, and Manyara registered to participate in the event."

"We expect more runners from neighbouring countries to participate as was the case in the Season 5 showdown because registration window is still open," the coordinator said.

Tanga City Marathon's senior organizer noted the objective of introducing the event was to turn youths' mindsets, which is inclined toward achieving success in soccer, to embracing athletics and other sports.

The organizer was adamant prodigies can take up athletics, seeing to it that they can also enjoy success in life as well as using the half marathon as a platform for advertising investment opportunities available in the region.

"The event will start and finish in Tanga with a generous course time limit."

"The race is open to both professional runners and more casual participants from different jogging clubs in the country, who come to measure their competence on running."

"Estimated spectators and family members are expected to grow the crowd to 3,000 people on race day."

"The Tanga City Marathon is more than just a race. The event will offer sponsorship opportunities to the company that fits corporate budget and marketing strategy whether the company needs to build brand awareness or find novel ways to differentiate products and services."

"The company will also benefit from publicity due to extensive media coverage hence Tanga City Marathon is, therefore, a unique event and great opportunity for you all."



Various stakeholders feature in fitness drills once they took part in 5km and 10km races to support the Same District Commissioner Edward Mpororo to promote various tourist attractions found in the district, such as wildlife sanctuaries and Shengena mountains. PHOTO: CORRESPONDENT

## National wheelchair tennis team's trip to Turkey set for next week

By Correspondent Joseph Mchekadona

TANZANIA'S national wheelchair tennis team which was supposed to depart for Turkey tomorrow to compete at BNP Paribas World Team Cup will now leave on Tuesday next week.

Riziki Salum, Tanzania Wheelchair Tennis Association (WTTA) secretary-general, said they have not raised money for the trip.

He said this means local athletes will miss the Megassaray Open which is slated for March 12-15.

If the trip to Turkey materializes the team will compete at BNP World Team Cup which is slated for March 17-21 and will be used as qualification for this year's World Cup is scheduled for May 2-8 in Portugal.

They will also compete at the Kros Medical Open Wheelchair Tennis Tournament which is slated for March 24-27 of this month.

Kros Medical Open will be used as a qualification for the Paris 2024 Paralympics.

"Up to today (Monday) we have not raised the money which is needed for four players and one coach, discussions with stakeholders are going on very smoothly," he said.

“

Our negotiations with Qatar Embassy through Ambassador Hussain Ahmad Al-Homaid are going on very well, and we are very hopeful that they will help us, the only challenge is that it takes a process before releasing the money, but we are banking our hopes on them.”

The International Tennis Federation (ITF) will pay for air tickets and accommodation for two players, while WTTA is tasked to take care of the remaining four players and coach.

Recently, Salum noted that WTTA is banking its hopes

on the Qatar Embassy in the country and, hinting at the progress of the discussions, he said they are hopeful the embassy will support them.

"Our negotiations with Qatar Embassy through Ambassador Hussain Ahmad Al-Homaid are going on very well, and we are very hopeful that they will help us, the only challenge is that it takes a process before releasing the money, but we are banking our hopes on them."

Salum, however, said if they fail to get support from the Qatar Embassy in the country and other stakeholders, WTTA will have no option but to send two athletes to the event.

The six players who are to represent the country in Turkey are Voster Isaya, Jumanne Nassoro, Albert Churi, Rehema Suleiman, Lucy Julius, and Pendo Zengo.

The country wheelchair tennis team competed at the BNP Paribas World Team Cup which was held in 2017 in Italy and it has also competed at many regional events and performed well.

### Flexibles by David Chikoko

HOW COMES WHEN I LOSE WEIGHT I DECREASE IN HEIGHT? DOC!



HOW DO YOU TAKE YOUR MEASUREMENTS: LAYING DOWN OR FROM HEAD TO TOE?

