



Professional Pest Control Services

We stop what Bugs you

+255 658 781 861
www.pestguard.co.tz



theguardiantz



theguardiantd



The Guardian Digital



+255 745 700710

LIKE & FOLLOW US

National Pg 3
FAO to improve youth livelihoods



National Pg 4
China to boost traditional medicine



National Pg 2
Roundtable chairman sends condolence message



National Pg 11
Tourism training on horticulture



22 TRA senior staff suspended

Minister directs investigation on possible acts of graft

By Guardian Reporter

FINANCE and Planning minister Dr Phillip Mpango has directed the Tanzania Revenue Authority (TRA) Commissioner General to relieve of duties and conduct investigations on 22 managers for failing to carry out their duties and possible involvement in acts of corruption.

Dr Mpango issued this directive in a meeting with TRA board members and zonal managers in Dodoma to brainstorm on facilitating ease of doing business and expanding the tax base.

The minister directed thorough investigations to be conducted on the TRA officials listed for suspension, due to suspicions of involvement in acts of graft, fail-



I am directing you commissioner (general) to relieve these people in line with our rules and guidelines and instruct the Director for Internal Affairs to investigate all of them

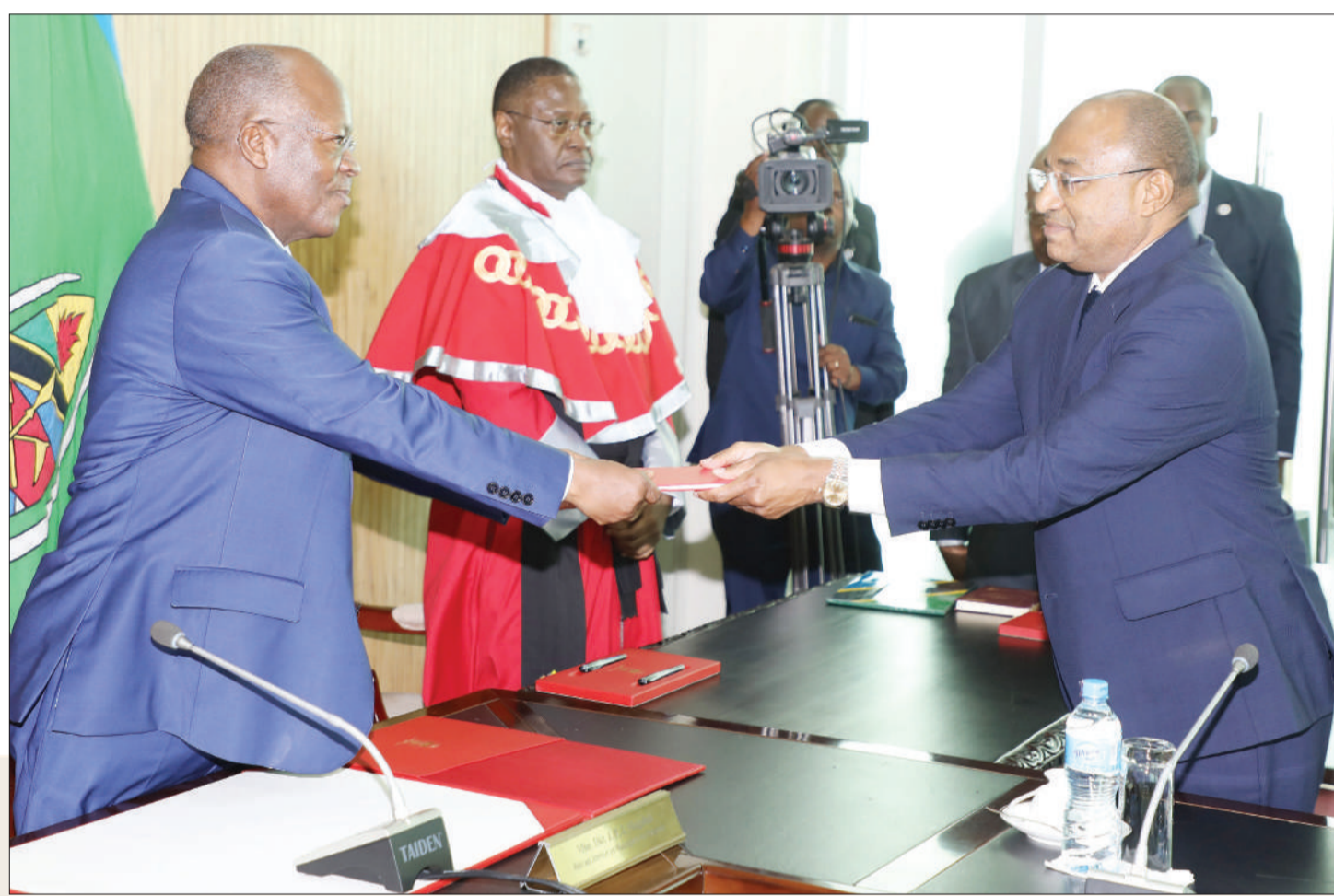
ure to administer the use of Electronic Fiscal Devices (EFD) as well as imposing huge tax demands on business people. Answers should be brought to the minister within 90 days, he emphasized.

Those listed for suspension include the manager for Tanga (Bright Kasilo), Rukwa, (acting manager Rodgers Mkama), Shinyanga (inspection manager Sara Senso and EFD manager Kwibin Nyamuhanga).

Others are manager for Dodoma (Kabula Mwamezi), Kigoma (Jacob Mtemang'ombe), Kasulu (Bernard Mwakatundu) and Songwe (officers Janeth Mlack and Joshua Daudi Samwel).

The list also features TRA managers for Kilimanjaro (the head for Tarakea, Maududi Tingwa), Same (Adam Benta and Adam Ruhusa), Njombe (TRA officer Hilda Samuel), Mahenge (Ibrahim Lyndama and Geoffrey Mwinuka).

In Kagera those listed include the manager for Biharamulo (Alex Chacha), while Ilala tax region features officers Stephen Kauzeni, Kimweli Ngobya, Raphael Meng'alai, Benedict Kasele and Nicodemus



President Dr. John Magufuli presents office instruments to Zanzibar President Dr. Hussein Mwinyi shortly after being sworn in as a Union cabinet minister at the Chamwino State House in Dodoma yesterday. Photo: State House. Photo: Guardian Correspondent

Zanzibar President sworn in Union cabinet minister

By Guardian Reporter

ZANZIBAR President Dr Hussein Ali Mwinyi was yesterday sworn in by the Chief Justice, Prof Ibrahim Hamis Juma as a member of the Union cabinet of ministers, which met for the first time at the Jakaya Kikwete International Conference Centre (JKICC) in Dodoma.

President John Magufuli convened the meeting also attended by Vice President Samia Suluhu Hassan, Prime Minister Kassim Majaliwa, Attorney General Adelardus Kilangi, Chief Secretary John Kijazi, cabinet

ministers and various top government officials.

The Head of State witnessed the swearing-in of Dr Mwinyi and congratulated him for the successful oath which allows him to participate in the Union cabinet, the highest level Union executive meeting.

Dr Magufuli expressed his satisfaction with the way ministers and deputy ministers had started to execute their duties, similarly applauding deputy ministers for their being appointed.

The Zanzibar President is by virtue of Article 54 of the Constitution part of the cabinet, im-

plying that he has a right to attend when he so wishes, though ordinarily Isles presidents don't often exercise those rights. It is part of the constitutional mechanism of referrals and mode of advising the Union president in matters relating to Zanzibar.

One month ago the president first re-appointed two cabinet ministers, Prof Palamagamba Kabudi (Foreign Affairs and East African Cooperation) and Dr Phillip Mpango (Finance and Planning), taking close to a fortnight to start releasing names of other cabinet appointees.

Earlier, the president had

moved to nominate Kassim Majaliwa to the position of Prime Minister by parliamentary endorsement, and Attorney General Prof Kilangi. The legislature endorsed the nomination of premier on Thursday, November 12.

On December 5, 2020, the president then released the list of 21 cabinet ministers and 23 deputy ministers to the Chief Secretary who read out the appointees at a press conference, and were sworn in at the Chamwino State House in Dodoma on Independence Day, December 9.

Govt resetting guidelines for traditional medicine delivery

By Guardian Correspondent, Dodoma



We also want them to be trained by TBS on the proper packaging of the medicines. Using proper packaging materials would enable them to export the medicine

THE government has introduced new guidelines to facilitate the provision of alternative and traditional medicines and to ensure its sustainability.

The Director of Curative Services in the Ministry of Health, Community Development, Gender, Elderly and Children, Dr Grace Magembe made

this announcement yesterday in media remarks relating to a conference on how to strengthen the

provision of traditional medicines in the country.

The conference

brought together experts from universities, research institutes, factory operators, the Tanzania Bureau of Standards (TBS), the National Institute for Medical Research (NIMR), and other stakeholders.

She said that the ministry is working on arrangements for improved administration of traditional medicines, highlighting the need for training traditional medicine providers on

the basis of a special curriculum to be used in such training.

"Most of those offering traditional medicines have not been exposed to formal education or training. We need to start teaching our college and university students so as to develop a new generation of traditional healers," the director asserted.

She said most tradi

SISAL FARMERS
Page 4



SECONDARY EDUCATION
Page 5



SEED PRODUCTION
Page 9



PROJECTS
Page 11



Tanzania set for Biocon 10 US cents insulin kits

By Guardian Reporter and Agencies

BIOCON Biologics, a subsidiary of Biocon, has signed a pact with the Christian Social Services Commis

TURN TO Page2



9 770856 542009 >

TURN TO Page2

TURN TO Page2

Government to reset traditional medicine delivery guidelines

FROM PAGE 1

tional healers claim to have inherited their expertise from parents or grandparents but it is important that they are trained on the proper administration of the medicines in accordance with the issued guidelines.

"We also want them to be trained by TBS on the proper packaging of the medicines. Using proper packaging materials would enable them to export the medicines," she stated.

Through the Sokoine University of Agriculture (SUA), the healers would strengthen the growing of medicinal plants and trees in various areas, she further noted.

"We have to be aware that even the medicines which we have been buying in pharmacies or hospitals are produced using these natural medicinal plants. Fortunately, Tanzania has a lot of medicinal plants for example anti-pressure medicines contain garlic," she said.

Dr Magembe said the

directorate had put in place strategies to ensure that hospitals recognize the importance of registered traditional healers. This may also include providing referrals of patients who they think could be treated using natural remedies, she elaborated.

"We will also strengthen systems to ensure that multiple traditional medicines are found in all local pharmacies so as to enable people to access them and treat diseases easily. Patients will have a choice to either use the pharmaceutical medicines or natural remedies," she specified.

Earlier, Permanent Secretary Edward Mbanga said that the ministry was going to mobilize efforts to strengthen traditional medicines production, urging researchers conduct intense surveys on traditional medicines. They need to disclose their strengths in treating various diseases so as to reassure the public on the importance of the remedies, he added.



Head of Evangelical Lutheran Church of Tanzania Bishop Dr Fedrick Shoo cuts a ribbon to launch the cancer ward at Kilimanjaro Christian Medical Centre on Tuesday. Photo: Correspondent Godfrey Mushi

CEO roundtable chairman sends condolences to late Patel family

By Guardian Reporter

CHAIRMAN of the CEO Roundtable Sanjay Rughani yesterday sent a condolence message to the family, friends and staff of the departed Subhash Patel (62), Executive Chairman of the Motisun Group of Companies.

Patel died in Dar es Salaam on Tuesday.

Rughani who is the Standard Chartered Bank Chief Executive Officer said the late Patel impacted and inspired many youth, leaders, and community members.

He said that Patel stood as a firm pillar to the private sector struggles and growth over decades.

"It is with a deep sense of regret that we have received sad news of the loss of our friend Subhash Patel. In this moment of great sorrow our thoughts go out to his family, friends and staff of his companies and the various other organisations he represented. He will be significantly missed," he said.

Rughani added that Subhash Patel was a courageous and distinguished businessman who contributed well to the development of the nation.

Prime Minister Kassim Majaliwa described the late Patel as a friend to all, charming and provided assistance to both the poor and the rich and he never discriminated anyone

According to the Premier, Patel

made a great contribution in the industrial sector.

"The nation has lost one of its patriots, may God rest his soul in eternal peace, Amen," the PM's message intoned.

The late Patel also chaired the Confederation of Tanzania Industries (CTI) and was a board member of Tanzania Private Sector Foundation (TPSF).

TPSF wrote on its official twitter page yesterday on how it was touched by the demise of the veteran industrialist. "The late Patel was TPSF board director, chairman of CTI and a prominent leader within the Tanzanian and East Africa's business community. May the Almighty God rest his soul in eternal peace... Amen."

The late Patel, one of the country's most prominent businessmen owned companies that manufacture plastic goods, cement, corrugated iron sheets, steel bars, power cables, soft drinks, wall paints and also owned Whitesands, Seacliff and Pearl Sun hotels and resorts.



It is with a deep sense of regret that we have received sad news of the loss of our friend Subhash Patel

22 TRA senior staff suspended

FROM PAGE 1

Mwandago. Also listed for Lindi is acting manager for Ruangwa (Floriant Rubambwa).

"I am directing you commissioner (general) to relieve these people in line with our rules and guidelines and instruct the Director for Internal Affairs to investigate all of them," he declared.

The minister similarly directed Commissioner General Dr Edwin

Mhede to transfer managers and officers who have stayed for a long time in one station, noting that their long stay encourages the formation of syndicates for corruption.

TRA also needs to strengthen the administration of EFDs to identify those using fake machines, issuing a 15 days ultimatum to end the problem of fading words on the receipts issued by the machines.

The minister also touched the tendency by TRA officers to hold

bank accounts of taxpayers at the same time demanding bribes for those accounts to be opened.

"There are various small scale business people who have stopped using banks to pay because bank statements are being used by TRA officers to overcharge tax," he asserted.

TRA officers must use dialogue when there are issues relating to tax claims instead of closing clients' accounts or impounding those ac-

counts. Deputy minister Mwanaidi Ali Khamis explained to the officers that they need to visit taxpayers in their areas regularly instead of sitting in offices and acting on impulse to attain collection deadlines.

The commissioner general promised the minister to work on all the issues raised in the meeting which he described as of historical significance.



Water ministry Permanent Secretary Eng. Antony Sanga helps a villager with a water bucket to balance on her head at Msamalo village in Chamwino District moments after launching the water project on Tuesday. Photo: Guardian Correspondent

Tanzania set for Biocon 10 US cents insulin kits

FROM PAGE 1

sion (CSSC) in Africa for making single use insulin units available for 10 US cents (220/-) for low and middle income countries. Insulin is a hormone that lowers the level of glucose (a type of sugar) in the blood. It's made by the beta cells of the pancreas and released into the blood when the glucose level goes up, such as after eating. Insulin helps glucose

enter the body's cells, where it can be used for energy or stored for future use.

Tanzania is slated to be the first country in Africa to benefit from the Biocon Biologics and CSSC collaboration, the company said in a statement.

Insulin is a therapeutic product for sufferers of diabetes, a major cause of blindness, kidney failure, heart attacks, stroke and lower limb

amputation. With an estimated one million diabetes patients, Tanzania is among the top five countries for diabetes sufferers in Africa.

Citing various reports, the company said the prevalence of diabetes in urban areas has increased from five percent in 2007 to nine percent in 2012. About 897,000 reported cases of diabetes in 2017 and the prevalence of

diabetes is 3.6% of the total adult population of 25 million, the statement affirmed.

However, local experts say the number is likely to be more. The firm seeks to facilitate universal access to quality insulin supply in low and middle income countries by making recombinant human insulin (rh-insulin) available for less than 10 US cents per day. It is part of its 'Mission

10 cents' programme where the company is working with local partners to help strengthen overall healthcare capacity in these countries, where diabetes prevalence has been rising more rapidly than in high-income countries. Christiane Hamacher, chief executive officer and managing director, Biocon Biologics said that the company is leveraging its long

standing expertise to shift the access paradigm for patients in LMICs through its high quality, affordable insulins. "We aspire to co-create with our partner a patient ecosystem that goes beyond the product to transform the lives of millions of diabetes patients globally," he stated. Peter Maduki, chief executive, CSSC, said the commission works with a network of more

than 900 health facilities mostly located in rural areas serving hinterland populations. "We are delighted to work with Biocon Biologics in this mission. This is a good opportunity to improve the management of diabetic patients for better patient outcomes especially the marginalised who could not afford the high cost of medicines," he declared.

1.7 m people to benefit from 38bn/-4-year cancer project

By Guardian Reporter

A TOTAL of 1.7million people are expected to benefit from a four-year project worth 38bn/- aimed at reducing the burden of cancer morbidity and mortality in 13 districts of Dar es Salaam and Mwanza regions.

This follows an agreement signed between the Tanzania Comprehensive Cancer Care Project (TCCP) in collaboration with the Agence Française de Développe-

ment (AFD) and the Aga Khan Foundation (AKF).

Speaking soon after sealing the pact, TCCP director Dr Harrison Chuwa said the project is funded by AFD at the tune of 29bn/- and AKF at 9bn/-.

He said that the project is led by the Aga Khan Health Services Tanzania (AKHST) together with its collaborating partners that include Aga Khan Foundation Tanzania (AKF, T), Aga Khan University (AKU), and Public Sector col-

laborators - Ocean Road Cancer Institute (ORCI), Muhimbili National Hospital (MNH), Bugando Medical Centre (BMC), President's Office Regional and Local Government (PO-RALG), and Ministry of Health, Community Development, Gender, Elderly and Children with technical support from Institut Curie as a technical advisor and consultant to the project.

According to him, the project aims to address the challenges throughout the

continuum of cancer care by implementing an innovative partnership that aims at strengthening and expanding the quality, access, and capacity of cancer care services in the country.

The project is geared towards improving and expanding the existing oncology infrastructure, building the capacity of staff of the participating institutions, strengthening community cancer awareness and engagement, and developing

joint research agenda and partnership among the project partners.

"The unique collaboration is expected to directly benefit approximately 1.7 million beneficiaries and works across 100 public health facilities at all levels in Dar es Salaam and Mwanza regions of Tanzania," he said.

Institut Curie located in Paris France is a model for cancer centers around the world and is the project's technical advisor. As a private

non-profit foundation, Institut Curie is one of the leading cancer research center on biophysics, cell biology and oncology. The Institut has three missions: research, teaching, and treating cancer. It operates several research units in cooperation with national and international collaborations and research institutions. The Institut also operates the 3rd worldwide proton therapy center at Orsay. The signing ceremony was witnessed by the Presi-

dent of Institut Curie and as part of this agreement, cancer experts from the institute will be visiting Tanzania to work with partner institutions on cancer treatment, capacity building and research. Similarly, Tanzanian professionals and policymakers will visit Institut Curie as part of the exchange program for learning purposes. This collaboration will significantly contribute to and improve the quality of cancer care in Tanzania using a comprehensive approach.



The Cedric and Hainan employees at work preparing a proper base for a water storage tank at Vikawe in Bagamoyo District, Coast Region. The project being under taken by Dar es Salaam Water and Sanitation Authority. Photo: Guardian Correspondent

China all out to boost Tanzania's traditional medicine sub-sector

By Correspondent Valentine Ofora, Dodoma

CHINESE government is to embark on a special programme aimed at supporting Tanzania's endeavors to strengthen its traditional medicine sub-sector.

The bilateral robust initiative, among others, set to start with technical support on the indigenous traditional medicines experts and other practitioners and later dwell into relevant technological support.

Chinese ambassador to Tanzania, Wang Ke said recently in an interview that they are currently holding talks with the ministry of Health, Community Development, Gender, Elderly and Children on the best way to implement the project.

"The project will also involve supporting Tanzania on quality production of traditional medicines to cure

various health challenges facing Tanzanians," she said.

According to Wang (pictured), China has been impressed with serious efforts and quests so far demonstrated by President John Magufuli to revive and promote the production and use of traditional medicines in the country and it is ready to support the vital health initiative.

"President Magufuli personally sent me a request message seeking China's support to boost the traditional medicines sub-sector in Tanzania. I was very impressed by this and have already taken serious steps," she said.

The envoy further said that she had communicated with the Beijing department-Administration of Traditional Chinese Medicine and has agreed to commence implementation soon.

"Beijing has agreed to conduct technical cooperation and it will soon start sending high profile experts on traditional medicines so as to run a series of training to their Tanzania's counterparts," he said.

According to her, the envisaged traditional health bilateral technical cooperation will be executed in a friendly manner to allow a smooth exchanging and sharing of experience.

"China has a long - successful background in using and developing traditional medicines, and I am also aware that Tanzania has been endowed with numerous natural resources for manufacturing of traditional medicines, and thus, I hope that the cooperation will bring about major transformation in between both countries," she observed.

China stands tall amid the world's giant producers and users of traditional medicines with records proves that upon the end of 2015 there were at least 3,966 traditional Chinese medicine hospitals across the country, including 253 hospitals of ethnic minority medicine and 446 hospitals of integrated Chinese and Western medicine with a total of 452, 000 practitioners and assistant practitioners of traditional Chinese medicine.

In total, 130 traditional Chinese medicine elements have been incorporated into the Representative List of National Intangible Cultural Heritage, with the traditional Chinese medicine practices of acupunctur and moxibustion being included in the Representative List of the Intangible Cultural Heritage of Humanity by UNESCO, and the Yellow Emperor's Inner Canon (Huang Di Nei Jing) and the Compendium of Materia Medica (Ben Cao Gang Mu) being listed in the Memory of the World Register.



Sisal farmers set to reap big from a Dutch businessman

By Guardian Reporter

SISAL farmers are set to reap big following plans by a Dutch businessman to invest \$5.7m in the cultivation and processing of the crop to boost its value chain.

Nuradin Osman through his company, Grosso Sisal Company Limited, says there is potential for Tanzania's sisal farming and processing because the country faces a shortage of facilities.

Out of the few that exist, many rely on obsolete technology that dates back to the 1950s that utilises only 2-percent of sisal and leaves the rest to waste.

The investor said he would equip his factories with high tech machines to ensure he turned the 98 -per cent of the crop, which was thrown away as waste after processing into raw materials for producing other products.

Apart from producing fibres from sisal, the company would be using waste in value-adding processes of alcoholic beverages, animal feeds and bio-fuels.

This will extensively guarantee the company's maximum utilization of sisal above 2 per cent currently used in fibre production.

"Existing factories use only 2-percent of sisal to produce fibres and throw away the remaining 98 per cent. Therefore I am interested in this 98percent. I want Tanzanian farmers to benefit in the entire value chain of this crop," Osman, with over 30 years of experience in Pan-African agriculture, said.

Osman plans to set up processing plants at Magoma Estate in Tanga Region where he has already mobilised over 3,000 sisal farmers. He noted that he had started government procedures for investments.

The investments will be done in two phases, with the company intending to inject \$700,000 in phase I.

The company will facilitate agronomy as part of \$700,000 invested in the project's first phase.

Modern technologies will be utilized for high and quality crop yield. The success of phase I at Magoma will create a reference point for other Tanzania regions.

This phase will experience capital facilitation, accumulating to \$5 million from fiscal year 3 to fiscal year 5. Implementation of phase II will cater for introduction of alternative value-added chains within the sector.

The company will also be entering contracts with sisal farmers to create the best approach to tackle the yield issue through agronomic interventions.



PATEL BROTHERHOOD (PATEL SAMAJ)

In loving memory



LATE SUBHASHBHAI MOTIBHAI PATEL

Our Patel Samaj Community sadly lost a pillar on Monday, December 14th, 2020 when Mr. Subhashbhai Motibhai Patel passed away. A loving husband, brother, father, and grandfather, his contributions have touched the lives of many individuals and his absence will be deeply felt.

May Almighty give rest & peace to the departed soul.
Always in our hearts

OM SHANTI: SHANTI: SHANTI:

StanChart CEO voted 'Most Preferred Corporate Male CEO of Year' for 2020

By Guardian Reporter

STANDARD Chartered Bank's Chief Executive Officer, Sanjay Rughani, has been voted the 'Most Preferred Corporate Male CEO of the Year' 2020 Tanzania Consumer Choice Awards.

The announcement was made at a colorful event that was held earlier in the week to mark the 2020 Tanzania Consumer Choice Awards.

The Tanzania Consumer Choice Awards is a platform that seeks to acknowledge and award excellence to corporate and businesses, and their leaders, by creating a direct link between the producers of goods and services with the users through a consumer voting system.

The Awards cut across various sectors and businesses. This year's Awards, which were officiated by the Deputy Minister of Industry and Trade, Exaud Kigahe, covered seventeen categories ranging from financial services to telecommunication, aviation, insurance services and the oil & gas sector among others.

The Awards also covered other categories such as event planning, interior designing, photography & videography as well as beauty & fashion. The media and tour & travel sectors were also covered.

Speaking after being announced as this year's 'Most Preferred Corporate Male CEO of the Year', Standard Chartered Bank's CEO, Sanjay Rughani, congratulated and thanked the organisers of the awards for having organised a platform where Tanzanians can have a yardstick to use a benchmark to enhance their businesses as well as their individual traits as leaders.

"Used properly the Tanzania Consumer Choice Awards can be used as an educative platform to enable upcoming businesses and big corporate, as well as individuals, learn from the winners. I commend the organisers for having conceptualized and actualized this idea. The fact that it covers various categories, with eighteen having been covered this year, the Awards are inclusive and are definitely a catalyst to the country's economic growth," Rughani said.

He also attributed the Award to staff of Standard Chartered Bank noting that they are reason for having won the Award.

"There's no successful leader without a great team. I, therefore, thank all my colleagues at Standard Chartered Bank, and this Award is for you. As the nomination process was open to the public, I would also like to thank our customers and all other people who voted for me.



Standard Chartered Bank's Chief Executive Officer, Sanjay Rughani has been voted the 'Most Preferred Corporate Male CEO of the Year' for the 2020 Tanzania Consumer Choice Awards. Photo: Guardian Correspondent

You have entrusted me with your confidence in me and I will reciprocate by continuing to be at your service. I also congratulate my counterparts who were also nominated with me in this category. We are all winners," Rughani said.

To identify the nominees, the organisers, Lavine International Agency, opened the nomination process in August this year, followed by a one month's voting process of the shortlisted individuals, corporate and businesses in November to early December.

Based on the public votes count, Rughani garnered the highest number of votes thereby winning the Award.

Others who were nominated alongside Rughani for the 'Most Preferred Corporate Male CEO of the Year' category include Vodacom's CEO, Hisham Hendi, Air Tanzania's CEO Eng. Ladislaus Matindi and TradeMark East Africa's CEO, John Ulanga.

Rughani was appointed as the first Tanzanian CEO for Standard Chartered in Tanzania in January, 2016. He has worked for the Bank since 1999 and has held various key

positions within the Bank which include heading the Bank's Global Finance Shared Services in Chennai, heading Finance Operations and Change Management for the Africa Region, being an Executive Finance Director for Ghana and Area Chief Finance Officer for the Western Africa Region covering Ghana, Gambia, Sierra Leone and Cote d'Ivoire. He was also a Regional Finance Manager for Africa based out of London and an Executive Finance Director for the Bank in Tanzania.

