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## Healer sought in serial killer black mamba hunt

By Guardian Correspondent, Sumbawanga

WILDLIFE officials in Sumbawanga district, Rukwa region, have sought the assistance of a traditional healer here in their hunt for a mysterious black mamba believed to have killed five people in one village in four years.

The hunt follows the latest incident in which the fifth victim, Isack Ndoti (60), resident of Kinambo village in the district, was bitten by the snake at the weekend and died.

Milepa Ward Councillor Apolinar Macheta told this paper here yesterday that the killer snake has been biting its victims every year on Sundays and disappearing into a thick mango tree.

The puzzling circumstances under which the reptile has been biting and killing its victims informed the decision by authorities to request the expertise of one Seif Sikanda, a revered traditional healer, just in case traditional skills may apply.

"The hunt is ongoing; we have killed one seven-foot black mamba today (yesterday) but this is not our target as it is smaller compared to the killer one," Macheta said.



### Rukwa Regional Police Commander George Kyando admitted knowledge of the incident

The civic leader recounted that the first incident occurred on a Sunday in 2016 when the reptile bit two people in the village who both died, and has since been killing one person every year.

After the latest death, the village leadership wrote to the Sumbawanga District Executive Director (DED) and raised the issue, leading to the deployment of wildlife officials who embarked on the hunt yesterday alongside the local consultant, narrated Macheta.

Kinambo Village Executive Officer (VEO) Richard Sungura named other victims of the snake since 2016 as Elezina Kasele (68), Saise Shigela (21), John Mboganzuri (63) and Benedicto Kasele (14).

Sungura noted that the damage inflicted by the snake did not end at killing human beings; it has also killed a sizeable number of livestock and dogs.

Rukwa Regional Police Commander George Kyando admitted knowledge of the incident but said he had not yet received a formal briefing with details.

# Biometric voter update rollout to add 4m voters



Prime Minister Kassim Majaliwa bids farewell to Mufti of Tanzania Sheikh Abubakar Zubeir after participating in the burial service of Mufti Zubeir's wife, the late Hidayat Omar at Kwamodolwa village in Korogwe District, Tanga region yesterday. Centre is the Dar es Salaam Regional Sheikh Alhad Mussa Salum. Photo: PMO

## Ndugai, Chadema tussle over Lissu medical bills

By Guardian Reporter, Dodoma

SINGIDA East MP Tundu Lissu's medical bill took centre stage in Parliament yesterday with Speaker Job Ndugai saying the House has so far released 250m/- for the same, while CHADEMA denied that any money had been paid out.

Ndugai said that the amount has been paid to opposition Chief Whip who is currently undergoing specialized treatment in Belgium on various dates since he was sprayed with bullets by as yet unidentified people while on his parliamentary duties in



**Making the announcement in the morning, Ndugai said: "Lissu is a liar. We have been providing him with money to foot his medical bills until December last year"**

Dodoma late 2017.

But Arusha Urban MP Godbless Lema (Chadema) was quick to reject the assertion that Lissu has received assistance from Parliament, accusing the Speaker of misleading the public.

Making the announcement in the morning, Ndugai said: "Lissu is a liar. We have been providing him with money to foot his medical bills until December last year."

Speaker Ndugai asserted that the National Assembly had first provided 43m/- to foot Lissu's medical bill at the Nairobi Hospital

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## ...CAG's 1.5trn/- audit query rages on

By Guardian Reporter

SPEAKER of the National Assembly Job Ndugai has threatened to summon Kigoma Urban legislator Zitto Kabwe (ACT-Wazalendo) to the Parliamentary Privileges, Ethics and Powers Committee, accusing him of repeatedly making false claims that the House has failed to act on the Controller and Auditor General's (CAG)'s 2015/2016 report on 1.5trn/- found missing in the audit exercise.

Ndugai said that Zitto has been deceitful by publishing the matter through a social



network (Twitter). He said the MP had on January 8th 2019 wrote on his Twitter account that the Office of the Speaker had not acted on the CAG report which was submitted to him.

"He is a liar. I received the CAG report on January 16th, 2019 and gave it to the Public Accounts Committee (PAC) which is responsible for oversight of the central government," the Speaker declared, calling upon the legislator to stop destroying the Speaker's public image.

He warned that if Zitto

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We are remaining with exactly one year to go for General Elections, 2020. When is the government expecting to update the voter register to enable eligible Tanzanians wishing to participate in the voting exercise," the MP inquired

By Felister Peter, Dodoma

THE National Electoral Commission (NEC) will soon embark on an exercise to update the Biometric Voter Registrar (BVR) during which four million new voters will be registered.

The Deputy Minister in the Prime Minister's Office (Parliamentary Affairs, Labour, Employment, Youth and Persons with Disabilities), Anthony Mavunde made this announcement in the National Assembly yesterday.

Mavunde was responding to a question posed by Special Seats MP, Cecilia Paresso (Chadema) who asked the government to state when it was expecting to start updating the electronic voter register.

"We are remaining with exactly one year to go for General Elections, 2020. When is the government expecting to update the voter register to enable eligible Tanzanians wishing to participate in the voting exercise," the MP inquired.

She also wanted to know measures the government was taking to find solutions to the many challenges that emerged during registration of voters in previous years.

Some of the BVR machines were inefficient and some cameras functioning improperly, which resulted into long queues at registration centers, she recalled.



**Mavunde asserted that the law requires NEC to update the voter register two times before general elections are held. The government will ensure all eligible voters are registered in the BVR, he affirmed**

Mavunde asserted that the law requires NEC to update the voter register two times before general elections are held. The government will ensure all eligible voters are registered in the BVR, he affirmed.

"We are now working to improve our systems to facilitate access to voters and simplify the registration process," he said, noting that the government has arranged for quality registration devices.

The government has since August 2018 started to work on the voter register, he said further.

In line with section 15 (5) and 343 of the National Elections Act, the NEC is finalizing processes to register first time voters across the country.

Mavunde explained that the exercise will firstly be implemented as a pilot project in several regions to test the level of efficiency of the registration machines. This will help the commission to identify any challenges and address them accordingly.

Tanzania conducted its last general elections on October 25, 2015 where according to the national electoral body, a total of 23.7 million voters had been registered.

The then NEC chairman, Damian Lubuva declared CCM candidate Dr John Magufuli the winner of the presidential poll, with 58 percent over his closest rival, former Prime Minister Edward Lowassa who won 40 percent of the votes.



## South Sudan govt vaccinates health workers against Ebola

YAMBIO

THE Ministry of Health of South Sudan, with support from the World Health Organization (WHO), Gavi, the Vaccine Alliance, UNICEF and the US Centres for Disease Control and Prevention (CDC) and other partners, yesterday started vaccinating health workers and other front-line responders against Ebola as part of preparedness measures to fight the spread of the disease.

Vaccination began in Yambio, Gbudue State, but health workers in Tombura, Yei and Nimule as well as the capital city, Juba, will also be offered the vaccine. These are high-risk areas bordering the Democratic Republic of the Congo (DRC), now experiencing its tenth outbreak of Ebola. The outbreak began 1 August 2018. Neighbouring countries have not reported any cases of Ebola, but preparedness is crucial.

As part of these preparedness activities, South Sudan received 2 160 doses of the Ebola vaccine (rVSV-ZEBOV) from Merck, the vaccine developer. The vaccine offers protection against the Zaire strain of the virus, which is the one affecting DRC at present. "It is absolutely vital that we are prepared for any potential case of Ebola spreading beyond the Democratic Republic of the Congo," said Dr Matshidiso Moeti, WHO Regional Director for Africa. "WHO is investing a huge amount of resources into preventing Ebola from spreading outside DRC and helping governments ramp up their readiness to respond should any country have a positive case of Ebola."

Vaccination is one of a raft of preparedness measures South Sudan is putting into place. WHO has deployed more than 30 staff members to support these activities.

In particular, WHO has helped train 60 health workers in good clinical practice principles and protocol procedures to administer the yet-to-be-licensed Ebola vaccine. To detect any travellers entering the country who may be infected with the virus, the Ministry of Health, with the support of its partners, has established 17

screening points. Nearly 1 million people have been screened to date.

WHO is also supporting engagement with communities, active surveillance for the disease at the community and health facility levels, strengthening capacity for infection prevention and control and case management, and supporting dissemination of Ebola information through the media. Local laboratory capacity to test samples taken from people suspected of having Ebola is also being strengthened. Protective gear for responders has been stockpiled in a dedicated warehouse.

Gavi, the Vaccine Alliance, in addition to its work making the Ebola vaccine stockpile available, is providing US\$2 million to support the WHO's vaccination efforts in countries neighbouring the DRC, including South Sudan.

"Although research is ongoing, the evidence so far suggests the Ebola vaccine is a highly effective tool to help stop epidemics and can be used to prevent this national outbreak from becoming a regional one," said Dr Seth Berkley, CEO of Gavi. "Vaccinating front-line workers and health workers in South Sudan border regions will be crucial: an outbreak in South Sudan would be deeply concerning."

Uganda began vaccinating its front-line workers in November 2018. So far, more than 2 600 health workers in eight high-risk districts have been immunized. In DRC, more than 66 000 people have been vaccinated - more than 21,000 of them are health and other front-line workers. Rwanda also plans to vaccinate its front-line responders.

The yet-to-be-licensed rVSV-ZEBOV vaccine has been shown to be highly protective against the Zaire strain of the Ebola virus in a major trial. Though not yet commercially licensed, the vaccine is being provided under what is known as "compassionate use" in the ongoing Ebola outbreak in North Kivu province of DRC as part of recommendations from the Strategic Advisory Group of Experts on Immunization. This vaccine was also used in the Ebola outbreak in Equateur province of DRC in May-July 2018.



Tanzania Tourist Board (TTB) executive director Devota Mdachi (C) displays an award and certificate of recognition to journalists in Dar es Salaam yesterday after the TTB emerged the winner of the Best Decoration Award at the Outbound Travel Mart (OTM) Mumbai 2019 held at Bombay Convention and Exhibition Centre in India from January 23rd to 25th this year. Others are the Board's acting tourism services manager Joseph Sendwa (L) and principal public relations officer Godfrey Tengeneza. Photo: John Badi

## CSOs women directors' platform underway

By Guardian Reporter

CIVIL Society Organizations led by women in the country are planning to establish a CSOs women directors platform.

Speaking to this paper during the two days meeting, director of Women in Law and Development Africa (WiLDAF), Anna Kulaya, said the objective of the forum is to bring together CSOs' women directors for reflection, re-strategising and planning on how to move forward with collective voice.

The two days meeting that was

funded by the Foundation for Civil Society Tanzania (FCS) and Women Fund Trust brought together more than 50 women leaders from CSOs' Tanzania mainland and Zanzibar.

Kulaya said another objective is to articulate the roles of CSOs' Women directors in promoting gender equality, inclusion and sustainable development in the country.

"To meet our target we held a highly profile two days meeting with the aim to establish CSOs' women directors platform, we discussed many things regarding women and we had

resolutions," said Kulaya.

Kulaya added that the focus of the platform will be leaders of civil society organizations organisations led by women to have collective and vibrant voice.

Kulaya said evidence shows that women play a vital role as drivers of change in any society.

She said the sustainable development goals, the sustainable peace agenda and the African 2063 agenda identify women's contributions and leadership as central to finding solutions to poverty, climate change and food insecurity and improving

lives of marginalized communities.

However, she said there have been less collective voices on women rights issues and diversity in views on the priority needs for women, little support for the growth and mentorship from each other and building the up coming leaders.

"The convening group of women organizations met and saw a need to establish a platform for CSOs women leaders, we discussed new and old challenges facing women in the country and we came up with vibrant, focus and sustainable women movement in the country" she said.

## CAG's 1.5trn/- audit query rages on

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continues to share such false information with the public, he will summon him to the committee for further actions.

Speaker Ndugai further stated that in April last year, when President John Magufuli was swearing-in judges for the High Court of Tanzania, he asked the Deputy CAG on the reported 1.5trn/- in the 2015/2016 report, which he denied, saying there were no

missing budget funds.

The Kigoma Urban MP has frequently been posting falsehoods on his Twitter account, where in one of his posts he said - "TZS 1.5trn that is unaccounted for by government of Tanzania as observed by CAG report equals 22,000 kilometers of 10,000 bank notes. That is the distance from Dar to Cairo (Egypt), Cairo to Cape Town (South Africa) and back to Dar es Salaam. #Wherelspoint5Trn".

### IN LOVING MEMORY



IN THE LOVING MEMORY OF OUR DEPARTED BELOVED BROTHER CAPT EDGAR A KILASARA

Little did we know that on 01/02/2018 God was going to call your name, if tears could build a stairway then heartaches would make a lane so that we could join you dear brother

You have left us so much grief, sadness, our hearts still aches for you, nobody can fill the void you have left in our family

In life we loved you dearly, and in death we do the same, you are FOREVER in our hearts and prayers and we believe that your prayers have brought us this far

You will forever be remembered and missed dearly by your parents, family, friends, colleagues at

St thome high school, MOI university faculty of aerospace science, And NIT scholars

A memorial holy mass will be held at magomeni parish (mashaidi wa uganda) at 5 o'clock evening

I HAVE FOUGHT THE GOOD FIGHT, I HAVE FINISHED THE RACE, I HAVE KEPT THE FAITH! 2timothy 4:7



Iringa District Commissioner Richard Kasesela (L) shares a light moment with Evangelical Lutheran Church of Tanzania (ELCT) Iringa Diocese Archbishop Blaston Tuluwene Gavile (R) and the Diocese retired Archbishop Owdenburg Mdegela shortly after opening the church's special general meeting to elect the Diocese's assistant Archbishop held at Ipogolo Parish in Iringa Region yesterday. Photo: Correspondent George Tarimo

## Ndugai, Chadema tussle over Lissu medical bills

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in Kenya. He said that another 207,872,000 was paid to the legislator at different times when undergoing medical treatments.

Not a penny has been paid to the MP, said Lema, challenging the Speaker to release proofs of payment to Lissu and if there is such proof, "I'll step down as MP."

"We have decided to start responding to his (Lissu's) queries after realizing that he

has recovered," said Ndugai, underlining that he had previously decided to be tight-lipped because Lissu was still hospitalized.

Ndugai noted that the National Assembly has all the documents to prove the payments to the Singida East MP, promising to share the documents with Tanzanians if the legislator insists not to have received the monies from the Speaker's Office.

"Parliament has not paid Lissu any money for his treatment. What

Ndugai has just said is meant to mislead the public. The party (Chadema) will issue a statement on this matter," Lema posted on twitter handle.

The opposition Chief Whip, was grievously wounded in a hail of sub-machine gun fire on September 7, 2017 and then rushed to Dodoma General Referral Hospital before being moved to Nairobi Hospital.

After four months in Nairobi he was flown to Belgium for specialized treatment.

In April last year, Speaker Ndugai said that CHADEMA failed to submit to the National Assembly important documents from the Muhimbili National Hospital (MNH), the Health ministry and the President's Office.

The Speaker said that under the new system, any MP seeking to acquire funding for medical treatment outside the country must submit all three of the mentioned permits to the Speaker's Office in order for their request to be endorsed.



CRDB Bank managing director Abdulmajid Nsekela (2nd R) greets Ilemela District Commissioner Dr. Severline Laika during his meeting with bank customers and businesspersons in Mwanza on Wednesday evening. In attendance included the Bank's board chairman Ally Laay (R). Photo: Guardian Correspondent

By Guardian Reporter, Arusha

INTRA-trade between country members of the East African Community has improved from just 10 per cent, in 2017 to around 20 per cent as of now, it was announced in Arusha.

The Executive Director of East African Business Council, Peter Mathuki said here. He however, pointed out that, despite the improvement, the region's ease of doing trade between member states was still a far cry from the likes of South African Development Community (SADC), with 48 per cent.

Removal of a number of non-tariffs trade barriers were cited as among the reasons that business between the six EAC member states was improving

## Business community in East Africa calls for improved security in urban precincts

rapidly.

"We are optimistic that the heads of state' summit taking place in Arusha will further iron out other problems affecting smooth flow of goods and capital within the region," said Mathuki.

The East African Community, which fashioned its regional cooperation strategy from the European Union, was found to be faring badly, when compared to its prototype, the EU

which boasts 68 per cent and counting, despite a number of stumbling blocks.

Meanwhile, the East African Business Council, which marks 20 years of its operations, has decided to inch near city centre, relocating its regional headquarters from the former Kijenge area base into the metropolitan vicinity at the Mafao House on the banks of River Themi.

According to Patrick Moshi, the

EABC communications officer, the East African business Centre secretariat has been re-branded and relocated to a new more corporate environment and much closer to the East African Community (EAC) headquarters.

"This should be regarded as one of the steps of repositioning the EABC to undertake its mandate as the voice and advocacy platform for the private sector in East Africa and the focal point

## Govt to establish rural water supply and sanitation agency

By Felister Peter, Dodoma

THE government intends to establish the Rural Water Supply and Sanitation Agency (RUWASA) to improve supervision of water projects and services in the rural areas.

The new body will be established following the House endorsement of "The Water Supply and Sanitation Bill, 2018".

Water Minister, Prof Makame Mbarawa told the National Assembly that RUWASA will also be responsible for construction of water dams and deep water wells in the villages.

"There will be national water fund responsible for sourcing monies for implementation of water projects", said Prof Mbarawa adding improved water services will boost growth of other economic sectors.

He said that section 61 and 69 of the bill proposes for a penalty of between 5 and 10m/- for misuse of water resources. He said individuals found guilty of destroying water sources will pay a penalty of between 50,000/- and

1m/- or one month jail sentence.

The minister highlighted that the bill specify responsibilities of local government leaders, regional secretariats and wards and village executives in ensuring provision of quality water services and supervision of the projects.

The bill will recognise activities of the Energy and Water Utilities Regulatory Authority (EWURA).

Presenting opinions of the opposition camp, Mchinga MP, Hamidu Bobali (CUF) said there are possibilities of some Tanzanians failing to pay the fines.

He suggested for the bill to specify the penalties to be paid by companies and individuals destroying water sources.

Chairman of the Committee on Water, Mahmoud Mgemwa said the fines for people destroying water sources should be between 500,000/- and 5m/- . He said the punishment for people destroying water infrastructures should be set according to the type of specific infrastructure.



Save the Children

### Looking for an exciting career opportunity?

Save the Children is looking for an enthusiastic, innovator to become our Campaigns and Communications Coordinator. The Campaigns and Communications Coordinator is responsible for designing, and delivering innovative campaigns strategies as well as communication products to support CO advocacy strategy, increase visibility and create a positive public image of Save the Children in Tanzania. The function will collaborate with others in the organization to achieve brand consistency in line with organizational policy standards and donor requirement.

Save the Children has been working in Tanzania for more than 30 years. We are working with the government, local organizations and other international agencies to reduce child malnutrition, improve newborn and maternal health, support and strengthen early childhood development, primary, alternative and inclusive education and educational systems. We strengthen child protection systems for vulnerable children, promote children's participation and contribution to policy, and resource allocation for services, which concern them and respond to emergencies. We are ideally looking for a professional with experience in Graphic Design, Mass/media Communication, Advocacy and Campaigning, Marketing social science or a related field.

**Position: Campaigns and Communications Coordinator**

**Location: Dar es Salaam**

How to apply for the position: Please read the full details of the position at <http://tanzania.savethechildren.net/jobs> and apply as instructed. Only submit a cover letter and recent Curriculum Vitae in a single file.

Do not attach any certificates at this stage, applications with certificates attachment shall not be considered. Only short listed candidates will be contacted for Interview.

**Application closing Date: 15th February 2019**

**"Save the Children is committed to ensuring that all our personnel and programmes are absolutely safe for children. We undertake rigorous procedures during the recruitment process including background checks to ensure that only people suitable to work with children are allowed to join our organisation and all candidates will therefore be subject to this scrutiny."**

215640801



UONGOZI Institute

### EMPLOYMENT OPPORTUNITY

### RESEARCHERS

UONGOZI Institute seeks to inspire leaders and promote the recognition of the important role of leadership in sustainable development within Africa.

Located in the President's Office, United Republic of Tanzania, UONGOZI Institute provides training to leaders from Tanzania and beyond, organises high-level policy forums and dialogues, and carries out research on leadership and sustainable development.

UONGOZI Institute is currently seeking to recruit two (2) Researchers. The successful candidates will contribute to the research programmes of UONGOZI Institute by carrying out research, publishing, and engaging in policy debates on issues of relevance to leadership for sustainable development in Africa.

#### MAJOR ACTIVITIES

##### Research and Policy

- o Assist in the preparation of concept notes and proposals for consultancy, research, policy-support work;
- o Coordinate and monitor outsourced research projects and consultancies as and when required;
- o Conduct research on relevant issues in line with the Institute's Strategic Plan and Programmes;
- o Collect and collate material for reference use;
- o Assist in the coordination of policy dialogues and various other forums organised by the Institute;
- o Prepare papers for various forums hosted by the Institute;
- o Contribute relevant content to the Institute's Blog;
- o Keep abreast of new developments in research and policy as they relate to the Institute's mandate and;
- o Any other relevant duties as directed by the supervisor

#### KEY OUTPUTS

- o Technical papers developed and published
- o Research and policy work undertaken

#### SKILLS / COMPETENCIES REQUIRED

- o Qualitative and quantitative research and analytical skills;
- o Excellent oral and written communication skills;
- o Computer literacy;
- o Demonstrated creative problem solving skills;
- o Knowledge of performance and sustainability reporting;

- o Customer focus;
- o Excellent interpersonal skills;
- o Ability to work under pressure and meet tight deadlines, and
- o Commitment to public service.

#### MINIMUM QUALIFICATIONS

Master's in Social Science and Postgraduate Qualification in Quantitative and Qualitative Research (or relevant postgraduate qualification)

#### EXPERIENCE

No less than five (5) years of relevant work experience.

#### REMUNERATION

An attractive remuneration package will be offered to the successful candidate.

#### HOW TO APPLY

- Interested candidates should submit:
- o An application letter and detailed Curriculum Vitae (CV) on research work conducted.
  - o Contact details for three referees.
  - o Copies of certificates.

Your application must be received by **February 15th, 2019** to the address below, with subject line **RESEARCHER:**

**Chief Executive Officer,  
UONGOZI Institute  
Plot No. 62, Msasani Road, Oysterbay.  
P.O. Box 105753, Dar es Salaam, Tanzania  
OR via Email: [recruitment@uongozi.or.tz](mailto:recruitment@uongozi.or.tz)**

**UONGOZI Institute is an equal opportunity employer.  
We regret that we will not be able to contact unsuccessful applicants.**

215640801

# TADB dished out 223.8bn/- for the last quarter of 2018

By Guardian Reporter

THE Tanzania Agricultural Development Bank (TADB) said in a statutory public statement that in the last quarter of last year, it paid out a total of 223.8bn/- in support of agricultural projects, up from 17.1bn/- disbursed in the quarter that ended on September 30, 2018.

A statement issued in Dar es Salaam yesterday and signed by the chairman Rosebud Violet Kurwijila and Managing Director Japhet Justine on January 30, 2019, says some 521,717

smallholder farmers benefited from the agricultural loans offered by the bank.

According to the statement, issued pursuant to regulations 7 and 8 of the Banking and Financial Institutions (Disclosures) Regulations,

2014, some 1.64bn/- was offered in form of smallholder farmers' loans through the Special Credit Guarantee Scheme (SCGS) and that 814 smallholder farmers from the scheme.

The statement says seven new agricultural projects were financed during the period under review, and

that five new regions benefited from the bank's financing in this quarter.

The statement also says that 862 smallholder farmers were trained during the period.

According to the statement workforce grew too. As of September 30, 2018 the bank had 44 workers but as of December 31, 2018 the workforce had grown to 72 workers.

The last quarter also saw the bank winning confidence of its stakeholders for being working closely and listening to them and act swiftly according to their needs.



Jhpiego is an international non-profit health organization affiliated with the Johns Hopkins University. For more than 46 years now, Jhpiego has empowered front-line health workers by designing and implementing effective, low-cost, hands-on solutions to strengthen the delivery of health care services for women and their families. By putting evidence-based health innovations into everyday practice, Jhpiego works to break down barriers to high-quality health care for the world's most vulnerable populations. Jhpiego, implementing a number of projects in Tanzania, wishes to recruit a Monitoring & Evaluation Advisor for Sauti Project.

**Position: Monitoring & Evaluation Advisor [One position based in Dar ES Salaam]**

#### Position Overview:

The Monitoring & Evaluation Advisor (M&E Advisor) will provide support, oversight and direction for monitoring and evaluation (M&E) activities for the Sauti project within this platform, Pre Exposure Prophylaxis (PrEP), HIV Self Testing (HIVST) and ART outreach service delivery to key populations (KP). This includes providing technical leadership, standardization and operational efficiency to develop and implement the project M&E plan. The M&E Advisor will work closely with the M&E team to design, implement and supervise regional M&E activities, ensuring that lessons learned are integrated into project implementation to continuously improve quality of the three interventions and outcomes. The M&E Advisor is also responsible for documenting and disseminating project successes and challenges to USAID and coordinating the design of or designing and conducting operations research for these specific interventions.

#### Responsibilities:

- Provide technical support to the PrEP, HIVST and ART Outreach team for M&E, including input on workplans and indicator frameworks, support for data management and reporting of indicators, support for data collection, and research and evaluations
- Provide input and be actively engaged with the MOH on national systems for monitoring PrEP usage
- Provide technical assistance to providers in the application of PrEP, HIVST and ART Outreach data collection tools, aggregating and reporting
- Oversee data entry into PrEP, HIVST and ART Outreach database, conduct data cleaning exercises, and conduct analysis on the dataset
- Maintain the PrEP, HIVST and ART Outreach database, creating backups and export files
- Prepare PrEP, HIVST and ART Outreach data for program use, including preparing reports, giving feedback, overseeing data management, and other support to the data management process as needed
- Provide technical input into program evaluation or research projects and oversee implementation
- Oversee data entry into APR, SAPR and JADE for the PrEP, HIVST and ART Outreach program
- Generate and contribute to quarterly or other reports as applicable
- Other duties as assigned.
- Provide support for analysis and results reporting, to different stakeholders including the donor, national and local government actors, Sauti leadership team and technical and program staff
- Cultivate a culture of data use internally and externally through routine visualization and use of data
- Facilitate capacity building in program monitoring, data utilization and integration of lessons learned for Civil society organizations sub granted to implement Sauti services. Also, coordinate M&E capacity-building activities with project staff, implementing partners, R/CHMTs, and facility staff
- Support the development of abstracts and manuscript for sharing program learnings in wider audiences.
- Timely submission for review and approval by MER Director of the relevant items from below:
  - o High-quality M&E plan with appropriate indicators, targets, methods
  - o Reports to donors (PEPFAR, USAID, other donors)
  - o Quarterly presentation of achievements, successes, challenges and solutions
  - o Standard Operating Procedures for HIVST, PrEP and ART Outreach, use
  - o M&E tools
  - o Data quality assurance package (tools, process, plan)
  - o Databases adapted to program needs and operating
  - o Reports of key M&E activities and results

#### Required Qualifications:

- University degree in public health, sociology, demography, statistics, or other social science area; [Master's degree preferred]
- Strong background in program M&E, data management and analysis of data, and some experience with program evaluation/research. Preferred qualities include a familiarity with the health facility setting and previous work on PEPFAR funded programs.
- Minimum of 6 years' experience supporting technical or programmatic activities in HIV/AIDS or other health areas; experience with health facility setting a plus
- Experience in data collection, processing, and analysis; database experience a plus
- Experience in implementing qualitative and quantitative research
- Excellent time management skills
- Availability and willingness to travel up to 30% around Tanzania
- Proficiency in word processing and Microsoft Office
- Fluent in written and spoken English
- Excellent facilitation, oral and written communications skills
- Ability to travel nationally and internationally

Jhpiego is an equal opportunity employer and offers a competitive package selected candidates in line with academic qualifications and relevant experience.

To apply please indicate the position title on the subject line and regional of reference of your e-mail, i.e. **Application for Monitoring & Evaluation Advisor**. All applications should include an up-to-date CV with three contactable professional references, a cover letter and your salary history.

Send the application through email: [SautiTZApplications@jhpiego.org](mailto:SautiTZApplications@jhpiego.org).

Please note that only shortlisted candidates will be contacted. The closing date for applications is **two weeks after the first appearance of this advert**.

#### Caution to the applicants:

There have been some bogus adverts online that require candidates to apply through some email addresses of public domains e.g. Yahoo, Gmail, Hotmail, etc. Kindly note: [SautiTZApplications@jhpiego.org](mailto:SautiTZApplications@jhpiego.org) is the email address to use.. Please ignore any of those adverts. We also do not charge any application fee nor entertain any meetings or telephone calls. If shortlisted, you will get an official call from our office and receive required steps. If you suspect any wrong – doing kindly write to the Director of Human Resource, through [inquiries.tz@jhpiego.org](mailto:inquiries.tz@jhpiego.org)



National Assembly Speaker Job Ndugai (L) shake hands with Tanzania Housing Corporation (NHC) director general Dr. Maulid Banyani when he paid a courtesy call at his Parliament office in Dodoma yesterday. Looking on are (C) NHC marketing and research manager, Itandula Gambaagi and the firm's officials. Photo: National Assembly

By Guardian Reporter

PETRABENA East Africa Ltd has commended the agreement signed between YARA Tanzania, Tanzania Agricultural Development Bank (TADB) and Tanzania Agricultural Research Institute Uyolet (TARI Uyolet) on soil testing, saying farmers' crop production would increase.

Addressing a press conference in Dar es Salaam yesterday following the agreement, the company's managing director, Peter Kumalilwa said his firm was well prepared to ensure timely supply of fertilizers to farmers.

"This agreement will make sense if farmers will be trained to understand the soil health and understand what kind of crops they should cultivate and what kind of fertilizer and the amount they should apply," he said.

Kumalilwa added that by so doing a farmer would stand a better position to increase productivity and be aware of the importance of testing soil quality.

"This move is crucial because it will go a long way in simplifying our task of supplying fertilizer as farmers will be

## PETRABENA East Africa hails agreement to support farmers

specific on what kind of fertilizer they need," he said.

He noted that his company had ongoing training in Morogoro region on the good practices in applying fertilizer, pointing out that the agreement was crucial as it came at a moment when it needed the most.

"Our objective as the main suppliers of YARA Tanzania fertilizer is to put up a strong centre that will train farmers in modern farming and modern ways of preserving and using fertilizer," he said.

He added that the company has managed to supply fertilizer on time in Morogoro and Tabora regions put an end to complaints from farmers, adding that the company will keep the spirit alive.

Kumalilwa thanked the fifth phase government under the leadership of President John Magufuli for working in collaboration with private sector in

improving agricultural activities in the country.

The Southern Agricultural Growth Corridor of Tanzania (SAGCOT) officer responsible with Environment and Sustainable Agriculture, John Banga said the agreement would practically implement the Second Phase of Agriculture Sector Development Programme (ASDP phase II) leading to revolution in agriculture.

TARI Uyolet director, Dr. Tulole Bucheyeki reiterated that the agreements would go a long way in solving challenges faced by farmers in the country and increase efficiency in the agricultural sector.

"Normally soil needs a pH of from 6.5 to 7 but in many areas of Northern Highlands the content has gone down to pH 4.2 up to 5.3 this situation leads to poor production, therefore these agreements have a crucial role in boosting production," he said.

## Bandari College unveils plan to purchase modern training gear

By Guardian Reporter

THE Dar es Salaam-based Bandari College (BC) has unveiled its plan to purchase modern training equipment worth 1.5bn/- a

move which will see more competent experts being produced yearly to serve in the shipping industry.

The college's board chairman, Deusdedit Kakoko said that an

agreement has already been signed to purchase the equipment dubbed "Full Mission Crane Training Simulator".

"We are now mullied to invest heavily in manpower

and modern equipment to provide quality education... Once purchased it will take at least six months in installation with its operation commencing in the next fiscal year," he said.

Eng Kakoko, who is the Director General of the Tanzania Ports Authority (TPA) said that the authority will continue investing in manpower and modern equipment to enable the college provide quality education.

"We have also launched a new ICT system dubbed 'Students Information Management System' towards improving service provision in the college as well as making it one of the best varsities in and outside the country.

The new system replaces the manual based records and improves and upgrades the college's website. Therefore college staff and students are able to directly access all aspects of students' academic progress through available, reliable and secured online system.

For his part, Bandari College Principal Dr Joseph Kakeneno said that the college is also planning to establish first degree and Masters in the area of competence in management, ship and water services.

Bandari College (Dar es Salaam) was established in 1980 to serve the needs of Tanzania seaports. It continued to offer training in the field of operational clerks, equipment operators and went further to conduct courses such as operations supervisory courses.

The college strives to perform activities which offer quality, dynamic and unique training packages to employees and non-employees of the shipping industry and other stakeholders.

**WaterAid**  
Tanzania Country Programme

### INVITATION FOR BIDS

#### END OF PROJECT EVALUATION AND DOCUMENTATION

WaterAid Tanzania is part of an international Non-Governmental Organisation (NGO), dedicated on improving access to clean water, decent sanitation and hygiene services. We work in partnership with the Government of Tanzania to support achievement of national targets on water, sanitation and hygiene (WASH) through the Water Sector Development Programme (WSDP II).

WaterAid Tanzania recently finished a three-year urban WASH project in Temeke Municipal. The aim was to address the water and solid waste challenges, through building entrepreneurial skills in existing small enterprises. The project developed appropriate water and sanitation technologies, and set up viable financing mechanisms for the enterprises to succeed. Project partners included People's Development Forum (PDF), who carried out the day-to-day project activities. Temeke Municipal Council were the authority and beneficiary to the project. WaterAid Tanzania was responsible for the coordination and oversight controls.

WaterAid Tanzania is inviting bids from registered and competent companies for assessing and documenting the milestones, challenges, and key lessons from the project.

All eligible interested bidders should find the complete ToR of this assignment from the following link: <https://tinyurl.com/ybcobyqc>

Bidders should provide documents to evidence their qualifications including but not limited to:

- Valid licenses and legal documentation to operate in Tanzania e.g. incorporation certificate, business license and relevant tax certificates.
- Reference of previous similar assignment
- Company profile

Eligible interested bidders should submit financial and technical proposal in sealed envelope to WaterAid Tanzania Office before **14<sup>th</sup> February 2019 at 10:00pm East Africa Time; Bids shall be addressed to: "Country Director – WaterAid Tanzania, P.O. Box 33759 Plot No.1469 Rufiji Street: Off Haile Selassie Rd - Msasani Peninsular Dar es Salaam: Tanzania."** and clearly marked **"Bid for end line Evaluation on Building Entrepreneurship for Water, Liquid and Solid Waste Management Project in Slums of Dar es Salaam in Temeke Municipal Council"**

The opening will be on **14<sup>th</sup> February 2019 from 11:00am** at WaterAid Tanzania Offices located at Plot No.1469 Rufiji Street: Off Haile Selassie Rd - Msasani Peninsular, Opposite Namibian Embassy in Masaki Area, Dar es Salaam, Tanzania. Bidders and/or representatives are welcome.

All enquiries relating to this advertisement should be sent via e-mail to [ZuenaMasumay@wateraid.org](mailto:ZuenaMasumay@wateraid.org)



Tanzania Cooperative Development Commission chairperson Dr. Titus Kamani (R) cuts a ribbon to launch the cooperative union's vehicles in Dodoma on Wednesday evening. Photo: Correspondent Ibrahim Joseph

## Tanzania can access and achieve universal health coverage-forum

By Henry Mwangonde

STAKEHOLDERS have advised that universal health coverage is the only way to ensure Tanzanians access quality health services without suffering financially hence facilitating an ideal health system governance that will be conducive and responsive to all population groups.

Speaking at the stakeholders forum on health systems governance in the city yesterday, the stakeholders said there are many challenges including lack of uniformity in payments which has led to discrimination of patients.

"Limited awareness on insurance and little participation from politicians and religious leaders is a setback towards achieving universal health coverage," said Augustine Joachim one of the participants at the forum.

The forum was organised by Ifakara Health Institute (IHI) and was aimed at discussing some developments in health systems governance in Tanzania.

The Deputy Minister for Health Dr Faustine Ndungulile whose speech was read on his behalf by Abdallah Lusasi from the National Malaria Control

Programme said health systems governance involves a wide range of steering and rule making related functions carried out by governments to achieve national policy objectives.

According to the minister, the World Health Organization (WHO) healthy system governance processes entail maintaining the strategic direction of policy development and implementation and establishing accountability mechanisms.

"Beyond the formal health system, governance means collaborating with other stakeholders to promote and maintain the health of the population inclusively.

The Deputy minister said researchers can help in coming up with accountability mechanisms that will help facilitate the formulation of a health system governance that will be accessible to all.

*"Limited awareness on insurance and little participation from politicians and religious leaders is a setback towards achieving universal health coverage"*

## MUHAS finalising study to treat severe malaria in pregnancy

By Correspondent James Kandoya

MUHIMBILI University of Health and Allied Science (MUHAS) is finalising the study that would revise alternative dosing regimens for pregnant mothers to improve cure rates of malaria.

MUHAS Deputy Vice Chancellor - Academy Prof Appolinary Kamuhabwa announced on the side-line of the 2nd University Wide - Research Dissemination Symposium that was held on Wednesday this week in Dar es salaam.

The symposium theme was "The role of MUHAS Research towards Elimination of Malaria in Tanzania "that at-

tracted deans, heads of departments, researchers and students.

He said despite the known causes of malaria and existence of prevention and treatment strategies, malaria in pregnancy continues to be a big challenge facing pregnant women in Tanzania. In his presentation titled "Challenge and opportunities for prevention and treatment of malaria in Pregnancy, he said the aim of the paper was to recommend how the burden of malaria in pregnancy could be prevented in the country.

He said although there was a drop in malaria cases in the country, more

efforts were still needed to curb the deadly disease. "Our experts are finalising the study and when it is over, the public will be informed. Our aim is to ensure that pregnant women are prevented from malaria," he said.

He said in Tanzania, malaria continues to cost more lives especially in the most at risk population are children under five years and pregnant mothers. "MUHAS has played a long and key role to address the gaps, test some of these interventions, and assisted in policy and guidelines and development and evaluation.

Prof Kamuhambwa elaborated that

research emanating from faculty and students at MUHAS have had significant inputs into the struggle to end malaria in the country.

He noted that with the remaining challenges ahead, it was of paramount importance to strengthen such efforts and more engagement with policy makers and implementers to achieve the common goal-ending malaria.

Other presentations were genetic factors for susceptibility to malaria presented by Prof Lucio Luzzatto, transmission of asymptomatic malaria, drug resistance and novel diagnostic in Tanzania by Dr Billy Ngasala and action

for effective treatment outcomes of un-complicated malaria using artemisinin based combination therapy in Tanzania presented by Prof Omary Minzi.

For his part, the principal researcher at National Institute for Medical Research (NIMR), Dr Deus Ishengoma said fund was among challenges hindering most institutes and university to conduct more researches that could give answers to people's problems.

Dr Ishengoma said it was better to rely on the domestic financing to conduct researches calling the government to increase the amount set in each financial year.

He said that a big amount of fund was from foreign sources that in most cases had conditions attached advising that government to increase the amount set for conducting the researches.

"Currently, the government set one per cent of the budget to conduct researches. The amount is too small insisting that it was time to reconsider adding more funds were sued to conduct researches to get more results," he said.

"Our own budget will help to conduct social anthropology causes that in most cases is forgotten or left out because it is not in the interest of the sponsors," he added.

### DAR ES SALAAM STOCK EXCHANGE PLC



#### BOARD DIRECTORSHIP POSITIONS

The Dar es Salaam Stock Exchange PLC (DSE) is looking for persons with competence, knowledge and experience in financial markets, corporate governance practices, advocacy for policy development to serve in its Board of Directors as a representative of the individuals' (minority) shareholders.

##### Duties and Responsibilities

- Set and maintain DSE vision, mission, objectives and values;
- Develop, promote and monitor implementation of DSE strategic objectives, plans and structures;
- Ensure compliance to good corporate governance practices;
- Ensure accountability and compliance to laws by the DSE;
- Maintain proper strategic oversight for DSE operations;
- Select, advise and support the Chief Executive; and
- Maintain effective Board performance.

##### Qualifications

An applicant should:

- possess personal qualities to make substantive contributions to Board deliberations;
- have at least 10 years' experience in financial markets;
- be a graduate of a recognized university, coupled with business acumen;
- have proven track record in advocacy for policy development;
- have proven high moral and ethical character;
- have relevant experience in good corporate governance practices;
- have no potential or actual continuing conflict of interest in relation to DSE mandates and operations; and
- have no any criminal record or history of bankruptcy.

##### Mode of Application

Interested candidates are required to submit:

- An application letter detailing suitability for the position.
- A comprehensive Curriculum Vitae (CV).
- Certified copies of relevant certificates.

To the following address:  
Secretary to the DSE Board of Directors  
P. O. Box 70081  
3rd Floor, Kambarage House, 6th Ufukoni Street  
Dar es Salaam, Tanzania  
E-mail: info@dse.co.tz

215039701

Deadline for applications is on 15th February 2019 at 5.00 p.m. Only short-listed candidates will be contacted.

### IOGT·NTO·MOVEMENT

#### Regional Representative East Africa

The IOGT-NTO Movement Sweden is currently looking for a new regional representative for our office in East Africa. The position is based in Arusha, Tanzania. The region comprises of Tanzania, Kenya, Uganda, Rwanda and Burundi. Currently the regional programme is funding 14 partners in these five countries.

As Sweden's leading organisation working to reduce harms caused by alcohol and other drugs, we offer an opportunity to contribute to a world where people can live a free and rich life. The IOGT-NTO Movement see the use of alcohol and other drugs as development barriers, in order to contribute to the democratic development and reduced poverty.

Our head quarter is located in Stockholm, Sweden, and we have regional offices in South-East Asia and East Africa. Together with our partners we work in East Africa with policy and advocacy, community development, vulnerable children and the Scout Movement.