In addition to his role as the CEO of Standard Chartered Bank in Tanzania, Mr. Rughani holds important governance representations which include being the Chairman of the CEOs Roundtable in Tanzania and Vice Chairperson for Tanzania Bankers Association. Mr. Rughani is also the Chairperson of the Professional Accountants in Business Committee (PAIBC) for International Federation of Accountants (IFAC).

In July last year, Rughani was awarded the "Best Leader-Banking, Tanzania 2019" Award by the Global Brand Awards.

FAO empowers the youth to improve livelihoods through forest management

By Guardian Reporter

THE Food and Agriculture Organisation of the United Nations (FAO) is set to train members of smallholder tree-grower associations in southern Tanzania on tree measurements and data collection. Trainees will be able to inventory their own land, improve their livelihoods, and boost the sustainability of the sector.

Tanzania's smallholder tree growers own more than 70 per cent of the country's 200,000-550,000 hectares of plantation forests, mainly in the southern highlands. These forests are an important source of income for the farmers, and of wood and fuel for the country. However, data on the plantations - including precise land areas, different species grown and management

plans - are rarely available.

"Once farmers can carry out their own tree inventories, they will be able to document the asset value of their woods over time, improve planning for current and future market offerings, and bargain for better prices," said Charles Tulahi, Assistant FAO country representative (Programmes).

"At the same time, the inventory will help support their sustainable participation in commercial tree-growing in Tanzania and provide us with valuable information as we work to bridge the gap of national timber supply deficit."

Cultivating young leadership in Tanzania's forest sector through South-South exchange The training, running from 16-17 December in Njombe, will be facilitated by

the FAO's Forest and Farm Facility. It will be led by Kenyan farmers who have themselves already been trained in the same techniques and are leading a similar initiative in Kenya.

Members of the Matembe Tree Growers Association (UWAMIMA) and Tanzania Tree Growers Associations Union (TTGAU) will be trained as 'master trainers', who will in turn train other local producers on the tree measurements and data collection approach so they can collect the inventory on their own land.

Through the training, the master trainers will understand not only how to conduct a forest inventory, but also the potential of a producers' inventory of trees on farms to improve their standing in the timber market. The master trainers will also learn how to analyse and use the data collected, how to plan an inventory, and how to train other producers so they are empowered to participate.

Building on results, generating impact in Tanzania's forest sector FAO is working to support the forestry sector in Tanzania through various initiatives, including a review of the forestry policy and legislation; supporting implementation of sustainable forest management practices; addressing social protection for the forestry dependent communities; and livelihood support for forestry and farm producer organizations.

The contribution of Tanzania's forest sector to the economy and climate change mitigation is threatened by mismanagement. Forests in Tanzania's mainland cover about 48.1 million hectares, equivalent to 55% of total land surface area.

IITA
Transforming African Agriculture

IRRI

POSITION ANNOUNCEMENT

Researcher – Agronomy IITA-TZ-2020 - IRRI-005 -NRS-MOROGORO

The International Institute of Tropical Agriculture (IITA) on behalf of the International Rice Research Institute (IRRI) invites applications for the position of **Researcher – Agronomy**

Background: The International Rice Research Institute (IRRI) is a nonprofit independent research and training organization. IRRI is a member of the Consultative Group of International Agricultural research (CGIAR) Consortium. We develop new rice varieties and rice crop management techniques that help rice farmers improve the yield and quality of their rice in an environmentally sustainable way. We work with our public and private sector partners in national Agricultural research and extension systems in major rice growing countries to do research, training and knowledge transfer.

A Researcher – Agronomy will facilitate the planning, designing and implementation of the routine trials, data collection and analysis, and other research activities of projects on Rice production improvement and responses to abiotic stresses in Tanzania focusing on the development of improved rice varieties, production systems and post-harvest technologies and on training farmers, technicians and extension officers will constantly communicate with internal and external project partners and collaborators to exchange conceptual ideas and to effectively gather feedback and research-related requirements for the advancement of the projects. Consolidate, evaluate and analyze research data gathered from trials, and draft reports and presentations.

Duty Station: The position will be based Morogoro, Tanzania.

Criteria for Success / Qualifications

MSc in Agriculture with minimum 2 years post graduate work experience from which at least 1 year in rice research/development.

Skills and knowledge mandatory

- Has proven technical proficiency in conducting research experiments and field trials
- Has strong experience in field management (layout, irrigation, fertilization, pest and disease monitoring)
- Has experience in statistical analysis and report preparation
- Has strong oral and written communication skills
- Has strong analytical skills

Preferred

- Has strong technical experience in guiding farmers, technicians and extension officers
- Has experience in phenotyping and assessing rice responses to different abiotic stresses

Responsibilities

3.1. Purpose

- Undertake and supervise phenotyping of rice germplasm under different abiotic stresses, both in controlled environment facilities and in the field
- Facilitate the planning, designing and implementation of the routine trials, data analysis and other research activities of projects on rice crop improvement in Tanzania focusing on the development of improved climate resilient varieties, production systems and on training farmers, technicians and extension officers.
- Contribute to the development of the research projects including selection of adequate research tools and equipment, verification of suggested methodologies and establishment of parameters related to rice production intensification
- Oversee maintenance of the research areas, research fields, technical equipment and fields staff

3.2. Engagement

- Constantly communicate with internal and external project partners and collaborators to exchange conceptual ideas and to effectively gather feedback and research-related requirements for the advancement of the projects
- Provide assistance and guidelines to internal and external stakeholders considering efficient implementation of the projects
- Constantly monitor, evaluate and provide recommendations to improve research and training activities/tasks performed by Research Technicians and contract workers in order to maintain smooth conduct of field and greenhouse trials as well as to foster a productive working environment
- Coordinate with required IRRI services and supplies and with project partners from Sokoine University of Agriculture and University of Copenhagen, to ensure smooth implantation of experiments and proper data collection, analyses and reporting

3.3. Delivery

- Consolidate, evaluate and analyze research data gathered from the project trials
- Evaluate, validate and contribute to the interpretation of results, contribute to the writing of manuscripts for reports/publications as well as presentations/posters for national and international conferences
- Prepare and submit updated research outputs to the Scientist II - Plant Breeding in a timely manner
- Supervise and lead the maintenance of accurate data recording and updating of database for efficient storage and retrieval of information

General information:

The duration of contract for the position is two years. This is a nationally recruited position and IITA offers a competitive remuneration package.

Applications: Applications including curriculum vitae, copies of certificates, telephone number, email address, and names and addresses of two referees should be sent to the Country Representative, IITA-Tanzania, Plot No. 25, Mwenge - Coca-Cola Road, Mikocho Industrial Area P.O. Box 34441, Dar es Salaam, Tanzania or by email to IITA-Tanzania@cgiar.org

Applicants are requested to please indicate the reference number for the position as indicated on the heading of the announcement in your application as well as on the subject of your email if sending by email. If sending by post or hand delivery, please indicate the reference number on your application as well as on the left-hand side of your envelope. Please note that any applications without the reference number indicated will be automatically disqualified.

Closing date: Two weeks from the date of advertisement appearing in the newspaper. Please note that only shortlisted candidates will be contacted.

Canada

The High Commission of Canada in Tanzania is seeking candidates for the following full-time position:

LE-07 Non-Immigrant Officer

The Canadian High Commission is looking for a dynamic and experienced person to take on the challenge of Non-Immigrant Officer. The incumbent will be assessing eligibility and admissibility requirements and detecting fraud in applications for temporary resident, student, and work visas to Canada.

If you are proficient in French and English, have a University Degree or Diploma and at least 2 years of recent experience in an administrative or officer position in an Embassy, High Commission, Consulate, a UN agency, development agency, or law firm, we would like to hear from you.

How To Apply

Persons interested in applying should consult the following links:

- [\(English\)](https://www.wfca-tpce.com/vacancyView.php?requirementId=4276&(English))
- [\(French\)](https://www.wfca-tpce.com/fr/vacancyView.php?requirementId=4276&(French))

Candidates are required to fill in the application form and questionnaire, and upload their C.V. and a covering letter clearly explaining how they meet both the essential and asset qualifications. Please note that to be considered, your cover letter must also include an answer to an assessment question mentioned in the description of the job opportunity. Applications will only be considered when received through our online portal.

CLOSING DATE: December 28, 2020; 23:59 EAT (East Africa Time)

The International Rescue Committee is working with local communities in Kigoma region to improve school infrastructure

Kasulu, Kigoma - The International Rescue Committee (IRC), with support from the UK Foreign, Commonwealth and Development Office (FCDO), is working with local communities in three districts in Kigoma region to construct and rehabilitate classrooms in four schools. The IRC is also supporting the schools with the provision of desks to furnish the newly constructed and renovated classrooms.

Shortage of classrooms is a key barrier to quality education for children. Overcrowded classrooms lead to cramped conditions and too many students for each teacher to ably teach. The time teachers can provide individual students in over-crowded classrooms dramatically reduces, affecting the education of every child whilst adding to the burden of teachers.

The Government of Tanzania has targeted a 45:1 Pupil Teacher Ratio (PTR) for primary schools across the country as per national standards. In 2019, as per government data, the average PTR for primary schools across the country stood at 53:1, indicating the need for significant improvement. How-

ever, Kigoma region was worse off than many other parts of the country, having an average PTR of 69:1. The three districts the IRC is currently working in -Kasulu DC, Kibondo and Kikonko - all have PTRs above 60:1, with Kasulu DC having the highest PTR in the entire country at 94:1. The data clearly indicates the need for construction of more classrooms in these districts and subsequent hiring of teachers.

Local government officials are well aware about the scale of the challenges in the region. As the Honorable Louis Bura, District Commissioner of Kibondo DC - which has a PTR of 71:1 - explains, "[In Kibondo DC,] we believe that there is a shortage of more than 1000 classrooms across the 83 government primary schools we currently have. Approximately 80% of the classrooms we have are also in very poor condition and need rehabilitation."

The International Rescue Committee, in partnership with the government and local communities, is addressing some of these challenges by helping schools that have already identified needs or started building classrooms with financial, material and technical support to finish projects.

In Mapinduzi Primary School in Kibondo DC, the IRC supported the local community to complete the construction of five new classrooms and two offices and provided 60 desks, which has had an immediate impact on the students. Prior to the construction, the school - which has 1430 students - would have to rotate through three shifts of students during the day to allow all students some time in a classroom. However, some classrooms would still have more than 200 students per session, and three shifts would significantly reduce the amount of time each group of students could spend in the classroom. Following the completion of construction, the school has been able to reduce the number of shifts per day from three to two. The PTR has also been cut in half, with none of the classrooms now having more than 100 students at a time.

Other construction projects include the completion of two classrooms in Kiyobera Primary School in Kikonko, the construction of two new classrooms in Malagarasi Secondary School in Kibondo, and the completion of



Students at Mapinduzi Primary School in Kibondo DC attending a Geography lesson in one of the newly constructed classrooms.



IRC worked with the local community finish construction of five new classrooms and two new office buildings at Mapinduzi Primary School in Kibondo DC

five classrooms in Kabhulanzwili Primary School in Kasulu DC. Across these three schools, the IRC is also providing 270 desks to furnish the classrooms.

While the IRC's work, through funding from the UK Aid, is helping reduce the PTR in several schools, the need for further investment in infrastructure is still high. Mapinduzi itself requires the construction of more than 20 additional classrooms to be able to move out of the shift system and bring the PTR down to 45:1 as per government guidelines. And similar challenges exist in a number of schools across the region. "We are pleased, that through the support of this UK Aid funding, the IRC has been able to support government efforts to meet the



Other construction projects include the completion of two classrooms in Kiyobera Primary School in Kikonko, the construction of two new classrooms in Malagarasi onday School in Kibondo, and the completion of five classrooms in Kabhulanzwili Primary School in Kasulu DC.

urgent learning needs of children in Kigoma region," said Matthew Wingate, IRC Country Director in Tanzania. "The IRC has been working in Tanzania for over 25 years and are committed to supporting refugees and Tanzanian children to get the education that every child deserves and we are ambitious to build further on this support in the months ahead." The International Rescue Committee responds to the world's worst humanitarian crises, helping to restore health, safety, education, economic wellbeing, and power to people devastated by conflict and disaster.

For more information about the IRC's work in Tanzania, please visit: [rescue.org/tanzania](https://www.rescue.org/tanzania).



TANZANIA REVENUE AUTHORITY

ISO 9001: 2015 CERTIFIED

INSTITUTE OF TAX ADMINISTRATION

Accredited by the National Council for Technical Education

INVITATION FOR APPLICATION FOR THE EAST AFRICAN CLEARING AND FREIGHT FORWARDING PRACTICING CERTIFICATE FOR 2020/2021 ACADEMIC YEAR MARCH INTAKE

The Institute of Tax Administration (ITA) is an integral part of the Tanzania Revenue Authority (TRA) registered with the National Council for Technical Education (NACTE) to be a higher learning institution with a mandate uniquely focused on improving the practice of customs and taxation through training, research and consultancy.

The Institute invites applications from eligible candidates from the Eastern and Southern Africa region for admission into its competence-based East African Customs and Clearing and Freight Forwarding Practising Certificate (CFFPC) - (either four months full time or six months part time).

Programme Objective:

To enable Customs Clearing and Freight Forwarding Agents appreciate and understand how to efficiently and correctly apply Customs laws and procedures in order to provide professional and high quality services to their clients on behalf of the Commissioner for Customs and Excise.

Target Candidates:

Current or future Clearing and Freight Forwarding Agents operational staff in possession of at least a Certificate of Secondary Education Examination (CSEE).

Minimum Entry Qualifications: Two (2) passes at "O" excluding religious subjects.

MODE OF APPLICATION

- The application is done online through: www.ita.ac.tz
- Each application must be accompanied with evidence of payment of a non-refundable application fee of TZS. 30,000/= for EAC applicants or US\$ 30 for non-EAC applicants. The fee may be paid through M-pesa, Tigopesa, Airtel Money or Tpesa number available in the ITA website.

All eligible and interested individuals are advised to submit their applications by 28th February, 2021.

Issued by:-

Rector,
Institute of Tax Administration,
P. O. Box 9321, Dar es Salaam, Tanzania
Tel. +255 22 2216800/1; Mobile 0785 558211
E-mail: ita@tra.go.tz
Website: www.ita.ac.tz

Obituary



Elisabeth Malocho
29.09.1940 – 15.12.2020

Our mother, Anna Elisabeth Malocho, of Masaki, Dar es Salaam, passed away peacefully on Tuesday, December 15, 2020 in Viersen, Germany. She was 80.

She was born on September 29, 1940 in Ploen, Germany. She attended elementary, secondary and high school in Ploen, and later acquired a BSc. in Education at Hamburg and Wuerzburg Universities. In 1975 she married Nassoro Mchilowa Malocho, and together they had 3 children Miriam, Malik and Zena.

Our mother worked as a teacher in Hamburg before moving to Tanzania in 1975 to join her husband. While living in Tanzania, she taught geography, mathematics and fine arts at Jangwar Girls and later at Azania Boys Secondary Schools from 1976 to 1990. Our mother was especially proud of her fine arts students in both schools, who with her guidance took part successfully in national and international arts exhibitions.

Upon retirement from teaching, she dedicated her time to supporting the work of the Kali Mat Ki Jai! Women's group in Gezaulole, Kigamboni district, which empowered women in the area through the creation of arts and crafts businesses.

From 1996 to 2006 she worked as a Coordinator at the office of the Evangelical Lutheran Church of Tanzania (ELCT). She was also a longstanding and active member of the German congregation of the Lutheran Church in Dar es Salaam.

Our mother is survived by her children Miriam, Malik and Zena, and four grandchildren. She is predeceased by her husband, the late Hon. Nassoro Malocho, former MP for Newala and former Minister of State (Planning and Parastatal Sector Reform). Funeral plans are currently underway and because of current restrictions due to COVID-19, services will be held privately in Moenchengladbach, Germany.

She will be greatly missed. May her Soul Rest in Peace, Amen.



HJF Medical Research International, Inc. Tanzania

EMPLOYMENT OPPORTUNITY

Join us in our efforts to end the HIV epidemic in Tanzania. Be part of the winning team to advance global health and save the lives of people living with HIV.

About HJFMRI Tanzania Program

The Walter Reed Program Tanzania (WRP-T) is a collaborative effort that supports PEPFAR-funded HIV prevention and treatment activities in the Southern Highlands and within the Tanzania People's Defense Forces (TPDF). HJF Medical Research International, Inc Tanzania (HJFMRI-T) is a local non-profit that has supported these efforts since 2004 for the Walter Reed Army Institute of Research (WRAIR). PEPFAR activities are conducted in close collaboration with the Tanzania Ministry of Health, Community Development, Gender, Elderly and Children; and the President's Office of the Regional Administration and Local Government (PORALG), through the Regional and Council Health Management Teams.

HJFMRI-T provides care and treatment to people affected by HIV/AIDS, and has been actively involved in HIV and AIDS programming, providing resources, personnel, and services to the Southern Highlands Zone. The program has expanded from supporting the Mbeya Zonal Referral Hospital to becoming a hub for anti-retroviral treatment in the zone; to community support through decentralized services, with the overall objective of implementing research, clinical HIV, prevention, care, and treatment services. HJFMRI-T currently focuses specifically on four regions in the Southern Highlands zone, namely Mbeya, Rukwa, Katavi, Songwe and Ruvuma for VMMC services only. The program also supports TPFD to implement comprehensive HIV prevention care and treatment program in 21 sites throughout the country.

Employment opportunities:

HJF Medical Research International, Inc. Tanzania (HJFMRI-T) is seeking qualified candidates to fill the positions listed below:

Cover letters and resumes should be sent by mail through post/EMS/DHL/ or any reliable Courier to the Human Resources and Administration Manager, P.O. Box 6396, Mbeya, or sent through e-mail to recruitment@wrp.o.tz.

NOTE: To be considered, applicants must put the TITLE OF THE JOB in the SUBJECT LINE. "CVs should not include any reference to marital status, birthplace, or tribal or religious affiliations. Any CVs containing this information will not be considered for employment". Applications that are hand-delivered will not be accepted. The deadline for submitting the application is December 31, 2020. Those who do not meet the minimum requirements, as detailed in the job description below, will not be considered.

Job Title	: Senior Training Manager
Reports to	: Operations Director
Location	: Mbeya
Duration	: 12 Months (with an option to renew subject to availability of funds and need)

General overview

As part of HJFMRI Tanzania we are seeking a Senior Training Manager who will be the point of contact for all technical and general training queries and training administration across WRP/HJFMRI Tanzania. We are looking for a professional Training Manager to ensure the smooth and effective functioning of training events and special projects. The Training Manager should be capable of providing support to the management; design, coordination, and conduct large and small-scale training activities will be conducted throughout the Southern Highlands. S/he will also be responsible for all training administration, scheduling, and coordination of training, while continually seeking to identify improvements to deliver training efficiencies and cost-effectiveness. This role is based in Mbeya, Tanzania, and will involve traveling to fieldwork.

Duties and Responsibilities

- Update and expand the TRAINSMART database including entry of all training events, administer training records and the input of training qualifications in conjunction with the Head of Departments
- Liaise with training providers both internally and externally in relation to course coordination, facilitation including liaising with MOH and other stakeholders and be responsible for associated training administration such as training schedules, bookings, pre and post course work (where relevant), evaluation sheets, certificates etc.
- Record recommendations for training based on an annual needs analysis conducted with Line Managers, HR, and other relevant departments
- Design and apply assessment tools to measure training effectiveness, together with relevant Heads of Departments and the CQI department
- Track and report on training outcomes
- Provide feedback to training participants and management
- Evaluate and make recommendations on training material and methodology
- Coordinate with the Events Manager to ensure logistics for training activities are complete
- Establish and maintain relationships with external training suppliers
- Manage training budget and maintain in-house training facilities and equipment
- Continually evaluate procedures to monitor and analyze course effectiveness.
- Coordinate regular training review boards with managers, CQI department and internal training providers to ensure current and future learning needs are addressed; training provision is efficient and effective.
- Identify internal and external training programs to address competency gaps
- Partner with internal stakeholders regarding employee training needs
- Organize, develop or source training programs to meet specific training needs
- Inform employees about training options and map out training plans for individual employees
- Maintain employee training records
- Build and distribute an internal training prospectus covering what training is available, dates, and times employees and managers can access. Recommend ways to promote and improve communication of training opportunities across HJFMRI-T.
- Responsible for assisting the HR Department and the business with the facilitation of all -Training and following up with managers and individuals where required.

Knowledge and Qualifications

- A Bachelor's degree in a related field, a holder of MPH or/and MBA will be an added advantage.
- Knowledge of TRAINSMART will be an advantage.
- Five years' work experience in coordinating multiple training especially in HIV/AIDS programs
- Should have knowledge in adult instructional and learning theory and principles, instructional design, training methodologies, learning management systems, and competency assessment
- Previous experience of working within a similar training role and environment.
- Experience in database management.
- Excellent IT skills.
- Good communication and negotiation skills
- Tenacious with a 'can do' attitude
- Ability to work under pressure and meet deadlines.
- Confident presentation skills with the ability to translate health and technical data for communication to non-technical personnel

Job Title	: Program Pharmacy Technical Advisor
Reports to	: Associate Director, Clinical Services
Location	: Mbeya
Duration	: 12 Months (with an option to renew based on the availability of funding and need)

General overview

The Program Pharmacy Technical Advisor (PPTA) is the technical lead personnel responsible for planning, implementing, and evaluating all supply chain activities for HJFMRI/WRP-T HIV/AIDS programs. He or she works closely with the Associate Director of Clinical Services and the Logistic Management unit of the Ministry of Health Community Development Gender Elderly and Children (MoHCDGEC), Medical stores Department (MSD), local partners and stakeholders for the development and implementation of supply chain procedures in support to adequate medicine quantification, procurement, warehousing, inventory management, ordering/issuing, and distribution.

The PPTA provides technical leadership and direction for developing and implementing innovative strategies and activities to support the strengthening of supply management systems in the Southern Highland Zone. The PPTA will also work with other WRP Regional teams to develop and deploy appropriate logistics management information systems that support the planning and monitoring of supply chain operations. He or she supports supply chain capacity-building efforts and ensures that systems and processes are in place to assure the continuous availability of key program commodities. The PPTA ensures activities are based on the annual HJFMRI-approved

Supply chain work plan. The full-time position is at HJFMRI/WRP Office in Mbeya, Tanzania, with 40% and 5% Domestic and Foreign travel, respectively, and reports to the Associate Director of Clinical Services.

Duties and Responsibilities

- Assist the Associate Director of Clinical Services in the development of Supply Chain work plans and budgets as they relate to supply chain activities. Provide input into updating and implementing the annual work plan and budget for PEPFAR supported Medicine for Opportunistic Infections.
- Provide technical assistance to WRP Regional teams and local partners to quantify HIV/AIDS products and other key commodities, including establishing appropriate forecasting and supply planning mechanism and information systems to assure the availability of data necessary for adequate quantification.
- Collaborate with the WRP Regional Teams and local partners to ensure that effective and efficient warehousing and distribution systems are in place for HIV/AIDS medicines and other key commodities.
- Participate in identifying and prioritizing capacity development activities to strengthen national and regional level pharmaceutical supply chains, and build expertise in monitoring and supervision in collaboration with WRP Regional Teams and other relevant team members and partners. Develop and implement appropriate training and supervision programs.
- Provide technical assistance to WRP-SC team and other treatment partners on OI medicine issues, including drug product quantification, procurement, and distribution.
- Represent the HJFMRI/WRP program at various technical meetings with other cooperating agencies, collaborating partners, senior government officials, and/or donor agencies in matters related to the supply chain.
- Provide technical assistance to assess current HIV/AIDS pharmaceutical management practices and develop action plans and recommendations to address priority issues to improve the related supply chain's effectiveness.
- Provide TA to develop standard operating procedures (SOPs) for inventory management and other aspects of supply chain management that will assure the availability and quality of medicines and other commodities.
- Provide supervision to other SCM team members and be held accountable for their performance management (including regular results, check-ins, formal appraisals, supportive supervision, rewards, training, coaching, and career development support).
- Monitor and document progress of activities toward achieving results of the supply chain activities of the approved HJFMRI/WRP-T work plan through periodic measurements of indicators.
- Participate in developing regular quarterly and semi-annual reports on the work plan for Supply chain activities for HJFMRI/WRP HI/AIDS program as needed. The PPTA is also expected to draft regular activity progress reports, closely monitor activities assigned to the Regional SC team to meet results and budget targets.
- Provide technical assistance to WRP Regional team and other treatment partners in the area of Pharmacovigilance.
- Produce any other ad hoc reports or updates on activities, as required or requested by Donors.
- Make regular presentations of results and progress to stakeholders. Participate and make representations on relevant program work in technical meetings as needed.
- Facilitate the work of external consultants as required.
- Undertake other relevant activities as requested by the Associate Director of Clinical Services
- Organizing and Coordinating Commodity and Performance review meetings in Mbeya, Rukwa, Ruvuma, Songwe, and Katavi Regions.
- Assist the Regional teams in the development of Scope of works and budgeting of all activities related to supply chain, commodity management, and performance review meetings
- Organize for the necessary logistics involvement for teams to conduct the meetings.
- Liaise with Region Technical Coordinators to consolidate meeting resolutions (supply chain and commodity management) and share with teams of implementers
- In collaboration with Regional Technical Coordinators, R/CHMTs supervise implementations of all agreed resolutions (supply chain and commodity management) at the site level.
- Works with the various Departments Lab, M&E, Outreach, CQI, Contracts, and program teams (Advisors), for Identification and prioritization of Expectations and Core Essential activities for implementation by WRP Regional teams.

Knowledge and Qualifications

- A basic degree in pharmacy (Bachelor Pharmacy or it's equivalent) with the added advantage of Masters of Public Health
- Five years of post-training experience as a practicing pharmacist
- Three of these should be in direct HIV/AIDS service provision.
- Three years' experience in planning and budgeting pharmacy-related commodities
- Five years' experience in logistics management information system
- Understanding of MOHCDGEC structure and operating system
- Understanding the policies and practices of the Tanzania national commodity management system
- Basic understanding of the USG commodity management system
- Basic training and experience in adherence counseling are preferred.
- Leadership and management experience is preferred.
- Demonstrated ability to build and maintain relationships with senior colleagues, particularly interacting with government agencies, NGOs, the private sector, and donor agencies
- Good communication skills
- Proficiency in the use of the English language, both oral and written
- Basic computer skills, including use of software-based recording and reporting of pharmacy services

Job Title	: Senior Accountant
Reports to	: Senior Manager, Accounting
Location	: Mbeya
Duration	: 12 Months (with an option to renew based on the availability of funding and need)

General Overview

This position is responsible for day to day transactional accounting operations of HJFMRI-T operations. The Senior Accountant will serve as a point person for accounting and provide supervision, coaching, and support to program staff and any other junior accountant in the department. He / She is responsible for ensuring compliance with all applicable accounting policies and procedures, laws, and regulations requirements.