##### Areas of responsibility

- To provide strategic leadership for the regional programme
- Overseeing narrative and financial reporting, and budget processes
- Ensuring that internal control mechanisms are in place and fully implemented
- Identifying and engaging donors in the region and overseeing application processes.
- Managing the staff (7) at the regional office and providing good leadership and strong team spirit.
- Proactively initiate method development in close dialogue with the regional staff and the head office
- Build and maintain relationship with stakeholders
- Carry out regular field visits
- Conduct regular context analyses by keeping track of major political and social developments
- Represent the IOGT-NTO Movement Sweden in East Africa

##### Education and qualifications

- A Master's degree in development, health, social welfare or finance
- Minimum 5 years' work experience in senior management positions
- Strong and documented leadership skills
- Documented communication skills and experience from advocacy work
- Solid experience in finance management and budgeting
- Strong knowledge in project cycle management, log frames and result matrices
- Experience of working with other international organisations is an advantage
- Excellent understanding of a Rights Based Approach
- Experiences and track records of fundraising
- Excellent written and spoken English
- Knowledge in French is an advantage
- Analytical and strong reporting skills

You will initially be offered a one-year contract and be based in Arusha. The successful candidate will work under the supervision of the Deputy Secretary General, based at head office in Sweden.

You are welcome with your application containing a Cover Letter and CV not later February 22, 2019 to the IOGT-NTO Movement HR-department christer.wik@iogt.se

Contact person for this position: Deputy Secretary General Jens Rosbäck, jens.rosback@iogt.se.

# Government says corporal punishment should be used under strict guidelines

By Felister Peter, Dodoma

THE government has insisted on teachers to properly administer the corporal punishment to pupils in accordance with the Corporal Punishment Regulations, 1979 which was revised in 2002.

"We are aware that punishment and rewards are necessary to teaching as well as setting discipline to children, but it has to be administered accordingly. A pupil should be caned at a minimum of four strokes only", said Deputy Minister for Education and Vocational Training, William Ole Nasha.

He was responding to a question from Zainab Katimba, Special Seats (CCM) who asked whether application of corporal punishment improves student's academic performance. She was concerned improper corporal punishment in schools, and other similar penalty causes harmful effects to the well-being of students and it also violates children's rights.

Ole Nasha noted that it is only the head teacher allowed to cane students. He said violation of the Corporal Punishment Regulations, 2002 would lead into a teacher being punished in accordance with the Teachers Services Act, 2002. He said that canning students against the guidelines on corporal punishment is tantamount to cruelty and it affects children's performance.

He said that in Tanzania, such a punishment is given with purposes of shaping and disciplining school children under the section 353 and 3 (l) of the National Education Act.

Various researches conducted

within and outside the country have suggested for schools to continue administering corporal punishment to enhance discipline and ensure pupil's fully participation in the learning process.

He mentioned the various researches that supports administration of corporal punishment as the 2014 research report by Josephine Invocavity conducted in Tanzania, Maria Jose Oganda and Kirrily Pells, 2015 which was conducted in Ethiopia, India, Peru and Vietnam.

Other researches were done in 2018 by Lamasonfo Dlamini in Swaziland and the one by Yusuph Maulid Kambunga and his fellows in Tanzania.

Meanwhile, Minister for Education and Vocational Training, Prof Joyce Ndalichako said: "The corporal punishment is not meant to discipline pupils and does not improve their academic performance".

Corporal punishment is lawful in schools in mainland Tanzania under the National Corporal Punishment Regulations 1979 pursuant to article 60 of the National Education Act, which authorises the minister to make regulations "to provide for and control the administration of corporal punishment in schools."

Government guidelines in 2000 reduced the number of strokes from six to four and stated that only the heads of schools are allowed to administer the punishment, with penalties for teachers who flout these regulations. However incidents of teachers who flout the regulations are rife and mostly go unreported.



Greens vendor takes a short nap while waiting for potential customers at Ilala market in Dar es Salaam yesterday. Photo: Correspondent MirajMsala

## Tanzania poised to become the first total e-govt country in East Africa

By Polycarp Machira, Dodoma

TANZANIA is poised to become the first total e-government country in the entire East Africa region, the Permanent Secretary (PS) in the President's Office for Public Service Management and Good Governance, Dr Laurean Ndumbaro has observed.

He said the e-government in government organisation has improved standard and quality in delivery of public services, adding that working through e-government in internally administration transactions, communications and interrelationships for easy information flow and transfer offers considerable opportunity to increase government capacity.

In a speech read on his behalf by the Director of Management Services, Mick Kiliba, the PS noted that the success of e-government in government organisations depend on well established ICT infrastructures for public servants to delivery public services at improved standards.

He called for harmonisation of ICT resources to foster industrial development in the country. "Harmonisation of ICT resources is vital as the country is poised to become the first in East Africa," he said while addressing the 2nd e-Government annual meeting here yesterday.

The PS noted that e-government, which is an online gateway to all services offered by the government, has

tremendously facilitated provision of services.

Under the theme, harmonisation of ICT resources towards industrial development, the four day meeting brings together key stakeholders in implementation of e-government to seek solutions for challenges facing the online gateway for all services offered by the government.

Dr Ndumbaro pointed out among the achievements of e-government as making great contribution in provision of services at affordable costs and that members of the public can get access to information on various services online anywhere in the country.

He said the e-government would help the government to trim down

operating costs for services provided by the government, saying the e-portal would also facilitate availability of important information to members of the public.

E-government facilitates delivery of public services of relevant government information in electronic form to citizens in a timely manner and better service delivery to citizens.

E-government is a kind of governmental administration which is based on Information Communication and Technology services.

Electronic government describes the use of technologies to facilitate the operation of government and disperse of government information and services.



### ZANZIBAR REVENUE BOARD

#### INVITATION FOR TENDER (IFT) NO: SMZ/F0111/G/NCB/2018 -19/09 FOR SUPPLY OF ICT HARDWARE AND SOFTWARE

- This Invitation for Bids follows the General Procurement Notice (GPN) for Zanzibar Revenue Board that appeared in the Zanzibar Leo of 29th August, 2018 and through ZRB e-procurement Web Portal: [zanrevenue.org/eproc/](http://zanrevenue.org/eproc/).
- Zanzibar Revenue Board (ZRB) has set aside funds from its Budget for the year FY 2018/2019. It is intended that part of the proceeds of the funds will be applied to cover eligible payment under the contract for Supply of ICT Hardware and Software.
- Zanzibar Revenue Board (ZRB) -Zanzibar now invites sealed bids from eligible and qualified bidders for Supply of ICT Hardware and Software as follows:-

S/n	Name of Goods	Quantity	S/n	Name of Goods	Quantity
1	Printers	6 Pcs	5	Projector	1Pcs
2	Epson Printers	4 Pcs	6	Server	3 Pcs
3	Camera	3 Pcs	7	Desktop Computer	4 Pcs
4	Ipad	23Pcs	8	Windows 2016 License	4 Pcs
			9	UPS	85 Pcs

The above items constitute one (1) lot; the bidders must quote for all items and full quantities specified in the lot.

- Bidding will be conducted through the National Competitive Bidding (NCB) procedures specified in the Public Procurement (Goods, Works, Consultant Service and Disposal of Public Assets by Tender) Act No.11 of 2016 and are open to all Bidders as defined in the Regulations.
- Interested eligible bidders may obtain further information from Commissioner -Zanzibar Revenue Board (ZRB) P. O, BOX 2072, Mazizini- Zanzibar Tel: 255-24-2230639/2233041 Fax: 255-24-2233904 email: [zrb@zanrevenue.org](mailto:zrb@zanrevenue.org) and inspect the Bidding Documents at the address given above from 8:00 – 17:00 Monday to Friday except for public holidays.
- A complete set of Bidding Document(s) in English and additional sets may be purchased by interested Bidders on the submission of a written application to the address given under paragraph 5 above and upon payment of a non-refundable fee of Tanzania Shilling One Hundred Thousands (100,000/-). Payment should be by bank payable to Zanzibar Revenue Board through the following bank details; Bank name -People Bank of Zanzibar (PBZ) /A/C Name; Commissioner -Zanzibar Revenue Board and A/C No.0404003000. Also interested eligible bidder may download tender document through ZRB e-procurement Web Portal: [zanrevenue.org/eproc/](http://zanrevenue.org/eproc/) after making a respective payment.
- All bids must be accompanied by a bid security of 2% of the bid amount in the format provided in the Bidding documents.
- All bids in one original plus three (3) copies, properly filled in, and enclosed in plain envelopes must be delivered to the address below at or before **10:00hrs Thursday 28th February, 2019**. Bids will be opened promptly thereafter in public and in the presence of Bidders' representatives who choose to attend in the opening at the address below.
- Late Bids, Portion of Bids, Electronic Bids, Bids not received, Bids not opened and not read out in public at the bid opening ceremony shall not be accepted for evaluation irrespective of the circumstances.

SECRETARY  
TENDER BOARD  
ZANZIBAR REVENUE BOARD  
P. O, BOX 2072, 2NDFLOOR, ROOM NO: 209  
MAZIZINI- ZANZIBAR.

215040601

### REVOLUTIONARY GOVERNMENT OF ZANZIBAR

#### MINISTRY OF INFRASTRUCTURE, COMMUNICATION AND TRANSPORTATION



#### INVITATION FOR TENDERS

#### TENDER NO: SMZ/P01/G/ICB/2018-19/08 SUPPLY OF 1050 TONS OF BITUMEN (250 TONS OF PRIME COAT MC 30 AND 800 TONS OF PENETRATION GRADE 80/100)

- The Revolutionary Government of Zanzibar has set aside funds and intends to apply part of the proceeds for SUPPLY OF 1050 TONS OF BITUMEN (250 TONS OF PRIME COAT MC 30 AND 800 TONS OF PENETRATION GRADE 80/100) for the Ministry of Infrastructure, Communications and Transportation (MoICT), Zanzibar.
- Ministry of Infrastructure, Communications and Transportation (MoICT), Zanzibar now hereinafter referred to as purchaser invites sealed bids from eligible and qualified bidders for SUPPLY OF 1050 TONS OF BITUMEN (250 TONS OF PRIME COAT MC 30 AND 800 TONS OF PENETRATION GRADE 80/100), cited below.

ITEM NUMBER.	DESCRIPTION
1	Supply of 1050 tons of bitumen (250 tons of prime coat mc 30 and 800 tons of penetration grade 80/100)

- Bidding will be conducted through the International Competitive Bidding (ICB) method specified in The Public Procurement and Disposal of Public Asset Act, 2016.
- Interested eligible bidders may obtain further information from and inspect the bidding documents at the following address;

Principal Secretary  
Ministry of Infrastructure, Communications and Transportation  
Kisauni Area, Along Fumba Road  
P. O. Box 266, Zanzibar  
Attention: Procurement Management Unit MOICT  
Mobile +255 767896753  
Email address: [principalsecretary@moic-rgoz.com](mailto:principalsecretary@moic-rgoz.com) / [pmumoic@gmail.com](mailto:pmumoic@gmail.com) :

- A complete set of Bidding Documents may be purchased by interested bidders upon the submission of a written application to the said Executing Agency, and upon payment of a non-refundable fee of TZS 200,000 (Tanzania Shillings Five Hundred Thousand only) through account no 021101000043 (PBZ Bank).

Bids must be delivered **ONE ORIGINAL and TWO COPIES** to the office mentioned in clause 4 above on or before **10:00 hours on Tuesday 05th March 2019** and must be accompanied by a security of TZS 10,000,000.00 (Tanzania Shillings Ten Millions only) or convertible currency in USD. The outer cover of the bids must be clearly marked "Tender no.SMZ/P01/G/ICB/2018-19/08SUPPLY OF BITUMEN 1050 TONNES (250 TONNES OF PRIME COAT MC 30 AND 800 TONNES OF PENETRATION GARDE 80/100).

- Bids shall remain valid for 90 days after the deadline for bid submission prescribed above.
- Late bids, partial bids, electronic bids, bids sent by fax/telex, bids not received, not opened and not read out in public at the bid opening ceremony shall not be considered for evaluation irrespective of the circumstances.
- Bids will be opened in the presence of bidders' representatives who choose to attend immediately after the submission deadline at the Ministry of Infrastructure, Communications and Transportation Kisauni Area, Fumba Road, Conference Room (No 6).

Principal Secretary  
Ministry of Infrastructure, Communications and Transportation  
P.O.Box 266  
Zanzibar  
Tanzania

215041201

# Mwinyi urges protection of indigenous forests to conserve nature in Z'bar

By Correspondent Shauri Haji, Zanzibar

FORMER President Ali Hassan Mwinyi has challenged the department of forestry and non-renewable natural resources (DFNRR) Zanzibar to embark on a new programme to protect indigenous forests in order to conserve the nature.

He gave the remarks recently when he visited the Ministry of Agriculture, Natural Resources, Livestock and Fisheries (MANRLF) pavilion during the fifth festival of trade exhibitions organised by the Ministry of Trade and Industries in Zanzibar.

The exhibition went in line with commemorating 55th years anniversary of Zanzibar revolution. The ceremony was held at Maisara grounds in Unguja.

According to Mwinyi, time has come for the DFNRR to devise suitable programme aimed at planting trees and

restoring natural forests as a number of them are on the verge of extinction. Many forests were cut down to pave the way for agriculture, firewood collection, building poles and charcoal making, among others.

"These activities have left the land in question to be bare, the situation which might turn it into desert, if proper measures to replant trees were not taken.

People are fond of cutting down natural forests without replanting trees, it is your obligation as conservationists to impart them with forestry knowledge," he said.

The former head of state highlighted that indigenous forests are absolutely important in treating various human ailments through the use their barks, roots and leaves.

He, however, praised forest functionaries for the job well done on planting exotic trees, saying the exercise should

go in line with protecting natural forests since the number was on the decrease.

Sharing similar views with the retired president, Othman Juma Maalim, a teacher with Bralliant School at Kidichi in Unguja West A District, urged forest staff to plan in advance to accommodate indigenous forests as a way of combating climate change.

He told the Department of Forestry and Non-renewable Natural Resources (DFNRR) workers to seriously oversee planting trees to keep Zanzibar at the safe side in term of climate change, which was hitherto, a global agenda.

Additionally, he said that more than 100 hectares of arable land in Pemba have been invaded by farmers by cutting down mangrove trees on the pretext of unemployment, consequence of which caused the arable land to be unarable for farming.



Avocados vendor attends to her customer along Bibi Titi Mohamed Road at Mnazi Mmoja in Dar es Salaam yesterday. Photo: Correspondent Getrude Mpezya

# UDSM acknowledges African humanities programme

By Aisia Rweyemamu

THE University of Dar es Salaam (UDSM) has acknowledged the generous support by African Humanities Programme (AHP) and American Council of Learned Societies (ACLS) for African academics including Tanzanian.

"The efforts of the ACLS should be vigorously lauded in strengthening the humanities in Africa," said Prof Cuthbert Kimambo, Deputy Vice Chancellor-Research for UDSM.

Prof Kimambo was speaking during the official opening of the ongoing AHP regional assembly, a consultative meeting and annual events to review and celebrate research supported by the AHP, to consult a broad representation of the AHP community and plan for better future of Africa.

According to Prof Kimambo, in the past 10 years of AHP more than 40 Tanzanians had benefited from AHP grants, saying that the UDSM honours this partnership and hopes for its continuation so that more scholars could benefit from the generous support.

He added that AHP support provided to the UDSM humanities scholars in terms of PhDs completion grants; in-resident post-doctoral fellowships,

manuscript development, and conference attendance have gone a long way in their scholarship.

"I am happy to mention one of the AHP beneficiaries, who was a lecturer before receiving an AHP grant is now a Professor of Music in a record period of less than 10 years, that is no other than Prof Imani Sanga," he mentioned.

Prof Kimambo added: AHP has become a cornerstone among many other efforts in providing a lifeline to the once ailing discipline on the continent.

The UDSM strongly supports the growth of the humanities and that was why the university council endorsed the recommendation to split the once gigantic College of Arts and Social Sciences into two new colleges; the College of Social Sciences and our very own College of Humanities.

He said "This purposeful move was made so as to meet the challenges faced by the College where Humanities based departments were being stifled by the rapidly growing social science-based departments".

The college has reactivated its publications and updated its journals with one of its journals gaining international journal status and expecting more to

gain international journal status this year.

Prof Kimambo said that, humanities are dependent on institutional policies and regulations like every other disciplines.

In her remarks, during the assembly, Principal, College of Humanities, Dr Rose Upor said the ACLS has been a great supporter of the African Humanities for so many years.

The AHP has worked to reinvigorate the humanities in Africa through fellowship competitions and related activities in Ghana, Nigeria, South Africa, Tanzania, and Uganda.

Goals are to build the field of humanities by establishing networks for scholarly communication across Africa and with Africans worldwide.

The three days assembly expected to bring together delegates from various countries including United States of America (USA), South Africa (SA), Ghana, Uganda and Nigeria.

The first regional assembly took place in Uganda in 2017 hosted by Makerere University, the second one was in Ghana hosted by Ghana University in 2018, and this year it is taking place in Tanzania where the UDSM is honoured to host the conference.



REVOLUTIONARY GOVERNMENT OF ZANZIBAR  
MINISTRY OF HEALTH

P.O. BOX 236  
MNAZIMMOJA-ZANZIBAR  
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## Tender No: SMZ/HO1/G/ICB/2018/2019/07 For SUPPLY OF CANCER, PSYCHOTHERAPEUTIC, OPHTHALMIC MEDICATION AND LABORATORY REAGENTS, FOR MINISTRY OF HEALTH ZANZIBAR Invitation for Tenders

Date: 28/1/2019

1. This Invitation for Tenders follows the General Procurement Notice for this Project which appeared in Zanzibar Leo ISSN 5489 dated 13/09/2018.
2. The Revolutionary Government of Zanzibar has set aside funds for the operation of the Ministry of health Zanzibar during the financial year 2018-2019. It is intended that part of the proceeds of the fund will be used to cover eligible payments under the framework contract for the Supply Cancer, Psychotherapeutic and Laboratory Reagents, For Ministry of Health Zanzibar.
3. The Ministry of Health Zanzibar now invites sealed tenders from eligible National qualified bidders registered by Zanzibar Public Procurement Regulatory Authority (ZPPRA) as supplier to Supply of below Lots

S/N	LOT NUMBER	DESCRIPTION OF LOT
1	LOT 1	CANCER DRUG
2	LOT 2	PSYCHOTHERAPEUTIC DRUG
3	LOT 3	LABORATORY REAGENTS
4	LOT 4	OPHTHALMIC MEDICATION

4. Tendering will be conducted through the National competitive bidding procedures specified in the Public Procurement (Goods, Works and Disposal of Public Assets by Tender) Regulations, 2006 – Government Notice No. 62 and are open to all Tenderers as defined in the Regulations.
5. Interested eligible Tenderers may obtain further information from and inspect the Tendering Documents at the office of the **Procurement Management Unit (PMU), Ministry of Health P.O.BOX 236 Makumbusho Road Mnazi Mmoja Zanzibar** from 8:00am up to 3:30pm local time, on Monday to Friday inclusive except on public holidays.
6. A complete set of Tendering Document(s) in English language and additional sets may be purchased by interested Tenderers on the submission of a written application to the address given under paragraph 5 above and upon payment of a non-refundable fee of **100,000/=**. Payment should be by Cash, to the Peoples Bank of Zanzibar **(PBZ) account number 051103000108**.
7. All Tenders must be accompanied by a Tender security in an acceptable form in the amount of 2.5% of contract price or freely convertible currencies.
8. All tenders in one original with two copies, properly filled in, and enclosed in plain envelopes must be delivered to the address below PMU office at Ministry of health Zanzibar at or before **2:00pm 13/03/2019**. Tenders will be opened promptly thereafter in public and in the presence of Tenderers' representatives who choose to attend in the opening at the Ministry of health at conference room.
9. Late Tenders, Portion of Tenders, Electronic Tenders, Tenders not received, Tenders not opened and not read out in public at the tender opening ceremony shall not be accepted for evaluation irrespective of the circumstances.

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## Charities have hugely important role to play in our society

IT is often mistakenly believed that charitable organisations and their volunteer activities are unimportant and of little consequence to a country's economic system, but nothing could be further from the truth.

In reality, charitable activities make a vital contribution to the economic, social and political sectors of a nation.

In fact, the role of charitable organisations and volunteer work is no less important than the roles of the public and private sectors.

Charities provide essential services that positively impact the lives of citizens, such as building hospitals, schools, orphanages and religious centres.

Every year, charities all over the world help to save and improve people's lives, fighting disease, protecting children, and giving hope to many thousands of people. To honour the important work that these many charities do, in 2012 the United Nations decided to nominate an annual International Day of Charity as an official day of recognition and celebration. The reason the date was chosen is because it is the anniversary of the death of Mother Teresa of Calcutta. This choice commemorates the tireless work that Mother Teresa did by devoting her whole life to charity work. To celebrate this special day every year, the work of different charities all over the world is publicised and celebrated, and people are encouraged to donate money and time, to carry out charitable works, and also to educate people and raise awareness about the many charitable issues worldwide. Education and giving are the essence of this special day.

Let no one be in any doubt. Our government believes in the dynamism of charities and their power to improve the quality of individuals' lives and our national life. In ensuring all charities

have to demonstrate how they fulfill their obligations in exchange for the benefits they receive, the government is creating the circumstances in which they will continue to flourish. It's not only publicity-hungry celebrities that love a charity; everyone values the contribution of charities to our society, and I want that to continue. That can only happen if the public are confident they are getting a return from the status charities enjoy.

A charitable trust is an irrevocable trust established for charitable purposes and, in some jurisdictions, a more specific term than "charitable organisation". A charitable trust enjoys a varying degree of tax benefits in most countries. It also generates good will. Some important terminology in charitable trusts is the term 'corpus' (Latin for 'body') which refers to the assets with which the trust is funded and the term 'donor' which is the person donating assets to a charity.

In India, trusts set up for the social causes and approved by the Income Tax Department get not only exemption from payment of tax but also the donors to such trusts can deduct the amount of donation to the trust from their taxable income. The legal framework in India recognises activities including "relief of the poor, education, medical relief, preserving monuments and environment and the advancement of any other object of general public utility" as charitable purposes. In England and Wales, charitable trusts are a form of express trust dedicated to charitable goals. There are a variety of advantages to charitable trust status, including exemption from most forms of tax and freedom for the trustees not found in other types of English trust. To be a valid charitable trust, the organisation must demonstrate both a charitable purpose and a public benefit.

## Technology could soon revolutionise agriculture in Africa

TANZANIA is one of Africa's fastest growing economies, with nearly 7 per cent annual GDP growth since 2000. Yet widespread poverty persists - nearly half of Tanzania's population is living on under \$1.90 per day. Income disparity is more pronounced in rural areas, where economic growth has been hardly perceptible. Inclusive broad-based growth is further stymied by population growth and low gains in productivity for labour-intensive sectors like agriculture, which employs 75 per cent of the populace. Tanzania's natural resources are an asset to the country, providing the basis for livelihoods—but unsustainable use of these resources threatens to perpetuate the cycle of poverty.

The U.S. Government is Tanzania's largest bilateral donor, and with low levels of ethnic tension, political stability, and sustained economic growth in recent years, Tanzania is a favoured recipient of support from the U.S. and other donors. USAID programmes in Tanzania are aligned with Tanzanian national development goals and support Tanzania's National Strategy. As outlined in USAID/Tanzania's Country Development Cooperation Strategy, USAID programmes work to empower Tanzanian women and youth, achieve inclusive, broad-based, and sustainable economic growth, and improve effective democratic governance to advance Tanzania's transformation toward middle income status by 2025.

Africa currently holds the highest prevalence of the world's undernourished people and has among the lowest agricultural yields in the world. The continent will double in population to hold an estimated 2.5 billion of the world's nearly 10 billion people by 2050.

Yet there is enormous potential for innovation to transform African agriculture, bringing jobs and strengthening food security. One leader

driving this agenda is Debisi Araba, the dynamic regional director for Africa at the International Center for Tropical Agriculture (CIAT). In recent interview he explored technologies influencing agriculture on the continent, emphasising disruption opportunities, and highlights that platforms can release the best of human ingenuity.

According to him, the biggest question is why we haven't yet had a green revolution in Africa. Part of the explanation is inadequate funding, but it's also about adopting an "agriculture as a business" approach. Agriculture is not about sustaining people just above the poverty line; it's about turning them into entrepreneurs who can thrive, recognising the potential for this sector to lift millions out of poverty. Agriculture is poised for a mushrooming of investment across the continent.

We need to shift the focus away from calories and toward improved nutrition and health. That means introducing the right practices and varieties, using conventional breeding as well as breeding for micronutrients. It's also critical to understand soil health. We look for technologies that improve on-farm decision-making, interfacing with databases like the African Soil Information Service.

On the consumption side, Africa is facing the triple burden of malnutrition - chronic hunger, malnutrition and obesity. Many talk about biofortification as a solution; that is just one of the pathways. We should be focused on technologies that can make the entire value chain nutrition sensitive, from smallholder farmers to big retailers.

The stakes are high. Africa currently holds the highest prevalence of the world's undernourished people and has among the lowest agricultural yields in the world. The continent will double in population to hold an estimated 2.5 billion of the world's nearly 10 billion people by 2050.

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## Chaos or election: Which way in 2019? Part 1

By Luke Onyekakeyah

I raised this alarm last May in this column on whether or not we are heading for an election or chaos. Reason is that the history of wars and turmoil in Africa is the history of power struggle. From Angola's 27 years civil war to the collapse of Somalia and the unending crisis in the Democratic Republic of Congo (DR Congo), among others, all the crises were fueled by power struggle. Politicians with overvaulting ambition stoked the upheavals. The interest of Nigeria should be paramount; it should be over and above any personal or sectional interest. All lovers of Nigeria should rally to save this country from avoidable crisis.

Nigeria has had its unfair share of political crisis that led to a three-year fratricidal war from 1967 to 1970 in which over a million citizens perished and millions displaced from their homes, especially on the defunct Biafra side. Whatever would spark off another conflagration should be avoided. Politicians should be wary not to endanger this country once again. Politicians sowed the seed that led to the unfortunate civil war. Why are the politicians leading us to yet another dangerous precipice?

The confusion arising from last week's unilateral suspension of the Chief Justice of Nigeria (CJN), Walter Onnoghen, by President Muhammadu Buhari, has raised the tempo of uncertainty that the forth-coming general elections may be anything but free, fair and peaceful. That is a very sad development for Nigeria, a country battling with myriads of social, economic and security problems amid a scheduled general election.

Nigerians are befuddled that a crisis of this magnitude that could engulf the country in avoidable conflagration could be stoked at this eleventh hour to the long-awaited 2019 general elections, with the presidential election barely two weeks ahead. What sort of ill wind is this? Why are the embers being fanned vigorously? The sudden removal of Onnoghen is an ill wind that blows no one any good. President Buhari should be patriotic and save this country from avoidable crisis. For it is said that there are two people that matter in a country namely, the one who turned a forest into a country and the one who turned a country into a forest! Some people have labored to establish Nigeria as it were. Let there be no one who would turn this country into a forest.

Nigerians were shocked over the weekend when news broke that President Muhammadu Buhari has suspended the Chief Justice of Nigeria (CJN), Justice Walter Onnoghen, pending the completion of his trial at the Code of Conduct Tribunal. Buhari



President Muhammadu Buhari (left) and former Nigerian head of state Olusegun Obasanjo-

announced the suspension at the Council Chambers of the Presidential Villa in Abuja on Friday, January 25, 2019. He said the suspension was as a result of the order of the Code of Conduct Tribunal (CCT), directing him to suspend Onnoghen, pending the completion of his trial. Legal pundits are analyzing the legality of the order.

Buhari did not stop there; he went ahead to swear-in Justice Ibrahim Tanko Mohammad from Bauchi as the acting CJN. Onnoghen is from Cross River State in Nigeria's South-South Niger Delta Zone. The ethnic colouration bolstered the general perception that President Buhari has been filling all strategic arms of government with his own kinsmen. The suspension of Onnoghen, a man whose appointment was not favoured by Buhari in the first place, is seen as the last straw that breaks the camels back in the light of the elections at hand. Why did the President do this now?

Following the suspension, a flood of protests, agitations and outcry have greeted the polity from both within and outside the country. At the swearing in ceremony of the chairmen and members of the Election Petition Tribunals numbering 250, by the new Acting CJN, Tanko Mohahamad, only one Justice out of the 25 Justices of the Supreme Court was reportedly present, the rest boycotted the event in a show of solidarity with Onnoghen. Right now, the entire legal fraternity in the country is outraged at what they call unconstitutional action by Mr. President. Both the National Judicial Council (NJC) and the Nigeria

Bar Association (NBA) have called emergency meetings to discuss the anomie.

Also, the National Assembly (NASS), which has been on recess, is reconvening to deliberate on the burning issue. The restive Niger Delta militants that have sheathed their swords for a while are fuming and threatening fire and brimstone on oil industry facilities in the area. And the main opposition Peoples Democratic Party (PDP) announced the suspension of its electioneering campaigns for 72 hours in protest.

The international community is not keeping mute. The United States of America (USA), the United Kingdom (UK) and the European Union (EU) governments have expressed serious concern about the development, which they fear would affect the coming elections. There is fire on the mountain, one would say. Except something is done urgently to douse the tension, we may be in for evil days the end of which no one can fathom.

It needs to be stressed that no one is saying that Onnoghen should not be disciplined if he had run afoul of the law. Not at all. What people are saying is that due process should be followed. Legal luminaries in the country are in agreement that there is a constitutionally laid down procedure for disciplining a legal officer of Onnoghen's status. Flouting or shortchanging that process, as the President Buhari has done is tantamount to what they call a 'coup' against the constitution and the judicial arm of government in a democracy. Whereas, there is national outrage over

the President's action, the presidency, on the other hand, is busy justifying the unprecedented action of Buhari. Can Nigeria wriggle out of this self-inflicted problem? The coming days and weeks are indeed uncertain. But can Nigeria survive a political upheaval amid the ravaging Boko Haram war in the North-East and the nationwide insecurity?

It is sad that rather than preach peace in the run up to the polls, some unpatriotic elements are out to cause mayhem. How to tackle the myriad of problems confronting the country should be the focus instead of diverting attention to the destabilisation of the judiciary, a critical arm of Nigeria's democratic government.

What is happening give credence to what those who know Buhari think that he can't easily be brushed aside as was the case with Jonathan in 2015. Buhari's exponents think that he will deploy all the forces within his power, including the power of incumbency, to counter the opposition to win the re-election. The unilateral and unconstitutional suspension of Onnoghen is a clear testimony that Buhari is not Jonathan, who patriotically refused to orchestrate crisis and bloodshed in 2015.

Nigerians want peace and not chaos. As things stand now, except Buhari and the APC adopt a "no bloodshed mantra," adding political crisis to the already degenerate killing fields across Nigeria may spell doom for the country. That way, the prediction that Nigeria could not survive the 2015 elections may only have been postponed to 2019. President Buhari should not let this happen under his watch.



## TANZANIA PRIVATE SECTOR FOUNDATION



## EMPLOYMENT OPPORTUNITIES

## INTRODUCTION

Tanzania Private Sector Foundation (TPSF) is an apex and focal private sector organization, which seeks to promote effective engagement with government and other stakeholders in developing policy and conducive environment for doing business and developing the country economically. TPSF therefore commands significant influence and credibility both locally and internationally. It boasts a unique position as the government's partner, which makes her a key player in policy formulation, public private partnership (PPP implementation), coordination of high-level public-private dialogue platforms and National Budget. TPSF has thus stood tall and bold on many advocacy issues of national and sectoral importance.

The TPSF has been mandated by the Government to establish Sector Skills Councils (SSCs) for the six selected sectors namely **Agribusiness and Agro-Processing, Transport and Logistics, Tourism and Hospitality, Energy, Construction, and ICT**. SSCs are expected to be platforms to promote public-private cooperation by way of collaboration with regard to skills development for the said sectors. SSCs are part of the governance structures of the "Education and Skills for Productive Jobs (ESPJ) Program for Results", currently supported by the World Bank.

The ESPJ addresses needs in respect of human capital as outlined in Tanzania's National Development Vision 2025 (FYDPI & FYDPII). The strategy is closely aligned to the Education and Training Policy (ETP) 2015, as well as to other policies namely, the Integrated Industrial Development Strategy (IIDS) 2025 and the National Employment Policy (NEP). ESPJ Program for Results has been developed to address specific sector skills challenges as outlined in the National Skills Development Strategy (NSDS). In order to effectively implement the Project, it has been agreed that certain positions will be hired as follows:

## DIRECTOR OF FINANCE.

## Duties and Responsibilities

The Finance Director shall be responsible for all Financial Management aspects of the project and the position will be responsible for reviewing financial reports and position of the TPSF and Sector Skills Council Development Project, monitoring accounts, and preparing activity reports and financial forecasts. Furthermore, the position will be responsible for investigating ways and means to improve financing of operations, analyze markets for opportunities, such as expansion and acquisition of new projects etc. Detailed responsibilities shall include: -

- Through his Finance and Accounting team, maintain clear and up-to-date books of account that meet internationally accepted accounting principles and financial reporting standards.
- Provide overall support in establishing a proper internal control system to achieve accountability at all levels and assurance and that project funds are used for intended purposes with due consideration while observing economy, efficiency and effectiveness;
- Train and provide technical support to the Secretariat and Sector Skills Coordinators and Finance staff in fine tuning their Financial Management systems for proper internal control systems and generation of the required financial reports.
- Regularly advise the Executive Director on financial issues through periodic reports and consultations and alert against any irregularity, lack of compliance, lack of adherence and problems whether actual or potential concerning the financial systems, operations, plans, accounting, audits, budgets and any other matter of a financial nature.
- Train and provide technical support to the implementing agencies' managers in preparing the quarterly financial reports i.e. financial, procurement and physical progress reports for the project for submission to Project Coordinator and Ministry of Education, Science and Technology (MoEST).
- Facilitate all financial reviews of the utilization of funds and accounts by the Government of Tanzania internal auditors, External Auditors, the World Bank and other donors' supervision missions and provide support on audit matters as directed by the Project Coordinator and donors from time to time.
- Maintain a working relationship and develop additional relationships with banks and financial institutions with the aim of securing the funds necessary for the operations of the organization, the attainment of its development plans and its investments.
- Evaluate financial trends and when necessary, recommend courses of action to correct budget imbalances.
- Act as a custodian of all Project Assets, both fixed and current.
- Perform any other related duties and task as may be assigned by the Executive Director

## Qualification

The Director of Finance should be an experienced accounting and financial management expert and should be familiar with the relevant accounting and finance policies of the Government of Tanzania as well as donor policies and procedures relating to financial management and disbursements. It is expected that the Director should have the following attributes: -

- Possess an accounting professional qualification such as ACCA, CPA etc.
- Master's Degree in Accounting, Business and Finance or equivalent
- At least five years working experience in finance, accounts, audit or related field.
- Five (5) years' experience working on donor funded projects.
- Knowledge of accounting software packages;
- Strong planning, organization and time management skills and ability to manage multiple tasks;
- Strong analytical capabilities and proven skills to deal with Financial Management issues innovatively and independently;
- Capacity to be a member of a multi-disciplinary team, to provide advice and recommend actions;
- Proficient in preparing and presenting reports, and
- Proficiency in communication orally and written English

## Reporting Obligation

The Director of Finance shall report directly to the TPSF Executive Director.

## PROCUREMENT MANAGER

## Duties &amp; Responsibilities

The primary responsibility of the Procurement Manager is to arrange and handle procurement processes according to the Procurement Plan of the Project and ensure strict compliance with the procurement Guidelines of the World Bank and the Public Procurement Act, 2004 and its regulations, including usage of standard bidding/contracts documents as well as preparation of necessary reports for the Project Coordinator, the Ministry of Education, Science and Technology as well as TPSF.

The Procurement Manager will work as an integral part of the Project Management Team and be responsible for coordination of procurement processes, elaboration of procurement plans, tender documentation, facilitating negotiations with contractors, consultants and suppliers and manage the delivery of works, goods and services. The specific responsibilities of the Procurement Manager shall include but are not limited to:

- Provision of guidance, technical oversight, and professional procurement advice on all matters related to procurement activities of the project;
- Prepare and update Annual Procurement Plan (APP) based on annual work plans and budget;
- Preparing procurement notices, expression of interests, bidding documents and requests for proposals (RFP) to guarantee compliance with the World Bank guidelines;
- Advising on the most appropriate procurement methods;
- Keeping track of agreed dates in the tender documents and liaising with implementing units to ensure that all activities take place on the dates stipulated in the tender documents;
- Arranging and attending bid-opening meetings for all procurement packages, and advising on the proceedings and record minutes;
- Assisting and providing advice on the conduct of bid evaluation and Drafting of contracts;
- Preparing and maintaining procurement records and contracts register;
- Assist PMU in producing all necessary reports for submission to the Ministerial Tender Board and the World Bank.
- Attend all issues related to contract supervision/ management and administration;

## Qualifications

The Procurement Manager is expected to have the following relevant skills and qualifications:

- University degree with major in a relevant discipline and training in procurement work;
- A post graduate degree will be an added advantage;
- At least 5 years of general experience with experience in public procurement work;
- At least 3 years of relevant work experience in procurement under any Donor Funded Project
- Good knowledge of all concepts, principles and approaches to procurement, and of public procurement system, functions and practices, familiar with Public Procurement Act of 2004 with its associated regulations and Guidelines of various Development Partners.

## Reporting Obligation

The Procurement Manager shall report directly to the TPSF Executive Director.

## MONITORING &amp; EVALUATION

## Duties &amp; Responsibilities

The Monitoring and Evaluation Officer will work under the overall guidance of the Director of Programs and Enterprise Development to oversee the planning and implementation of the Monitoring Framework of Sector Skills Councils (SSC) of the ESPJ. The primary responsibility of this position will be to oversee capacity development, implementation, and leveraging of program M&E systems and data, in close collaboration with Project Coordinator (PC), Sector Skills Coordinators and building Secretariat and partners' capacity to use the system which among other things includes data collection and analysis and to inform ongoing program management so as to make program adjustments if necessary.

## Key Attributes

The ideal candidate must be well organized, self-motivated, highly responsible and able to work in teams, analytical, conceptually thinking, ability to take risks and make independent decisions; ability to work unsupervised and under pressure; fluency in spoken and written English; and with good computer skills.

## Contract Duration

All these positions will be recruited on a one-year renewal basis and receive an attractive salary commensurate to the level of skills and experience. The contract may be renewed contingent upon project budgeting and satisfactory performance evaluation.

## Deadlines &amp; Requirements

The deadline is two (2) weeks after appearance of this advertisement  
Please send your well written Application Letter accompanied by your updated CV.  
Your submission should be made online through [skills@tpsftz.org](mailto:skills@tpsftz.org)

## TANZANIA PRIVATE SECTOR FOUNDATION



## EMPLOYMENT OPPORTUNITIES

## Sector Skills Councils Coordinators

## Job Positions

- Agricuture Sector Skills Council Coordinator
- Energy Sector Skills Council Coordinator
- Tourism and Hospitality Sector Skills Council Coordinator
- ICT Sector Skills Council Coordinator
- Logistics and Transport Sector Skills Council Coordinator
- Construction Sector Skills Council Coordinator

Direct reports: Sector Skills Councils Project Coordinator

Location: Dar es Salaam

Contract time frame: One (1) year renewable based on performance

## Background

The Government of Tanzania through the Ministry of Education, Science and Technology is currently implementing the National Skills Development Strategy (NSDS) to particularly address the issues on the current low skill levels of the workforce, the future demand for higher occupational skill levels in a more diversified and competitive industrial and service economy and the need to scale up and improve the quality of vocational training and technical education. The NSDS is a ten-year strategy (2016/17 – 2025/26) and its interventions are designed to have a transformative impact on the skills supply system for industries with high potential for growth and job creation.

Tanzania Private Sector Foundation (TPSF) has been mandated by the Government to establish Sector Skills Councils (SSCs) for six selected economic sectors namely **Agribusiness and Agro-Processing, Transport and Logistics, Tourism and Hospitality, Energy, Construction, and ICT**. SSCs are expected to be platforms to promote public-private cooperation by way of collaboration with regard to skills development for the said sectors. SSCs are part of the governance structures of the "Education and Skills for Productive Jobs (ESPJ) Program for Results", currently supported by the World Bank through the Ministry of Education, Science and Technology (MoEST).

ESPJ Program for Results has been developed to address specific skills challenges as outlined in the National Skills Development Strategy (NSDS). The ESPJ addresses needs in respect of human capital as outlined in Tanzania's National Development Vision 2025 (FYDPI & FYDPII). The strategy is closely aligned to the Education and Training Policy (ETP) 2015, as well as to other policies namely, the Integrated Industrial Development Strategy (IIDS) 2025, the National Employment Policy (NEP).

## The Institution

TPSF was formally incorporated under the Companies Act (Cap 212) as a company limited by guarantee on 4th November, 1998 for the purpose of promoting private sector-led social and economic development in Tanzania. As an apex and focal private sector organization (PSO), TPSF seeks to promote effective engagement with the government and other stakeholders on matters of policy development and ensuring sustainable provision of services to members. It acts as a common voice of the private sector to advocate and create an enabling environment for doing business and attracting investments.

TPSF therefore commands significant influence and importance locally and internationally. It has a unique position as the government's partner in policy and advocacy, public private partnership (PPP), high-level dialogue platforms and National budget. TPSF has thus stood tall and bold on many issues of national and sectoral importance.

## Description of the Position

The Sector Skills Coordinators will provide support in the management of Sector Skills Councils. She/he is responsible for providing programmatic support in the coordination, planning, implementation, budgeting and reporting of Sector Skills Council programs and its respective linkages in the Employment and Skills for Productive Jobs Country Project.

## Roles and Responsibilities

- Support the Project Coordinator in managing the Specific Sector Skills Council at the Foundation.
- Stakeholder's identification and coordination in the respective sectors
- Develop and implement strategies, work plans and budget for the respective sector skills council.
- Identifying and prioritizing skills needs in the respective sector in collaboration with sector stakeholders.
- Support in developing industry skills strategies and plans to achieve priority goals and respective implementing Plans/Programs in line with the NSDS.
- Provide support in defining and revising occupational and competency standards, training programs and curricula in collaboration with stakeholders.
- Coordinate Public Private Partnership in training delivery with appropriate linkages to the SSC.
- Establish linkages with enterprise-based training institutions to promote entrepreneurial culture.
- Work closely with sector stakeholders on information and knowledge sharing on progress and results for the different interventions in the program.
- Work with media and communications activities to ensure visibility of Sector Skills Council and TPSF at the national level.
- Continuously monitor and evaluate Sector Skills Councils activities in close collaboration with the M&E specialist and the Secretariat.
- Prepare and review annual work plans in addition to monthly, quarterly and annual progress reports with regards to the roles of the respective Sector Skill Councils.
- Explore new areas for support that are in line with the NSDS Strategic objectives and advise accordingly.
- Prepare and implement Sector Skills Council Sustainability Plan
- Any other related responsibilities that may be assigned by the SSCs Coordinator from time to time.