Duties and Responsibilities

- Provide leadership and supervision of other department accountants (s)
- Ensuring daily accounting activities are executed with the right ethical practices.
- Perform accounting activities to include financial reports, bank reconciliations, general ledger entries, and other general accounting functions.
- Ensure the document workflow's efficiency within the department from the point request is made, approval, final payment, and reconciliation.
- Maintain, monitor accounts, and finance helpdesk to ensure that issues raised by other staff are responded to and resolved timely.
- Maintain and reconcile petty cash accounts monthly to be reviewed by the accounting manager.
- Maintain robust financial reports in compliance with organizations' policies and procedures.
- Responsible for GL entries and accurate recordkeeping to support entries and transactions.
- Ensures timely monthly and annual accounting close.
- Resolves accounting issues, concerns, and questions on time to ensure smooth and efficient program operations and to report.
- Provides monthly accounting reports to finance and accounting staff for review.
- Assist in Payroll preparation monthly, payroll reconciliations, and resolving all payroll related issues.
- Reviews vs. prepare monthly reconciliations of all balance sheet accounts.
- Trains project accounting staff on HJFMRI procedures and policies.
- Assist with the preparation of financial reports for the US Government, institutional funders, and private donors as needed
- Respond to routine HQ accounting-related inquiries
- Provides support for internal and external audit support
- Review the completeness and accuracy of regional office and country office monthly, quarterly, and annual financial reports package submissions, resolve related problems and provide guidance to the country offices to resolve them appropriately.
- Maintain vendor files and related accounting records, such as leases and contracts
- Manage accounts payables, receivables, payroll, travel advances, and international wires

- Supports or leads on special projects as needed.
- Any other responsibilities as assigned by the accounting manager, in support of the team.

Knowledge and Qualifications

- Bachelor's degree in Accounting, Finance, Business Administration, or related field.
- ACCA/CPA (T) is an added advantage
- Five years minimum accounting and auditing experience, preferably in a nonprofit or international development environment
- Four years of supervision experience in mid to large accounting department
- Knowledge of and familiarity with accounting systems/packages
- Experience managing staff
- Ability to use good judgment and professionalism; experience in decision-making
- Excellent analytical skills
- Excellent Microsoft Excel skills and experience with QuickBooks accounting software
- Experience with US government regulations a plus
- Accuracy and attention to detail
- Ability to meet communicated schedules and deadlines
- Strong skills in internal controls and accounting standards
- Ability to function effectively both autonomously and on complex/sensitive issues and projects.
- High level of professionalism, transparency, and integrity in the overall production of work.
- Excellent written and oral communication skills in both English and Kiswahili
- Willingness to abide by all ethics and compliance policies of HJFMRI

Position	: General Accountant (2 Positions)
Reports to	: Senior Accounting Manager
Location	: Mbeya
Duration	: 12 Months (with an option to renew based on the availability of funding and need)

General Overview

HJFMRI-TZ seeks to hire a self-motivated and talented General Accountant. The purpose of this position is to ensure the accuracy of entries; timelines of payments and financial reporting to the program are done without delay. The position holder has to perform balance sheet reconciliations and provide advice and support to staff in financial management.

Duties and Responsibilities

- Prepare documents by scrutinizing and verifying that all required attachments have been supplied before documents are channeled for approval, posting, and payment process.
- Post entries into Quick Book daily.
- Ensure all entries posted into QuickBooks comply with the International Financial reporting standard, GAAP, and QuickBooks accounting and reporting manual.
- Initiating payments into the banking system or writing bank checks while ensuring segregation of duty is strictly for each paid document strictly observed between posting and payments.
- Ensure payments and all other processes comply with internal control policy and other policies.
- Prepare and submit all documents posted and paid through the bank to the senior accountants daily for QB check application and reconciliation purposes.
- Maintain the document workflow system and ensuring the document workflow template is fully updated with daily posting and payments made.
- Ensure all payments are correctly scanned and submitted to HQ.
- Reconcile financial discrepancies and errors as reported by collecting and analyzing account information.
- Answer accounting procedure questions by researching and interpreting accounting policies and regulations.
- Enforce internal policies to program staff, e.g., Training SOP, Travel advance policy, Mpesa policy, and other program policies.
- Prepare financial reports by collecting, analyzing, and summarizing account information and trends, as directed by the Senior Accountant and/or Accounting Manager.
- Maintain professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.
- Prepare the monthly payroll entry for review by the Senior Accountant.
- Prepare monthly closing schedules for review by Senior Accountant.
- Reconcile bank accounts and clears any discrepancies in the balances by researching and analyzing the account information.
- Maintain and reconcile petty cash accounts on a monthly basis to be reviewed by the Senior Accountant
- Manage timesheets and make the follow-up. Where necessary, scanned them to HQ.
- Manage statutory deductions, NSSF, PPF, and PAYE Files monthly.
- Work with other program staff to understand program activities and appreciate the existing linkage with finance.
- Take the initiative to understand budget preparation, implementation, and monitoring process and the program's overall financial management.
- Work while observing the Professional Code of Conduct (PICCO), Professional behavior, Integrity, Competence, Confidentiality, and Objectivity. The general accountant is directly obligated to report any misconduct observed or heard against these codes to the immediate supervisor or the appropriate reporting channel.
- Undertake other assignments assigned by the senior accountant, accounting manager, and Senior Finance Director.

Knowledge and Qualifications

- Bachelor's Degree in Accounting or relevant field. CPA/ACCA is an added advantage.
- Deadline-oriented, Reporting Research Results, SFAS Rules, Time Management, and Data Entry Management.
- Experience working in accounting with an international NGO, health-related NGO especially desirable.
- 1-2 years of QuickBooks Enterprise or similar electronic accounting software experience
- Knowledge of the full accounting cycle.
- Highly proficient in Excel and Word applications.
- High level of deductive reasoning.
- Ability to problem-solve and take the initiative to resolve issues.
- Excellent communication (verbal and written) in English and Swahili.
- Exceptional follow-through skills.
- Ability to meet deadlines.

Job Title	: Regional Strategic Information Lead
Reports to	: Regional Technical Coordinator
Location	: Songwe
Duration	: 12 Months (with an option to renew based on the availability of funding and need)

General Overview

Regional Strategic Information Lead will be responsible for overseeing the implementation of SI activities for both medical and community partners within their designated region. These include data collection, data quality assurance, data compilation & reporting, and data analytics & use.

S/he will support the development and harmonization of effective monitoring and evaluation systems, support capacity building and training activities on SI topics, ensure and logistics and communication across different program areas (medical, research, and outreach) as it relates to data used to inform programmatic decision making.

The Regional Strategic Information Lead will provide feedback to Strategic Information Director through weekly, monthly, and quarterly analysis of key program performance indicators by reviewing historical trends, identifying programmatic gaps, and providing appropriate solutions to address challenges. Additional responsibilities include collaboration with RHMT (regional health management team), CHMT (council health management team), and outreach implementing partners to provide mentorship regarding data management, quality, and use.

Supervisory duties include capacity building and mentorship of Strategic Information officers to improve national M&E systems, use of data, and timeliness of reporting.

The Regional SI Team Lead is responsible for ensuring the quality of data prior to final report compilation. S/he also will collaborate with the District Program Management Officer & Outreach Program Officers to prepare monthly, quarterly, semiannual, annual narrative reports. The Regional SI Team Lead report to the Strategic Information Director. This position will be based in the assigned region in the Southern Highlands.

Duties and Responsibilities

- Monitor progress of targets (regional and district) and disseminate analysis to Strategic Information officers through IMPACT and DATIM dashboards.
- Ensure the availability of standardized Monitoring and Evaluation tools at district and partner levels.
- Supervise Strategic Information officers to ensure quality data collection and reporting weekly, monthly, and quarterly, and ensure all reporting deadlines are observed.
- Monitor current data collection and management solutions to identify programmatic gaps and develop solutions in collaboration with the district team.
- Review and analyze weekly, monthly & quarterly district reports to identify challenges in program implementation and to enhance the quality of reporting and communication.
- Develop data visualization to identify and track regional program performance through IMPACT dashboards and other analytic tools and implement strategies to increase data use and demand across program staff.
- Oversee implementation of district-level quarterly data quality assessments through analysis of district and facility-based performance
- Conduct final review of data into IMPACT/DATIM on a monthly & quarterly basis prior to submission to SI Director and other relevant staff.
- Participate in field-based supportive supervision activities to include monitoring, technical assistance, and training visits with HJFMRI staff at the district level, involving internal and external stakeholders.
- Liaise with program staff to review and analyze weekly, monthly, and quarterly reports to identify program implementation challenges and enhance reporting and communication quality.
- Work with Strategic Information officers to build data clerks and data assistants' capacity through recommendations of best practices for data collection, data quality assessment, and reporting using national reporting tools to inform programmatic decision-making.
- Collaborate with HMIS and DDIU advisor to support health information systems, data demand, and information use at the region level

Knowledge and Qualifications

- Bachelor's degree, preferably in Information Technology, Computer Science, Data Management, Health Sciences, Epidemiology, Public Health, Statistics, or any related discipline. Master's Degree in related field will be of added advantage.
- A minimum of three years' working experience at a similar position
- Computer literate in Microsoft Excel, Word, Access, and database administration.
- Technical knowledge of data management policies and procedures
- Expertise in DHIS2, DATIM, IMPACT, CTC2 database, pharmacy module, Electronic Medical Records (EMR), and others.
- Ability to communicate technical data to non-technical audiences
- Excellent data management and data visualizations skills
- Ability to analyze and interpret data for decision making.
- Competent in using Statistical Analysis Packages (SAS, STATA, SPSS, EPI Info) and other analytical software (GIS and Tableau).
- Strong organizational skills and ability to work in a team-oriented, culturally diverse environment.
- Ability to resolve problems and identify appropriate solutions to improve data management and use.
- Ability to manage multiple projects simultaneously with a high degree of accuracy and attention to detail.
- The ability to plan work and meet deadlines.
- Excellent verbal and written communication skills in English & Swahili.
- Demonstrated initiative, creativity, and flexibility in problem-solving
- Ability to think strategically and work in a fast-paced environment
- Ability to effectively prioritize projects, schedules, and deliverables
- Ability to travel in Southern Highland up to 50% of the time, building the capacity of the regional team, facility-based health care providers, RHMTs, and CHMTs.
- Experience in organizing and facilitating training, workshops, and meetings.

Job Title : Strategic Information Regional Outreach Coordinator (2 Positions)**Reports to : Regional Technical Coordinator****Location : Rukwa and Katavi (1 Position)****Duration : 12 Months (with an option to renew based on the availability of funding and need)****General Overview**

The Strategic Information Regional Outreach Coordinator will monitor and evaluate initiatives, programs, and projects, both new and established, providing accountability and ensuring efficiency and success endures for Community Partners. S/he will provide feedback to the direct supervisor for establishing, modifying, and monitoring key program-level performance indicators to report and record physical progress for specific programs and projects within all program areas of HJFMRI, specifically community outreach and any other newly established projects ensuring agreed deliverables are met.

S/he also oversees regular project progress reports and collaborates with the Regional Strategic Information Lead to prepare weekly, monthly, quarterly, semiannual, annual, and narrative reports. Work closely on developing and implementing the work plan to monitor progress and evaluate project activities and innovations' effectiveness. S/he will be responsible for identifying M&E needs, designing and maintaining data collection systems, and ensuring that all necessary information from routine data collection, special studies, reporting, analysis, and use for evidence-based decision making. S/he will be responsible for ensuring the data collected is comprehensive, clean, and valid. S/He will assist in HMIS, Data Quality Assurance, and Data Demand Information Use training activities at Outreach Partners Level.

Duties and Responsibilities

Contribute towards developing project documents and guidelines for M&E. In collaboration with his/her direct supervisor, the SI director, and other stakeholders, s/he will contribute towards the development of an M&E framework and an M&E plan for the program. In collaboration with the M&E Department

- Contribute to the development of the M&E framework for the project.
- Develop targets and distribute them to the community partner.
- Develop community indicators for tracking performance for all program areas
- Develop a plan for monitoring and evaluation of the Outreach project activities
- Ensure project indicators (Donor required indicators and Program level indicators) are well captured in various data collection tools
- Develop systems for data quality assessments at the community level.

Data Management and Analysis

- Keep abreast of developments regarding program changes and progress to advise and recommend tools and strategies to increase program performances and community partner's results.
- Suggest ways to facilitate data collection and the flow of data within Program field teams.
- Identify strengths and weaknesses in existing data collection and management systems and propose solutions for community Partners.
- Perform field visits to ensure the quality of data collected by Programs and to verify the accuracy of reported data for community Partners.
- Analyze changes and patterns in KPI indicator data and performance reports to make recommendations to Program staff.
- Review and analyze weekly/monthly/quarterly reports to identify the causes of potential bottlenecks in project implementation and to enhance the quality of reporting
- Assist in posting data to the DATIM and IMPACT on a weekly, monthly, quarterly, semiannual, and annual basis after such data has been reviewed by HMIS Advisor, SI Director, and other Program Directors and Managers

System Development

- Define and implement the key project performance indicators (KPI) and monitor them throughout the projects.
- Propose strategies to increase data use and demand amongst Outreach Partners
- Assist Program staff/ partners in clarifying project information needs.
- Support project/program staff on ways to properly document, organize, and capture program progress.
- Participate in creating and revising data flow charts, tools, and data collection procedures under the supervision of the SI Director
- Review the performance of existing management information systems to help identify potential modifications or resources.

Communication and Reporting

- Ensure all reporting deadlines are observed at the regional teams
- Communicate with regional staff in case of any issues that need emergence to follow up through the M&E department
- Review and analyze reports to identify the causes of potential bottlenecks for community partners
- Contribute to the M&E monthly journal.
- Assist HJFMRI program to strengthen HJFMRI staff and community partners' capacity in an effective way to collect, analyze, and utilize data at the regional.
- Conduct data analysis and report project performance trends to the SI Director quarterly for program review meetings, using the specified template.
- Participate in periodic meetings with community partners and other stakeholders on a district and region to discuss achievements, challenges, and lessons learned
- Document best practices and areas that need improvement and share with all stakeholders
- Be proactive in responding to emails; s/he will be required to respond to emails within 24 hours.

Capacity building for partners

- Work and build capacity of community partners to develop and implement the program at the partner level, develop performance monitoring plans, including identification of performance indicators; performance reporting systems; field-based technical assistance and monitoring of M&E system;
- In Collaboration with Regional Strategic Information Lead strengthens community partner capacity to collect, collate, and report data using national recording and reporting tools and use data for management and programmatic decision-making.
- Build capacity of Outreach partners to conduct data quality assessment at the partner level, and train staff to do data verification.
- Conduct field-based monitoring, technical assistance, and training visits with project staff, stakeholders, funders, etc.

Knowledge and Qualifications

- A degree in Social or Behavioral Sciences, Epidemiology, Public Health, Health Informatics, Health Sciences, Epidemiology, Statistics, or a related discipline. Excellent written and oral communication skills in English and Swahili with proven ability to document and articulate results. Minimum 4 years in monitoring and evaluation focused on supporting HIV/AIDS /PEPFAR activities with a Knowledge of USAID and PEPFAR policies and guidance.

Position : Human Resources Advisor (1 Position)**Reports to : Senior Manager, Human Resources****Location : Mbeya****Duration : 12 Months (with an option to renew based on the availability of funding and need)****General Overview**

The Human Resource Advisor is responsible for ensuring all Human Resources functions within HJFMRI Tanzania align with the demands of having a motivated and committed workforce. The incumbent will be responsible for ensuring a meritocracy in recruitment, developing and devising appropriate training and development plans tailored to make staff competent to their roles, ensuring an effective performance management system in place that supports the realization of the program (PEPFAR) targets. It also needs him/her to have a broad knowledge of employee movements within the organization and be well versed with employee's contracts management and management of employees exit as per Laws governing employment relations in Tanzania. The position needs an individual with outstanding knowledge of Human Resources operations in an international NGO setting and an understanding of Tanzania labor law.

Duties and Responsibilities

- Administer HR policies and practices relating to employment, employee relations, salary administration, benefits administration, orientation, and employee services. Participate in development, implementation, and revision, as needed.
- Plan human resources in conjunction with Heads of Departments by coordinating staff placement, restructuring, deployment, and redeployments to ensure appropriate utilization of the available human resources. This may include advising on the best HR practices related to recruitment, training and development, performance appraisal, compensation, and benefits.
- Maintain compliance with Tanzania employment and benefits laws. Advises on issues related to labor matters and represent the organization to CMA and labor tribunals when necessary.
- Assist supervisors in developing Key Performance Indicators 'KPIs' for staff by ensuring the appraisal process contributes to the organization's performance.
- Advise the management about the steps needed to take any disciplinary action against a staff member according to HJFMRI policies and procedures. Assist in conducting investigations when employee complaints or concerns are brought forth
- Point of contact for all HJFMRI personnel issues, managing personnel records, and general HR files and ensuring their confidentiality.
- Any other ad hoc tasks as requested that underpin the Organizations' vision and values while considering the credibility and reputation of the HR department

Knowledge and Qualifications

- Bachelor's degree in Human Resources or business-related field from a recognized institution.
- Minimum of 5 years' experience in a similar role in an international NGO setting.
- In-depth knowledge of Tanzania Labor Law and HR best practice
- Knowledge of HR systems, Microsoft Office, and databases.
- Good report writing skills and the ability to make recommendations for improvements.
- Strong organizational skills and ability to work in a diverse team as well as independently
- Good oral and written communications with the ability to initiate and draft correspondence
- English language fluency required.

Job Title : Community Based HIV and AIDS Services (CBHS) and Linkage Advisor**Reports to : Associate Director, Clinical services****Location : Mbeya HQs****Duration : 12 Months (with an option to renew based on the availability of funding and need)****General Overview:**

The CBHS and Linkage Advisor will serve as the primary technical expert and contact HJFMRI/MHRP Community Based HIV and AIDS Services (CBHS) activities at the organizational and community levels. S/he will facilitate the development, modification, and/or adaptation of appropriate CBHS strategies, to improve clinical and community access to and use of HIV prevention, care, and treatment and support services. The CBHS and Linkage Advisor are expected to collaborate across technical areas to strengthen the continuum of HIV Prevention, Testing to Care, and Treatment. The incumbent will be a link person between community services and clinical services and ensure community initiatives, innovations and efforts are reflected in the provision of HIV care and treatment services at health facilities throughout the continuum of care. Further, the incumbent will be responsible for liaising with local and national organizations, including faith-based organizations, for facilitating the expansion of CBHS services at the health facility level and in the community settings. The CBHS and Linkage Advisor will build local partner organizations and HJFMRI/MHRP staff to deliver high-quality CBHS services in Tanzania's Southern Highlands.

Duties and Responsibilities**Program Quality and Management**

- Provide technical leadership in the development of approaches and strategies for mobilizing partner organizations and communities for the establishment or strengthening of CBHS strategies and activities;
- Liaise and consult regularly with the relevant authorities, partner organizations, Health facilities, community leaders, and beneficiaries in the planning, design, and implementation of HJFMRI/MHRP and partner CBHS activities;
- Develop integrated, innovative, and gender-sensitive interventions for the provision of comprehensive CBHS services;
- Engage community partners and organization in the provision of HIV testing services at supported communities
- Engage community partners in making follow-up contacts elicited during index testing s either at facility or community level.
- Involve the supported community partners in actively linking HIV positive clients to care and treatment services at the facility level
- Engage the community partners in tracing MISSAPs and Lost to follow up to improve retention of people living with HIV
- Engage the community in creating demand for HIV services, including Viral load monitoring, VMMC services, CECAP, TB screening, and IPT.
- Ensure community partners' activities and efforts are reflected in the daily provision of HIV care, treatment, and support services.
- Build the capacity of the partner organizations and government technical staff to deliver high-quality CBHS services;
- Provide on-going support through coaching, supervision visits, and mentoring to partner organizations and WRP staff in implementing CBHS activities;
- Document, consolidate, and disseminate knowledge and information regarding best practices, lessons learned, and proven approaches both within and outside of HJFMRI/MHRP;
- Ensure quality implementation, the achievement of results for activities within the HJFMRI project and within partner projects, and collaborate with other program departments to ensure effective teamwork;
- Collaborate with partners to develop quality assurance (QA) mechanisms and ensures that QA mechanisms are in place and functional;
- Facilitate and provide overall leadership and sound advice at facility and community settings and improve client adherence to ART and retention Care and Treatment services
- Develop annual work plans, budgets, and reports for CBHS activities; and ensure integration of project activities into broader WRP yearly plans and the Outreach Department work plans;
- Extend technical support to local partners in preparing and submitting timely monthly, quarterly, semi-annual and annual reports;
- Travel within the Southern Highlands for program management, continued service development, implementation, and service delivery evaluation.
- Liaise with the M&E Department to ensure that CBHS components are functional (e.g., clarity of indicators, quality of M&E data collection tools, data quality, and reporting).
- Liaise with the facility staff to ensure that clients enrolled in ART are linked to CBHS to improve adherence to ART and retention of treatment
- Support Associate Directors Clinical services and Community as well as Facility Team, especially in identifying areas requiring policy influence and support implementation and development of long term plan.
- Participate as a member of the national CBHS Technical Working Groups, HIV USG Tanzania Team providing technical expertise in the area of CBHS activities ensuring programs are in line with the USG HIV and AIDS in-country strategy;
- Develops and maintain good working relationships with other partners, governmental and non-governmental, within the five regions;
- Provides monthly reports to the Associate Director, Clinical Services ;

Program Compliance/Financial Management Support

- Provide financial management support to the Finance Department on CBHS and Linkage Program budget through monthly/quarterly wire Forecast and budget modifications as required.
- Work closely with the Finance Department to ensure effective use of program funds.
- Conduct periodic follow-up with implementing partners to support efforts with overall program efficiency, effectiveness, accountability, and compliance.

Coordination and Communication

- Ensure implementing partners participate in relevant coordination meetings at the district, regional, national, and international levels.
- Work closely with relevant support teams (procurement and finance) to ensure systems are in place to enable timely receipt and distribution of all program materials.
- Maintain strong communication within the program team, Technical Advisors, regional staff, in-country stakeholders, and other sister HJFMRI offices as appropriate.

Other Duties

- Perform other duties as requested by Associate Director Clinical Services and support required by the general program.

Knowledge and Qualifications

- Degree in Medicine, Master's Degree in Health-related field or Master's Degree in Public Health and/or other HIV and AIDS-related discipline.
- Knowledge and skills in organizing health campaigns including CBHS desirable
- At least five years of progressive responsibilities in HIV program management and technical experience in clinic and community-based settings, preferably in an outreach context;
- At least four years of experience with CBHS programs;
- Demonstrable experience in developing health education materials a plus;
- Knowledge of the current developments and best practices in the field of HIV and AIDS prevention, globally and in Tanzania
- Proven skills in analysis, communication, networking, advocacy, and negotiation.
- Fluency in English and Kiswahili required.
- Ability to use standard software applications (Word, PowerPoint, Excel, etc.)
- Good communication skills; ability to troubleshoot; ability to work independently and supervise others.
- Must be diplomatic and culturally sensitive, with excellent communications skills.
- 50% travel required
- Ability to work both independently and as an effective team member
- Diplomacy, tact, and strong negotiation skills
- Self-motivated and able to work without close supervision
- Able to prioritize work, multi-task, and meet deadlines

The Guardian

www.ippmedia.com

THURSDAY 17 DECEMBER 2020

**Taking A New Look
At The News
ESTABLISHED IN 1995**

Arrival of potential investors from Czech is a welcome development in tourism

TO invest is to allocate money in the expectation of some benefit in the future. In finance, the benefit from an investment is called a return. The return may consist of a gain or a loss realised from the sale of a property or an investment, unrealised capital appreciation (or depreciation), or investment income such as dividends, interest, rental income etc., or a combination of capital gain and income. The return may also include currency gains or losses due to changes in the foreign currency exchange rates.

Investors generally expect higher returns from riskier investments. When a low-risk investment is made, the return is also generally low. Similarly, high risk comes with high returns.

Investors, particularly novices, are often advised to adopt a particular investment strategy and diversify their portfolio. Diversification has the statistical effect of reducing overall risk.

An investor may bear a risk of loss of some or all of their capital invested. Against the backdrop, a delegation of investors from the Czech Republic jetted in the country recently to survey investment opportunities in tourism, with setting up wildlife conservation projects their top priority.

The team said upon arrival that the business community in the central European nation is currently organising a three-month 'Tanzania Fair' slated for Prague sometimes in June to August 2021, an event set to feature a travel, tourism and investment exhibition.

"Tanzania has abundant wild-

life, something which most people in European countries are yet to learn and as Czech investors we are going to ensure that Tanzania gets well promoted. Our country will serve as a portal for conveying visitors from those countries to East Africa, and more precisely Tanzania," said Patrick Kupka, one of the six delegates who landed at the Kilimanjaro International Airport aboard an Ethiopian Airlines plane.

Kupka also plans to invest in import and export ventures between Tanzania and the Czech Republic. He was of the view that this new channel of trading and transport cooperation between the two countries will open a fresh link between Europe and Africa.

Another delegate, Radan Dungalova from Brno Zoo in that country, said they were envisaging several conservation programmes in Tanzania, in addition to being actively involved in the country's tourism sector on a mutual basis with Brno City.

Airing the view of the Brno Zoo director, Martin Hovorka, also in Tanzania for the visit, Dungalova pointed out that most people in Czech Republic are aware of abundance of wildlife in East Africa but they tend to think that the animals are found in Kenya.

"It is high time we start raising awareness among our people that Tanzania has 21 national parks in addition to major game reserves. Czech people also need to know that the world has many other wildlife species apart from the few found in Asia and Europe, and most of these beasts only roam in Africa," she observed.

Decimation of rhinos neared extinction becoming more numerous in Tanzania

Arhinoceros commonly abbreviated to rhino, is a member of the five extant species native to Africa. The term 'rhinoceros' is often more broadly applied to now extinct species of the superfamily rhinocerotidae. Members of the rhinoceros family are some of the largest remaining megafauna, with all species able to reach or exceed one tonne in weight.

They have a herbivorous diet, small brains for mammals of their size, one or two horns, and a thick protective skin formed from layers of collagen positioned in a lattice structure. They generally eat leafy material, although their ability to ferment food in their hindgut allows them to subsist on more fibrous plant matter when necessary.

The two African species of rhinoceros lack teeth at the front of their mouths, relying instead on their lips to pluck food. Rhinoceros are killed by some poachers for their horns, which are bought and sold on the black market, and used by some cultures for ornaments or traditional medicine. East Asia, specifically Vietnam, is the largest market for rhino horns.

By weight, rhino horns cost as much as gold on the black market. Some cultures believe the horns to have therapeutic properties and they are ground up and the dust consumed. The horns are made of keratin, the same type of protein that makes up hair and fingernails. Both African species have two horns.

The plural in English is rhinoceros or rhinoceroses. The collective noun for a group of rhinoceroses is crash or herd. The name has been in use since the 14th century. The two African species, the white rhinoceros and

the black rhinoceros. The main difference between black and white rhinos is the shape of their mouths - white rhinos have broad flat lips for grazing, whereas black rhinos have long pointed lips for eating foliage.

According to Tanzania National Parks (TANAPA) rhinos are becoming more numerous in Tanzania, with the latest count putting their number at 190 and the population is projected to reach 205 by 2023. Philbert Ngoti, an assistant conservation commissioner at TANAPA and national rhino coordinator, observed recently at the closure of a two-day editors and senior journalists' convention hosted by the conservation agency. The conservator said that in the 1970s, Tanzania had 10,000 rhinos in various national parks and game reserves but the decimation of the animals neared extinction during the 1990s, reaching the low end of 15 towards the end of the decade, stirring up international alarm.

There was a situation of uncontrolled poaching in the roaring days of free market and adoration of all sorts of speculative visitors putting up a façade of investment but having other agenda.

At the same time, donor fatigue was creeping, occasioning a poachers' haven of frustrated wildlife conservation staff and paperwork without effect in government accountability, to push poaching to the limit.

It was at that time that global pressures from CITES (Convention on International Trade in Endangered Species) stepped in, but this time it was elephants whose numbers were being decimated, as rhino had become so rare that some had to be airlifted from South Africa to prepare for large numbers in Tanzania's national parks.

The Guardian Limited Key Contacts

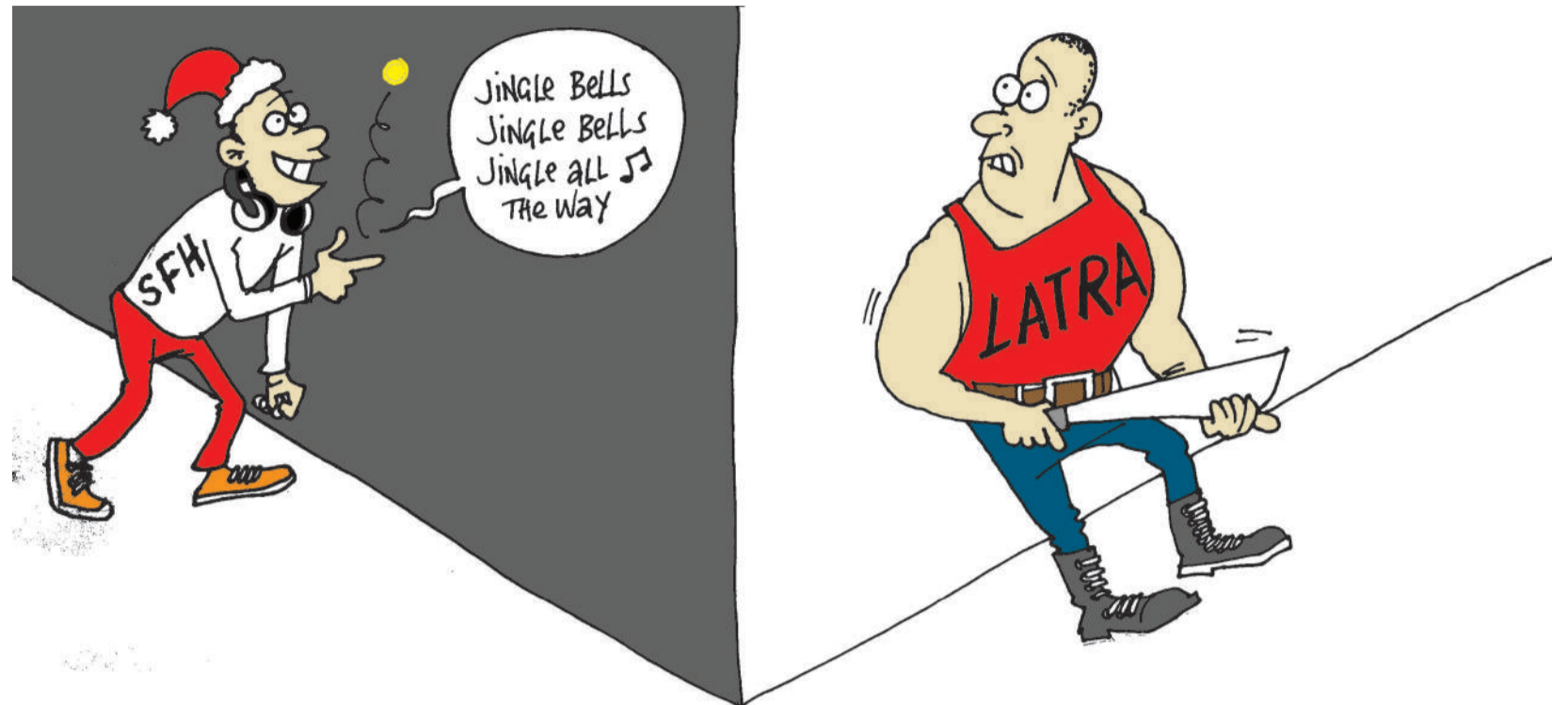
MANAGING EDITOR: WALLACE MAUGGO
CIRCULATION MANAGER : EMMANUEL LYMO

Newsdesk

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

Advertising

Cel: + 0782 253676 E-mails: Advertise@guardian.co.tz
Website: Ippmedia.com, epaper.ippmedia.com



Time for the big development finance institutions to get their environmental house in order

By Leanne Govindsamy

GLOBALLY, Covid-19 has generated much introspection about the need for a 'great reset' so we can 'build back better'. But in South Africa, the major development finance institutions still seem wedded to mega industrial projects that rely on fossil fuels.

As 2020 comes to a close there is a lot being said about recovery, resilience and reimagining a better world. More than ever, the prospect of a new year seems to present an opportunity for a fresh start. For countries around the world the "great reset" has become a resounding mantra for change.

On the global stage, a United Nations resolution dealing with sustainable development is indicative of significant and fundamental changes to the understanding of development. A recent resolution states that "the process of recovery from Covid-19 provides us with a unique opportunity to build back better, so as to transform the world into one where humans truly live in harmony with nature".

What does this mean for South Africa and how does a reimagined agenda for sustainable development permeate local economic growth and the developmental agenda?

Among the most obvious starting points are our development finance institutions (DFIs), which include the Development Bank of Southern Africa (DBSA) and the Industrial Development Corporation (IDC). These institutions and their approaches to financing development over the next decade are of critical importance. They have the power to effect positive, systemic and mass change at a critical juncture in the history of South Africa and the world.

The Covid-19 pandemic has reinforced the fault lines in our economic and social systems, while the need for a radical shift in how we handle environmental degradation, poverty and inequality has never been more impor-



tant. There is significant opportunity for the state and private actors in our financial architecture to take bold and innovative steps to realise meaningful change for a more fair and sustainable society.

The question is, will they do so, how will they make these radical shifts and what are the factors that influence them?

Proper due diligence by DFIs when making decisions on project financing is a necessary first step. All projects must be assessed rigorously and should meet, at a minimum, environmental laws and regulations. It is, therefore, heartening to see that the DBSA recently launched a consultation draft for the fourth edition of its Handbook on Environmental Assessment Legislation in Sub-Saharan Africa, ensuring financial institutions have in-depth, up-to-date and accessible compliance information when assessing, approving and monitoring projects.

Environmental authorities and regulators must ensure they fulfil their mandate on environmental compliance and monitoring, and environmental impact practitioners must strive to meet the highest professional standards.

However, even if these processes are compromised or if there are breakdowns in institutional governance, DFIs can still make informed decisions about projects, ensuring best practice even if there are flaws in assessment and compliance, monitoring and enforcement.

Below, I explore this best practice and how DFIs have to seriously rethink their traditional approach to sustainable development, not only because of changing environmental considerations, but financial, legal and reputational risks as well.

First, financial institutions could insist on more meaningful commu-

nity consultation, and wider and more rigorous public participation on proposed projects. In most instances, environmental impact assessment practitioners merely do a box-ticking exercise in respect of public participation, in which comments are submitted but not meaningfully addressed.

They could recommend conditions be imposed throughout the project life cycle to address environmental and social concerns. Where projects meet immense resistance from communities, financial institutions should think twice about their involvement and perhaps consider free, prior and informed consent as a standard for evaluation, even if it is not a legal requirement. DFIs could insist on comprehensive specialist reports as well as environmental assessments to ensure a proper interrogation of climate and cumulative impacts.

Second, DFIs could determine best practice according to their own values. Creating and implementing fossil fuel exclusion policies, gender policies and policies on information disclosure, transparency and grievance mechanisms would help guide them into a reimagined future. In fact, given the major climate victory of the Life after Coal campaign, which resulted in a court setting aside the environmental authorisation for the Thabametsi coal-power plant because of its climate impacts, one assumes most financial institutions would steer clear of fossil fuel projects. Such projects are no longer justifiable, legally, economically or from an environmental standpoint.

Policies on climate change and other environmental, social and governance issues provide a credible measure of a financial institution's real commitment to such issues. This is illustrated by a report by the Centre for Environmental Rights titled Financing Fairly. Com-

paring six DFIs from across the world, the study assessed and graded them and their policies, and showed that some are fully capable of embracing best practice across a number of issues, which makes one wonder why some are failing so dismally.

Third, when financial institutions feel bound by national policy such as the National Development Plan, the Industrial Development Action Plan, the National Industrial Policy Framework and the Integrated Resource Plan, or political pressure in respect of development models that are out of touch with current economic and environmental considerations, DFIs could still leverage significant power.

Take the Musina-Makhado Special Economic Zone. A mega industrial and energy complex of heavy industries - including a 3,300 megawatt coal-fired power station, lime and cement plants and several mines - its impact on water and climate will be huge. It has already attracted opposition from civil society, residents, farmers and other affected parties. The project will completely undermine South Africa's international climate commitments, unambitious as they are, and will expose financial institutions to risk in the form of stranded coal assets. Moreover, it is understood that funding for the project will "come from the national [special economic zone] fund, National Treasury and DFIs including the IDC and DBSA, while the provincial government has also budgeted a significant amount for infrastructure beginning in the next financial year".

To what extent will DFIs who are asked to fund this project propose alternatives or impose conditions to address health and wellbeing and climate issues? Should they present alternatives to the Department of Trade and Industry and National Treasury to address the inherent risks? Surely, if South Africa and the DFIs are to meet the goals of the Paris Agreement and the Sustainable Development Goals, all alternatives should be on the table.

We need urgent and large-scale economic growth and development to address poverty and inequality, and ensure we build a more sustainable future. The question is whether our DFIs can devise and promote a different kind of development, a reimagined future, which places people's health and wellbeing, and the environment, at the centre of its decision-making.

Our DFIs are in a unique position of having to lead our country and the region in a just transition. However, this requires courageous and innovative decision-making, and civil society will certainly be challenging them to take us boldly into a better future

The woes of employment

UNEMPLOYMENT. That's hell of a monster that has taken the country decades to defeat, but still growing stronger each day. It's something that can consume and lead you astray if you are not that careful. The process of life is systematic, you are born and when you become of age you go to school. You put all your efforts and concentration towards studying and passing exams. Hell, they will tell you, "... education is the key to your future. All you need to do is to cut that key into the right shape", "Cut it well", they will say, "... it will take time, energy, creativity and efforts but remember the padlock is before you." They will assure you that education is the only hope you have, and without it you are just a hopeless wondering maniac.

You have no choice, you will listen, and they will give you the tools and send you to battle. Like a mindless sheep you will fight, and fight you will. Eventually you will succeed, pass your exams, graduate with good grades. Then they will cast you into the world, and proclaim you mature enough to fend for yourself. That is when reality strikes in.

You are now 26 years or above already. Three years or more have passed since you danced in jubilation on your graduation day. You have sent your CV to every prospective employer with no reply. The world is looking at you with bare eyes. You have walked miles and miles to submit your applications and attend interviews, if luck shines on you. Those sharp shooters of yours have hit the road hard, until they have taken the shape of wedges. The collars torn out, the food of rats. Your beautiful brown baby face is now dark poking. The only friend left, is dust. You will be told, "... you are doing this wrong, what you need to do is to create connections and broad networks. Don't just apply for jobs, who does that? Attend events, contribute at forums; that is how people will come to know you."

"Maybe I chose the wrong career path, I think I should have done education instead of finance, law instead of engineering, computer science instead of procurement..." the list goes on and on, thoughts like these will bombard you. Then the advocates of education will approach you, sympathize with your situation, their mouths full of advice; call it experience. They have been through the same predicament, you have to give them that. "My dear, education is not everything, what you need is to think beyond it, think broadly. Look at your father, he never went to school, does not know how to read and write, but he has never begged or lacked anything in his life. Sit down my son, my daughter, and bring your thoughts together, you don't have to be employed in order to succeed in life."

You don't have to wait till end month for a five figure salary in order to know that you have made it, to know that your education has paid off. No, why not think about self-employment?" Then the vocabulary of being an entrepreneur poops up. "Come up with an idea that resonates with your focus area and do thorough research about it." Entrepreneurship. Here you will pay yourself. Your resilience, effort, struggle, commitment and dedication will determine the amount of money you walk away with. They will not support you, naah, because no one easily believes in a startup. "My son, my daughter, go out there and start something new, think of what the world needs and ignite ideas



that will fill that gap. You have our blessings and unwavering support". Then the man or woman you are, you will sit down, in your bed-sitter, if you are lucky enough not to be living in your parent's house. With a piece of paper and your smartphone at the palm of your hand. You will google and google about ideas, your pen will scribble down the few that you can manage. You will beat your brain until you narrow down the one that you are passionate about.

"Tomorrow I will start on this one". If hungry, noodles will call it a day. You watch a movie and lay down on your bed. The next day you wake up at the 10.00 am, time is of little essence now. Lazily from your bed, you remember about the idea that you had. "I will deal with it later", you procrastinate. Time goes on. Your folks from the village will be kind enough to remind you, "... what happened to that idea that you were talking about?" "Oh that one!" You have already forgotten about it. Then you will peg your excuse on lack of capital. Again time goes on. They will keep calling, "... find a purpose for your life", they

will say.

You resort back to applying for jobs. Every day you flock to the internet to check out new postings. You will apply for every damn job that meets your eyes. Applying for jobs becomes you daily job. If there is anything you have learnt in your experience of applying for jobs is, to never restrict yourself to jobs related to your degree. You will apply for anything and everything, from cashier to content writer to sales person to bartender. You won't mind even being employed by a dog as long as you get paid at the end of the day. It doesn't matter if you are paid peanuts without benefits, what matters now is at least you get in. From there it will be easier to climb the ladder.

Then one day you get lucky, this Indian guy needs a shop attendant. After a short interview he settles for you. You close your eyes and say, "Thank you God". He offers you a peanut basic salary and you gladly accept it. You come up with plans on what to do with the money, the kind of investments you want to make, can take one by surprise. You dedicate yourself to your work,

producing the best results. Your boss is impressed. You become too comfortable and forget about hunting for jobs. As the payday draws near, the devil takes over. You remember about WhatsApp status, Instagram and Snapchat. You want to declare to the whole world that you have a job now and today you will be paid your salary.

Your pool of friends, that has been ashes all along, starts to make plans for the night. You will not be left behind on this one. It's your

time to have a little fun. At the club you are the one buying drinks, entertaining any figure that resembles a human being. The next day, when you wake up to nurse your hangers, you get a rude shock, did you just spend that huge amount the previous night? Regrets move in. You make resolutions not to drink again. Boundaries are set. I will start saving from next month. But next month becomes next month. Four years down the line. Your Indian employer, shocks you with the worst news. He will be closing down the business to go back home. As if you were sleeping, you wake up from the dream of your life. What was I doing all along? The monster laughs at you. It's time to be unemployed. You start the process of applying for jobs again.

You forgot to advance your education. The degree you got 7 years ago is the only weapon you have to compete for a job in a deteriorating economy. Your child is two years now, soon school fees will be demanded from you. This year you will be turning 32. You can't even inform your folks of your current situation. Your bills and expenses push you to the wall. Time is not on your side. You start selling items from your house. Poverty kicks in. You have no moves left on your chessboard.

You are ready to try anything the world has to offer. The only way you can see this out, is construction. Taking home so little money a day. You take a look back at your life, what is left of your education is casual works. But what matters now is survival. You are back where you started...unemployed.

College Comfort Zone

With
Salima Hamisi

saly30@gmail.com
0762 174 124

Seed production sector attracts more individual farmers

By Correspondent **Valentine Oforo**

THE agriculture sectors in Tanzania is grappling with shortage of at least 20 per cent of crop seed, a situation which for some extent dilutes efforts by the government to attain needed outcomes from the vital economic facet.

Statistically, the country is currently producing a total of 71,000 tonnes of seed annually, a low percentage compared to the actual demand which stand at 186,500 tonnes, equivalent to 80pc of the seed adequacy.

To improve the situation, the ministry of agriculture has put in place numerous strategies aiming to capacitate performance of key state-owned seed institutions, primary the Agriculture Seed Agency (ASA), Tanzania Agriculture Research Institute (TARI) and the Tanzania Official Seed Certification Institute (TOSCI), among others.

Moreover, the initiative goes in tandem with concerted effort to assist at least 167 seed companies operating in different parts within the country to improve their service delivery.

Apart from attaining home seed adequacy, the target is also to enable the country to start benefiting from external seed markets which offers lucrative profits.

In what can be described as fruitful results, the initiative has started to see the light of

the day by triggering some individual farmers to embark on seed production projects.

Munjile Tumbo, stands tall among individual farmers who have opted to venture into seed production sector.

The ambitious 24 years old female has so far cultivated 50-acre seed farm in Nanyumbu District, Mtwara Region, producing certified seeds for sunflower, sesame and greengram, among others.

While hundreds of graduated youths in Tanzania are wondering around the streets searching for rarely found employment fortunes, for Munjile the story is different, but also impressive to tell.

Born and raised from the agricultural family, after graduated in Business Administration and Marketing from the Dodoma-based College of Business Education (CBE), she didn't found herself as having much to do with the attained 'white-color-professional'.

After few years of practicing her professional career, Munjile got captivated within agricultural devotion hence decided to quit the office and start curving own niche through agribusiness sector.

"In the coming farming season, I am preparing to expand the project to the tune of 100 acres, whereby I will also start producing seed for more crops, including cassava, peas, legumes as well as groundnuts,"

"I have decided to start producing these seeds in order to



Munjile Tumbo as seen in activity at her seed farm in Nanyumbu District in Mtwara Region.

motivate farmers in Mtwara regions to adopt cultivation of the useful economic cash crops, in addition to their traditional cashewnut crop," she explained.

She observed that, the cash crops (peas, legumes, cassava, and groundnuts) also flourishes well in the southern zone and they could be of prudent to economically assist the farmers in case of cashewnut failure.

Hardworking, tolerant and strong determinations always stand as chief prerequisites for one to succeed in life.

From a capital seed of 500,000/- which she borrowed to start the project, today, she maintain large stock of seed in the warehouse, including two tonnes of rubber, two tonnes of sunflower and one tonne of greengram.

"Currently I am finalizing processes to market the seeds to farmers, and I am expecting to earn huge money," a happier Munjile informed.

Apart from passing through difficult times of heart breaking and discouragements from some people, authorities and institutions she sought a hand of help from, she appreciated supports from experts from Tanzania

Agriculture Research Institute (TARI) and Tanzania Official Seed Certification Institute (TOSCI).

"My seed farm has been visited and certified by TOSCI, thanks to experts from TARI who have always been there to impart me with key agronomic skills on seed production," she appreciated.

Munjile, now at a level of local business trainer due to her mentorship to other farmers in the region expresses deep concern over high level of stunting and malnutrition among children in many regions due to poor diet.

"My vision is to equip the farmers with enough seed varieties for key food crops and at cheap prices in order to boost food production and enable societies to cheat malnutrition and stunting," she expressed.

Due to financial constraints, she has plan in place to build her own local grass-made greenhouse in order to embark on cultivation of flowers, strawberry, vanilla and cloves.

"The domestic greenhouse will also help me to cultivate diverse vegetables," she added. In order to motivate more individual farmers to join efforts in seed production, she urged the government to create a friendly system through which farmers will access extension services and key agricultural inputs.

"There're still a number of red tapes and bureaucracies one must encounter in order to invest into seed production project, the situation is discouraging and need to immediately be addressed," she challenged.

Absence of reliable water is another setbacks she observed troubling most seed projects and farmers in a whole.

"There's a need for the government to embark on fresh bid to expand irrigation infrastructures and pondering over the possibility to assist individual seed producers to install irrigation facilities in order to improve Tanzania's seed production sector," she opined.

Munjile who once in her life competed for Miss Tourism title current owns a company, Progress Company Ltd, and she also keeps rabbits in her seed farm.

By Maram Mahdi

Time to consider talks with Boko Haram?

MILITARY interventions have failed to end a violent insurgency and humanitarian crisis in the Lake Chad Basin. The recent brutal murder of over 100 rice farmers by extremists in Nigeria's Borno State is one of the region's deadliest attacks in years, an indication that security responses aren't working.

The crisis has grown from armed conflict in north-east Nigeria and expanded into neighbouring states. Boko Haram, one of the world's deadliest terror groups, has killed more than 30 000 people since 2009 and continues to stage regular attacks across Borno. Millions have been forced from their homes.

The primary response has been to take the fight to the terrorists, with military interventions backed by billions of dollars and logistical and intelligence support from powerful Western nations. The Multina-

tional Joint Task Force, with troops from Cameroon, Chad, Niger and Nigeria, has taken the lead since 2015. But it has reached an impasse with the militants and been blamed for driving more recruitment into terror groups.

The violence didn't stop after Nigerian President Muhammadu Buhari declared Boko Haram 'technically defeated,' and groups like Boko Haram and Islamic State West Africa Province show no signs of being eradicated. Extremists continue to hold significant territory in and outside of Nigeria.

In 2019 the Nigerian military started consolidating its forces into bigger and better-equipped camps, aiming to bolster the military's resistance to Boko Haram attacks. This created space for militants to move more freely, deepen their roots in communities and strength-

en their supply chains. It also eroded the protection of civilians in areas from which troops withdrew.

This shift in strategy hasn't yielded the desired results, as attacks against civilians such as the one on the rice farmers continue unabated. On 13 December, the Nigerian military repelled an attack by Boko Haram militants in the Askira/UBA local government area in Borno State, north-east Nigeria. Twenty militants were killed along with one soldier.

Dialogue between governments, armed militants and violent extremist groups should be considered an alternate strategy. Perhaps money being poured into security responses would see a better return, were it invested in peacebuilding, exploring opportunities for dialogue, and providing infrastructure and services. Maybe it's time to put communi-

ties on the frontline - not in battle, but as part of a long-term dialogue effort aimed at reconciliation.

Research conducted by the Institute for Security Studies found that large parts of civil society support dialogue with extremists, while others regard the strategy as weakness by governments ceding victory to the militants. Grassroots opinions on negotiations with extremists were explored during an August 2019 consultation with civil society organisations representing communities in Cameroon, Chad, Niger, and Nigeria.

One of Africa's most famous abductions provides evidence for the success of dialogue. The release of 276 Chibok girls by Boko Haram, after they were kidnapped from their school in Borno State in 2014, followed a controversial negotiation between the government and

the captors. It showed that dialogue could work when there was no plausible military solution. The Chibok case increased the value of negotiation as a tool to counter violent extremism and was cited by numerous community organisations.

The option for dialogue may now be required in a very similar incident as #BringBackOurBoys trends on social media. On 11 December, gunmen on motorcycles stormed an all-boys secondary school in Kankara, a town in Nigeria's north-western Katsina State. A shootout with security forces forced hundreds of students to flee to surrounding areas. While 500 boys are accounted for, more than 300 are still missing. Boko Haram has claimed responsibility for the abductions.

It seems unlikely that the Nigerian government will use dialogue

in this case. Defence Minister Major General Bashir Salihu Magashi has already alluded to a militarised counter response, stating that the army will pursue the attackers and rescue the students without any collateral damage. "We have the intelligence, the information where they are and their movement and their method of operation," he said.

For dialogue to succeed, governments need to work with civil society to create awareness campaigns that build community support for non-violent approaches to preventing extremism. They need to see communities not as victims but as mediators who understand what gave rise to the insurgency and what might prompt militants to lay down their arms. Communities and local leaders should take the lead, using communication strategies that create the conditions for listening, understanding and compromise.

ISS TODAY



INVITATION FOR EXPRESSION OF INTEREST – PREQUALIFICATION OF CONTRACTORS FOR PROVISION OF VARIOUS SERVICES TO BE PROCURED BY GEITA GOLD MINING LIMITED (GGML), TANZANIA

I. INTRODUCTION

Geita Gold Mining Limited ("The Company") an AngloGold Ashanti's ("AGA") asset is located in north western Tanzania, in the Lake Victoria goldfields of the Geita region, about 5km from Geita town.

The Company is in the process of procuring various services and is, therefore, inviting interested eligible service providers to submit Expression of Interest for the below services.

Scope of work:

REFERENCE NUMBER	SERVICE DESCRIPTION
GGME01068	Provision of Low Tension Electrical Works
GGME01069	Provision of High Tension Electrical Works
GGME01070	Maintenance of Air Conditioners

II. INFORMATION REQUIRED

PRE-QUALIFICATION REQUIREMENTS	10%
COMMERCIAL	
Company Profile	1.25%
Copy of registration/Incorporation Certificate	1.25%
Copy of Valid Tax Clearance Certificate (TCC)	1.25%
Copy of TIN Certificate of Firm/company and VRN	1.25%
Copy of Current Business Permit/Trade license.	1.25%
Company Shareholding Structure/Share structure of the company (ownership of shares in percentage %)	1.25%
List of Directors	1.25%
Compliance with the Mining (Local Content) Regulations, 2018 by having Local Content plan - Approved by mining Commission	1.25%
FINANCIAL POSITION & TERMS OF TRADE	
Audited & certified financial statements (2018-2019)	2.5%
At least 2 references from the applicant's bankers regarding supplier's credit position	2.5%
SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEMS	
OSHA Compliance Certificate	1.25%
Environment Compliance Certificate	1.25%
Workers Compensation Fund Certificate/ any proof of compliance	1.25%
Safety and Environmental Policies	1.25%
PAST EXPERIENCE	
At least 3 names of the applicant's clients, value and duration of the contracts entered into with the clients in the past two years (must be listed)	1.25%
Signed contracts/LPOs (proof of the above)	1.25%
Acceptance certificates/completion certificates (proof of the above) where applicable	1.25%
Provide at least 3 recommendation letters from different clients	1.25%
TECHNICAL CRITERIA (GGME01068)	
CV of technical personnel with experience and competency in low tension electrical projects	25%
Comprehensive Safety Procedures (SOP) & Methodology of Works for Low Tension Electrical Works	25%
Proof of registration with relevant boards to carry out low-tension electrical works (Engineers Registration Board (ERB) and Contractors Registration Board (CRB))	25%
Total	100%
TECHNICAL CRITERIA (GGME01069)	
CV of technical personnel, certified with experience and competency in high tension electrical works	25%
Comprehensive safety procedures (SOP) & methodology of works for high tension electrical works including proof of working with HT in Mining Industry.	25%
Proof of registration with relevant boards to carry out high-tension electrical works (Engineers Registration Board (ERB) and Contractors Registration Board (CRB))	25%
Total	100%
TECHNICAL CRITERIA (GGME01070)	
CV of technical personnel with experience and competency in air conditioners	25%
Comprehensive safety procedures (SOP) & methodology of works for air Conditioners	25%
Proof of registration with relevant boards to carry out maintenance of air Conditioners (Engineers Registration Board (ERB) and Contractors Registration Board (CRB))	25%
Total	100%

Interested bidders must submit their expression Letters of Interest ("LOI") by quoting the SERVICE DESCRIPTION AND REFERENCE NUMBER of the service they intend to express interest on THE SUBJECT OF THE EMAIL together with supporting information to GGML, which states the full name, address, telephone and e-mail address of the bidder, name of the principal contact, and signed by an authorized representative. The LOI must outline a statement of firm capability to provide the relevant Services, including similar contracts undertaken over the past three years. All LOIs and support documentation must be received by the GGML Office via e-mail at geita.eoi@anglogoldashanti.com not later than 0830 A.M. 28 December 2020 (the "LOI" Submission Deadline). EOI submissions should not exceed 10MB per email. In case the size of the email exceeds 10MB, please split the submissions into more than one email.