## Academic and professional qualifications

## Agriculture Sector Coordinator:

University degree from a recognized academic institution in one or more of the following areas is preferred: Agricultural or Agriculture Economics, Agricultural Policy or related discipline with strong experience in the Agriculture and Agri-Business sector.

## Energy Sector Coordinator:

University degree from a recognized academic institution in one or more of the following areas is preferred: Sustainable Energy, Energy Development studies, Economics or Engineering.

## Tourism and Hospitality Sector Coordinator:

University degree or Ordinary Diploma from a recognized academic institution in one or more of the following areas is preferred: Tourism Management, Tourism Marketing, Management or Business or related field with strong experience in Tourism and Hospitality Industry.

## ICT Sector Coordinator :

University degree from a recognized academic institution in one or more of the following areas, preferably: University degree in Information Technology or Computer Sciences or related field

## Logistics and Transport Sector Coordinator:

University degree from a recognized academic institution in one or more of the following areas is preferred: Supply Chain Management, Business Administration in Logistics and Distribution Channels, Logistics Management, International Economics - Logistics, Contract/Commercial Law, or areas directly related to logistical operations

## Construction Sector Coordinator:

University degree from a recognized academic institution in one or more of the following areas, preferably: An advanced degree in Civil or Structural Engineering, Architecture or other related Construction disciplines.

**NOTE:** All candidates must possess extensive experience in project planning and management, with sound knowledge of contemporary issues in the labor market and skills development. A mix of work experience in both public and private sectors would be an advantage.

## Personal Skills

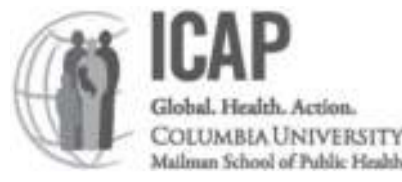
- A self-motivated individual able to work both independently as well as part of a team.
- Well informed with labor market information of the sector
- Excellent communication and presentation skills.
- Ability to establish and maintain strong partnerships with key internal and external stakeholders.
- Ability to influence, network and build sound, productive working relationships and networks.
- Excellent report writing skills with the ability to effectively communicate and articulate key issues.
- Strong analytical and advocacy skills.
- Good understanding of key national contexts as relating to skills development.
- Fluent (writing, reading and speaking) in both English and Swahili
- Good computer skills

## Work experience

- A minimum of five years at a senior level in a relevant and reputable institution, or in an international organization, with proven skills in the management and coordination of donor funded projects.
- Extensive experience in project, planning and management, with sound knowledge of contemporary issues in the labor market and skills development.

## Deadline and Application Requirements

- The deadline is two (2) weeks after appearance of the advertisement
- Please send your well written Application Letter accompanied by your updated CV.
- Your submission should be made online through [skills@tpsftz.org](mailto:skills@tpsftz.org)



## JOB OPPORTUNITIES WITH ICAP IN TANZANIA

ICAP at Columbia University is a Non-Governmental Organization affiliated with Columbia University's Mailman School of Public Health (MSPH) registered in Tanzania as MSPH Tanzania LLC since February 2005 (SO No. 12987). ICAP currently operates in nine regions across Tanzania and employs over 200 people to deliver public health interventions in close collaboration with the Ministry of Health, Community Development, Gender, Elderly, and Children (MoHCDGEC) and the National AIDS Control Program (NACP).

Since October 2016, ICAP has been receiving PEPFAR funding from Centers for Disease Control and Prevention (CDC) for a 5-year project delivering HIV interventions as the community implementing partner. Known in country as the FIKIA Project and currently in Year 3 of 5 for implementation, the project provides community-based HIV prevention interventions including HIV testing to key and vulnerable populations (KVP). The goal of FIKIA is to accelerate, expand, and improve the quality of comprehensive community-based HIV prevention services to KVP in order to achieve epidemic control. FIKIA implementation spans a total of 46 districts across nine regions (including Kagera, Kigoma, Mwanza, Geita, Simiyu, Mara, Pwani, Tanga, and Dar es Salaam), aiming to deliver essential HIV interventions to nearly 1 million people each year.

ICAP is now seeking to fill the below positions with competent and dynamic individuals for the FIKIA project:

<b>1. Position Title:</b>	<b>Boat Skipper (1 position)</b>
<b>Reports to:</b>	<b>Fleet Supervisor</b>
<b>Location:</b>	<b>Mwanza (with travel to Geita, Kagera &amp; Mara)</b>
<b>Travel:</b>	<b>100% in intervention districts</b>

### Overall Job Function:

The Boat Skipper will be responsible for the safe operation of the vessel and must ensure that it is operated and crewed according to both ICAP and other country marine guidelines. He will also be in charge aboard the Boat and have command of a Boat and over the whole crew.

### Specific Responsibilities and Duties:

- Shall be in charge of the vessel whilst on charter and assume the responsibility for the safety and wellbeing of the clients and crew.
- Shall ensure no compromise on the safety of the Boat and passengers on board and report all accidents/incidents as per regulations and maritime laws requirements.
- Ensure that at all times the vessel is in a safe and seaworthy condition and ready for charter or notify the Supervisor if the Boat is not seaworthy.
- Maintain any regulatory obligations that are required for the position.
- Maintain all documentation relevant to the Boat as per regulations and maritime laws.
- Responsible for the maintenance and appearance of the vessel, this includes responsibility for cleanliness and pumping out of the Boats.
- Responsible for the conduct of other ICAP staff during the trip and is obliged to report irregularities to management.
- Ensure that he observes the laws and regulations in force on Lake Victoria maritime and Tanzania as a whole and ensure the Boat operate per the law.
- Ensure the vessels is safely secured to the wharf, jetty or mooring and ensure it is left in a secure state with all windows, doors, vents closed and follow regulations and maritime procedures for engine room shutdown including ensuring domestic systems such as water pumps and gas bottles are turned off.
- Maintain Boat's and equipment on board, such as engines, winches, navigational systems, fire extinguishers, and life preservers.
- Take a lead role in promoting safe practices and implementation of Health & Safety policies, particularly when the vessel is under way.
- Liaise with the respective Harbour Master and any other responsible personnel with regard to weather and water conditions to ensure the safety and enjoyment of passengers at all times.
- Responsible to ensure all routine maintenances are done.
- Perform any other duty as may be assigned from time to time by the Supervisor.

### Required Minimum Qualifications, Knowledge and Skills:

- Candidates should hold a License for operating a passenger vessel.
- Should possess a relevant firefighting and First Aid qualifications.
- At least four (4) years' experience of successful operation of similar vessel.
- Conversant with and commitment to Health and Safety practices.
- Candidates should have good interpersonal skills and the ability to communicate effectively both in English and Kiswahili.
- The ability to determine priorities and work to agreed objectives.

### 2. Position Title: Mobile Truck Drivers (3 positions)

<b>Reports to:</b>	<b>Fleet Supervisor</b>
<b>Location:</b>	<b>Dar es salaam (with travel to Pwani and Tanga) Mwanza (with travel to Mara and Simiyu) Kagera (with travel to Geita and Kigoma)</b>
<b>Travel:</b>	<b>Up to 90% in intervention districts</b>

### Overall Job Function:

The Mobile Truck Driver will be responsible to drive ICAP Mobile Truck as directed in the most efficient, safest, and professional way possible providing services to staff and its clients. He shall be in charge of the truck ensuring all the installed equipment are safely preserved.

### Specific Responsibilities and Duties:

- Drive long distance with ICAP staff when required and adhere with the SOPs, rules and regulations.
- Ensure that the truck is always clean and in good order and all the documentation e.g. insurance and road license are up to date.
- Perform routine truck inspection and maintenance including checking oil, fuel, brakes, lights, windshield wipers, waters and tire pressures.
- Keep track of maintenance record of the truck to ensure that service schedule is adhered to and to remind the employer in advance when truck's service is due.
- Provide information and other general assistance to the ICAP staff and its clients.
- Maintain records of work performed and fill all necessary forms, make timely reports of accidents, incidents and unusual occurrences.
- Ensure necessary steps are taken as required by rules and regulations in case of involvement in an accident.
- Abide to all ICAP rules and regulations.
- Perform miscellaneous job-related duties as assigned by Supervisor.

### Required Minimum Qualifications, Knowledge and Skills:

- Form Four (IV) graduate or higher education is desirable.
- PSV Certificate from the National Institute of Transport (NIT) is an added advantage.
- At least four (4) years' experience of successful long distance truck driving both in towns and up country regions.
- Basic knowledge of automobiles and ability to make minor repairs and perform preventive maintenance.
- Have valid driving license, registration and valid permits at all times.
- Good written and spoken English and Kiswahili.
- Experience (of at least 2 years) of working with donor organizations.

### 3. Position Title: Regional Project Coordinator

<b>Reports to:</b>	<b>Zonal Project Manager/Senior M &amp; E Advisor (respective zone)</b>
<b>Location:</b>	<b>Geita</b>
<b>Supervises:</b>	<b>Regional team including Admin Assistant, Field Officers, Linkage &amp; Retention Officers, and Data Officers</b>
<b>Travel:</b>	<b>Up to 50% in intervention regions</b>

### Overall Job Function:

The incumbent will be responsible to coordinate the implementation of ICAP's FIKIA project - a community-based HIV prevention project reaching key and vulnerable populations (KVP) - in the job location region. S/he will work closely with his/her Zonal Project Manager and the central technical team to ensure high-quality program implementation at the regional level and all targets related to the project in the region (on HIV testing, reaching KVP, etc) are met. The incumbent will also be responsible for

stakeholder engagement and partner collaboration at the regional level.

### Specific Responsibilities and Duties:

- Lead and manage all staff working on the ICAP FIKIA project on community-based HIV prevention and testing in the project region.
- Develop annual and quarterly work plans and supervise implementation at the regional level to ensure all targets are met.
- Liaise with regional authorities, stakeholders, and partners as the representative for ICAP's regional office for technical and supportive guidance.
- Organize the orientation of the local government authorities and other stakeholders about the community-based HIV prevention project.
- Organize the training/orientation of healthcare workers in the selected health facilities on the community-based HIV prevention project.
- Participate in the development of the referral network model between the community-based outreach and health facility services.
- Coordinate and conduct mapping of hot spots and size estimation where KVP including adolescent girls and young women are found.
- Collaborate with organizations for execution of sub-agreements and service agreements.
- Supervise the recruitment and training of community outreach workers and lay counselors from peer groups to implement the outreach services.
- Mentor and supervise community outreach workers and lay counselors regularly and frequently during outreach sessions and lead regular meetings.
- Ensure adequate data collection and timely, complete and clean reporting of regional, data to the central level.
- Performing any other duties as assigned by the supervisor.

### Required Minimum Qualifications, Knowledge and Skills:

- Masters level degree or higher in public health, epidemiology, or related discipline; OR Bachelor's Degree with minimum of 5 years related work experience.
  - Preferred:** additional degree in a clinical discipline (MD, MBBS, etc)
- Minimum 4 years' working experience in HIV-related projects on large donor-funded projects.
  - Preferred:** experience with community-based and/or KVP-focused HIV programs.
  - Preferred:** experience with PEPFAR CDC funded projects
- Minimum 3 years' direct experience in supervising/managing a multidisciplinary team, with demonstrated skills in leading teams of public health professionals with experience in developing and executing work plans and budgets
- Flexible to work after normal working hours and weekends at various community locations and travel extensively to remote areas, including islands.
- Ability to interact well with targeted key and vulnerable population groups and peer volunteers by facilitating a nonjudgmental, nondiscriminatory, and non-stigmatizing environment in the program, to welcome all beneficiaries regardless of their background.
- Demonstrated knowledge on HIV/AIDS prevention, care and treatment, and adherence and psychosocial support programs
- Demonstrated ability to provide strong technical guidance for any interventions related to HIV care and prevention to KVP.
- Excellent written and verbal communication skills with fluency in Kiswahili and English.
- Strong computer skills (MS Excel, Access, Word, and Powerpoint at minimum).
- Preference given to candidates already living in the job location.
- Must be a Tanzanian national.

### 4. Position Title: Zonal M&E Advisor (covering Geita, Kigoma Kagera) 1 Position (Tanzania nationals only)

<b>Reports to:</b>	<b>Zonal Project Manager (covering Geita, Kigoma and Kagera)</b>
<b>Job location:</b>	<b>Kagera</b>
<b>Travel:</b>	<b>Up to 70% in intervention districts</b>

### Overall Job Function:

The incumbent's overall responsibilities include providing technical support in the planning and implementation of monitoring and evaluation (M&E) activities for the community-based HIV prevention program targeting KVP. The incumbent is responsible for overseeing and managing M&E activities for the regions in his/her respective Zone. S/he will work closely with his/her respective Zonal Project Manager and the central level M&E team.

### Specific Responsibilities and Duties:

- Provide technical assistance to ICAP supported regions within the zone in collaboration with R/CHMT members.
- To coordinate with CHMTs and RHMTs to implement a district network approach for timely and regular reporting of key program indicators to NACP and donors.
- Participate in hiring and supervision of Data Officers and other M&E staff in the regions within the zone.
- To build the capacity of personnel in the zone including ICAP staff and R/CHMTs to improve M&E systems.
- Participate in implementation and evaluation of monitoring tools and data management.
- Coordinate regional work plans and tracking of outputs.
- Ensure that DQAs are carried out semi-annually according to DQA SOPs and that recommendations following the site DQA visit are implemented.
- Assist to develop/refine M&E tools and data management systems as applicable.
- Prepare site census and regular updates for the M&E team.
- Prepare slides for the quarterly meetings and other data visualization outputs as required to share with all ICAP, R/CHMTs, sites, etc.
- Prepare Quarterly Review Meetings in collaboration with the Zonal Project Manager and Project Coordinators from the regions.
- Address report queries and data requests in collaboration with central M&E team and Data Officers.
- Provide technical guidance to Data Officers at regional level on M&E processes and ensure data collected and reported is timely, accurate, and well presented.
- Perform any other duties as assigned by supervisor.

### Required Minimum Qualifications, Knowledge and Skills:

- Degree or Advanced Diploma in data management, monitoring & evaluation, statistics, or related field; preference given to those who have experience with community-based HIV programs working with KVP.
- Minimum 3 years' experience with monitoring and evaluation of public health programs in HIV/AIDS including familiarity with MoHCDGEC/NACP reporting systems and DHIS.
  - Preferred:** Experience with M&E of community-based and/or KVP-focused HIV programs
- Minimum 1 year experience supervising, managing, or leading other M&E or data staff.
- Familiarity with PEPFAR-funded projects and related M&E components such as MER indicators and DATIM.
  - Preferred:** experience with CDC funded projects.
- Excellent computer skills, at minimum with Microsoft Access, Excel, Word, and PowerPoint.
  - Preferred:** Additional skills in statistical packages.
- Fluent in reading, writing, and speaking both English and Kiswahili.
- Good documentation skills and ability to follow standard procedures.
- Able to maintain utmost confidentiality regarding beneficiaries' health status and sensitive information contained in data.
- Flexibility to work after normal working hours and weekends at any location.
- Ability to work independently and travel extensively to remote areas, including islands.
- Able to adapt to situations quickly and problem solve.
- Ability to interact well with all targeted KVP groups and peer outreach volunteers by facilitating a nonjudgmental, nondiscriminatory, and non-stigmatizing environment in the program, to welcome all clients regardless of their background.
- Preference given to candidates already living in the job location region.

### Application Instructions:

Qualified applicants should send their cover letter and CV by **11th February, 2019** via email to [icapjobs-tanzania@columbia.edu](mailto:icapjobs-tanzania@columbia.edu), mentioning in the subject line the Position Title and Job Location.

**Only short listed applicants will be contacted. Please do NOT attach any certificates when submitting online. ICAP is an equal opportunity employer; women are encouraged to apply.**



**THE CAREER MIRROR**  
*With*  
**SALMA HAMISI**

saly30@gmail.com  
0762 174 124

## With these 4 tips, career growth is evident

Your career could be anything you want it to be, as a matter of fact, we build a career at an individual level. A career is yours to nurture and develop and is at your own personal reach to take charge of.

Being an amateur or a master at a certain profession, or maybe an entrepreneur juggling between businesses, you may at some point be at wits end and in between a pretty much unfulfilling job and failed entrepreneurial ventures and probably wouldn't find the right way to exit.

You might also be surrounded with either limited or no opportunities that befit your profession in sight.

The journey to taking charge of your career isn't a walk in the park but eventually it will be worth all the toil. If you're not sure which direction your career should go in, you're thinking about making a career change, or you just want to feel more fulfilled in your career, these 4 valuable tips might help.

### Rediscover Yourself

This means taking a quick assessment at your personality, what excites you? What sets your soul on fire? What energizes you to keep going regardless of the uncertainties? Or could even do for free, holding such an in-depth Q & A session with yourself certainly helps you rediscover what you truly desire in a career because we all want to enjoy and actually love our careers.

### Identify what you are good at

Well, you have searched within yourself and might have discovered that you love to do lots of activities. Then it's high time to forget about what you are passionate about and just focus on what you are good at. Being attentive to compliments and also recalling what made you feel successful also helps you identify your distinctive strengths.

### Prepare your CV

Now this is where you make the final shot, do the best. First and foremost, your CV should clearly demonstrate your skills and experience. Always update your CV to meet the requirements of the job advertised to maintain a level of professionalism.

Keep it simple and professional, and identify which industry sector your CV is destined for and highlight the right aspects of your experience for them.

### Embark on the job search journey

Job hunting isn't a fortnight activity, it's neither a piece, it requires work, effort and lots of commitment. Visit recruitment agency's websites, create and save an online resume and never shy away from expressing your professional skills there.

Use social media platforms such as LinkedIn for meeting and interacting with other professionals and potential employers. These in turn builds your network. Network online and also physically as it helps you to easily access internal job vacancies which is a good way of getting your foot in the door early.

Last but not least, remain positive regardless of rejections, if you are not shortlisted, keep trying different other places or even by landing yourself an internship or volunteer program to perfect your skills.

Taking these steps will ensure you are in full control of the career success you achieve hence helping you to perform and giving you numerous opportunities to advance.



Your career could be anything you want it to be, as a matter of fact, we build a career at an individual level

BY GETRUDE MBAGO

THE White Ribbon Alliance Tanzania (WRATZ) has launched its 2018-2022 strategic plan containing a number of initiatives towards ending maternal deaths as well as ending Gender Based Violence (GBV) in the country.

Under the plan, WRATZ in collaboration with other stakeholders will increase efforts in educating and empowering people about health and rights through various programmes and community campaigns.

Speaking during the launching event in Dar es Salaam on Wednesday, Lulu Ng'wanakilala chairperson of WRATZ board of directors said that the alliance will continue working closely with the government to ensure budget allocation, timely disbursement and ring fencing of

# White Ribbon Alliance Tanzania launches 2018-2022 strategic plan

funds to support maternal health care in the country.

She said White Ribbon Alliance will continue to strive for reduction of maternal mortality and contribution to the attainment of the Sustainable Development Goals (SDGs).

"We will support the ministry of health to establish mechanisms to encourage respectful maternity care before, during pregnancy and after child birth."

According to her, mothers should be encouraged and supported to deliver their children at a health center that has all of the required health services, so as to give birth safely.

"When mothers have access to available quality family planning services and methods, it is believed that they will be better able to build healthy families and communities, contribute to economic growth, and reduce poverty. Saving the lives of

mothers and newborns matters; clearly, building demand for and improving access to family planning services is a critical means to doing so."

For her part, UN Women programme analyst, Tomoko Yatsu said that Violence against women and girls was still a challenge in Tanzania thus needing joint efforts to fight it.

"Un Women has entered into an agreement with White Ribbon Alliance

to increase awareness at community level towards ending GBV in the country while ensuring increased provision of reproductive health-care services in the country," she said.

Rose Mlay, WRATZ National Coordinator said that the alliance will also support the advancement of Tanzania Ministry of Health's National Road Map Strategic Plan to improve Reproductive, Maternal, newborn, child and adolescent health (2015-

2020).

"We will embrace the overlaps between our mission and the national plan to realize the change that we seek for Tanzania," she added.

In her remarks, AMREF Health Africa country director Florence Temu called upon stakeholders and the public at large to support White Ribbon Alliance initiatives to achieve the launched strategy for the country's benefit.



Bread vendor negotiates his way looking for potential customers along Sam Nujoma Road at Ubungu in the outskirts of Dar es Salaam yesterday. Photo: John Badi



## Job Description

<b>Position:</b>	<b>Regional Coordinator</b>	<b>Position No.:</b>	<b>59983</b>
<b>Location:</b>	<b>Bukoba, Kagera, Tanzania</b>	<b>Division:</b>	<b>International Health (IHD)</b>
<b>Contract:</b>	<b>Vector Control TO1</b>	<b>Supervisor:</b>	<b>Operations Manager</b>

Abt Associates, a major American business and government research, technical assistance, and consulting company, manages the USAID-funded Vector Control Task Order 1. Task Order 1 supports the U.S. President's Malaria Initiative (PMI) and USAID to plan and implement an integrated vector control approach with the overall goal of reducing the burden of malaria. Abt has implemented indoor residual spraying (IRS) for PMI since 2011, delivering high-quality IRS programs and gathering the most comprehensive vector control entomological data in the world. Under this contract, Abt will expand entomological monitoring to guide programs focused on insecticide-treated mosquito nets and IRS and continue to assist PMI in reducing the burden of malaria through IRS and capacity building in 22 African countries where malaria is endemic. Abt also will continue to support PMI in IRS monitoring and evaluation, as well as environmental compliance.