SUBJECT: REQUEST FOR QUOTATION (RFQ) FOR PRINTING TOOLS (BOOKS)

RFQ No: MGIT/02/12/200

ISSUED DATE: Dec 17, 2020

INTRODUCTION/BACKGROUND

Maryland Global Initiatives Tanzania (MGIT) is an International Non-Government organization under University of Maryland Baltimore Implementing Public health projects in Tanzania. MGIT is currently Implementing Technical Assistance Project funded by the Centers for Diseases Control and Prevention (CDC).

In Supporting the Ministry of Health, Community Development, Gender, Elderly and Children, MGIT is requesting for competitive quotes from reputable companies to print and deliver books, printed tools (books) for National AIDS Control Program (NACP) as per technical and Schedule of requirement below.

Potential bidders are requested to include the following details in Response for Quotation;

- Submission of company and business registration documents such as Relevant and Valid Business license, Tax Identification Number (TIN), Value Added Tax (VAT-if applicable) certificate.
- Price schedule in Tanzanian Shillings (Price quoted should be inclusive of all taxes and other charges together with all delivery logistics to MGIT office as per address below).

Other Requirements.

- There are two (2) lots. Bidder can quote for all lots but MGIT does not guarantee that all lots will be awarded to one bidder. The lots will be awarded separately, and this will depend on price quoted and delivery time.
- Validity period of the quote should not be less than 60 days
- Payment terms: 100% payment will be done after delivery; payment will be affected within 30 days after delivery of all printed tools.

Evaluation criteria

The following evaluation criteria will be used for evaluation

- Total price quoted for each lot
- Delivery time for each lot

Quotation Submission Instructions

- All applications should be delivered physically and ensure that you sign in dispatch book
- Sealed Envelope should be address to:
- The Country Director, Maryland Global Initiatives Tanzania, P. O. Box 75568, Dar es Salaam. The envelope should bear the subject and RFQ No. of this quote.
- Quotations which are either not in sealed envelope or submitted beyond the deadline will not be accepted.
- Office Location: Plot 6, Kenyatta Drive, Oysterbay, Dar es Salaam. Tel: +255 22 26666849
- Deadline for submission: Monday 28th December, 2020 at 12:00 noon.

Technical Specifications and Schedule of Requirement

Attachment

S/N	Book description to be printed	Qty
Lot 1	Size	A3
	Cover	Full colored, Top cover be art paper 300gsm glossy and back cover should be straw board (hard cover). Should have inside cover (flip)
	Inside paper	80gsm, Full colored, 50 top papers + 50 bottom papers (NCR). Top paper and bottom paper all are full colored 100pages for each book (50 originals + 50 copies) PLUS 3 sheets of A3 size at the end of the book (these sheets are single color, 70gsm MF paper and one-sided print)
	Finishing	Cloth binding/Side binding
Lot 2	Size	61.5 cm x 37 cm
	Cover	Full colored, Top cover be art paper 250gsm glossy and back cover should be 250gsm. Both covers should be in brown color
	Inside paper	NCR, Black & white, 50 top papers + 50 bottom papers. Total pages: 100pages for each book (50 originals + 50 copies)
	Finishing	Finishing: Cloth binding/Side binding

Country Director
Maryland Global Initiatives Tanzania
Plot 6, Kenyatta Drive, Oysterbay
P. O. Box 75568,
Dar es Salaam

Africa's economic outlook 2021: Vaccine economics, China, and trade dynamics

NAIROBI

AS Allianz prepares to expand its presence in the East African insurance market - building on a solid foundation in Kenya and with the acquisition of the majority of shares in Jubilee General Insurance Company in Kenya, Tanzania, Uganda, Mauritius and Burundi - Allianz has today initiated a series of events aiming to introduce the brand to the East African market, not only as a worldwide insurance leader, but also as a global thought leader and expert in financial and insurance markets.

The first event kicked off with a presentation and discussion with LudovicSubran, Chief Economist of Allianz SE, titled "Vaccine Economics, Trade, China and Growth in Africa".

The event was followed by a panel discussion with East African and German/African business leaders followed by Q&A with LudovicSubran and members of the Allianz Africa Regional Executive Board Coenraad Vrolijk, Anuj Agarwal and Delphine Traoré, respectively CEO, CFO and COO of Allianz Africa.

Allianz Research is confident about the short-term economic development and forecasts a strong rebound of global GDP by +4.4% for 2021. For 2020, a contraction of -4.5% is

expected. Besides huge ongoing monetary and fiscal impulses, the main growth driver in 2021 will be a positive "confidence shock", triggered by the vaccination campaign, boosting consumption, investment and trade. In this growth scenario, the upside and downside risks are substantial. "A fast and successful vaccination campaign could lift spirits even more, adding 2 percentage points to GDP growth. The driver would be consumption powered by the unleashing of excess savings of households. In the Eurozone alone, around EUR 500 billion are sitting on the sidelines, waiting to be spent. A botched vaccine campaign, however, would

work in the opposite direction", said LudovicSubran, chief economist at Allianz.

After being through the worst recession in its recent history in 2020 with a -4.2% decline of GDP, the Allianz economists expect the African economy to rebound by +3.2% in 2021. Covid-19 infection rates remained relatively low on the continent compared with the other parts of the World. However, African economies were severely hit by the crisis due to weak internal and external demand and commodity price shocks. In 2021, the recovery will be essentially driven by stronger domestic and world demand and trade, higher commodity prices and resuming tourism activity.

In 2021, Africa will benefit from supportive fiscal stimuli, and good financing conditions globally. Interest rates in particular will remain low, very long in the US and even longer

in Europe. The Fed is likely to envisage a first rate hike from Q3 2023 only. Although other central banks tend to just follow suit most of the time, the ECB will have a hard time to do

so because the perspective of the Fed's monetary policy normalization is likely to awaken the beast of sovereign debt risk in Europe. This might incite the ECB to extend its unconventional monetary program beyond the Fed's own program to contain Eurozone sovereign spreads.

"Low interest rates are a sweet poison. The Covid-19 crisis has worsened fiscal imbalances in Africa. The increasing of public spending and the decreasing of government revenues from tourism, natural resources and taxes pushed up public debt to hardly sustainable levels. African governments have now less fiscal space than after the onset of the Great Financial Crisis to boost economic recovery. The main economic challenge for Africa is to finance growth sustainably", said LudovicSubran. The need to focus on attractiveness and competitiveness will be key.



Dar es Salaam RC calls on city officials to complete all development projects

By Guardian Reporter

DAR ES SALAAM Regional Commissioner Aboubakar Kunenge has called on officials at various government levels to ensure they fully perform their duties including completion of all projects designed to eradicate inconveniences facing the people.

The RC gave the directives yesterday during his inspection tour of projects in Kinondoni District.

At the site of fertiliser manufacturing plant from solid waste at Mabwepande in the city's outskirts, RC Kunenge instructed Kinondoni municipality authorities to evict all those who invaded and erected shelters in the 14-hectare area.

He also called on the Municipality to ensure the fertilizer plant starts production before February next year, and added that the plant has the capacity to process 50 tonnes of solid water to get 30 tonnes of fertilizer every day.

At the Kinondoni District Hospital project site, the RC also directed the municipality to work day and night to complete the 2bn/- project so that it starts operating in February next year.

The RC also inspected Bunju A Health Centre and



called on it to start offering its services by January 1 next year and thanked President John Magufuli for his decision to provide 600m/- for its construction.

Meanwhile RC Kunenge (pictured) called on all the people to supervise cleanliness in their environments, as cleanliness was the responsibility of every one and warned that whoever will be found destroying the environment including emission of effluent from their houses stern legal measures would be taken against them, in disregard of their statuses.

He called on all district commissioners, Mayors, District Administrative Secretaries and other departmental heads to supervise all development projects and solve all problems facing the people.

New project to benefit about 400 people with disabilities in Chamwino District

By Correspondent Valentine Oforo, Chamwino

AT LEAST 400 people with disabilities in Chamwino District, Dodoma Region are set to benefit from a special program that seeks to empower them to engage in varied economic and projects.

The robust initiative, to be implemented by the Chamwino Non-Government Organizations Network (CHANGONET) has been scheduled to kick start from January next year.

Briefing over the project, CHANGONET general director, Elizabeth Msuya said among others, the in-

tended beneficiaries will be grouped into special categories as per their educational backgrounds and other production skills.

"Through the prior research we conducted within the district we established that most members of disabled communities are capable of engaging in key economic activities bit the problem is that they are being crowded out from friendly access to capital loans and other monetary assistance," she observed.

She expressed that the project focuses to motivate and assist them (the disabled) to form special working groups and Savings and Credit Cooperative Society (SACOSS) in

order to stand a better chance to receive capital loans from micro and macro-finance institutions.

"Despite several interventions so far accomplished by the fifth phase government to empower the disabled communities from across the country, most of them are still subjected to different forms of economic and social discriminations that need to be addressed," she challenged.

However, she unveiled that the NGO was facing some financial constraints to run its key activities more professional, appealing to companies and individual well-wishers to chip in and assist the project.

Former tourist hotels workers receive training on horticulture

By Guardian Reporter, Zanzibar

FOLLOWING suspension of employment due to Covid-19 pandemic outbreak, many youths in Zanzibar who had jobs in tourists' hotels have started receiving training in horticulture farming for their economic wellbeing.

Taufiq Salum Turkey, Our Farm Zanzibar Chairman told reporters here early this week that the step has helped many young people in Zanzibar who were employed in the tourism sector to generate income

to replace the salaries they were receiving.

Turkiy was speaking at a tomato harvest event, the cultivation of which was being carried out by the youth at Chwaka in Zanzibar South Region. He said the training was given to a group of 25 youth and adding:

"As you well know the pandemic is now non-existent here but it still ravages foreign countries, the situation that has greatly reduced the number of tourists visiting Zanzibar."

He said despite losing employment, the youth's

lives never changed after turning to horticulture.

He said the aim of his institution is to advertise Zanzibar via organic farming for the country's self-dependency on fruits and vegetables and for the youth to be employed.

He said despite the small land area for agriculture, when it is fully utilized through modern farming practices, it can produce high yields. Ives Montel, the project's initiator said a total of five acres are cultivated with various horticultural crops, and they will continue training the youth

particularly in organic farming without having to use chemical fertilizer.

"Organic crops have high market demand hence we shall mobilise the youth to engage in organic farming," he said.

Speaking on behalf of fellow youth who were provided with training by the institution,

Ezekiel Imanuel Shayo said at first they were in state of despair after their former employments were suspended due to the pandemic, but horticulture farming has changed all that.



INVITATION FOR EXPRESSION OF INTEREST – PREQUALIFICATION OF CONTRACTORS FOR PROVISION OF CALIBRATION AND SERVICING OF WEATHER STATIONS FOR GEITA GOLD MINING LIMITED AT GEITA MINE SITE

I. INTRODUCTION

Geita Gold Mining Limited ("The Company") an AngloGold Ashanti's ("AGA") asset is located in north western Tanzania, in the Lake Victoria goldfields of the Geita region, about 5km from Geita town.

The Company is in the process of procuring Calibration and Servicing of Weather Stations and is, therefore, inviting interested eligible service providers to submit Expression of Interest for the below service.

Scope of work:

REFERENCE NUMBER	SERVICE DESCRIPTION
GGME01090	CALIBRATION AND SERVICING OF WEATHER STATIONS

II. INFORMATION REQUIRED

PRE-QUALIFICATION REQUIREMENTS	10%
COMMERCIAL	
Company Profile	1.25%
Copy of registration/Incorporation Certificate	1.25%
Copy of Valid Tax Clearance Certificate (TCC)	1.25%
Copy of TIN Certificate of Firm/company and VRN	1.25%
Copy of Current Business Permit/Trade license.	1.25%
Company Shareholding Structure/Share structure of the company (ownership of shares in percentage (%))	1.25%
List of Directors	1.25%
Compliance with the Mining (Local Content) Regulations, 2018 by having Local Content plan - Approved by mining Commission	1.25%
FINANCIAL POSITION & TERMS OF TRADE	
Audited & certified financial statements (2018-2019)	2.5%
At least 2 references from the applicant's bankers regarding supplier's credit position	2.5%
SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEMS	
OSHA Compliance Certificate	1.25%
Environment Compliance Certificate	1.25%
Workers Compensation Fund Certificate/ any proof of compliance	1.25%
Safety and Environmental Policies	1.25%
PAST EXPERIENCE	
At least 3 names of the applicant's clients, value and duration of the contracts entered into with the clients in the past two years (must be listed)	1.25%
Signed contracts/LPOs (proof of the above)	1.25%
Acceptance certificates/completion certificates (proof of the above) where applicable	1.25%
Provide at least 3 recommendation letters from different clients	1.25%
TECHNICAL CRITERIA	
Proof of being a reputable company with international recognition and certified standard(s) to undertake the calibration and services of weather stations	25%
CV/details of qualified personnel with approved/ certified technical team	20%
Proof of experience on weather calibration and service for one or more years	15%
Proof of ability to source and deliver accessory for weather station timely	15%
Total	100%

Interested bidders must submit expression Letters of Interest ("LOI") by quoting the SERVICE DESCRIPTION AND REFERENCE NUMBER (GGME01090) of the service they intend to express interest on THE SUBJECT OF THE EMAIL together with supporting information to GGML, which states the full name, address, telephone and e-mail address of the bidder, name of the principal contact, and signed by an authorized representative. The LOI must outline a statement of firm capability to provide the relevant Services. All LOIs and support documentation must be received by the GGML Office via e-mail at geita.eoi@anglogoldashanti.com not later than 0830 A.M 28 December 2020 (the "LOI" Submission Deadline"). EOI submissions should not exceed 10MB per email. In case the size of the email exceeds 10MB, please split the submissions into more than one email.

In fighting COVID-19 pandemic together, preserving lives must be priority

BEIJING

THE year 2020 has been defined by COVID-19, a once-in-a-century pandemic that has caused an unfathomable amount of human loss.

Facing one of the most severe public health challenges in recent history, countries across the globe have come to realize that they share a common future and must join hands in building a global community of human health.

ONCE-IN-A-CENTURY PANDEMIC

On Jan. 30, the World Health Organization (WHO) declared the coronavirus outbreak a public health emergency of international concern, the organization's highest level of alarm. In the following six weeks, the global caseload had surged from less than 10,000 to 120,000. On March 11, WHO Director-General Tedros Adhanom Ghebreyesus characterized the outbreak as a "pandemic."

COVID-19 is not the first pandemic humanity has faced. The Black Death from 1347 to 1351 killed nearly a third of Europe's population, while the 1918 flu pandemic infected about a third of the planet's population, killing so many people so quickly that bodies piled up in makeshift morgues.

Still, no one could have imagined that in the 21st century, a pandemic would take such an enormous toll on human lives.

According to WHO data, the coronavirus has reached almost all countries, leaving over 70 million people infected and 1.6 million dead.

Compared with many previous pandemics, the difficulty in stopping COVID-19 is partly due to the sneaky transmission of the deadly pathogen. The science behind what makes this novel coronavirus so deadly and difficult to defeat remains to be fully understood. How to balance saving lives with developing the economy poses another challenge to policy-makers worldwide.

Meanwhile, politicians in some countries are making global cooperation, which is essential to the containment of the pandemic, more difficult by spreading disinformation about COVID-19 and blaming others for their own mishandling of the outbreak.

LIGHT AT END OF TUNNEL

Back in early March, Tedros said he believed the coronavirus "would be the first pandemic in history that could be controlled." Nine months on, though efforts to control the pandemic vary across the globe, the WHO head's words remain relevant.

This is because humanity has, unlike in the past, moved fast to understand the pandemic and the pathogen, taken preventive measures to curb the spread of the virus, and made rapid progress in drug and vaccine research, especially in vaccine development, which as Tedros put it, offers "the light at the



A medical worker transfers the body of a victim who died of COVID-19 at a hospital in New York, the United States, April 6, 2020. (Xinhua)

end of the tunnel."

Unlike decades earlier, the rapid development of genome sequencing and other technologies has substantially accelerated the process to decode unknown viruses.

It only took China a week to isolate the coronavirus strain that caused the disease after detecting an outbreak, and just three days to complete preliminary development of a test kit after the separation of the pathogen.

At the earliest opportunity, China shared the whole genome sequence of the virus with the world, providing a solid basis for global scientists to develop medicines, vaccines and diagnostics. In addition, many countries have gradually adopted the right measures to control COVID-19, including wearing masks, social distancing, rapid identification, investigation and isolation of cases, and mass lockdowns when necessary.

Meanwhile, progress is occurring at an unprecedented speed in developing drugs and vaccines. The WHO promptly mobilized experts across the world to draw up a coordinated Global Research Roadmap and determine priorities for research. Around the roadmap, researchers have moved to screen existing drugs and try out new drugs, with traditional Chinese medicine also attracting attention.

Notably, researchers from China, Europe,

the United States and other parts of the world have developed multiple candidate vaccines.

Recently, the United Arab Emirates and Bahrain approved the registration of a COVID-19 vaccine developed by China National Pharmaceutical Group, or Sinopharm, while Britain and the United States granted emergency use authorization for a vaccine developed by Pfizer and BioNTech. Countries like France, Romania, Portugal and Mexico issued vaccination strategies, and Russia, Britain and the United States have launched mass vaccination campaigns.

"I've seen many epidemics, many humanitarian emergencies around the world. And I've never seen the world's research community respond so fast," said Richard Horton, editor-in-chief of leading medical journal *The Lancet*.

LESSONS FROM PANDEMIC

Humanity suffered dearly from epidemics in history, and has learned much in the fights against them. The Black Death called public attention to the importance of urban hygiene. The cholera epidemics in the 19th century sparked mass urban redevelopment plans. And the 1918 flu taught people the importance of public health intervention and disease prevention.

What lessons, then, can we draw from COVID-19?

First, solidarity and cooperation are the most powerful weapon against a pandemic. Viruses know no borders and outbreaks no race. Only through unity can the international community prevail over COVID-19.

As Tedros said in August, "no one is safe until everyone is safe." Throughout the pandemic, many countries have offered support to each other in various forms in a spirit of solidarity against the virus.

Second, major countries should play an exemplary role and demonstrate their responsibility by providing more global public goods.

Since the outbreak, China not only made enormous efforts to contain the spread of the virus at home, but also provided humanitarian assistance to over 150 countries and nine international organizations, and sent 36 medical teams to 34 countries in need.

Meanwhile, Beijing has repeatedly made it clear that once a COVID-19 vaccine is developed and put into use in China, it will be made a global public good.

Third, trust in science plays a crucial role to end the pandemic. Throughout history, scientific and technology innovation has been a key part in human victory against natural disasters and epidemics.

Facing an unknown virus, China and many other countries looked to scientists for information and advice. Yet, some countries chose to pursue political priorities instead, missing an opportunity to tame the epidemic.

Fourth, preserving lives must be top priority in a pandemic. An important reason why China has managed to control the outbreak rapidly and effectively is its commitment to the philosophy of putting people's lives front and center in fighting COVID-19.

Due to different national circumstances, countries may respond in different ways to the deadly virus, but preserving people's lives and health should always be the starting point for all countries in this pandemic battle.

Alone, we lose. Together, we win. COVID-19 has not come to an end. It will not be the last pandemic. But as long as countries put people's lives first and join hands, they will prevail over the coronavirus and other health crises to come.

Xinhua

China's Guizhou province enhances supplies of public sports facilities

By Luo Lian

SOUTHWEST China's Guizhou province had covered 94 percent of townships and 90 percent of administrative villages with rural exercise project as of the end of the last year.

Each permanent resident of Guizhou enjoys an average of 1.53 square meters of sport space, and 10 sports-themed ecological parks have been constructed in the province.

Hebin Park, located in Guiyang, capital of Guizhou province, is known among the local community for a "fitness square" that houses all kinds of public fitness equipment, such as horizontal and parallel bars, horizontal ladders, wall bars and arm trainers. It is a fitness paradise for many senior residents living in nearby neighborhoods.

Wa Longzhang, 74, is one of the frequenters. The man is able to finish four to five giant swings in one sitting on a 2-meter-high horizontal bar. The 80-year-old Wang Zhihua is also a fitness star in the park. It's easy for him to complete a dozen bench presses with two 8.5-kilogram dumbbells.

Apart from the two, there are also many other senior residents doing workout at the park. Many of them are well equipped, wearing fitness vests, gloves, wrist guards, knee pads and pull ropes.

"A few years earlier, residents usually came here to do fitness dancing," Wa told *People's Daily*. The man doesn't look like a septuagenarian at all, whose strong arms appear even more muscular with his black fitness vest.

It was in 2016 that the park was turned into a fitness paradise, after the sports bureau of Guiyang allocated a special fund and upgraded fitness equipment there. The decision was made upon the suggestions of the groups who are not into dancing but want to stay fit.

Gouba village in Guizhou's Zunyi has built an fitness path that satisfies the exercise demands of all villagers, despite their ages.

Along the path, there are fitness equipment tailored for seniors, such as upper limb retractor, Tai chi pushing-hand machine, orbit fitness equipment for balance and outdoor chess table, as well as rowing machine, treadmill and other fitness equipment favored by the youngsters.

The neighboring Huamao village even built an outdoor basketball court.

"These equipment are very practical and offer suitable choices for all of us," said Lu Yongzhi from Gouba village.

Zhijin county of Bijie in northwest Guizhou once suffered scarcity of public sports spaces due to its terrains and insufficient eco-



Citizens practice Tai Chi with fans by a river in Yinjiang Tujia and Miao autonomous county, Tongren city, southwest China's Guizhou province, July 28. (File photo)

nom support.

With the help of the General Administration of Sport of China, the county transformed a waste plant into a modern fitness and sports center in 2018. The center has three badminton courts, two basketball courts, as well as an area for ping-pong tables and a fitness zone.

"With the indoor fitness and sports center, residents now have a decent place to go for exercise in rainy days," said Yuan Mingqin, deputy executive of the county government. The center is also a training base for backup athletes, Yuan

added.

Now, over 30 sport events are organized for residents each year in Zhijin county, helping the county build its own brand of sports events.

Guizhou province, boasting rich natural landscape resources, is a perfect place for outdoor sport activities.

In 2017, the General Administration of Sport approved a plan to support Guizhou province in building a national demonstration zone for sports tourism and exploring the

integration of sports and tourism.

In the same year, Malangdie village, Panzhou city, Guizhou province upgraded its traditional swing program with the earning from the welfare sports lottery. The swing project, which combines traditional sport with tourism, has restructured the employment of the village, which is dwelled by people of Yi ethnic group. The village's young people working out-of-town have returned home and started running agritainment facilities and Yi ethnic clothes business.

The donation of traditional sports equipment has led to flourishing sports and cultural activities in the village, said Yu Erlong, Party head of the village, who believes that these activities have played an important role in the inheritance and protection of the traditional sports culture and intangible culture of the Yi ethnic group.

The sports-tourism businesses have also tremendously changed the lives of local villagers. "The swings have attracted many tourists, who come for sightseeing, entertainment and leisure," said Yu, adding that the village received over 100,000 tourists over the past three years, which also drove the sales of local farm produce.

Apart from traditional sports activities, outdoor sports such as rock climbing, hiking and adventure are also popular. For instance, Suiyang county in Zunyi has established a demonstration base of mountain adventure to facilitate economic growth with sports-tourism products.

People's Daily



Thursday 17 December 2020

CRDB Bank registers 74k new accounts since October through 'Jipe 5' campaign

By The Banker Reporter

A record 74,000 new bank accounts have been opened by clients at CRDB Bank Plc since October this year when a campaign dubbed 'Jipe 5' was kick-started.

Senior Manager of Retail Banking, Abel Lasway said in Dar es Salaam mid this week when giving an update of the progress of the 'Jipe 5' campaign that during the period, 4,000 clients shares 20m/- in cash prizes after using their accounts to transact.

"We would like to thank Tanzanians for overwhelmingly receiving our 'Jipe 5' campaign because the benefits accrued are not for the bank but also delivered on the government's financial inclusion plan," Lasway said.

He pointed out that during the campaign, various groups of people were targeted including children through Junior Jumbo Account which has been allocated 30m/- in cash awards to 20 lucky children as schools for next year.

"Through our slogan, 'Ulipo tupo,' we at CRDB Bank are committed to take formal banking services to everyone in the country regardless



CRDB Bank Plc's senior manager for retail banking, Abel Lasway (C) addressing journalists in Dar es Salaam this week to announce winners of 'Jipe 5' Scholar Account promotion for students of higher learning institutions. Right is the bank's sponsorship and events manager, Lilian Kanora and relations manager for marketing, Evance Mkao. Photo: Guardian Correspondent.

of where they are but also grow with them in their daily activities," he noted.

He further noted that the bank also targeted students of higher learning institutions who started their new terms recently by deploying its staff to sensitize them on financial matters but also assist them open Scholar

Accounts tailor made for the group.

"We are happy that we registered many students as new CRDB account holders of which 100 will get laptops and smartphones as prizes," the CRDB Senior Manager for Retail Banking added while naming Jackline Masanyika from

Mwanza as first winner of the laptop.

In remarks after being named as the winner, Masanyika commended CRDB's management for the gift saying it will help ease her learning needs at Saint Augustine University in Mwanza. "This laptop will help me easily access online courses

during my learning days here at the university," she said while noting that modern learning is eased with digital tools such as laptops. She urged her peers to open accounts with the Dar es Salaam based lender and stand a chance to win laptops and smartphones which they need to study better.

World Bank approves \$1.5 billion loan to boost Nigeria's economy

ABUJA

The World Bank has approved a loan of \$1.5 billion to help boost Nigeria's economy. This was made known in a statement released by the World Bank on Tuesday, stating further that the facility is a five-year Country Partnership Framework (CPF) that will last from 2021 to 2024.

World Bank Country Director for Nigeria, Shubham Chaudhuri said, "This Country Partnership Framework will guide our engagement for the next 5 years in supporting the Government of Nigeria's strategic priorities by taking a phased and adaptive approach."

According to Channels Television, the World Bank Board of Directors approved the \$1.5 billion for two projects, which include: Nigeria Covid-19 Action Recovery and Economic Stimulus - Program for Results (Nigeria CARES) and the State Fiscal Transparency, Accountability and Sustainability Program for Results (SFTAS).

The CPF will focus on four areas of engagement which include investing in human capital by increasing access to basic education, quality water, and sanitation services; improving primary healthcare; and increasing the coverage and effectiveness of social assistance programs.

Promoting jobs and economic transformation and diversification by supporting measures to unlock private investment and job creation and increasing access to reliable and sustainable power for households and firms. The CPF will also focus on boosting digital infrastructure, and developing economic corridors and smart cities, to provide Nigerians with improved livelihoods.

Strengthening the foundations of the public sector by improving public financial management and strengthening the social contract between citizens and government through improved fiscal and debt management. World Bank in the statement added that Nigeria is at a critical juncture, hence the approval of the loan.

World Bank in the statement said, "With the sharp fall in oil prices as a result of COVID-19, the economy is projected to contract by over 4% in 2020, plunging the country into its deepest recession since the 1980s.

CTI chief salutes GIZ project for empowering local manufacturers

By Correspondent Joseph Mwendapole

TWENTY local manufacturing companies and others from various sectors have benefited from a Germany Cooperation Agency (GIZ)'s Creating Perspective Project.

Confederation of Tanzania Industries CEO Leodgar Tenga said in Dar es Salaam this week when officially opening the GIZ stakeholders meeting that the project has helped many local companies in capacity building so that they can compete in the regional and global markets.

"The good thing is that in order for someone to prosper, they must learn from their successful peers which is why this project has come at right time because we need our people to learn German experience," Tenga said.

He said, among other things, local companies learnt through experience as their representative Germany where they had a firsthand of the European country's success stories. Germany is Europe's largest economy with a strong and diversified industrial economy.

"This interaction between our members and their German peers



Confederation of Tanzania Industries executive director, Leodgar Tenga speaking during a Germany Development Cooperation (GIZ) stakeholders' meeting on Creating Perspective: Business for Development in East Africa Project held in Dar es Salaam this week. Photo courtesy of CTI.

also helped facilitate technological transfer in manufacturing and other areas," the CTI chief noted while paying tribute to GIZ for the support which has contributed in efficiency of local manufacturers.

Speaking on activities supported by GIZ under the project, CTI Training Coordinator, George Selestine said the beneficiaries were given skills on good manufacturing practice and training on plastic materials

management.

Selestine said through GIZ's assistance, CTI members and staff conducted an outreach by visiting 37 industries in Arusha, Mwanza and Tanga where they conducted tax related matters training, procurement of equipment and tools but also informed them about the annual President's Manufacturer of the Year Awards (PMAYA).

On the future of CTI and GIZ

project, he said they expect more activities in support of members performance and efficiency, need analysis training but also more participation of CTI members in all aspects.

Commenting on the project, GIZ Advisor of the Creating Perspective Project, Lydia Koch said the pilot project is a joint initiative of East Africa Community (EAC), Federation of Germany Industries, East Africa Business Council

(EABC) and GIZ.

Koch said, "The initiative has identified 74 companies in East Africa Region, 20 from Tanzania operating in production or manufacturing with potential of scaling up their production and growth." She said the companies have received training, mentoring and advisory services by Germany experts as well as establishing a strong business partnership between East Africa and Germany companies.

She said the project is funded by Germany Federal Ministries of Economic Cooperation and Development. "In the course of implementation of the project, GIZ Creating Perspective has offered the capacity building to small and medium size enterprises project beneficiaries through training and coaching in various areas as per their needs as well as having delegations visits to Germany for knowledge transfer and business to business meetings," she added.

She further added that the project is being implemented in collaboration with Ministry of Industry and Trade, CTI, Tanzania Private Sectors Foundation and Tanzania Chamber of Commerce Industry and Agriculture.

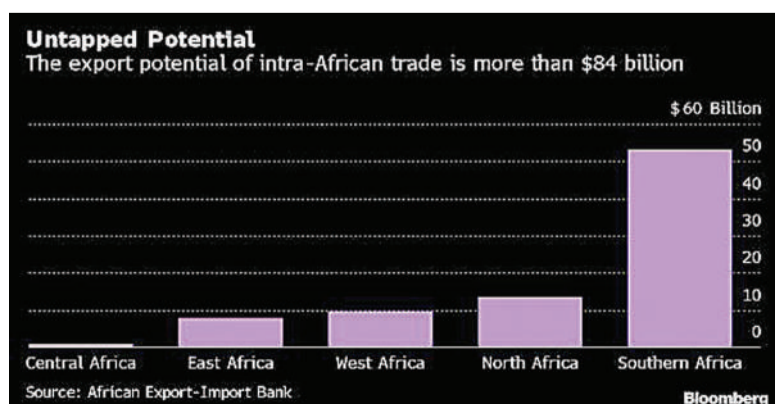
Africa trade deal could tap \$84bn in export opportunities

ADDIS ABABA

A continent-wide free-trade pact could help to realise more than \$84 billion in untapped intra-African exports, according to a new report by the African Export-Import Bank.

If the export potential is tapped under the deal, intra-continental trade could rise to more than \$231 billion, or about 22% of total African commerce, even if all other conditions remained the same, Afreximbank said.

Commerce under the African Continental Free-Trade Area is due to start from January 1. The region could be the world's biggest free-trade zone by area with a potential



Africa trade growth graph.

market of 1.2 billion people and a combined gross domestic product of \$2.5 trillion, when the deal is

fully operational by 2030.

Most of the untapped gains would come from southern Africa,

from sectors "already proven to be internationally competitive and which have good prospects for export success in other African markets," such as mineral commodities, machinery, food products, vehicles and parts, plastics and rubber, Afreximbank said.

The greater export potential enjoyed by southern Africa and also North Africa "largely reflects the complexity and sophisticated nature of the South African and Egyptian economies in a region where industrial products and manufactured goods are the leading drivers of cross-border formal trade," the lender said. South Africa and Egypt account for about half of their re-

spective regions' export potential.

While global trade declined by 2.89% in 2019 partly due to tensions between the US and China, Africa's total merchandise trade contracted by only 0.13% to about \$1 trillion, according to Afreximbank data. The smaller decrease reflects efforts to boost intra-continental trade and "draw on the diversification of trading partners to sustain economic growth and trade expansion," the lender said.

Internal trade fell to 14.5% of the total in Africa, compared with 15% in 2018. Internal shipments account for 52% of total trade in Asia and 72% in Europe, according to Afreximbank data. The Africa-

wide deal is meant to help change that by lowering or eliminating cross-border tariffs on the majority of goods, facilitating the movement of capital and people, promoting investment and paving the way for a continent-wide customs union.

All but one of the 55 nations recognised by the African Union have signed to join the area and 34 have ratified the accord. The pact could cushion the region against continuing virus-related uncertainties and escalating trade tensions as well as lessen the continent's exposure to adverse terms of trade and price cycles for commodities, Afreximbank said.

Water Mission's new project in Dodoma to benefit thousands

By The Banker Reporter, Dodoma

THOUSANDS of people in Msamalo Ward of Chamwino District in Dodoma Region heaved a sigh of relief after receiving a new water project that will ensure reliable, safe and clean water for their homes thanks to Water Mission Tanzania funding.

The project which is a result of the partnership between Water Mission Tanzania and the government through Rural Water Supply and Sanitation (RUWASA), has ended perennial water shortage challenge in the semi arid area.

Speaking during the commissioning ceremony, Water Mission Country Director, Benjamin Filskov said the goal was to provide the community with a financially sustainable system that will bring reliable and safe water accessible to all households.

"We understand the broad need for safe water in this area, and today we are happy to launch this project that will help eradicate water shortage to the people living here. This achievement demonstrates successful cooperation with RUWASA and the Ministry of Water in line with our goal to support government efforts to make safe water available to all," Filskov said.

The project will see more than 4,083 people from about 730 house households benefiting from readily available safe water, thus creating a



Permanent Secretary at Ministry of Water, Engineer Antony Sanga (R) and Water Mission Tanzania country director, Benjamin Filskov drinking safe and clean water after commissioning a new project as Msamalo Ward of Chamwino District in Dodoma this week. Photo: Guardian Correspondent.

sound and healthy community. It will also benefit social facilities, including schools, clinics, markets and religious institutions in the area.

Speaking during the launch the water project, Permanent Secretary at Ministry of Water, Engineer Anthony Sanga said the project is a good example of the implementation of the government's plans to ensure reliable clean water is available to all in

the country.

"We thank President Dr John Magufuli who during the last election campaigns, promised to deliver water services to all people and this project shows our commitment towards ensuring every citizen access clean and safe water," Eng Sanga said.

He further commended Water Mission for ensuring the success of

the project which brings smiles to thousands of residents after water scarcity challenge they faced has been solved.

The project is one of its kinds because it uses two solar-powered pumps whereby water is pumped from a borehole to a treatment and storage point, then to 18 strategically located taps. The safe water is distributed through a gravity-fed system from the 30,000 litres water storage to the entire community. The modality of this financially sustainable project can be replicated across the country according to Water Mission Tanzania.

Water Mission is a not for profit engineering organization that designs, builds and implements best-in class safe water, sanitation and hygiene (WASH) solutions for people in developing countries and disaster areas.

In 2020, approximately 350,500 people benefited directly from Water Mission Tanzania's safe water solutions brought to rural communities, flooding emergencies, refugee camps, and hospitals across the country.

This includes sustainable safe water projects to 11 rural communities, flooding disaster response to 12,000 displaced people, and two 100KW solar-pumping systems with automatic treatment providing water to more than 100,000 refugees.

Zep-Re targets 56pc stake in agriculture firm Acre Africa

NAIROBI

Nairobi-based reinsurer Zep-Re is eyeing a 56 per cent stake in an insurance intermediary as it seeks to deepen covers for smallholder farmers in Africa. The reinsurer says it has sought regulatory approval to acquire a controlling stake in Agriculture and Climate Risk Enterprise (Acre) Africa which is registered in Kenya as an insurance surveyor.

Zep-Re has already received nod from shareholders to proceed with the deal that will give it a say in a firm that develops and distributes agricultural insurance products. The continental reinsurer also last year extended its product mix to include agricultural insurance cover citing high potential in the sector.

Loss ratios—paid claims as a percentage of premiums earned—for agricultural insurance and reinsurance has been high, making many underwriters and reinsurers shun it. Globally, less than 20 per cent of smallholder farmers currently have agricultural insurance cover. This is less than three per cent in Sub-Saharan Africa.

Acre Africa, whose presence extends to Tanzania and Rwanda, also offers advisory services to development organisations and insurance regulatory associations. Zep-Re said, without giving details, that the transaction will see it inject additional cash into the business.

Acre Africa's main current shareholders are the Syngenta Foundation for Sustainable Agriculture (SFSA), the Adolf H Lundin Charitable Foundation and the Grameen Crédit Agricole Foundation (Grameen).

Zep-Re chief executive Hope Murera said the reinsurer hopes to grow agricultural insurance and reinsurance given that uptake is currently low in Sub-Saharan Africa. "Agricultural insurance is rarely available. Where it exists, insurance covers a very small segment of farmers. Smallholders face numerous risks, especially related to changes in climate," said Ms Murera.

SFSA head of global insurance solutions Olga Speckhardt said Acre Africa will also deepen focus on helping smallholder farmers navigate through climate change. "The additional resources for Acre Africa will help enhance climate risk insurance solutions to address both gaps, and hence increase farmers' resilience and growth in the agriculture sector," said Mr Speckhardt.



Zep-Re managing director Hope Murera.

NEWSINDEPTH

By The Banker Reporter

HEAVY investment in modern security equipment and personnel has enabled SGA Security to be named overall winner of the Most Equipped and Reliable Security Company of the Year 2020 during Consumer Choice Awards ceremony held in Dar es Salaam this week.

SGA Security beat seven of its peers in a competition done through a survey involving consumers who voted online in an exercise that took place for a month effective November 5, 2020.

SGA Security's Managing Director, Eric Sambu, who received the award said as the company marks its 50th anniversary in the market, was the first private security company to be registered in Tanzania, as Group 4 Security (T) Limited soon after liberalization of the industry.

"We dedicate this award to customers for having faith and confidence in our services. This award motivates us to work extra hard to give them value for money," Sambu said adding that the company currently employs over 6,000 people directly.

He also paid tribute to SGA staff for working hard and making the company competitive in a crowded market of hundreds of private security companies. "There are about 2,000 private security companies in Tanzania but what differentiates us is how we deliver the service to our customers. This award is a clear demonstration that we know what customers want, and we know how to deliver it," Sambu added.

He explained that he values the close working relationship with police force, especially in training, pre-employment vetting, investigations, response and operations and urged other companies to adhere to good standards of service by emulating SGA.

"Investing in people is a good practice which also requires better equipment," the SGA chief executive added while noting that the fu-

SGA wins company of year 2020 due to heavy investment in security equipment



SGA Security's managing director, Eric Sambu displays an award his company received after being named overall winner of the Most Equipped and Reliable Security Company of the Year, 2020 at the Tanzania Consumer Choice Awards ceremony held in Dar es Salaam earlier this week. Photo courtesy of SGA.

ture of his company is to continue investing in human capital and innovation technology to meet growing demand of the market.

On her part, SGA Marketing Manager, Faustina Shoo backed her boss by praising staff and customers who have made it possible to register the success during a very

challenging year caused by the coronavirus outbreak. "At SGA we remained forthright and customer focused. Together, we are stronger amidst the pandemic and we thank customers and the public for their trust," Shoo said.

SGA Security provides guarding services, alarm response service,

cash delivery services, electronic security solutions, courier services, amongst others. The company's services are backed by ISO18788 certification for security operations management system; ISO 9001:2015 and ISO 45000:2018 for occupational health and safety, amongst other accolades.

US DFC avails Vodafone-led consortium \$500m for Ethiopia mobile license bid

ADDIS ABABA

The U.S. International Development Finance Corporation (DFC) has provided up to \$500 million loan to the Vodafone-led Global Partnership for Ethiopia that will finance the design, development, and operation of a new private mobile network pro-

vider and the acquisition of a mobile network provider license.

This loan is part of US DFC's investments this quarter totalling more than \$2.1 billion to advance development in emerging markets in Africa, Eastern Europe, Indo-Pacific, Latin America, and the Middle East. The loan will strengthen the Vodafone-

led consortium bid which includes Vodacom and Safaricom. They had previously said that they would require \$1 billion to operate a mobile network in Ethiopia.

The project is expected to have a "highly developmental impact through the creation of a new private telecommunications network that

will increase connectivity in Ethiopia while utilizing trusted technology."

The Ethiopian government is aiming to sell two new mobile network operator licences by February 2021. It is also selling a minority stake in state-owned incumbent Ethio Telecom, which has long been the sole player in the market. All these meas-

ures are part of a government push towards liberalising the country's telecoms sector.

According to a Bloomberg report, the Prime Minister Abiy Ahmed's government intended to hold auctions this year, but the process was stalled by multiple factors including the Covid-19 pandemic, issues

around regulation, and a delayed national election.

The telecom privatization process was intended to kickstart a broader sale of state assets to help raise foreign exchange and boost the economy, with rail and industrial parks among the sectors slated for disposal.

Crunch time for retailers as Covid-19 affects festive season outings

By David Waithira

THE 2020 festive season will be a muted one for the retail sector as consumers continue to reel under the pressures of the coronavirus pandemic and its resultant impacts.

Traditionally, festive seasons have been the ideal occasions for retailers and manufacturers alike to introduce new products and services, capture new markets and engage with their customers through omni-channel brand experiences.

It has become a common feature for organisations to offer the market targeted discounts in their stores especially on food items, luxury goods, gift items and holiday packages in order to drive sales and take advantage of festive holidays consumerism.

But 2020 has been no ordinary year. Ever since the first cases of COVID-19 were reported in East Africa early this year, a new consumer emerged; one who became financially constrained and more selective in their decision-making.

The new consumer has reduced purchasing power and limited spending choices due to pay cuts, job losses and business slowdown. Consequently, the new consumer feels vulnerable, insecure and less in control than ever before but still expects brands to deliver safer, better and more seamless interactions at a lower cost.

This sense of vulnerability has affected consumer behaviour as most of them prioritise their personal safety by staying at home and prioritising savings over expenditure. Today, going for that annual year-end holiday looks like a far-fetched prospect for most people than it was a year ago. The new consumer has also become digitally savvy



Rose Muturi, Chief Digital Officer at HF Group.

and is now more comfortable using online channels to access products and services and is also keen on reducing physical purchase occasions and thus gravitating towards touchless shopping and contactless payments.

With these changes, the physical retail is under immense pressure and it is not surprising that a recent article by Reuters highlighted a litany of retail casualties around the globe that are at various stages of liquidation or have filed for bankruptcy. Notable departmental stores such as Neiman Marcus, a 113-year-old luxury departmental store chain completed its bankruptcy protection process in September this year, emerging from one of the highest-

profile retail collapses during the COVID-19 pandemic.

The Reuters article noted that its restructuring plan eliminated more than \$4 billion of debt and \$200 million of annual interest expenses. Other high-profile retail names hit by the virus outbreak include the UK based Debenhams and Edcon, one of South Africa's oldest retailers, which applied for bankruptcy in April after COVID-19 lockdown shut its stores across the country.

Indeed, the 2020 KPMG survey: Consumers and the new reality, noted that nowhere is the combined impact of the global pandemic on consumer trends is more noticeable than in the consumer and retail sectors.

The survey further noted that consumers have resorted to going to physical stores only when the price is right, when it is convenient and when it is safe to do so. They expect retailers to ensure physical safety, which is now at the top of their minds.

With consumer purchasing patterns changing largely due to psychological impact from COVID-19 and consumer shifts from discretionary spending to essentials, retailers will have to demonstrate their willingness to go an extra mile to provide unparalleled customer experiences and drive better relationships across all possible channels and touch-points as they engage their customers during the festive season and beyond.

To begin with, retailers in the East Africa must realise that the scales are now heavily tilted in favour of online stores. Very few retailers have invested in digital enablement of their customers in order to provide seamless integrated shopping experiences through their websites. As such, retailers continue to miss out on opportunities to interact and engage with their customers directly, obtain valuable feedback and create a loyal customer base.

To bridge this gap, some retailers have partnered with third party online companies to feature their products on their sites and provide last mile logistics and delivery services. However, it is only a matter of time before these online companies begin sourcing products directly from manufacturers at cheaper prices, pass this benefit to consumers and eventually drive

physical retailers out of business.

Therefore, the market conditions presented by the pandemic should be a wake-up call for retailers still obsessed with physical expansion, and they should instead consider scaling up their digital capabilities in order to capture and retain the digital customer.

Moreover, East Africa retailers need to recognise that the home is the new hub. As governments across East Africa continue to emphasise on social distancing as a measure to control the spread of the virus, the home has assumed a new role as an office, school, church, entertainment centre amongst other roles.

As a result, there is increased demand for home-ware and food items which offer an opportunity for retailers to tap into this demand through efficient and innovative last mile delivery solutions that are focused on meeting this new customer segment's demands. The COVID-19 pandemic has provided a twist such that, because unlike previous years when retail outlets provided avenues for brand and social interactions during the festive season, this year the home will take centre stage, as consumers keen to comply with governments' directives on social distancing will give retail outlets such as entertainment joints, hotels and malls a wide berth.

Whilst this spells doom on revenues for retailers, especially in the hospitality industry, there is still an opportunity for them to deliver their experiences to customers' doorsteps during the festive season through personalised services such

as outdoor catering, home entertainment, delivery services among others, that will ensure that their customers remain connected to the brand.

Lastly, retailers must focus on building and maintaining brand trust. Trust is a key factor that influences consumer purchase decision and therefore trust between the retailers and their customers must be multi-dimensional and contextual. Retailers must be seen to be acting in the best interest of their customers, employees and the community; ahead of profits.

In the wake of COVID-19 pandemic, retailers must continuously reassure their customers that it is safe to visit their stores or provide online alternatives that customers can engage with. They must also understand that as social enterprises that thrive in certain communities, their actions have direct impact on environment, health and safety of these communities and therefore must take deliberate efforts to conduct their business sustainably as well as have programs that give back to the society; especially during this festive season. This way, they will build much needed trust and be perceived as responsible corporate citizens that connect with their customers and community, and in the end reap benefits of this relationship.

NB: David Waithira is a Manager in Marketing, Knowledge and Communication with KPMG Advisory Services Limited (dwaithira@kpmg.co.ke). The views and opinions are those of the author and do not necessarily represent the views and opinions of KPMG.

FirstRand exposes a vulnerability in South Africa's financial system

JOHANNESBURG

The banking sector is seemingly being held hostage by a relative handful of people able to cope with its complexities. But there is at least one way around this. It might be that, a few years down the track, FirstRand's 'Covid instrument' proves not to be the most generous executive pandemic perk made available to the top echelon at JSE-listed companies.

Most of the largest companies have allocated share awards at Covid-knockdown prices to their executives. Assuming economic conditions and share prices trend back towards normal over the next few years, those share awards will become extremely valuable. And then it will become very obvious that we weren't all in this together. In the medium- to longer term executives of listed companies will emerge considerably better off than most of us.

That FirstRand's remuneration plan which scored an unprecedented 56.7% opposition from shareholders, is an indication that even large institutional shareholders are weary of the usual self-serving explanations for executive largesse. FirstRand's explanation was self-serving, but the accompanying narrative provided at last week's AGM by its remuneration committee chair Louis von Zeuner was particularly forceful.

Remarkably, at various stages during the meeting members of the FirstRand board seemed to suggest that failure to compensate executives for the Covid-induced hit to their long-term bonuses could affect South Africa's financial system.

"FirstRand is a large systemic institution and the custodian of billions of rands of savings of the South African public and business community with a customer base of eight million," said Von Zeuner in response to questions about the innovative 'Covid instrument' that will compensate executives for the Covid-related impact on their long-term incentives.

This makes up for much of the lapse in long-term awards that were made during 2017 but not for the absence of short-term bonuses in 2020. The long-term incentives lapsed because of the economic fallout from Covid-19 and the consequent lockdown, which meant that return on equity in the 12 months ended June 2020 was far short of the target needed.

As Tracey Davies, director of non-profit shareholder activism organisation Just Share, pointed out to those attending the AGM: the thinking behind the Covid instrument appeared to be at odds with



FirstRand's remuneration committee chair, Louis von Zeuner.

commitments made by FirstRand earlier in the year, when President Cyril Ramaphosa asked business leaders to make sacrifices given what was at stake. Eight months later there's little sign of sacrifice from the bank's executives. Or almost any other executive of a listed company for that matter.

No doubt, like all the rest of us, the executives have taken a hit. How sustained and how hard will only be known a few years down the track. But it's worth noting that the FirstRand share price has already recovered significantly from the worst of its early Covid knock and next year's earnings should benefit from the non-repeat of the "conservative front-loading of impairment charges", which accounted for much of the earnings knock in 2020.

The difficulty for shareholders and probably a vast chunk of FirstRand's eight million customers is the sense of entitlement that underpins the creation of the Covid instrument. Executives evidently believe they are entitled, not just to generous levels of guaranteed pay, but to long- and short-term bonuses, regardless of what happens. In this world a bonus is no longer something over and above normal expected payment; it is a part of the expected payment.

"This is an institution that is complex and important to the broader SA economy and the skills set to run a

business of this nature is limited," said Von Zeuner. Implicit in Von Zeuner's explanation for the Covid instrument was the suggestion that if FirstRand's senior executives are not compensated for the Covid hit to their remuneration, they will accept the apparently limitless number of job offers available to them - not only from South African financial institutions "but even global institutions."

When asked by Just Share's Emma Schuster if FirstRand would share the information that Von Zeuner referred to when talking about fears of senior executives leaving the group, the remuneration committee chair seemed to bristle - as though he suspected Just Share wasn't entirely buying the explanation. He launched into an aside on the group's integrity. "Our value system and integrity are not negotiable." As proof of that integrity Von Zeuner pointed out: "We didn't change the vesting rules."

Remarkably, the remuneration committee has the discretion to alter the vesting rules to ensure executives get paid bonuses regardless of what happens. (Changing the vesting rules is the option Standard Bank has chosen in preference to FirstRand's Covid instrument route.) It seems Just Share and any other concerned stakeholder will just have to take the bank's word.

Kenya's HFC bank takes up Infobip's WhatsApp banking solution

NAIROBI

The share of bank accounts holding more than Sh100,000 dropped to 2.49 per cent last year, reflecting the cash flow problems in an economy plagued by job cuts and Kenya's growing income inequality. Central Bank of Kenya (CBK) data released on Tuesday showed that the share of the high quality accounts dipped from 2.62 per cent in 2018 and 3.94 per cent in 2014.

The fall came despite the number of bank accounts holding more than Sh100,000 having increased by 105,639 last year to 1.55 million. But the share was squeezed by the sharp rise in new bank accounts by 71 million or 12.7 per cent to 62.3 million, an indicator that lenders are tapping poorer savers under the financial inclusion drive.

The rise in the high quality accounts marked a reversal from the drop witnessed in 2018 when savers with more than Sh100,000 dropped to 1,450,000 from 1,583,000 in 2017. The CBK delayed releasing the report and does not capture the impact of the Covid-19 economic fallout on the savings.

While individuals and corporations hold diverse assets, including land, the cash deposits paint a picture of rising inequality as a relatively smaller number of people reap the benefits of a thriving formal economy and financial system.

About 97.51 per cent or 60.83 million accounts hold less than

Sh100,000, offering a sneak peek at Kenya's growing income inequality where wealth remains concentrated in the hands of a small segment of the population. Before Covid-19 pandemic, corporate Kenya had witnessed reduced profitability that has ushered in job cuts, freezes in hiring and near stagnant wages in the race to protect profit margins.

Bankers say this has in turn shrunk savings as well as cash flow for both individual and small firms, which has led to a large number of workers and businessmen holding less than Sh100,000. Modest economic activity in the past two years has entrenched the income inequality with fewer jobs and stagnant pay hurting the middle class most.

While Kenya's economy expanded 5.8 percent last year from 4.8 percent in 2017, private sector activity - which translates to jobs and higher pay - has remained muted. About 78,500 new formal jobs were created in the economy, unchanged from 2018 and down from 114,400 in 2017, according to the Economic Survey 2020 data.

This is the slowest pace of formal job growth since 2012 when the economy churned out 75,000, adding to the crisis of youth unemployment. The data does not capture job cuts and net employment.

The drop in new jobs combined with stagnant wages raise queries over equitable distribution of the growth dividend among Kenyans considering the economic growth expansion witnessed recently. About 1.72 million workers lost jobs in the three months to June when Kenya imposed a coronavirus-induced partial lockdown that led to layoffs and pay cuts.

Industries and other businesses have since cut down on their activities in response to the infectious disease, leading to job cuts and unpaid leave for retained staff as profitable firms move into losses. Top lenders continued to command the lion's share of high quality accounts, with the leading nine banks accounting for 81.96 percent of accounts holding over Sh100,000.