Under supervision of the Operations Manager, the Regional Coordinator will focus on programmatic and management oversight for all aspects of the project's spray operations in their assigned district(s), including spray campaign planning, technical assistance and training, logistical and operational support and supervision, and activity tracking and reporting. S/he will coordinate closely with provincial government counterparts, and oversee the activities of project field staff and seasonal spray teams.

### Specific responsibilities include:

- Work closely with the Operations Manager to ensure effective implementation of the IRS activities in any district in Kagera Region.
- Manage robust IRS campaign planning efforts in assigned geographical area, including quantification of insecticides and equipment needs; identification and recruitment of spray teams; logistical planning for IRS distribution and transportation; insecticide and equipment storage, security, and environmental safety; and coordination with provincial level Ministry of Health counterparts.
- Work in collaboration with the malaria and IRS focal point persons at the Provincial or District Health Office to manage the planning and coordination of IRS activities.
- Oversee the recruitment, training, and supervision of spray teams and IRS spray operators.
- Supervise and track inventory distribution and storage of materials, work with the logistics and procurement team to support procurement of IRS materials.
- Supervise IRS implementation, and contribute to the trainings conducted in the assigned geographical area.
- Ensure that routine program tracking and reporting are in place and delivered on time.
- Supervise and monitor field data collection with project M&E team.
- Manage the community mobilization and SBCC/IEC campaigns and data collection process.
- Ensure that all risk prevention and environmental compliance measures are fully implemented and work closely with the project environmental compliance staff and district/province officers to address relevant issues.
- Facilitate communication between the districts in the assigned geographic area and the project office.
- Represents the program at meetings with the community leaders and local steering committees.

- Prepare weekly and other activity reports as directed by the project Operations Manager.
- The position requires frequent travel to field sites to support and oversee district and community level operations and activities.

### Qualification requirements include the following:

- Apostgraduate qualification in pediatrics, medicine, public health, epidemiology or another relevant speciality.
- Experience working closely with Ministries of Health, National Malaria Control Programs (NMCP) and other stakeholders in relation to vector control.
- A thorough understanding of malaria case management.
- Familiar with quantitative and qualitative research methods as applied to malaria case management
- At least five (5) years of relevant professional work experience, with significant amounts of experience directly in Vector Control, IRS Operations, and public health or research experience in IRS
- Experience in regulatory and operational aspects of insecticide use and management is preferred.
- Demonstrated ability to work with a minimum of direction and supervision.
- Demonstrated ability to work both as a member of a team and as a team leader, with the ability to accept the inputs of other team members.
- Strong management and planning skills of project tasks and budgets.
- Demonstrates leadership and team work and produces high quality work in a timely, cost effective manner and has excellent writing skills.
- Excellent interpersonal communications, and organizational skills.
- Excellent computer skills, computer software programs, including MSWord, Excel, and PowerPoint.
- Experience with USAID funded programs and/or other international development experience.
- English language fluency (language skills as needed by Tanzania)

### Applying:

Please submit your application to:  
The PMI VectorLink Project e-mail address:  
[VectorControl\\_Tanzania@abtsoc.com](mailto:VectorControl_Tanzania@abtsoc.com)  
Or  
Abt website:  
<https://career4.successfactors.com/career?company=AbtPROD>  
Subject Line: Kagera Regional Coordinator Application

### Note:

Only electronic applications are considered. In the subject line of your email, please state clearly which position you apply for. The application should consist of a brief cover letter and CV, compiled into one document of maximum 4 pages. The document name should start with your name and include which position you apply for. E.g. In your CV, please state your sex and date of birth. Certificates are not of interest at this stage. Applications failing to meet these requirements or sent to other email addresses will not be considered. If you do not hear from us, please consider your application unsuccessful. Abt Associates reserves the right not to make an appointment/contact.

Deadline for submission of Applications is 14th February, 2019



## INVITATION FOR BIDS

### Terms of Reference (ToR)

### Recruitment Outsourcing Agency

#### 1. INTRODUCTION

Established in 1981, WaterAid is an international non-governmental organization focused on improving people's access to safe water, improved hygiene and sanitation in developing countries. It works on the basis that water and sanitation are human rights, and are essential services vital for health, education and livelihoods. WaterAid has teams in 37 countries across the world working with partners to transform millions of lives every year by improving access to safe, sanitation and hygiene. It is working to transform peoples' lives, by delivering taps and toilets and campaigning for change by building the skills. Our work in Tanzania spans across 37 countries (Globally) and is based on a programmatic approach to ensure service delivery and promote advocacy in the WASH sector.

Our mission is to transform lives by improving access to safe water, improved sanitation and hygiene for poor and excluded people. WaterAid Tanzania aims to empower those who are poor, marginalized and excluded to demand and exercise WASH rights, and to play a key role in ensuring WASH is equitable and sustainable. We collaborate with our implementing partners to deliver services to some of the poorest people in the region, in influencing decision makers and government to increase their commitment to provide access to safe water, improved sanitation and hygiene for all.

#### 2. BACKGROUND

This Terms of Reference (ToR) is developed to acquire services from an external service provider for relevant recruitment and selection related support services to WaterAid Tanzania as outlined in this ToR.

#### 3. OBJECTIVE OF THE ASSIGNMENT

The key objective of this assignment is for the agency to provide independent and external HR consultancy services for well-planned and timely shortlisting of vacant posts at WaterAid Tanzania, namely:-

- Director for Finance and IT
- Business Development Manager

#### 4. SCOPE OF THE ASSIGNMENT

The Agency will work closely with HR and Organizational Development Manager, under the supervision and direction of Country Director. The agency role will be that of an outsourcing agency and provide services as outlined below for a specified period. The Agency will be responsible to provide services as outlined in Point # 5 below. However, if any specific task requires a considerably greater investment on the Agency's part in terms of time and effort, appropriate arrangements shall be made on mutual agreement to determine the work methodology and fees.

#### 5. RESPONSIBILITIES OF PARTIES

WaterAid will shared all received applications for each role with the Agency as follows:-

- Director of Finance and IT – on the 15th February, 2019
- Business Development Manager – on the 15th February, 2019

The Agency shall deliver to WaterAid Tanzania the following deliverables to reflect all the work done under the agreement:

- Shortlist and recommended three (3) candidates for each role by 20th February 2019
- Provide a general report and summary notes on each applicant by 25th February 2019

#### 6. REPORTING LINE

The Agency will report to HR and Organizational Development Manager- WaterAid Tanzania.

#### 7. TIME FRAME

The agency will work for WaterAid Tanzania from 15th February 2019 to 15th March 2019. The expected start date is 16th February 2019.

#### 8. REQUIRED QUALIFICATIONS

The recruitment agency must meet the following specifications:

- At least 5 years of professional experience in the HR consulting field mainly in recruitment and selection, preferably working in/with INGOs.

- Designated personnel should possess –
  - The assigned personnel shall possess an advanced degree in human resources management or related subject.
  - Extensive knowledge of local and international labour laws, acts, regulations and procedures
  - Strong IT skills
  - Strong communication and interpersonal skills.
  - Flexible, creative, detail-oriented and well organized
  - Ability to maintain highest standards of confidentiality and professionalism
  - Sound judgment. Able to influence senior managers and be seen as a credible source of advice

#### 9. GENERAL TERMS AND CONDITIONS

- During the entire period of the assignment, the Agency and its Personnel shall make themselves available for providing the Service to WaterAid Tanzania
- In providing the Services to WaterAid Tanzania, the Agency and its Personnel shall ensure to the best of its/their reasonable endeavors the highest professional standards and exercise all due care, skill, and competence so as to ensure that the Services provided shall be to the full satisfaction of WaterAid Tanzania and requirement of the exercise. The Agency shall render the Services in a proper and timely manner.
- The Agency shall always comply with the relevant internal laws and policies of WaterAid in providing the Service to the WaterAid Tanzania.
- All reports and documents prepared during the assignment will be treated as WaterAid Tanzania property
- The reports / documents or any part, therefore, cannot be sold, used and reproduced in any manner without prior written approval of WaterAid Tanzania. Detailed terms and conditions shall be mentioned in the consultancy agreement.

#### 10. PROPOSAL SUBMISSION GUIDELINE

The proposal should demonstrate sound knowledge, technical skills and capability as required by the nature of the work of the assignment and understanding of the requisite tasks set forth in the scope of work.

Eligible Agencies should submit technical and financial proposals. The financial proposal should quote consultancy fee and administration costs. Proposals should also include inter alia:

- Statement of relevant experience i.e. similar assignments executed in/under execution in the last five years. For any services that require substantial time and effort on the Agency's part, a separate fee agreement shall be made on mutual consensus.
- Indication of availability to carry out the Consultancy during the period 15th February 2019 to 15th March 2019.
- Supporting documents such as-
  - Copy of company registration certificate
  - Copy of TIN/VAT registration certificate
  - At least two positive references from previous clients/employers

Other supporting documents will be required upon selection of the Agency.

The deadline for submission of proposal is 14th February 2019.

Eligible interested bidders should submit one original and two copies of their respective bids each in separate sealed envelope to WaterAid Tanzania Office before 14th February 2019 at 10:00pm East Africa Time; Bids shall be addressed to: "Country Director – WaterAid Tanzania, P.O. Box 33759 Plot No.1469 Rufiji Street: Off Haile Selassie Rd - Mvasani Peninsula Dar es Salaam: Tanzania." and clearly marked "PROPOSAL FOR RECRUITMENT AGENCY". The envelope should be submitted at WaterAid Office From 0830 to 0430

The opening will be on 14th February 2019 from 11:00am at WaterAid Tanzania Offices Bidders and/or representatives are welcome.

All enquiries relating to this advertisement should be sent via e-mail to [ZuenaMasumay@wateraid.org](mailto:ZuenaMasumay@wateraid.org) and [AgnesGondwe@wateraid.org](mailto:AgnesGondwe@wateraid.org)



## Vodacom Tanzania Foundation spearheading efforts to save premature babies

Every year, 1 million babies are born too soon and don't live to see their first birthday. The World Health Organization (WHO), states that preterm birth is the leading cause of death for babies globally. According to United Nations Children's Fund (UNICEF), for the very first time in Tanzania's History, children are likely to survive their first birthday owing to the strides made in the Tanzanian healthcare system to improve maternal and child health.

The government's fight against maternal and neonatal deaths is supported by stakeholders such as NGO's, charity foundation who collaborated to improve and provide innovative solution for the healthcare sector. The Vice President Mama Samia Suluhu in conjunction with the Ministry of Health launched a campaign in early November 2018 dubbed "Jiongeze – Tuwatushe Slama" a call to action in the battle against neonatal and maternal death.

Vodacom Tanzania Foundation has gone to great lengths to help communities in Tanzania, especially women and children. Over the years the foundation has been working with local NGO's and partners to provide interventions needed to improve health delivery system that will foster human development and social transformation as the country embarks on its five-year development plan of 2025.

Vodacom Tanzania Foundation through its employee engagement program Pamoja na Vodacom in conjunction with Doris Mollel Foundation, has donated medical equipment to the premature unit at the hospital in Nyarugusu Refugee in Kigoma and Dodoma Referral Hospital to support the life of pre-term babies.

The material provided in both hospitals include oxygen concentrators that will help baby breath, 10 thermometers, 4 weighting scales for infants, 40 branded bed sheets, baby warmers, 3 suction machines, 100 bag tubes with face-masks for infants, 1000 feeding tubes, phototherapy machines and 3 beds for children.

For over five years, we have been at the forefront of the fight against neo-natal and maternal mortality in Tanzania. From 2015 up to now, we have donated over 4161 lifesaving, premature units' equipment to hospitals in Pwani, Tabora, Mwanza, Dodoma, Mbeya, Lindi, Rufiji and Kigoma regions.

A lot remains to be done in the fight against maternal and neonatal deaths as the Tanzanian Health Sector Strategic Plan (HSSP IV) aims to reduce under-five mortality from 21 to 16 per 1000 live births in the next two years. The improvement of health services for all Tanzanians will require sustainable collaboration between public and private sector stakeholders. In the words of the African proverb "if we want to go far, we must go together".



Connecting  
for good



Vodacom  
Tanzania  
Foundation

# CHINESE CONTRACTOR, CCECC IS BUYER OF US\$ 50M MIKOCHENI PLOT

By Property Watch Reporter

**A**N expensive five acres plot located at Mikocheni which was sold at a hefty US\$ 50 million (over 115.7bn/-) in 2016 was bought by China Civil Engineering Construction Corporation.

The state owned company which undertook construction of Tazara Railway line in 1970s, recently unveiled a US\$ 43 million (over 99.5bn/-) project to construct a Royal Glory residence and shopping complex. The five acres plot whose selling caused controversy because of the price hike but also reports that the seller did not pay all applicable taxes.

In 2016 soon after the plot was advertised in state owned Daily News and later confirmed as sold, Property Watch contacted the brokerage agent who did not cooperate. An investigation by Tanzania Revenue Authority then under Commissioner General, Alphayo Kadata was launched but a few months later he was transferred to State House as Permanent Secretary.

"When I left, I had ordered an investigation by relevant TRA department and until the time that I left I had not received the report," Kadata said while referring Property Watch to current TRA Commissioner General, Charles Kichere

who also ordered an investigation.

Officials of the state owned Chinese contractor who recently held a ground breaking foundation stone laying ceremony attended by Deputy Foreign Affairs Minister, Dr Damas Ndumbaro have declined to name the plot's seller while TRA also remain silent on the status of investigations and taxes paid.

"I have no comment on who sold us this plot because it is a contractual obligation not to disclose such information to the media," an official at CCECC said saying Ministry of Lands and Human Settlement Development is better positioned to give such information.

During the foundation stone laying ceremony which was also attended by Chinese Ambassador to Tanzania, Wang Ke, the developer said Royal Glory Residence project is another big investment made by Chinese companies in Tanzania.

CCECC's Sales Manager, Leon Zhang said Royal Glory Residence will include 14 villas and 156 apartments and a modern commercial complex with malls, restaurants, pubs and cinema halls.

Zhang said the first phase of the project which is due in November this year will employ over 1,000 people directly and indirectly.



Chinese Ambassador to Tanzania, Wang Ke (4th R) and Deputy Minister for Foreign Affairs Dr Damas Ndumbaro (5th R) taking part in a foundation stone laying ceremony at Mikocheni in Dar es Salaam last month. File photo.

## DRC not an easy environment, but Real Estate opportunities abound

KINSHASA

THERE are a number of opportunities in the Mineral-rich Democratic Republic of Congo (DRC) real estate sector, but potential investors must ensure they have investigated thoroughly before committing huge resources – Africa Property News has learned.

Doing business in the DRC is difficult, with the country often considered to be one of the most challenging business environments in the world. Despite a wealth of natural resources, years of corruption, mismanagement and conflict have left the country impoverished and there is still much work to be done to rebuild the DRC.

In the World Bank's Ease of Doing Business Survey for 2018, the DRC was ranked 184 out of 190 countries, reflecting the poor business environment that investors are likely to encounter.

That being said, there are also many opportunities for property investors looking for a double digit returns over time despite challenges that faces the country, said Ormeil Kutama, Africa Property News Media Director.

"DRC is the most populous country in the central African region and property developers expect its legal and political structures to synchronise eventually in order to build up the country's real estate sector," Kutama adds.

The country has large areas of arable land and is awaiting "big investments."

With a population of more than 80 million which covers an area the size of western Europe, a projected GDP growth of 3.8% for 2019 and significant untapped minerals resources, the DRC certainly holds much potential.

Real estate market in the country is vast, especially for urban centres, like Kinshasa, Lubumbashi, Kisangani, Goma, Kolwezi, Bukavu and Matadi.

Sustained population growth over the last thirty years and the changing socio-economic development led to a rapid development of Congolese towns and a strong demand relative to supply. Currently, the sector is characterized by a very low number of property developers and the lack of institutions specializing in funding real estate projects.

Property stands out, in response to Government efforts to address the acute housing deficit, particularly among the urban populations in the cities of Kinshasa and Lubumbashi. However, the price of units (above US\$ 25,000) is well above the affordability scale for a typical working lower middle income household in Kinshasa (about US\$ 500).

DRC has a housing deficit of about 4 million units, while the annual housing requirement is close to 250,000 units. The housing requirement in Kinshasa alone, is estimated at about 140,000 units annually, according to the Centre for Affordable Housing Finance in Africa (CAHF) 2018 report.

Although the demand for affordable

housing is evidently high, the few past and ongoing housing projects are skewed towards the needs of middle-income and wealthy individuals. These individuals earn above US\$ 1,000, and constitute less than 10 percent of the population.

The dominant sectors of the Congolese economy are mining, agriculture, fishing and forestry. There is also some manufacturing, particularly of textiles, cement and wood products. The main centres of business are the capital, Kinshasa and Lubumbashi, in the mining district of Katanga.

Minerals and investments

It may not be the most developed country in the Great Lakes region, but its vast and varied mineral resources present huge development potential. The country is a major supplier of cobalt, copper, diamonds, coltan and tin to global markets.

While minerals like copper, diamonds and tin are well known to the general public, it may not be the case with cobalt and coltan. Yet fights over access to these important resources have been one of the causes of the long and simmering instability in the DRC.

Cobalt is used to make magnets and turbines - jet or gas turbines - because of its resistance to high temperatures. According to 2013 US Geological Survey figures, the DRC supplied 48% of global cobalt and has about 47% of the world's cobalt reserves.

Logistics & Warehousing

The DRC's transport infrastructure is vastly underdeveloped. Previously built infrastructure is now decrepit after years of mismanagement and war. Given these conditions, reliable and capable transport and warehousing is in high demand.

Cement imports and mineral exports require a change in the sector. Dependent on the current infrastructure, both heavy construction and mining struggle to reach full potential. Transport and warehousing are necessary to access the most remote parts of the country. With Kinshasa and Lubumbashi at opposite ends, a lot still must happen throughout the country.

## Karume promises to stir NIC Bank to sustained growth as managing director

By Property Watch Reporter

THE future of NIC Bank Tanzania Limited's success is assured thanks to the appointment of a seasoned banker, Margaret Karume as Managing Director.

Karume who took over the NIC Bank Tanzania's top most executive job on January 1, 2019 has pledged to use her knowledge and experience to stir the bank to sustained profit making and domination of the local market.

"I'm honoured to join the NIC Bank Tanzania team which is representing my values and has a great foundation for the next phase of growth. As the Managing Director, I will combine my core competencies in relationship management, business development and credit risk management in the banking sector," Karume said.

The former Barclays Bank Kenya and NIC Group Plc banker further noted that she will use her 25 years of experience in the banking industry to ensure the local bank delivers both to clients and shareholders.

"I look forward to the diverse challenges of local and regional growth in making NIC Bank even better. I believe we have a great future as a key player in the banking industry," she added.

Until her appointment, Karume was Director of Credit Risk Management for NIC Group, responsible for evaluating credit risks and approvals, developing credit risk policies and developing people within the credit risk departments of the various subsidiaries.

She takes over from Mick Karima, who was acting Managing Director after an exhaustive interview process and approval by Bank of Tanzania and other regulatory authorities.

NIC Group Plc entered the Tanzanian market in 2009 after acquiring Savings and Finance Commercial Bank (SFCB). NIC



NIC Bank Tanzania Limited's new Managing Director, Margaret Karume.

Bank Tanzania Limited operates as a subsidiary of NIC Group PLC and provides commercial banking products and services.

NIC Group Plc is a fully-fledged commercial bank with 44 branches in Kenya, five branches in Tanzania, three branches in Uganda with a award won for providing digital banking solutions in the region.

Listed on the Nairobi Securities Exchange (NSE) with approximately 26,000

shareholders, the group's growth can be seen in the rapid expansion of its balance sheet and market capitalization.

The NIC Group has also established strategic business units that facilitate provision of a complete suite of financial products and services. These are NIC Capital (investment bank); NIC Securities (stock brokerage); NIC Insurance Agents (banc assurance) and NIC Leasing Plc.



An aerial view of Kinshasa's central business district.

# UNOPS, KENYA TO PROVIDE 100,000 AFFORDABLE HOMES

NAIROBI

**U**NOPS landmark affordable housing agreement with the government of Kenya has taken a major step forward this week, following further details of the project announced by Executive Director Grete Faremo in New York.

As part of the agreement, UNOPS and its partners will seek to attract \$647 million worth of investment to deliver at least 100,000 affordable and sustainable homes across the country. The project will provide significant employment opportunities for local communities nationwide and help to alleviate the housing crisis in Kenya.

The agreement is a major milestone in UNOPS commitment to fostering innovative financing for the Sustainable Development Goals (SDGs), and will help the government of Kenya open access to sustainable, affordable and environmentally sound housing for its citizens.

UNOPS Executive Director, Grete Faremo said: "Thousands of people in Kenya will be able to benefit from sustainable and affordable homes. By reducing the investment risks of development activities, we are helping to bring about new partnerships between the private and public sectors. The knock-on effect means unlocking new opportunities and providing jobs for local communities, which all helps drive progress towards the SDGs."