Rose Muturi, Chief Digital Officer at HF Group.

WORLD

EU chief says UK trade pact closer but success not certain

BRUSSELS

BRITAIN and the European Union moved closer to sealing a new trade deal but it was still not clear if they would succeed, the bloc's chief executive said yesterday.

Britain and the EU are in the final stretch of talks to keep an estimated one trillion dollars of annual trade free of tariffs and quotas beyond Dec. 31, when the United Kingdom finally transitions out of the world's largest trading bloc.

"I cannot tell you whether there will be a deal or not. But I can tell you that there is a path to an agreement now. The path may be very narrow but it is there," European Commission President Ursula von der Leyen told the European Parliament.

Her relatively upbeat comments on the long-running Brexit crisis helped nudge sterling upwards, though she said two issues were still not solved.

"We have found a way forward on most issues but two issues still remain outstanding: the level playing field and fisheries," she said. "Issues linked to governance now have largely been resolved. The next days are going to be decisive."

The level playing field refers to EU insistence that Britain does not undercut it on environmental, labour and social standards, as well as state aid, while governance covers the resolution of disputes.

Von der Leyen said discussions about access to UK fishing waters for EU vessels were "still very difficult".

'AN OCEAN APART'

An EU official told Reuters the bloc had rejected Britain's offer of phased access to its waters over three years by EU fishing vessels and the sides were "an ocean apart" on the issue.

Von der Leyen said a "big step forward" had been agreed which would "ensure that our common high labour, social and environmental standards will not be undercut".



European Commission President Ursula von der Leyen speaks during a debate on next EU council and last Brexit development during a plenary session at the European Parliament in Brussels, Belgium November 25, 2020. File photo

"Difficulties still remain on the question of how to really future-proof fair competition," she said, in a reference to what EU sources described as disagreements over defining and agreeing on ways to remedy competitive distortions.

Asked to comment on von der Leyen's remarks, a British official said: "We've made some progress, but we are still very far apart in key areas. Still not there."

Britain formally left the EU on Jan. 31 but has been in a transition period since then under which rules on trade, travel and business remain unchanged. It finally exits the bloc's single market and customs union on

Dec. 31.

The EU has said a deal could be finalised in as little as 48 hours if Prime Minister Boris Johnson agrees to what the bloc says are inevitable trade-offs for Britain to retain its current open access to the EU market of 450 million consumers.

But Johnson's election manifesto focused on delivering Brexit by "taking back control", or regaining sovereignty through a clean break from EU rules. London has repeatedly said it will not seal a deal that fails to deliver on that promise.

Failure to agree a deal would erect trade barriers between the EU and Britain, snarl borders, send shockwaves through financial markets and cause chaos in supply chains across Europe as it struggles with COVID-19.

Agencies

China honours its commitments on COVID-19 vaccine

BEIJING

CHINA is fulfilling its commitments with concrete actions to ensure the accessibility and affordability of COVID-19 vaccines in developing countries, a Foreign Ministry spokesperson said Tuesday.

Chinese vaccine companies are sparing no effort to advance their vaccine research and development, and several vaccines have entered phase-three clinical trials, spokesperson Wang Wenbin said at a daily news briefing in response to a relevant question.

The Chinese government has been actively supporting cooperation between Chinese companies and other countries in vaccine research and development, he said, adding that China is in close communication and cooperation with the World Health Organization and the Global Alliance for Vaccines and Immunization.

The Chinese government will continue to work together with the international community to help ensure all countries will have equal access to safe and effective vaccines. For underdeveloped or some developing countries, China will help with their vaccine accessibility and affordability through such means as aid, Wang said.

When answering a question on the transparency in authorizing emergency use of the COVID-19 vaccine, the spokesperson said China always attaches great importance to vaccine safety and efficacy.

"Chinese vaccine companies advance research and development in strict accordance with science and regulation requirements and engage in international cooperation in strict compliance with international standards and relevant laws and regulations," said Wang.

He said that some countries had already approved China's vaccine for use, which had proved the safety and efficacy of China's vaccine.

"We stand ready to work with other countries to advance vaccine research and development cooperation and contribute to vaccine accessibility and affordability in the world, in particular developing countries so the world can vanquish the pandemic at an early date," Wang added.

Xinhua



Largely virtual swearing in for Biden on Jan 20 as virus rages

WASHINGTON

US President-elect Joe Biden and Vice-President-elect Kamala Harris will be sworn into office on Jan 20 on the steps of the US Capitol, but the inaugural festivities will be largely virtual due to the COVID-19 pandemic, the planning committee said on Tuesday.

Both the ceremony and traditional parade that follows will have limited attendance and be reimagined, the committee planning the event said in a statement.

The committee is urging members of the public to refrain from traveling to Washington for the inauguration,



US President-elect Joe Biden walks onstage to speak at a drive-in rally for Georgia Democratic candidates for US Senate Raphael Warnock and Jon Ossoff, Dec 15, 2020, in Atlanta. (AP)

which in the past has drawn hundreds of thousands.

Biden spent much of the 2020 presidential election

following COVID-19 safety protocols, holding relatively few in person events and campaigning virtually from his home base in Delaware.

"Our goal is to create an inauguration that keeps people safe, honors the grand traditions of the presidency, and showcases the Biden-Harris administration's renewed American vision for an inclusive, equitable, and unified citizenry," Tony Allen, the CEO of the inaugural committee, said in the statement.

In that way, the inaugural is likely to be similar to last summer's Democratic convention, which featured virtual programs with participants across the nation.

The pandemic, which experts expect to worsen over the winter months in the United States despite the approval of a vaccine, has killed more than 300,000 Americans. Biden made President Donald Trump's handling of the health crisis a centerpiece of his campaign.

It remains unclear whether Trump, who has refused to acknowledge his loss to Biden despite an Electoral College vote on Monday that affirmed the Democrat's victory, will attend Biden's swearing-in ceremony or meet with him at the White House, as is custom.

Agencies

China, AU break ground on landmark project to advance Africa's public health

ADDIS ABABA

WITH China's help, Africa is expected to have a stronger public health agency to advance health initiatives and deal with disease threats in about two years.

Construction of the China-aided Africa Centers for Disease Control and Prevention (Africa CDC) headquarters commenced on Monday in the Ethiopian capital Addis Ababa, in a landmark project that testifies to flourishing China-Africa cooperation.

Senior officials from the African Union Commission (AUC) and the Africa CDC, representatives of African countries, diplomats from the Chinese mission to the AU and high-level dignitaries witnessed the groundbreaking ceremony of the project on the southern outskirts of Addis Ababa.

The project, featuring modern offices, high-end laboratories and accessories, covers an area of 90,000-square-meter and is expected to be completed within 25 months.

STRONG PARTNERSHIP

The project's groundbreaking is a concrete example of China's support for Africa's health sector and solidarity with Africa in coping with the COVID-19 pandemic.

At the Extraordinary China-Africa Summit on Solidarity against COVID-19 held in June, Chinese President Xi Jinping said China will start ahead of schedule the construction of the Africa CDC headquarters this year, work with Africa to fully deliver the health care initiative adopted at the Forum on China-Africa Cooperation Beijing Summit, and speed up the construc-

tion of China-Africa Friendship Hospitals and the cooperation between paired-up Chinese and African hospitals.

Amira Elfadil, AU commissioner for social affairs, hailed the project as the latest manifestation of the ever-growing and multifaceted China-Africa partnership. As the AU implements Africa's development blueprint, the Agenda 2063, Africa has been looking for partnerships and friends to support the continent, she said.

"We are looking for those who are serious about the future of this continent; and when we say strategic partners and mention strategic partnerships, China comes first and we appreciate this partnership very much," Elfadil added.

Echoing the sentiment, Liu Yuxi, head of the Chinese Mission to the AU, stressed that

China "gives greater priority" to bilateral cooperation on public health. The project will be a clear testimony of China-Africa solidarity against COVID-19, he added.

"Looking back this year, China and Africa supported each other and fight the COVID-19 pandemic shoulder to shoulder. China got valuable support from the African Union and African countries when it faced the hardest period," the Chinese envoy said.

"When the outbreak reached Africa, China sent medical expert teams to 16 African countries, carried out paired-up hospital cooperation with 42 African countries, offered urgent medical supplies to African Union and almost all African countries, and is committed to implementing the G20 Debt Relief Initiative. All of these are the best interpretation of a friend

in need is a friend indeed," Liu said.

THE FUTURE

Africa, which has long been suffering from various infectious diseases, particularly the recurrent Ebola outbreaks and the raging COVID-19 pandemic, is in urgent need to improve its disease control system.

The total number of COVID-19 infections on the African continent exceeded 2.38 million as of Monday, while the death toll from the disease reached 56,360, according to the latest data from the Africa CDC.

The construction of the headquarters is expected to enable the Africa CDC to better play its role of coordination, mobilization and emergency management in public health across the continent.

Xinhua

Nigerian teachers' union threatens nationwide strike over increasing threats

ABUJA

THE national union of Nigerian teachers on Tuesday threatened to down tools over recent attacks on schools, including Friday's abduction of students in the country's northwestern state of Katsina.

Recent attacks have posed a threat to the lives of teachers and students, the Nigeria Union of Teachers (NUT) said in a statement, in response to the attack on the Government Science Secondary School in Kankara, in which more than 300 students went missing.

The latest attack in Katsina "sent shivers through the spine of other members" of the union in the academic community, the union noted.

On Dec. 1, the headteacher of a primary school in the southern state of Edo, identified as Alu Ola Paul, was kidnapped by gunmen on his way to work and released six days later, said the NUT.

On Dec. 8, two female teachers at a secondary school in the Effurun area of the oil-rich Delta State were also allegedly kidnapped within their school premises by armed bandits and have yet to be released, the teachers' union recalled.

"In light of these recent developments, the NUT may be compelled to down tools, pending when it is safe for our members to teach and guide our pupils and students without fear of abduction by these faceless enemies of educational prosperity of the Nigerian nation," said the statement.

Meanwhile, the NUT called on the government at all levels to ensure adequate security and 24-hour surveillance around schools. "These incidences are sad reminders of previous ugly events in Chibok and Dapchi, where Boko Haram terrorists had attacked and abducted students, creating a monumental disruption of school activities and impeding our nation's educational growth and advancement while subjecting family members and relatives to unimaginable trauma," the NUT said.

Katsina State Governor Aminu Masari on Monday confirmed that government negotiators are already in touch with kidnapers of the students, refusing to disclose details of the negotiations as the authorities were trying to protect the victims and secure their release.

Xinhua

African communities ready for COVID-19 vaccine amid economic, health concerns

NAIROBI

NEARLY 70 percent of the African population is ready to be vaccinated against the coronavirus amid mounting concerns over the virus's heavy toll on economies, livelihoods and health, says a poll that was launched in Nairobi on Wednesday.

The survey that was conducted in six African countries by international market research agency, GeoPoll, in late November indicates that COVID-19 vaccine acceptance in the continent has improved.

"GeoPoll's study found that many populations in Africa are

ready for a vaccine to be available, with almost 70 percent of people in some countries including South Africa stating that they are willing to take a vaccine as soon as it is available," said Roxana Elliott, vice president of marketing at GeoPoll.

The survey on acceptance for a vaccine against the pandemic in Africa covered nearly 3,000 people in Kenya, Mozambique, Nigeria, Cote d'Ivoire, South Africa and the Democratic Republic of Congo (DRC).

It says that a third of respondents strongly agree that the COVID-19 vaccine is safe while an additional 21 percent were skeptical and 29 percent were non-committed.



Confidence in vaccine safety is highest in Nigeria and South Africa, where 41 and 35 percent re-

spectively strongly agree that vaccines are safe," says the poll.

"Those in the DRC were most likely to report that they strongly disagree that vaccines are safe, at 23 percent of respondents. There were no large differences observed by age and gender," it adds.

It says that trust in the information disseminated by governments correlated with higher acceptance for the vaccine in the six African countries where the survey was conducted.

The survey says that respondents were also concerned about the cost of the vaccine and demographic groups that were likely to be given urgent priority.

Elliott said there was a direct link between the heavy toll of the pandemic on economies, lives and livelihoods and the willingness to be inoculated.

"Those in countries such as Kenya and South Africa, who have been greatly impacted by COVID-19 and related restrictions, are more willing to take the vaccine," said Elliott.

She said that the establishment of seamless transportation logistics combined with grassroots-based campaigns on the safety and efficacy of the COVID-19 vaccine is key to boost its uptake in Africa.

Xinhua

Moscow expects new US administration to make up its mind on New START treaty

SARAJEVO

ZAGREB, December 16. /TASS/. Russia expects the new US administration to make up their mind regarding arms control, especially regarding the future of the New START treaty, Russian Foreign Minister Sergey Lavrov said at a press conference Wednesday.

"I cannot even contemplate or speculate on this right now, because nothing depends on us anymore. The treaty could or could not be extended.

The conditions that the Americans have been decorating their position in this regard recently meant not an extension of the existing treaty but a development of a new one," he said.

"And they must make up their mind. So we wait until the new administration decides on its approach and then we will decide on our own."

Moscow repeatedly called on Washington not to delay the decision on the treaty's extension, calling the treaty a golden standard in disarmament. On October 16, Russian President Vladimir Putin proposed to extend the New START for at least one year without pre-conditions.

The Trump administration previously proposed to increase the number of signatories, inviting China, but Beijing rejected this idea. The US President-Elect Joe Biden spoke in favor of prolongation of the current treaty.

Vaccinations begin amid deadlier phase

THE United States kicked off a mass vaccination drive on Monday, hoping to turn the tide on the world's biggest coronavirus outbreak as the nation's death toll from COVID-19 passed a staggering 300,000.

The start of the desperately awaited vaccine program coincided with several European countries announcing new lockdowns amid spiraling infections, highlighting the long road to ending the pandemic.

New York nurse Sandra Lindsay became the first in the US to receive the vaccine from Pfizer and BioNTech, live on television, six days after the United Kingdom launched the West's vaccine campaign.

"It didn't feel any different from taking any other vaccine," said Lindsay, a critical care nurse at the Long Island Jewish Medical Center, imploring all US citizens to "do our part" by getting vaccinated.

"I hope this marks the beginning of the end of the very painful time in our history."

The vaccinations came during one of the darkest phases of the pandemic, with cases in the US and many other countries soaring, and health experts struggling against vaccine skepticism, lockdown fatigue and uneven adherence to safety rules.

On Monday, the Netherlands prepared to enter its strictest lockdown since the pandemic began, and Britain announced new restrictions on London.

The US which has the globe's highest death toll, and the largest number of reported cases at 16.3 million passed 300,000 deaths just hours after vaccinations began.

"First Vaccine Administered. Congratulations USA! Congratulations WORLD!" US President Donald Trump wrote on Twitter earlier in the day, while President-elect Joe Biden tweeted "Stay hopeful brighter days ahead."

Vaccinations also took place in California, Pennsylvania and Ohio.

Nationwide programme

An initial 2.9 million doses are set to be delivered to 636 sites around the US by Wednesday, with officials saying 20 million people in the country could receive the two-shot regimen by the end of the year, and 100 million by March.

Doses are being shipped in boxes containing dry ice that can keep supplies at -70 C, the temperature needed to preserve the Pfizer-BioNTech drug.

Trials have shown the vaccine to be 95 percent effective.

But experts face a battle to convince enough people to take it to make it effective in the US, where the anti-vaccine movement is strong. According to recent Pew research, only about 60 percent of US adults say they would get a vaccine.

"My biggest concern is the level of hesitancy in the country. I really hope we are going to be able to change that," Moncef Slaoui, head of the government's vaccine rollout program Operation Warp Speed, told CBS.

Meanwhile, US health officials were on the alert for any adverse reactions.

Most reactions to the vaccine will be mild and will resolve within one to two days of onset, David Kuhar, a specialist on the Healthcare Infection Control Team of the Centers for Disease Control and Prevention, said on Monday in a webinar.

US CDC officials said on Saturday that patients with a history of severe reactions should take precautions as there are two documented cases of anaphylaxis in British healthcare workers who received the Pfizer vaccine.

Agencies



A nurse fills up a syringe with the Pfizer-BioNTech shot at UW Medicine in Seattle, the United States, on Dec 15, 2020. AP

Keeping Sino-US competition healthy 'vitaly important'

By Zhao Huanxin in Washington

STABILIZING the relationship between the United States and China is an "essential" step for the incoming US administration to restore global cooperation, and keeping the competition healthy is "vitaly important" to repair the damaged relations, former Treasury secretary Henry Paulson has said.

"Until the US and China can establish where they can cooperate and where they will compete, there will be chaos, which limits global economic growth and threatens peace," Paulson wrote in an op-ed posted Monday on The Wall Street Journal's website.

Paulson, who had warned that the two countries were heading to an "economic iron curtain" two years ago, has recently called for policymakers to "get competition with China right", arguing that competition without unnecessary confrontation should be the goal.

He noted that the incoming Biden administration has a historic need and opportunity to restore global cooperation, but that will be difficult without restoring global order.

"An essential step in that process is stabilizing the US-China relationship," which has been fraught with stress in a host of areas, including more tariffs, heightened restrictions, revoked visas, fewer student and scholar exchanges, and inflammatory rhetoric.

In his opinion piece "How to Fix Our Relationship With China", Paulson largely reiterated many of his points made at the Bloomberg New Economy Forum on Nov 16, where he called for efforts to get the competition right, which he said is baked into the relationship of the two countries.

"Competition without unnecessary confrontation should be our goal – because confrontation without effective competition has produced some poor results for the American people," Paulson said at the forum.

"It has damaged our economy. It has stunted our export opportunities. In time, it will threaten the peace of the world and doesn't make us safer," he wrote in the article. "And so, we will have chaos and conflict if we cannot get this right."



The US needs a "clear-eyed but productive" US-China relationship, built on what he called a "targeted reciprocity", according to Paulson.

Paulson also appealed to people to reject the notion that the US does not benefit from an economic relationship with China.

"Indeed, our workers and farmers have the potential to benefit to a much greater extent from a more balanced relationship with the world's fastest-growing major economy," Paulson wrote.

As the two largest global economies, it is in the interest of Americans, Chinese and the world that the US and China find a way to re-boost economic growth, he added.

Paulson, who also previously led Goldman Sachs Group Inc, cautioned that the actions taken by the current administration out of concerns of "national security" will "do more to hurt America's credibility, leadership and economic competitiveness than halt China's progress".

For example, preventing legitimate Chinese companies from US capital-market listings on vague national-security grounds only makes

London, Hong Kong or Tokyo more attractive, according to Paulson. As the US is geared to usher into a new administration, there have been increasing voices in both countries calling for managing their competition well to achieve a cooperative competition.

Henry Kissinger, the former US secretary of state, also warned of the consequences of an ever-souring relationship between the two countries.

At the Bloomberg forum last month, Kissinger urged Washington and Beijing to define what to avoid and achieve, and to forge a "strategically stable relationship" capable of preventing a catastrophe comparable to World War I.

Also last month, Fu Ying, a former ambassador and vice-foreign minister of China,

noted that there is no denying that China-US relations have suffered serious damage over the past four years.

Both governments have heavy domestic agendas to attend to, and so even if competition between them is unavoidable, it needs to be managed well, cooperatively, Fu wrote in an op-ed for The New York Times late last month.

She said that it is possible for the two countries to develop a relationship of "coopetition", that is cooperation plus competition, by addressing each other's concerns.

Chinese Ambassador to the US Cui Tiankai last week warned that the continuing deterioration of US-China relations, already at their lowest point in decades, will cause "irreparable damage" to the fundamental interests of both countries.

"We do have differences and disagreements, but our shared interests always come first, so much so that no difference justifies any conflict or confrontation," he said at a virtual US-China Business Council 2020 annual gala last Wednesday.

Kenya to open consulate in breakaway Somali region

By Bloomberg

KENYA will open a consulate in the breakaway region of Somaliland that's lobbying for international recognition, escalating tensions with the government of neighboring Somalia.

The office will open in the Somaliland capital of Hargeisa by end of March, Kenyan President Uhuru Kenyatta and his Somaliland counterpart Muse Bihi Abdi said in a joint statement on Tuesday. The breakaway region will upgrade its liaison office in Kenya's capital, Nairobi, at the same time.

Somalia cut diplomatic ties with Kenya on Tuesday, the day after Kenyatta announced he was holding talks with Abdi. The rift in relations comes as Kenya and Somalia prepare to square-off at an international tribunal in March over a maritime-border dispute.

Somaliland unilaterally declared independence in 1991 after the eruption of a civil war in Somalia. Since then, it's been pushing for international recognition that would allow it to source funding and aid from financial bodies such as the World Bank and the International Monetary Fund.

Situated on the Gulf of Aden, on the approach to a global shipping choke-point that leads to the Red Sea and Suez Canal, Somaliland has oil deposits that have been explored by companies including Genel Energy Plc. Somalia regards the region as an integral part of its territory.

In addition to upgrading diplomatic ties, Kenya Airways Plc and other airlines from the East African nation will start flights between Nairobi and Hargeisa by the end of March, according to the statement. Kenya and Somalil-



Kenya's President Uhuru Kenyatta speaks next to his deputy William Ruto delivers a speech at the State House in Nairobi. (File photo)

and will cooperate in areas including farming, and plan to collaborate in combating Islamist insurgents in the region.

Diplomatic relations between Kenya and Somalia deteriorated last year after Kenyatta's administration accused Mogadishu of auctioning off offshore oil blocks in a disputed offshore area, an allegation Somalia denied.

In October 2019, Somalia summoned Kenya's ambassador after a Kenyan-registered aircraft landed without permission in Jubaland -- a region of Somalia that's seeking greater autonomy.

Kenya invaded Somalia in 2011, after a spate of kidnappings by the al-Qaeda-linked al-Shabaab group who had originated in Somalia. The Kenyan forces later joined a multinational African Union force that sought to end the insurgency.

Central China's Hubei province facilitates market access for enterprises

IN July, the market regulation department in central China's Hubei province, together with five other institutions in the province, issued a notice specifying that the four government affairs regarding the establishment of enterprises, specifically establishment registration, official seal engraving and making, invoice application and social security registration, would be compressed into two procedures, namely application (which only requires one application form) and feedback (with all materials delivered to the applicants through one service window) starting from Aug. 1.

Meanwhile, the two procedures would be completed within one working day, with no charges at all, according to the notice.

So far, Hubei province has basically achieved the goal of going through the procedures related to the establishment of enterprises at all levels within one working day.

By the end of October, the province had helped cut fees of over 14.77 million yuan (\$2.25 million) for enterprises while giving



Photo taken on November 2020 shows a busy street in Wuhan, central China's Hubei province. File photo

out free official seals to companies.

Recently, Jiang Sha, who came to Wuhan, capital of Hubei province, to start a business, was attracted by a science and technology project about environmental protection and was also satisfied with the consultations with the project owner.

However, Jiang was asked to provide the paperwork, including her business license, within one week for their cooperation, which caused quite a problem.

"This is the first time that I have started a business and I need to prepare a lot of materials and go through a complicated process to apply for a license," she said, who thought that there was no way that she could manage it in one week.

Jiang had no choice but to take her chances at the government affairs service center in Qingshan district, Wuhan.

To her surprise, the application process was particularly fast.

In the service area for the establishment of companies, the staff workers taught her to fill in relevant information online. Her application was reviewed and approved in less than an hour.

The staff workers also promised to mail the business license and three newly carved official seals to her house free of charge. Two days later, Jiang took the company's full set of "ID" and successfully won the project.

"I didn't think that I could make it," Jiang said, who was surprised that she could receive the business license and official seals in such a short period of time. The entrepreneur felt relieved with the newly-signed contracts.

One of the major tasks for Hubei province, which was once hit hard by the epidemic, is to help market players survive, stay and grow.

To this end, Hubei has successively introduced a series of measures this year, in a bid to further improve the business environment and stimulate market vitality.

People's Daily



Shiza Kichuya

Namungo FC to keep on fielding Kichuya in VPL games

By Correspondent Ismail Tano

VODACOM Premier League's Namungo FC management has ruled that the squad will continue fielding winger, Shiza Kichuya, in the top flight games and continental competitions, despite reports from FIFA stating that the player has been suspended for six months.

Kichuya was signed by Simba in this season's January transfer period from Egyptian club Pharco which however claims he had a two-year contract and spent one season with the squad.

Pharco, therefore, were forced to submit complaints to FIFA on the player's registration.

The world soccer governing body later issued a six-month ban on the player, with Simba being fined more than 250m/- for violating registration procedures.

Namungo FC Head of Information and Communication Department, Kindamba Namli, noted that Kichuya will continue to play for the outfit because Simba have asked FIFA to review the case against the player.

He stated: "According to the information given to us about Kichuya, he could be suspended for six months if Simba fail to pay the fine within 45 days."

"Kichuya can be suspended for six months, Simba SC can be banned from registering players for three seasons."

"At the moment Simba have requested a review of the verdict issued by FIFA, in the sense that everything is restarting until the review is completed."

"This means that even the time given to Simba to pay the fine is not considered until the review is completed."

"The information that will come out after the review will work."

"We are trying to monitor the issue, after receiving information about Kichuya, our legal person was not there so we waited until he read the documents of the information and interpret it for us."

Even though FIFA reports have been released and reported by the media in the country, Namungo FC fielded Kichuya in the club's Vodacom Premier League games against Biashara United Mara and then Azam FC.

Simba SC's Board of Directors' members met to discuss the 294m/- fine imposed by FIFA through the Court of Arbitration for Sport in which FIFA demanded payment for the team's violation of Kichuya's registration procedures.

Former Simba Chief Executive Officer, Senzo Mbatha, is said to have been involved in Kichuya's recruitment.

Kichuya was signed by Simba from Pharco FC while Mbatha, who is now an administrator at Yanga, was Simba's official.

Simba have been ordered to either pay the money or face a two-season transfer ban, should they fail to pay the money within 45 days from November 24, this year, when the sentence was handed down.

Simba sold Kichuya to Pharco, a Second Division League club in Egypt, in January, last year, on a four-year deal, before the latter sent him on loan to Egypt Premier League side ENPPI.

The ENPPI retained him for only six months and sent him back to Pharco earlier this year, where he did not get a chance to either play for the club or arrange another loan move.

Kichuya, for that matter, looked to have disagreed with the situation and he decided to return to Tanzania.

He was later roped in by Simba without Pharco's consent.

The FIFA, as a result, banned the player from playing football for six months while Simba were fined US dollars 127,000 (294m/-).

On several occasions, influential leaders within Simba, Salim Abdallah "Try Again" and Mulamu Nghambi, said they did not know what had happened, although Mbatha is said to have knowledge of the truth about the whole matter.

"I do not have enough information on this issue, but as far as I know we asked for his International Transfer Certificate (ITC) and we were given at the time Mbatha was one of our club's officials, I do not know what happened," Nghambi said in a statement, which is similar to the one issued by Abdallah.

He said Mbatha was present at the time of Kichuya's registration, so he has a good chance of talking about the saga.