The 100,000 houses are to be constructed using green technologies and energy-efficient solar rooftops, while the implementation work will include local equipment, skills and expertise. The needs of local communities will be a key priority of the project, through the inclusion



UNOPS landmark affordable housing project.

of public facilities including children's playgrounds, schools and community halls.

In a previous statement on the project, President Uhuru Kenyatta said: "We are very excited about

this project [with UNOPS] and we look forward to unlocking similar partnerships that will allow us to fulfill our duties as leaders and pave the way for adequate, decent, and affordable housing for Kenyans."

UNOPS Social Impact Investment Initiative (S3i) seeks to de-risk infrastructure investment projects in an effort to help attract financing from the private sector to national development agendas. Projects

selected are subjected to a rigorous due diligence process that will ensure a positive environmental, social and economic impact, with a financial return.

## Ethiopia's expanded airport catches up with the country

ADDIS ABABA

Ethiopian Prime Minister Abiy Ahmed inaugurated his country's newly-expanded Bole International Airport on Sunday, 27 January.

The Chinese-led, \$363m project tripled the size of the old airport, which struggled to handle some 10 million passengers a year. It was built in 2005 to handle just 5.5 million, reports South African newspaper, the Mail & Guardian.

Now able to handle 22 million passengers a year, the airport provides a better base for Ethiopian Airlines, Africa's biggest and most profitable airline group. Its growth has followed Ethiopia's economic expansion, characterised by a wave of new industrial parks intended to move its economy from agriculture to light manufacturing.

Ethiopia was the world's fastest growing economy in 2017, according to the World Bank, with GDP growth last year predicted to be 9.6%. Begun in 2014, the airport expansion was carried out by China Communications Construction Company, and was financed by the China Exim Bank.

With the new airport only just opened, the prime minister urged Ethiopian Airlines to start planning for an even bigger facility. "We expect the Board and the Management not to be complacent with the new terminal, but rather to aim for a bigger facility with a capacity to accommodate at least 100 million passengers," Ahmed said, reports Chinese news agency Xinhua.

## Axiz, Innova partner to boost HTS connectivity in Africa

JOHANNESBURG

ICT company Axiz has entered into a partnership with High Throughput Satellite (HTS) services aggregator Innova HTS to roll out broadband satellite solutions into Africa.

Axiz said Innova HTS complements its existing range of solutions aimed at enhancing its digital platform offering.

Jacques Malherbe, Axiz CTO and Managing Executive of Advanced Technologies, said: "We look forward to providing groundbreaking and innovative connectivity technology. Because of the geographical spread in both South Africa and the rest of Africa there are vast areas that have no connectivity. This hampers access to basic internet, IOT and cloud services. All these fourth industrial benefits can only be realised with connectivity."

Rob Griggs, Innova HTS director, added: "While Ka-band HTS has been in the first world for three years, extensive coverage for Africa only came about with satellites being launched from late 2017 onwards. Ka-band HTS is a game-changing industry wide innovation that is vastly expanding the market for satellite communications. Furthermore, the economic broadband speeds, low-cost Ka-band terminals and simple implementation lends itself to a channel model from a respected distributor such as Axiz."

According to Griggs the UN has declared internet access a basic human right, but hundreds of millions of Africans still remain unconnected. "Axiz and Innova HTS's vision is to accelerate the adoption of HTS satellite broadband enabled Wi-Fi to them."



Stanbic Bank Tanzania's Head Internal Audit, Jonathan Ngoma cutting a ribbon to officially launch a new classrooms at Watoto Wetu Tanzania Children's Home at Msata village in Chalenze constituency that was built by the bank in support of government's effort to address the challenge of increase enrolment and shortage of classrooms in the country. Looking on from left is: Stanbic Bank Head of Human Capital, Eutropia Vegula, guest of honour, Saidi Alli Zingatim (2nd L), Evans Tegete who is Director of Watoto Wetu Orphanage Center (3rd L) and Msata village Chairperson, Mohamed Alli Masabwa.

## Tigo awards 'Wakalas' with 60m/- at end of Jigiftishe promotion

By Francis Kajubi

TWENTY Tigo Pesa agents (Wakalas) were awarded a record 60m/- at the end of a month long 'Tigo Jigiftishe' promotional campaign that was held last December.

Speaking during the prize giving ceremony in Dar es Salaam on Tuesday, Tigo's Chief Officer for Mobile Financial Services, Hussein Sayed said five top performers from four zones of

Coast, North, South and Lake said they were picked from thousands of Wakalas country-wide based on their volumes of transactions.

Sayed said the best of the Tigo Pesa Wakalas or the Chief Wakala, Vicky Ibrahim from Dar es Salaam won 20m/- cash prize.

"The Wakala Chief was designed to honour and give back to Wakalas who performed well particularly at the end of the

year 2018," he said noting that each of the other agents were awarded 2m/-.

"A total of 90,000 Wakalas were targeted in this promotion country wide which began on 1st of December and ended on 31st of December 2018" the Tigo Chief Officer added.

The mobile phone service company's Head of Products for Mobile Financial Services, James Sumari, commended all Tigo Pesa agents and subscrib-

ers for advancing financial inclusion across the country.

"We are proud of our contribution in driving the financial inclusion agenda. Through TigoPesa, we have enabled millions of Tanzanians to send and receive money and carry out financial transactions in the most convenient, easiest and most secure way, thus giving a huge financial boost to individuals themselves, communities and to

## Ghana shortlists six for Eastern Railway public-private partnership

ACCRA

Six companies have been shortlisted for Ghana's 330km Eastern Rail project, a build-operate-transfer scheme that will link the capital of Accra with the second city of Kumasi, with a branch line from Achimota to the newly developed port of Tema.

This news was given by Richard Diedong Dombo, the chief executive of the Ghana Railway Development Authority. He did not disclose the identities of the companies but they are reported to come from China, France, Germany, Ghana and the US.

Last year, China Gezhouba Group, China Harbour Engineering and China Road and Bridge were reported to be interested in the scheme, as were African Rail of Ghana and TFMC Rail Mark, which is registered in the US.

Mr Dombo said: "The government of Ghana cannot fund the project from its resources so we retained Price Waterhouse Cooper as our transaction adviser and the tenders were sent to the international community for interested bidders. Subsequently, 45 were shortlisted which was later trimmed down to six."

"Some of the bidders were just time wasters so we had to be careful with the selection process. It's been a slow grind but it's a deliberate grind and a responsible one."

He added that the scheme would cost about \$4m per kilometre, which would mean a price of \$1.3bn for the main line construction work alone, so the tender process would assess the ability of bidders to finance the work.

A railway exists in eastern Ghana, but apart from the stretches between Accra to Nsawam and Accra to Tema, it is inoperative. The reconstruction will include station upgrades and the provision of rolling stock, signalling and communication equipment.

The final six have been sent to a tender review committee for further evaluation. As well as the Eastern Rail project, the government is working on the reconstruction of the Eastern Railway Line will include financing, development and operation of the 333km western line, some 22km of which will be financed by the government.

## CONSTRUCTION

## DURHAM

A home under construction is a common sight in Durham, a small but booming city in North Carolina that has been billed "the start-up capital of the South." But this wood-frame, which will soon be a three-bedroom house, is unusual: it will rent for \$800 a month, about 40 per cent below the market rate.

The rent is designed to be affordable to restaurant workers and janitors, not just the new entrepreneur class. It is being built by non-profit developer Durham Community Land Trust. "It will make some family very, very happy," said Selina Mack, the group's director.

Ms Mack's organisation develops permanently affordable housing for working class families by separating a house's title from the land underneath.

Proponents of community land trusts say they offer the best chance of providing affordable housing in fast-growing cities like Durham compared with other popular options such as deed restrictions, which expire after a set period.

"Term-limited affordability will allow maybe one family to benefit," said Tony Pickett, executive director of Grounded Solutions Network, a non-profit housing group.

"Creating a stock of permanently affordable housing with a one-time public investment - and that same affordable housing is kept affordable for generations to come - that's a much more sustainable and financially feasible use of public dollars."

It is a boon in the short term, too, as consumers in the US fret about the continuing government shutdown. Consumer sentiment declined in early January to its lowest level since US President Donald Trump was elected, according to a University of Michigan survey.

"The decline was primarily focused on prospects for the domestic economy, with the year-ahead outlook for the national economy judged the worst since mid 2014," the report said.

The loss was due to a host of issues including the partial government shutdown, the impact of tariffs, instabilities in financial markets, the global slowdown, and the lack of clarity about monetary policies. While the January fall-off in optimism is certainly consistent with a slowdown in the pace of growth, the report said, it does not yet indicate the start of a sustained downturn in economic activity.

"It is the strength in personal finances that will continue to support consumption expenditures at favourable levels in 2019. Nonetheless, consumers now sense a need to buttress their

# US LAND TRUSTS PAVE WAY TO AFFORDABLE HOUSING



Construction of wood-frame houses going on in Durham, North Carolina.

precautionary savings, which is typically done by reducing their discretionary spending. Evolving job and wage prospects, which were slightly weaker in early January, are critical to extending the current expansion," it said.

Community land trust housing gives low-to-moderate income families the chance to become homeowners that otherwise they would never have, said Mr Pickett. And creating a balance "between individual wealth-building and ongoing, long-term affordability" is vital, he added, particularly given the US racial wealth gap.

According to the Centre for American Progress, a left-leaning think-tank, African-American families' median wealth is one-tenth that of white families - in a country where owning a home is the primary path to wealth-building.

By lowering barriers to home ownership, the community land trust model offers that opportunity. The concept, whose roots lie in the

Civil Rights movement, turns 50 this year, but rising land costs and traditional housing finance practices remain obstacles to its widespread adoption.

To date there are just 225 land trusts nationwide, according to Grounded Solutions. That is largely because mortgage bankers and realtors remain unfamiliar with the model, said Mr Pickett, and that creates a vicious cycle.

Additionally, the relatively small number of land trusts means families looking to buy a house do not routinely have this option; that, in turn, limits land trusts' ability to accrue more equity to buy more houses, according to Reuters.

While the house where Ms Mack was overseeing construction last year will be rented, most trust residents own their homes. Through an innovative housing finance model called "shared equity", the trust retains ownership of the land - and thus much of the accrued value - when the occupant sells the house.

As a result, the house can be sold at a below-market rate to the next buyer. In the early 1900s, long before Durham became a start-up capital, it was home to a district known as Black Wall Street for its concentration of insurance companies and banks owned by African-American businesspeople.

But the construction of a downtown freeway in the 1960s dismantled its black business community, while a discriminatory housing policy known as "redlining" prevented black families from getting mortgages. That left areas like Durham's West End, which is bisected by the highway, down at heel.

"Abandoned housing, little to no homeownership, a lot of rental properties most of them owned by absentee landlords, in disrepair, the city not invested in community," said Ms Mack, describing the West End in the 1980s.

In 1987, residents of the majority African-American neighbourhood

banded together with the motto "take back the streets" and renovated five buildings. The neighbours placed the houses into trust, inspired by New Communities, a Georgia land trust and farm collective started in 1969 by veterans of the Civil Rights movement.

Their effort spurred the city to pass an affordable housing bond that year. That funding source helped to buy land, renovate existing homes and build new ones. Today, the Durham Community Land Trust owns 281 properties, including one-fourth of the West End, halfway between downtown and Duke University.

The trust's property portfolio ensures an affordable anchor amidst a tide of rising rents. "Durham is experiencing rapid gentrification. Housing prices are skyrocketing ... The impact of the land trust being in that neighbourhood is what has kept the prices, or at least the increase in the neighbourhood, somewhat stable," Ms Mack said.

Mike Richmond, a retired university janitor, bought through the land trust. As prices have risen in Durham, he said, it would today be near impossible for someone working in his former job to buy a house in the neighbourhood.

"He would have to pinch pennies and, if something came up, then those pennies would be screaming pennies," Mr Richmond said on his front porch. He acknowledged he would not gain from Durham's housing boom as much as if he had owned the land, but he accepts the trade-off.

"If I don't make a larger profit today, at least somebody else could come in and afford to live," he said. That attitude is uncommon in a country where housing is considered a profitable asset. A 2010 report on a longtime Vermont land trust showed most first-time buyers earned enough money from the shared equity sale of their home for a down-payment on a market-rate house.

## Dubai targets Dh1bn of Chinese real estate investment in 2019

## DUBAI

Dubai Land Department, part of Dubai Government, plans to ramp up efforts to promote UAE real estate to prospective Chinese investors, with the goal of attracting at least Dh1 billion of inward property investment in 2019, officials said.

"We are targeting an expansion [of our presence] in China this year, because the results of our last efforts were strong with high levels of investment after we opened offices in Beijing and Shanghai," Majida Ali Rashed, chief executive of DLD's Real Estate Investment and Promotion and Management Sector, told reporters on Tuesday.

Dubai recorded Dh162bn worth of real estate transactions in the first nine months of 2018 - the latest period for which figures are available, according to DLD. Investors from China accounted for Dh1.7bn of the total, and Chinese investors were among the top four foreign nationalities who invested in Dubai, alongside Indians, Britons and Pakistanis.

DLD opened its two representative offices in China in the past two years including Beijing last June, and aims to open a third in the



Chinese visitors admiring a model apartment block at a DLD's Real Estate Investment and Promotion pavilion in Beijing.

southern industrial city of Shenzhen, as well as other regions. "We are targeting different areas of China," Ms Rashed said.

The department also signed a co-operation agreement with the foreign trade office of Guangzhou in

June, intended to pave the way for fresh promotional activity there.

The current economic slowdown in China is unlikely to negatively impact Chinese investment in UAE real estate, "because the country has come up with a solution" to cur-

tail any impact on consumer purchasing power, Ms Rashed added.

China recorded its slowest GDP growth since 1990 in the last quarter of 2018 following years of rapid growth. In response to the slowdown and headwind from ongoing

trade disputes with the US, China's government launched monetary and fiscal stimulus packages last year and allowed its currency, the renminbi, to weaken. DLD representatives told reporters on Tuesday the department has received 800 real estate-related enquiries from Chinese nationals since its dedicated China investment and promotion unit was set up in November 2017. Chinese developers including Sanxiang Group and BTL Hospitality are among companies that have expressed an intent to invest in Dubai by around 2020.

The department is also working to support UAE-based developers wanting to expand in China. It led 11 roadshows to China in 2018, on behalf of developers including Dubai's Emaar Properties, Abu Dhabi-based Bloom Holding, Deyaar Development, Sobha Real Estate and free zone developer Dubai Sports City.

Russia and India are the two other most important markets for DLD, Ms Rashed said. In addition, there are plans to open new offices in markets including the UK and US - where DLD already has a promotional office but wants to expand its presence - Canada, Africa and Germany.

## Jakarta set for 10-year infrastructure boom

## JAKARTA

The governor of Jakarta has set out a plan to spend \$40bn over 10 years in an attempt to make the Indonesian capital a more liveable and efficient city.

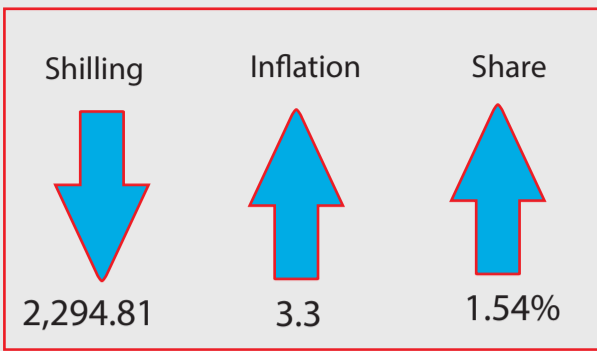
Anies Baswedan, an academic and author, said the idea was agreed during a meeting hosted on Monday, 28 January, by Vice President Jusuf Kalla. He added that the money would be found by Indonesia's federal government and the city administration.

The initiative comes ahead of Indonesia's general election in April this year. Baswedan was official spokesman in President Joko Widodo's 2014 campaign. Key to the plan is improved mobility. Jakarta expanded explosively in the 1960s without proper urban planning, and later versions of the city paid the price in congestion and pollution.

He said in a press briefing: "If we want to be an efficient city, we would need TransJakarta [the city's bus service] to span 2,149km. Today we have just 1,100km, which means additional buses are required."

"Light rapid transit [LRT] is now only 5.8km long; we need it to be more than 130km long. The MRT is now about 16km long and it has to be built to be 112km long." Moreover, Anies said there also had to be more than 20,000 public minivans to serve smaller areas.

In the area of housing, he said the city needed 600,000 more units, and had to ensure that all residents were able to access to clean water.



**Total Market Capitalization**

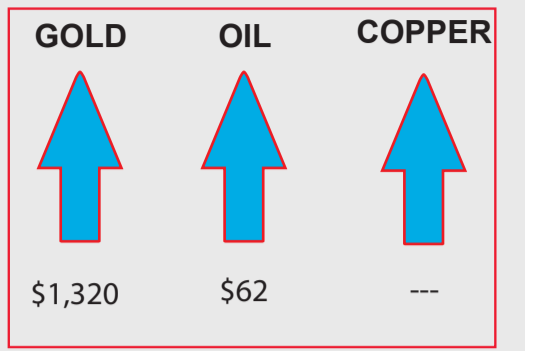
TZS	20,442.00 bln (USD 8,968.09 mln)
Indices January 30, 2019	
TSI	3,615.22 +0.00
DSEI	2,120.77 +6.10

**AVERAGE PRICES FOR FOOD CROPS TSH/100KG**

Maize	52,979	Finger Millet	145,750
Rice	182,826	Wheat	130,067
Sorghum	75,850	Beans	171,739
Bulrush Millet	75,214	Round potatoes	83,795

**Exchange Rates (DSE)**

Currency	Buying	Selling
EUR	2,591.28	2,617.65
USD	2,268.07	2,290.76
KES	22.38	22.56
GBP	2,947.82	2,977.52



**Dar es Salaam Stock Exchange**

Date: January 30, 2019

Company	Closing	Prev	Chg (%)
ACA	5,700.00	5,650.00	0.88
CRDB	135	135.00	0
DCB	340	340	0
DSE	1,340	1,340	0
EABL	4,760.00	4,760.00	0
JHL	9,750.00	9,850.00	-1.02
KA	210.00	200.00	5
KCB	900.00	900.00	0
MBP	500.00	500.00	0
MCB	500.00	500.00	0
MKCB	800.00	800.00	0
MUCOB	400.00	400.00	0
NICO	265.00	265.00	0
NMB	2,340.00	2,340.00	0
NMG	1,400.00	1,460.00	-4.11
PAL	400.00	400.00	0
SWALA	490.00	490.00	0
SWIS	2,340.00	2,340.00	0
TBL	12,400.00	12,400.00	0
TCC	17,000	17,000.00	0
TCCL	640.00	640.00	0
TICL	385	385.00	0
TOL	660.00	660.00	0
TPCC	2,060.00	2,060.00	0
TTP	120.00	120.00	0
USL	20.00	20.00	0
VODA	800.00	800.00	0
YETU	600.00	600.00	0

**DSE MARKET SUMMARY**

TSI	3,615.22	+0.00
DSEI	2,120.77	+6.10

**TRADING STATS**

Market Cap (bln)	20,442.00
Equity Turnover	63,378,240.00
Total Volume	234,633
Total Deals	60

**TOP MOVERS**

CRDB	135	181,820
VODA	800	51,000
TPCC	2,060	1,500

**GAINERS & LOSERS**

Company	Price	Change
JHL	9,750	-1.02%
NMG	1,400	-4.11%
KA	210	+5.00%
ACA	5,700	+0.88%

**Interbank Foreign Exchange Market (IFEM)**

Date	Amount Traded (Mn USD)	High	Low	Weighted Average
30/Jan/2019	1.75	2,304.00	2,293.60	2,294.81
29/Jan/2019	.70	2,302.00	2,293.55	2,294.78
28/Jan/2019	.80	2,302.00	2,293.50	2,294.59
25/Jan/2019	.80	2,300.65	2,293.50	2,294.41
24/Jan/2019	.80	2,300.85	2,293.45	2,294.39
23/Jan/2019	.70	2,300.00	2,293.40	2,294.36
22/Jan/2019	.80	2,300.70	2,293.35	2,294.29

**Inter-bank Local Money Markets**

Date	Volume (million-TZS)	High	Low	Weighted Average Rate (WAR)
30/Jan/2019	9,500	4.00	3.50	3.53
28/Jan/2019	7,500	3.50	3.50	3.50
25/Jan/2019	17,000	4.40	3.50	3.78
25/Jan/2019	17,000	4.40	3.50	3.78
24/Jan/2019	17,500	4.25	3.00	3.61

**Tanzania Shilling On Average bases**

The USDZTS traded at 2,308.0000 on Thursday January 31. Historically, the Tanzania Shilling reached an all time high of 2340 in January of 2019 and a record low of 1014.30 in December of 2004.

**Fed rate pause keeps gold near 8-month highs; eyes 4th monthly gain**

\* Spot gold has risen about 2.8 pct so far this month  
 \* SPDR Gold holdings see best month since Sept. 2017  
 \* Silver off 6-month highs touched on Wednesday

LONDON, Jan 31 (Reuters) - Gold prices on Thursday held near eight-month highs hit in the previous session, as the dollar weakened after the U.S. Federal Reserve paused its monetary tightening cycle, putting bullion on course for its fourth straight monthly gain.