Football analysts, nevertheless, have claimed the South African football administrator is being slandered as the person responsible for the transfer is the Tanzania Football Federation (TFF)'s Transfer Matching System (TMS) Manager, who would have identified any defects.

However, they said they would discuss the matter when it will be brought up by their club's Chief Executive Officer (CEO), Barbara Gonzalez.

"I don't know when we will meet because we have just left the session, but when we find the CEO who will bring it to the table, we will discuss it and know what to do," Nghambi said.

Govt steps up efforts to promote tourism

By Correspondent Beatrice Philemon

TANZANIA Tourist Board (TTB) has signed a three-year Memorandum of Understanding (MoU) with CI Group Limited to promote domestic tourism, increase the number of tourists in the country and foreign currency.

Devota Mdachi, TTB Managing Director, issued the comments in Dar es Salaam yesterday while briefing journalists on an acrobatic show which will take place at the JKT grounds at Masaki in the city from December 23 to January 3, 2021.

She said the performance will take place in a big and the show will involve Tanzanian acrobats and dancers that have been trained by Circus Mama Africa to market the country's tourism potentials and other issues relating to arts and culture.

The board is tasked with promoting Tanzania's tourism potentials within the country and abroad to increase the number of tourists' arrivals and revenue.

"We want to meet the government's target of registering more than 5



Tanzania Tourist Board (TTB) Managing Director, Devota Mdachi (R), hands over a Memorandum of Understanding (MoU) to CI Group Limited Managing Director, Constantine Magavilla, at TTB headquarters in Dar es Salaam on Wednesday. The TTB signed a three-year MoU with the company to promote the country's tourist attractions. PHOTO: CORRESPONDENT

million tourists by 2025 that will in turn help Tanzania earn USD 6 billion," she said.

So far, according to Devotha, TTB has come up with various tourism marketing strategies for marketing the country's tourism potential.

"We are currently using local and foreign celebrities, social media accounts, on-line marketing strategy, local companies engaged in tourism sector, primary and secondary schools and universities to promote what Tanzania has to offer in tourism sector," she stated.

Devotha stated this year's show is expected to have many varied and rich cultures that Tanzania has to offer and it will involve Tanzanian tour operators who will get an opportunity to promote what they offer in tourism sector.

She called on Dar es Salaam residents in all areas to visit JKT grounds at Masaki to experience the magnificent art of acrobatic shows by Circus Mama Africa's acrobats.

Constantine Magavilla, CI Group Limited Managing Director, thanked

TTB for joining them to promote Tanzania's tourism potentials.

"This is the third show that will involve Tanzanian acrobats and dancers who have been trained by Circus Mama Africa," noted. Magavilla stated that during the event, the Circus Mama Africa's members will perform the acrobatic show twice a day at 4pm and 8.30am from December 23 to January 3 next year.

He said the performance will feature modern acrobatics which encompass various programs, which have won

the acrobats honours in national and international competitions in recent years.

He said: "We have Tanzanian acrobats who have been participating in events in different countries across the world."

He noted the event will promote Tanzania's culture and market the tourist attractions existing in the country because Tanzanian tour operators and other foreign countries will get an opportunity to show what they offer in tourism sector.

He appealed to Dar es Salaam residents to visit the event to learn and see what the country has to offer in the tourism sector including culture.

He moreover noted during the show there will be a special offer for people willing to visit the tourist attractions at Christmas and New Year celebrations.

The event has been organized by Circus Mama Africa and CI Group Limited in collaboration with TTB.

He disclosed: "Preparations for the event are underway and people willing to participate in this event will each pay 15,000/-."



Yusuph Mlipili

Coastal Union seek to rope in Bukaba, Mlipili

By Correspondent Adam Fungamwango

FORMER Simba SC defenders, Yusuph Mlipili and Paul Bukaba, are closing in on joining Tanga's Coastal Union in the mini transfer period.

Reports from the Vodacom Premier League outfit reveal the squad is eager to recruit the two players, who were some of key players at Simba a few years back, in an effort to improve their defense.

Coastal Union head coach Juma Mgunda stated the squad is communicating with a section of players but he stopped short of mentioning them.

Mgunda commented: "It is true I need to improve my club and I have concentrated on roping in players that will play in the forward line, offensive midfield and central defensive areas."

He noted Coastal Union are lately communicating with a section of domestic players but he maintained he will issue their names upon the completion of the recruitment.

Mlipili was offloaded by Simba after the completion of the 2019/20 season as he failed to land a place in the squad's first team.

The central defender showcased impressive displays for Simba in the 2018/19 CAF Confederation Cup's match against Egypt's Al Masry, which took place in March, 2018.

Bukaba headed to Namungo FC on loan and his contract with Simba came to an end in the previous season, the sides did not want to keep him once the loan deal concluded.

Several clubs in the country are lately busy in pursuit of talents that will boost the respective teams.

Athletes bring fight for equality into sporting arena in 2020

TORONTO

A BIG part of sport's appeal is that when you buy a ticket or turn on the television for a few hours it provides a respite from the turmoil engulfing the outside world.

But in 2020, from the soccer pitches of the English Premier League to the U.S. Open tennis hardcourts, there was no ignoring the fight for racial equality as athletes rushed to the front lines of what became a global movement.

Black Lives Matter was stenciled onto NFL fields and NBA courts. Athletes raised fists and took the knee.

"We Race as One" was the message Formula One sent wanted heard over the roar of screaming engines as mighty Mercedes, with the enthusiastic backing of FI's only Black driver Lewis Hamilton, changed their famous Silver Arrows livery to black to show their commitment to greater diversity.

There were moments of silence at PGA golf tournaments and outrage at a NASCAR Cup race when what appeared to be a noose was found hanging in the garage of Bubba Wallace, the only African-American driver in the Series.

A summer of protest in the United States triggered by the May death of George Floyd while in Minneapolis police custody followed by the shooting of another unarmed Black man Jacob Blake in Kenosha, Wisconsin were the sparks that ignited a global movement uniting athletes around the world.

Athlete activists are not a new breed but sport and protest have been a polarising volatile mix.

RACIAL INJUSTICE

When Tommie Smith and John Carlos climbed onto the podium at the 1968 Mexico Olympics shoeless with black gloved fists raised in protest after winning gold and silver in the 200 metres, they returned home to the U.S. to face shame and death threats.

Almost 50 years later it was Colin Kaepernick in the cross-hairs, the former San Francisco 49ers quarterback the target of hate for his kneeling protests in 2016 that have become a symbol of the fight against racial injustice and police brutality.

U.S. President Donald Trump labelled such protests as unpatriotic and those doing them "sons of bitches". Fox News host Laura Ingraham told the NBA's biggest name and most prominent activist, Los Angeles Lakers LeBron James, to quit sticking his nose into politics and "shut up and dribble".

Athletes found their voice not as individuals in 2020 but as a group pushing a common cause and changing forever the dynamic between them, team owners and fans.

A year earlier athletes had protested under threat of punishment and reprisals but this year they did so, in most cases, with the blessing of their leagues and governing bodies.

Messi wage 'not sustainable' - prez. candidate Rousaud

BARCELONA

LIONEL Messi's salary is too big for Barcelona due to their financial predicament, presidential candidate Emili Rousaud has said, adding that he wishes to keep the club's all-time top scorer on a reduced contract.

Messi, who sought an exit from Barca in the close season, has less than seven months remaining on his deal with the club where he has spent his entire career. He is free to negotiate with rival clubs in a different country from January.

Former Barca vice-president Rousaud, who resigned this year out of protest at how the club was being run by then chief Josep Maria Bartomeu, said Messi would accept a lower salary if he could be convinced the club will return to winning ways.

"In the club's current situation Messi's salary is not sustainable, so we'll have to reach an agreement with him. We will present an attractive project to him," Rousaud told Spanish newspaper AS on Tuesday.

"What matters most here is the sporting project. When Messi said he was leaving he didn't mention money. He has the highest salary in the world, no one earns more than him, he doesn't want to leave because he earns too little.

"He wants to leave because he wants to win trophies. He referred to that recently when he said: 'The Champions League is not within our reach.' He wants a team full of talent."

Barca were ranked as the club with the biggest revenues in European football by the 2020 Deloitte Money League but the COVID-19 pandemic has obliterated their finances. Last week the club announced they were delaying salary payments to players.

Messi was named the top-earning footballer in the world by French newspaper L'Equipe earlier this year, claiming an estimated €8.2 million (\$9.97m) per month from Barca.

Acting Barcelona president Carles Tusquets recently said selling Messi would have been better financially for the club.

Rousaud, one of many candidates running in the club's presidential election on Jan. 24, also said he wishes to name Barca's renovated Camp Nou stadium after Messi, a move he believes will help attract sponsors.

The election is being held two months earlier than planned after Bartomeu resigned in October. (Agencies)

Zidane calls Benzema 'best' French striker ever

MADRID

ZINEDINE Zidane has praised Karim Benzema as the best French striker ever after scoring another brace in Real Madrid's 3-1 La Liga win over Athletic Bilbao.

Toni Kroos put Madrid ahead in the first half after Athletic had been reduced to 10 men, but Ander Capa's equaliser threatened to end their winning run before Benzema scored his fifth and sixth league goals of the season.

"He's the best," Zidane said in his post-match news conference. "Without playing a really good game today, he scored twice again. He always shows up, that's what the great players do."

The French coach was asked if he believed Benzema, 32, deserved to be ranked ahead of legendary compatriots such as Raymond Kopa, Michel Platini, Jean-Pierre Papin and Thierry Henry.

"For me, yes," Zidane said. "He shows it with what he's doing. He's played at Real Madrid for a long time, more than 500 games. His goals, his trophies, what he's done, they speak for themselves. For me he's the best, yes, it's clear."

Benzema joined Madrid from Lyon in 2009 and has won four Champions Leagues and three La Liga titles in his time at the Bernabeu but has faced criticism at times over his goalscoring record.

"He isn't a pure No. 9, only thinking about goals," Zidane said. "That's why I love him. He doesn't only have that in his head. He links up, passes to teammates. That's what I like in football, and he has both things."

It's now four wins in a row in all competitions for Zidane's team, after beating Sevilla, Borussia Monchengladbach and Atletico Madrid last week.

The three points saw Real Madrid draw level with Real Sociedad and Atletico Madrid at the top of the La Liga table, although Atletico have two games in hand.

"It was a really important game for us," Benzema said. "We're on the right track. When we're at this level, things go well for us."

Besides his two goals on Tuesday night, one first-half moment in which the forward played a pass by controlling the ball with his back caught the eye.

"What can I say, I see football like that," he said. "If I can do it, I'll do it, if it's necessary. I won't say I practise it, but if the ball comes to me like that, I have to do something."

(Agencies)

Lampard complains of complacency as Chelsea loss

LONDON

FRANK Lampard believes Chelsea have become complacent after the Blues blew a lead to lose 2-1 at Wolves and suffer back-to-back Premier League defeats for the first time during his reign in charge.

Twice in four days Chelsea have wasted the chance to move top of the Premier League after losing for the first time in 18 matches at Everton on Saturday.

Lampard himself called into question his side's title credentials after a 1-0 loss at Goodison Park at the weekend and believes his players may have got carried away with their unbeaten run.

"Performance is what gives you results. We were playing very well, on a long unbeaten run and then maybe the lads think 'we're playing well'. The minute you think you're playing



Wolverhampton Wanderers' Pedro Neto scores their second goal against Chelsea. Reuters

well, things like this can happen," said a visibly irked Lampard after Pedro Neto broke clear to win the game in the 95th minute.

"If you're not playing well which we weren't tonight, hang on to the 1-0. Play, control the game, and don't allow counter attacks like we did."

There was more evidence that Chelsea are still a team in transition after a £220 million

(\$294 million) transfer spending spree as two of their big money signings, Timo Werner and Kai Havertz, again failed to sparkle.

Lampard's men remain in fifth, three points adrift of Tottenham and Liverpool at the top, ahead of a clash between the top two at Anfield on Wednesday.

Victory was no more than Wolves deserved as they bounced back from two consecutive defeats

since losing top scorer Raul Jimenez to a fractured skull.

"We reacted well," said Wolves boss Nuno Espirito Santo. "I think we were always in the game. We were well organised and second-half we played really well."

- Chelsea disappointed - Other than bursts from Christian Pulisic past the struggling Nelson Semedo, Chelsea created precious little from open play.

Set-pieces caused Wolves more problems as Olivier Giroud headed over when he should have hit the target before Kurt Zouma crashed a header from another corner off the crossbar.

Giroud was razor sharp four minutes into the second-half as he volleyed Ben Chilwell's cross towards goal and the ball slipped through Rui Patrício's grasp and just over the line.

Going behind awakened Wolves and Fabio Silva was denied his first Premier League goal since a 40 million euro (\$47 million £36 million) move from Porto by an offside flag.

Wolves had not scored in two games since losing Jimenez to a sickening head knock suffered in a 2-1 win at Arsenal.

But Daniel Podence produced a moment of magic as he twisted and turned inside the Chelsea box to find space for a shot and his effort deflected off Reece James and inside Edouard

Mendy's near post.

Chelsea's record signing Havertz had another night to forget. The German international was replaced by Mateo Kovacic, while Tammy Abraham replaced the injured Giroud as Lampard went in search of a winner.

Yet, it was Wolves who looked the more likely winners in the closing stages.

Neto thought he had won a penalty when driving past James, but after a VAR review referee Stuart Attwell overturned his original decision as there was no contact on the Portuguese winger.

However, Neto was not to be denied on the counter-attack deep into stoppage time as he accelerated past Zouma and drove low into the far corner to move Wolves into the top half of the table and within three points of the top four.

AFP

How Barcelona signed 13-year-old Messi with a napkin - 2

By Sam Marsden, Jordi Blanco and Moises Llorens

Gaspart: I didn't know anything about the trial and didn't even consult anyone after speaking with Rexach. I already said it was his decision ... Well, the final word had to be mine, as the president, of course, but the credit is all Charly's.

Messi's signing came a few months after [Luis] Figo's exit, which was really hard for the club and deserved a book of its own. Everything that happened in that August I would not wish upon anyone, and as you can imagine, at that moment, Messi was not a priority for the club.

I do remember the logistical conditions were different because the father, Jorge, wanted Leo to live in a flat with him and not in La Masia with the rest of the kids in the academy. As an exception, Rexach told me it could be done, that we couldn't be getting tangled up in minor issues and that we had to do it.

Signing the napkin
By the middle of December, Messi's dad, Jorge, was particularly nervous. The lack of news out of Barcelona was leading him to believe they weren't willing to sign his son. Sensing that the club could miss out on a once-in-a-lifetime player, Rexach stepped in to ensure that Messi did not go elsewhere.

Rexach: Jorge thought [Barca] were stalling. I wasn't there and don't know exactly how things were, but when I met with Jorge I realised he wasn't clear on anything. I suppose he didn't trust [Barca] and he seemed desperate, so one night I met with Minguella and Horacio at the Pompeya tennis club and, speaking with Jorge on the phone, he told me, "If this isn't sorted soon, we're going. I have to return to Buenos Aires and I don't see anything happening." That was when, thinking on my feet, I decided everything.

Why a napkin? Be-



Lionel Messi

cause it was the only thing I had available to hand. I saw the only way to relax Jorge was signing something, giving him some proof, so I asked for a napkin from the waiter and I wrote: "In Barcelona, on 14 December 2000 and the presence of Messrs Minguella and Horacio, Carles Rexach, FC Barcelona's sporting director, hereby agrees, under his responsibility and regardless of any dissenting opinions, to sign the player Lionel Messi, provided that we keep to the amounts agreed upon."

I told Jorge that there was my signature and that there were witnesses, that with my name I would take direct responsibility, there was nothing else to talk about and to be patient for a few days because Leo could already consider himself a Barca player.

Minguella: We met at the Pompeya tennis club in Montjuic in Barcelona. We were chatting for a while after playing a game of tennis. Horacio was also there. We reached the conclusion that something had to be done. It was genius from Rexach, with no paper to hand at the tennis club, grabbing the napkin, writing the contract and all of us signing it.

Straight after that, I spoke with Jorge Messi, who was at the Plaza Hotel in the city with Leo, to confirm one of the president's men had signed a document and that the kid was here to stay. The Messis were

getting desperate given Barca's silence, but at that moment everything was cleared up.

Gaggioli: The napkin was a valid document legally, according to what my lawyers told me, and it changed everyone's life. It's now guarded in a bank in Andorra -- it's a historic document and must be protected. That said, it should also be noted that since that document existed, Barca sent a letter inviting the family to come to Barcelona. Joan Lacueva sent a letter of 10 lines saying that in February 2001, the whole family should travel to Catalonia.

Gaspart: The napkin was a moral way of making it clear to Jorge that there was nothing to worry about. Officially, it didn't serve as anything, but it was the step before signing the first contract, which [former Barca vice president] Paco Cloas did.

Debut and treatment
The napkin was just the beginning of the end

of the saga. It would be almost another month until Messi was officially signed as a Barca player. He wouldn't be able to make his competitive debut until March due to registration issues.

Wearing the No. 9 shirt in a game against Amposta, he scored on his first official appearance for the club. Everyone at the club soon realised the caliber of player they had on their hands, and it wasn't long before other European heavyweights were trying to lure him away. Messi, though, remained loyal to Barca, grateful that they'd agreed to fund his hormone treatment.

Messi's treatment involved injecting his own legs with human growth hormone each night. The full cost of the treatment was reported to have been around €1,000 per month, although neither the club nor Messi has confirmed the figures involved.

Rexach: He didn't make his debut for a

while because he was foreign and could not play official matches until his father was registered in the country. We had to sort the paperwork so that he could play, but after the napkin I was relaxed, and so was Jorge.

Minguella: There were some small bureaucratic problems that were solved in March, the month he made his debut. He was foreign and under 18, so he had to have authorisation. Despite training with the U13 A-team when it would have been more normal to be with the U15 B-team, he had to make his debut with the U13 B-team.

Gaggioli: Newell's had refused to pay for the hormone treatment, like River Plate. Lacueva paid for the initial phase of the treatment and after that Barca took charge of everything. Once he started to play regularly [for Barcelona], all the big clubs started to call, like Juventus, Inter Milan, Liverpool, Real Madrid, although Arsenal were closest to signing him. We even had dinner with Arsene Wenger. It was around the time Cesc Fabregas, Messi's close friend, moved to Arsenal.

Rexach: The hormone treatment? Look, I took charge of the signing -- everything else was the club. Obviously there was a cost involved, but it wasn't excessive and I didn't worry about it. I said, "He's signed and now you can take care of

the rest," making it clear [the club] had to take responsibility.

Gaspart: Nothing special happened with the growth treatment, the hormones. Don't pay attention to what people can say with bad intentions. The signing was approved with the special connotations [relating to the treatment] and from there, Messi had a normal day-to-day life at the club. What I do suspect is that for a certain amount of time, another club wanted to get their hands on him. It's not necessary to say who. [Real Madrid?] I think it's obvious, of course.

I didn't get the chance to enjoy Messi as president. I wasn't lucky enough to benefit from him, or from players like Andres Iniesta, Victor Valdes, Xavi and Carles Puyol, even though some had debuted in the first team and I was especially careful to ensure that Puyol and Xavi stayed at the club when they could have left and to reason with [Louis] van Gaal when he wanted to kick out Valdes. Taking care of the home-grown kids and the players from the academy is fundamental for the club.

I am satisfied that the relationship the Messis, Jorge and Leo, have with Barca has always been very close. They understand the chance the club took on Leo and their gratitude has been very evident.

ESPN

Gwiji by David Chikoko



SPORT

Lampard complains of complacency as Chelsea loss

COMPREHENSIVE REPORT, PAGE 19

Media outlet, La Liga organize football competition in Dar

By Guardian Reporter

THE Dar24 Media, in collaboration with Spain's Premier League—La Liga, hosted a football festival in Dar es Salaam last weekend, aiming at encouraging young people to avoid drug use and trafficking.

The competition, which brought together eight sides, was hosted under a campaign, known as 'Shtuka-Piga vita dawa za kulevya' (Fight against drug use).

The tournament, which took place at Shoka ground at Mburahati, was attended by hundreds of football fans who witnessed 150 youngsters turn out for outfits which participated in the competition.

Kitanki FC won the tournament after beating Palianda FC 1-0 in the final. The winners received various sports equipment from La Liga representatives.

Palianda FC goalkeeper, Athuman Bonge, was named the tournament's best player and was awarded a prize from MultiChoice Company.

Speaking to journalists after the culmination of the tournament, a Dar24 Media representative Shaban Kondo, whose outlet is part of DataVision International, said the media outlet collaborated with La Liga to organize the festival with a view to supporting the government's efforts in combating drug abuse.

The event, he disclosed, as well focused on giving youngsters chance to put their talent to use, given the sport is a source of employment.

"Dar24 Media is focused on promoting positive change in Tanzanian society, including youths. That is why we launched the campaign. We believe that many young people participating in sports will see the value of their lives through talent and will not have time to think of using and trafficking drugs," Kondo said.

He said that the fifth phase government has been very successful in the war against drugs, but the world has not yet succeeded in eradicating it completely.

He noted: "We are, for that matter, supporting these efforts by motivating young people who are mostly affected. And we believe that if we can take good care of this workforce we will continue to grow economically and achieve a higher economy."

Kondo said that the festival will be held every year, considering it has had great response to the youth.

He requested football stakeholders and youth development enthusiasts to support the festival.

La Liga's representative in Tanzania, Alvaro Paya, said the league's leadership appreciates the efforts made by the Tanzania government and Dar24 Media to promote sports and change young people's lives, something which is in line with La Liga's mission of promoting football in the world.

He noted: "So, they have decided to unite in promoting football to unveil talents and save lives."

"Tanzania is blessed with different talents, we believe there are many players, whose talent match Lionel Messi's, we have to create a better environment for them to be seen. But in order to achieve their dreams, it is important they should avoid drugs use. That is why La Liga saw the Dar24 campaign as a success and joined forces with the media outlet to run the 'La Liga Street' competition through the 'Shtuka' campaign," Paya said.

He said the Tanzania government's efforts to promote sports talents are encouraging, calling on sports stakeholders to intensify their efforts and establish sports centers to prepare young people from an early age.

Paya expressed his happiness to see the great response of the youth and thanked all participating outfits' players and leaders.

The outfits which participated in the tournament are Mgesi Sports Academy, Kitanki FC, Palianda FC, Shoka FC, Friends Corner, Sandali FC, Sports Link Academy and NVRF.



Spain's La Liga representative in Tanzania, Alvaro Paya (2nd L) in a group photo with Dar24 Media leaders and Kitanki FC team soon after the completion of a soccer tournament, known as 'La Liga Street', which took place in Dar es Salaam last weekend. Kitanki FC won the competition, which involved eight outfits. PHOTO: CORRESPONDENT

Yanga head coach hails Saido for netting in debut



Said Ntibanzokiza. PHOTO: COURTESY OF YANGA

By Correspondent Michael Mwebe

YANGA head coach, Cedric Kaze, has hailed the club's new signing, attacking midfielder Said Ntibanzokiza 'Saido', after his thoroughly decent performance in their 3-0 win over First Division League (FDL) side Singida United in midweek friendly clash, held in Singida.

Ntibanzokiza, a Burundi international, delivered an impressive performance in the encounter, scoring a brace for Yanga.

He moreover delivered sumptuous passes, to the delight of many fans who packed the Liti Stadium, and thousands others who were following the game on television.

After seeing Ntibanzokiza's performance, Kaze praised the experienced midfielder and backed him to be a success at the Jangwani Street-based club as they chase for the first Premier League title since 2016.

Kaze disclosed: "His performance

was good, the pitch was not that friendly but he still showed what we expected and knew he would give us. He is a player who brings us to play, he can lead others on the pitch. He had a good game."

Ntibanzokiza was too delighted to

play in front of his new outfit's fans for the first time and added he is happy to join a team that have a formidable project.

He noted: "I am very happy, we got the win, that is important. The second positive is that we ended the game without injuries. Yanga approached me and I was impressed with their positive team building project. I said to myself, why should I not join a team like this."

"I will work hard to add my experience to the squad and see if we can go even far than where the team is at the moment."

The well travelled Ntibanzokiza started his career with Burundi's Vital'O before joining Netherlands outfit NEC Nijmegen's youth setup in 2005 and was promoted to the first team in 2006.

He featured in 61 league games for NEC Nijmegen, scoring 10 goals and assisting nine before his departure to Poland.

He had playing stint in French top flight league with Caen before moving to Kazakhstan Premier League, turning out for Kaysar Kyzylorda.

After being released by Kaysar Kyzylorda, Ntibanzokiza returned to his first club, Burundian side Vital'O, where Yanga signed him as a free agent after impressing in an international friendly between Burundi's national side against Tanzania's Taifa Stars in Dar es Salaam in October.

With the transfer window officially open since Tuesday, he will hope to make his competitive debut on Saturday when Yanga host Dodoma Jiji FC in a Vodacom Premier League duel at Sheikh Amri Abeid Stadium in Arusha, if he is registered on time.

Ihefu FC lands two new signings

By Correspondent Nassir Nchimbi

AFTER this season's mini transfer window was opened on Tuesday, various teams in Tanzania have begun to improve themselves by adding players to their squads.

Vodacom Premier League (VPL) club, Mbeya's Ihefu FC, coached by Zubeir Katwila, has been a busy side in this transfer window as the outfit sits second from bottom of the domestic top flight.

The squad's positioning in the tournament means new signings are important to have the side move out of the relegation zone.

Ihefu have made quick good signing of experienced players, as desired by coach Katwila, before the opening of the window with goalkeeper Deogratius Munishi and talented Yanga winger Juma Mahadhi having been added into their squad.

Munishi, popularly known as 'Dida', will now be a newly recruited Ihefu FC player for the remainder of the 2020/21 season.

The 31-year old previously featured for Simba Sports Club in the 2018/19 season and won the Mainland Premier League title, as well as playing for Yanga from 2013-2017.

After being left out by Simba he headed to Lipuli FC, which is currently participating in First Division League.

According to reports, Munishi has moved to Ihefu FC to add strength to the team's goalkeeping position.

Ihefu FC is placed 17th in the VPL after taking part in 15 matches,



Deogratius Munishi saves a shot when he played for Yanga in a Vodacom Premier League clash. Munishi has been recruited by Mbeya's Ihefu FC for the remainder of this season's Vodacom Premier League.

the team have collected 10 points and won two matches in the league.

The Mbeya team's another signing is an attacking midfielder from Yanga, Juma Mahadhi, the player has joined Ihefu FC on loan.

The former Coastal Union player returned to Yanga at the start of the season after being out for more than a year and a half suffering from a knee injury.

Due to stiff competition for playing time at Yanga, it has been a challenge for

him to find a place in the squad coached by Cedric Kaze.

Mahadhi's manager, Godlisten Anderson, has confirmed that the midfielder will serve Ihefu FC for the remainder of the season.

For the 2020/21 season,

the midfielder has not had a chance to play a single game for his club in the VPL.

Yanga are at the top of the VPL table, they have played a total of 15 matches and have collected a total of 37 points.

Flexibles by David Chikoko