Spot gold was steady at \$1,319.54 per ounce by 0653 GMT. Prices rose to their highest since May 11 at \$1,323.34 on Wednesday. U.S. gold futures were up 0.8 percent at \$1,318.60 per ounce.

Spot gold has risen 2.8 percent so far this month.

The Fed held U.S. interest rates steady on Wednesday but said it would be patient in lifting borrowing costs further this year as it pointed to rising uncertainty about the economic outlook.

"The Fed dropped a commitment to gradual rate hikes from its policy statement... U.S. dollar's plunge alongside treasury bond yields have diminished the relative appeal of gold," said Ilya Spivak, senior currency strategist with DailyFX.

The dollar index, which measures the greenback against a basket of currencies, fell after the Fed's cautious statement.

Gold tends to rise on expectations of lower interest rates, which reduce the opportunity cost of holding non-yielding bullion.

Meanwhile, attention turned towards the U.S. and China high-level trade talks that began on Wednesday, aimed at digging out from their months-long trade war.

Investors are worried that Washington's criminal charges against Chinese company Huawei and its chief financial officer could hurt the talks.

If the two sides cannot reach a deal soon, Washington has threatened to more than double tariffs on Chinese goods on March 2.

"Gold is getting a double whammy from a dovish Fed and U.S.-China trade talks," said Jeffrey Halley, senior market analyst, OANDA, adding that prices will firm around \$1,300 levels.

"But, \$1,350 is going to be tough to crack and one needs more risks in the market to push gold higher."

Asia stocks rose to a four-month high on Thursday, as Fed decision improved risk appetite.

Spot gold has gained nearly 14 percent since hitting more than 1-1/2-year lows in August, mostly due to tumultuous stock markets and on expectations that the Fed could pause its multi-year-rate hike cycle.

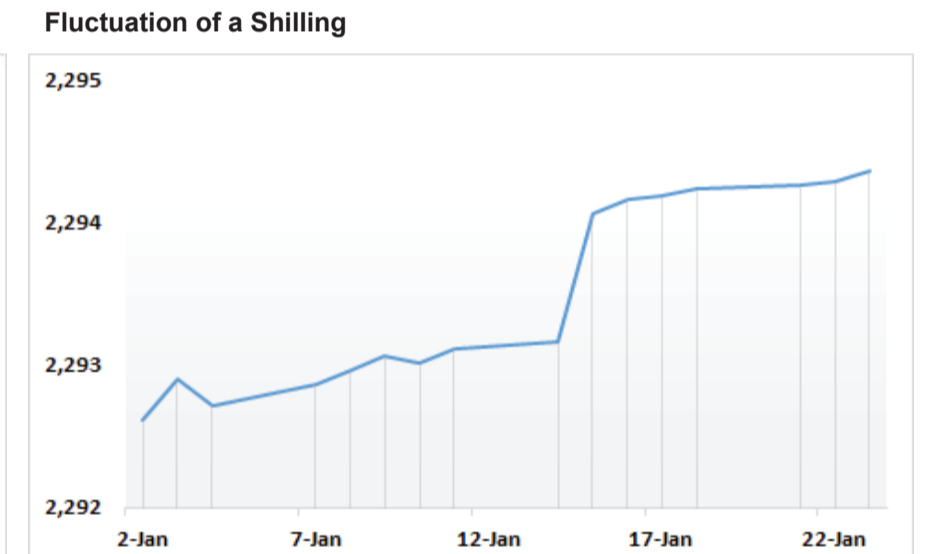
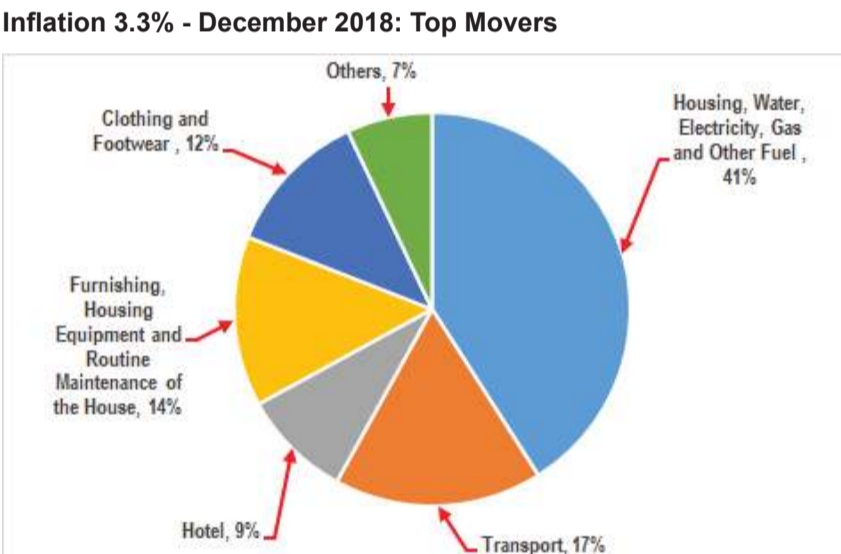
Underscoring investor interest in gold, holdings of SPDR Gold Trust, the world's largest gold-backed exchange-traded fund, were at their highest since June.

SPDR gold holdings have climbed 4.6 percent so far this month, the biggest monthly gain since September 2017.

**All Share Index :30 Jan 2019**

Africa	Actual	Change	Daily	Weekly	Monthly	Yearly
NSE-All Share	31,153	-0.08%	30,879	30,494	30,112	29,734
FTSE/JSE TOP 40	48,194	-0.02%	44,928	44,281	43,644	43,015
JALSH-All Share	54,356	-0.06%	50,798	50,067	49,345	48,634
Egypt EGX 30	14,093	0.84%	13,002	12,802	12,605	12,411
Casablanca CFG 25	11,385	0.00%	11,290	11,217	11,144	11,072
Nairobi 20	2,941	1.50%	2,812	2,790	2,769	2,748
NSE All Share	148	0.75%	139	138	137	136
DSEI	2,115	1.33%	1,975	1,952	1,930	1,908
TUN	7,240	0.16%	7,147	7,091	7,036	6,981
GGSECI	2,424	-0.13%	2,472	2,448	2,424	2,400
SEMDEX	2,216	-0.19%	2,211	2,203	2,195	2,188
NSX Overall	1,355	0.09%	1,285	1,262	1,240	1,218
Gaborone	7,871	-0.05%	7,819	7,786	7,754	7,721
Zimbabwe Index	525.5	-0.72%	472.32	457.95	444.02	430.53

DSEI increased 28 points or 1.33% to 2121 on Wednesday January 30 from 2115 in the previous trading session. Historically, the Tanzania All Share Index DSEI reached an all time high of 3686.97 in January of 2019 and a record low of 1161.30 in December of 2010.



**Oil prices rise on Saudi cuts to U.S.**

LONDON Jan 31 (Reuters) - Oil prices rose for a third day on Thursday, pushed up by lower imports into the United States amid OPEC efforts to tighten the market, and as Venezuela struggles to keep up its crude exports after Washington imposed sanctions on the nation.

U.S. West Texas Intermediate (WTI) crude futures were at \$54.47 per barrel at 0758 GMT, up 24 cents, or 0.4 percent, from their last settlement.

International Brent crude oil futures were up 36 cents, or 0.6 percent, at \$62.01 per barrel.

The price rise came after a report from the U.S. Energy Information Administration (EIA) on Wednesday showed a drop in Saudi crude supply to the United States.

"Crude oil prices were stronger after signs emerged that OPEC cuts are impacting trade. EIA's weekly report showed that U.S. imports from Saudi Arabia fell by more than half from the previous week to 442,000 barrels per day (bpd). This is the second lowest level in weekly data going back to 2010," ANZ bank said.

Saudi Arabia is the de-facto leader of the Organization of the Petroleum Exporting Countries (OPEC), which together with some non-OPEC producers, including Russia, announced supply cuts late last year aimed at tightening the market and propping up prices.

U.S. sanctions imposed on state-oil firm Petroleos de Venezuela SA (PDVSA) this week are also causing some supply disruptions.

Venezuela's oil inventories have started to build up at the country's ports and terminals as PDVSA is finding it cannot export crude at its usual rate due to U.S. sanctions imposed earlier this week.

As of Wednesday, Venezuela had 25 tankers with nearly 18 million barrels of crude - representing about two weeks of the country's production - either waiting to load or expecting authorization to set sail, shipping data showed.

Matt Stanley, a broker with Starfuels in Dubai, said the combination of U.S. sanctions against oil producers Venezuela and Iran, the OPEC-led supply cuts, as well as hopes that the trade dispute between the United States and China could soon be resolved meant oil prices would likely rise further.

"There are just too many factors that can only cause the price to go one way and that is up," Stanley said.

Despite this, oil remains in ample supply, not least because of soaring U.S. crude oil production, which jumped by more than 2 million bpd last year to a record 11.9 million bpd.

This shows in high U.S. commercial crude oil stockpiles, which rose by 919,000 barrels in the week to Jan. 25, to 445.94 million barrels, EIA data showed. Stockpiles are 6.6 percent higher than a year ago.

**Fuel Wef. Wednesday, 2nd Jan 2019**

Town	Petrol (TZS/Litre)	Diesel (TZS/Litre)	Kerosene (TZS/Litre)
Dar es Salaam	2,295	2,224	2,202
Arusha	2,255	2,299	2,286
Kibaha	2,300	2,228	2,206
Dodoma	2,354	2,283	2,260
Geita	2,461	2,389	2,367
Iringa	2,359	2,288	2,266
Katavi	2,503	2,432	2,410
Kigoma	2,527	2,455	2,433
Moshi	2,245	2,289	2,276
Lindi	2,354	2,283	2,261
Manyara	2,289	2,333	2,320
Mara	2,474	2,403	2,380
Mbeya	2,402	2,331	2,309
Morogoro	2,320	2,249	2,227
Mtwara	2,368	2,296	2,274
Mwanza	2,445	2,374	2,352
Njombe	2,388	2,316	2,294
Sumbawanga	2,468	2,397	2,375
Ruvuma	2,419	2,347	2,325
Shinyanga	2,424	2,353	2,331
Singida	2,386	2,315	2,292
Songwe	2,411	2,340	2,318
Tabora	2,449	2,378	2,356
Tanga	2,198	2,243	2,229

**Foreign Exchange- Jan 30**

	Actual	Chg	%Chg
EURUSD	1.14312	0.00012	0.01 %
GBPUSD	1.30912	0.00252	0.19 %
AUDUSD	0.71930	0.004	0.56 %
NZDUSD	0.68331	0.00001	0.00 %
USDJPY	109.43	0.05	0.04 %
USDCNY	6.73105	0.01575	-0.23 %
USDCHE	0.99763	0.00333	0.33 %
USDCAD	1.32262	0.00388	-0.29 %
USDMXN	19.1240	0.138	0.73 %
USDINR	71.1670	0.213	-0.30 %
USDBRL	3.7160	0.0041	-0.11 %
USDRUB	65.9397	0.0539	-0.08 %
US Dollar	95.82	0.01	-0.01 %
USDKRW	1,116.78	0.2300	-0.02%

**Exchange Rates for 31 / Jan /2019**

Currency	Spot Buying	Spot Selling
<b>EAST AFRICAN CURRENCIES</b>		
Kenya SHS	2,252.94	2,270.96
Uganda SHS	58.20	62.36
Rwandan Franc	253.16	256.26
Burundi Franc	217.54	219.18
<b>OTHER SELECTED CURRENCIES</b>		
USD	227,208.91	229,481.00
Pound STG	297,052.93	300,115.25
EURO	259,518.02	262,204.99
Canadian \$	171,906.57	173,573.10
Australian \$	227,641.43	229,848.76
Japanese YEN	2,074.78	2,094.95
Swedish Kronor	24,994.93	25,236.55
Norweg. Kronor	26,778.35	27,033.39
Danish Kronor	34,773.33	35,115.68
Indian RPS	163,363.21	165,019.79
Pakistan RPS	3,192.75	3,223.18
Zambia Kwacha	1,558.81	1,627.52
Malawian Kwacha	18,862.63	19,163.34
Mozambique-MET	290.74	310.09
Zimbabwe \$	3,649.94	3,680.53
SDR	42.52	43.38
Gold (T/O)	317,449.47	320,623.97
S. African Rand	297,861,793.82	300,865,631.72
UAE Dirham	16,682.99	16,831.28
Singapore \$	61,860.90	62,477.81
Hong Kong \$	168,190.77	169,809.83
Saudi Arabian Rial	28,961.89	29,251.13
Kuwait Dinar	60,582.58	61,185.14
Botswana Pula	749,369.76	756,613.91
Chinese Yuan	21,698.45	22,099.02
Malaysia Ringgit	33,851.65	34,139.31
South Korea Won	55,349.31	55,834.79
Newzealand	203.37	205.04
	155,092.80	156,758.47

**World Commodities (\$) 30 January 2019**

Energy	Price	Day	Weekly	Monthly	Yearly
Crude Oil Brent	53.8075	0.99%	2.28%	18.51%	-16.86%
Silver	61.739	0.88%	0.98%	14.75%	-8.44%
Natural gas	2.8657	-2.71%	-3.80%	-2.49%	-4.28%
Gasoline	1.3688	1.31%	-1.30%	-3.32%	-28.30%
Heating oil	1.9057	0.55%	0.90%	13.37%	-7.91%
Ethanol	1.268	0.00%	-0.16%	0.32%	-8.78%
Naphtha	457.7	0.39%	-0.11%	-1.12%	-22.72%
Propane	0.66	0.24%	-0.66%	-2.44%	-26.43%
Uranium	29.05	0.17%	0.52%	1.93%	30.56%

**CROPS, PRICE PER 100KG JAN 28, 2019**

Region	Maize	Rice	Sorghum	Bulrush Millet	Finger Millet	Wheat	Beans	Irish potatoes
Arusha	Low 43000	High 160000	Low 32000	High 60000	Low 45000	High 75000	Low 70000	High 100000
D/Salaam	65000	70000	230000	60000	70000	110000	150000	180000
Dodoma	38000	43000	145000	195000	30000	35000	32000	41000
Geita	55000	56000	150000	160000	120000	125000	NA	180000
Iringa	35000	38000	150000	200000	NA	NA	NA	100000
Kagera	55000	60000	140000	185000	90000	100000	110000	120000
Kilimanjaro	48000	50000	150000	180000	70000	80000	NA	180000
Kigoma	45000	50000	150000	160000	70000	70000	60000	130000
Lindi	60000	70000	190000	200000	100000	140000	NA	175000
Mara	50000	50000	120000	135000	50000	55000	NA	NA
Manyara	47000	54000	150000	200000	36000	42000	80000	100000
Morogoro	45312	50000	130000	170000	90000	95000	90000	170000
Mtwara	51000	52000	170000	190000	90000	100000	NA	190000
Mwanza	6							



## WORLD

# May's Brexit deal stumbles as EU refuses to renegotiate

BRUSSELS/LONDON

BRITISH Members of Parliament (MPs) signaled their support for Prime Minister Theresa May's revised Brexit

deal, but the European Union (EU) said it won't consider it.

The Withdrawal Agreement between the EU and Britain remains the best and only deal possible and will



Prime Minister Theresa May

not be renegotiated, said Jean-Claude Juncker, president of the European Commission, at the European Parliament's plenary session debate on Wednesday.

"The European Union said so in November.

We said so in December. We said so after the first meaningful vote in the Commons in January," Juncker said, casting a cloud over Britain's latest move toward Brexit.

May was buoyed by a majority vote in the

House of Commons on Tuesday night, backing her Brexit deal if the so-called Irish border stopgap measure is removed. It puts her Brexit deal within grasp, if she can persuade EU leaders to agree to change their insistence on measures to prevent a hard border between Northern Ireland and the Republic of Ireland.

"MPs decided they want May and the EU to change the Irish Backstop," Alan Wager, fellow at the independent think-tank UK in a Changing Europe, told Xinhua in an exclusive interview.

"They say that leaves Britain tied too closely to the EU, and also following its rule; they want to make the UK less bound to EU rules," Wager said.

The Withdrawal Agreement contains a Northern Ireland Backstop, which seeks to preserve the open border between the two nations.

"What May's MPs want is something that says the EU and Britain are not locked into this agreement on the Northern Irish border indefinitely," Wager said.

Both Juncker and the EU's chief Brexit negotiator Michel Barnier, however, said that they would reject any British efforts to renegotiate the Irish border backstop.

"It looks like although May has now a majority in parliament, something she was lacking a couple of weeks ago, she now needs to go back to the EU and reopen those negotiations – she will find it very difficult to get a compromise that will be supported by the EU and by her own MPs," Wager said. London and Brussels have joined a game of chicken.

May plans a series of meetings starting Thursday with politicians from her Conservative Party to consolidate the support she received Tuesday night.

Britain is due to leave the EU on March 29.

May now has several weeks to persuade the EU to change its mind on the Irish backstop arrangement. **Agencies**

## Moscow warns US sanctions against Venezuela will inflict irreparable damage

MOSCOW

MOSCOW is calling on the world community to estimate the consequences of US oil sanctions against Venezuela, warning that they may cause irreparable damage for the entire region, Russian Foreign Ministry Spokeswoman Maria Zakharova told reporters yesterday.

According to the high-ranking diplomat, this package of measures will become a direct path

to an environmental disaster, which may inflict "irreparable damage for other regional states' development."

"We urge the world community, especially the countries of Latin America and the Caribbean, in the most active way to analyze the possible aftermath of this step," the spokeswoman stressed.

In this regard, Zakharova wondered what will become of the oil that Washington has for-

bidden to buy from the legitimate Venezuelan government. "The produced oil, which Washington has forbidden to buy from the legitimate government of Nicolas Maduro, where will it go further? Will it be poured into the sea?" she noted.

"While fulfilling its opportunistic ambitions, unfortunately Washington does not even calculate simple consequences that any person with the knowledge on the process of oil pro-

duction understands," she said.

"This looks like a real act of sabotage, a very large-scale one, not only causing geopolitical damage to international relations, but, in particular, having direct consequences for the entire region's ecology," Zakharova stressed.

On January 28, Washington introduced sanctions against the Venezuelan state-owned oil and natural gas company PDVSA. The US Treasury Department promised at the same

time to issue temporary licensing authorizing "certain transactions" of the producer.

Citgo Petroleum, the US subsidiary of PDVSA, can continue work, provided that funds earned by it will remain at accounts blocked in the US and will not be remitted to PDVSA.

The Russian Ministry of Energy considers the sanctions imposed by the United States against Venezuela's PDVSA as illegal, Minister Alexander Novak said. **Agencies**

## 2,275 people die trying to cross Mediterranean in 2018 - UNHCR

GENEVA

AN estimated 2,275 people, or six a day, died or went missing crossing the Mediterranean in 2018, making it the world's deadliest sea crossing, despite a significant drop in arrivals reaching European shores, the UN refugee agency, UNHCR, said Wednesday.

"Refugees and migrants attempting to reach Europe via the Mediterranean Sea lost their lives at an alarming rate in 2018, as cuts in search and rescue operations reinforced its position as the world's deadliest sea crossing," said the UNHCR in its latest "Desperate Journeys" report released Wednesday. In total, 139,300 refugees and migrants arrived in Europe in 2018, the lowest number in five years.

"Saving lives at sea is not a choice, nor a matter of politics, but an age-old obligation," said Filippo Grandi, UN High Commissioner for Refugees.

The report describes how shifts in policy by some European States saw numerous incidents left large numbers of people stranded at sea for days on end, waiting for permission to dock.

NGO boats and their crews faced growing restrictions on their search and rescue operations. On routes from Libya to Europe, one person died at sea for every 14 who arrived in Europe - a sharp rise on 2017 levels.

Thousands more returned to Libya



where they faced appalling conditions inside detention centers. "For many, setting foot in Europe was the final stop of a nightmarish journey on which they had faced torture, rape and sexual assault, and the threat of being kidnapped and held for ransom," said UNHCR.

It said States must take urgent action to dismantle smuggling networks and bring perpetrators of these crimes to justice. The UN agency noted a glimmer of hope in some places.

Despite political deadlock on a regional approach to sea rescue and disembarkation, as called for by UN-

HCR and IOM in June, several States committed to relocating people rescued from the central Mediterranean.

Some countries also pledged thousands of resettlement places for those evacuating Libya.

For the first time in recent years, Spain was the primary European entry point as around 8,000 arrived by land (via the Ceuta and Melilla enclaves) and a further 54,800 people successfully crossed the perilous Western Mediterranean.

As a result, western Mediterranean deaths nearly quadrupled from 202 in 2017 to 777. **Xinhua**

## Fresh round of China-US trade talks start in Washington

WASHINGTON

CHINA and the United States kicked off here on Wednesday morning a new round of high-level talks to address their differences on outstanding economic and trade issues.

The talks, scheduled for two days, mark a significant step in the implementation of the important consensus reached by Chinese President Xi Jinping and U.S. President Donald Trump during a working dinner in Buenos Aires, Argentina, on Dec. 1.

The two heads of state agreed back then that the two sides should try to reach a mutually beneficial and win-win agreement within 90 days to bring an early end to their months-long trade friction featuring massive tariffs on imports from each other.

The latest talks began shortly after 9 a.m. local time (1400 GMT) at the Eisenhower Executive Office Building, part of the White House complex, following a brief session open to the media.

All the discussions and negotiations, which are expected to last until Thursday afternoon, will be held behind closed doors.

The Chinese delegation, headed by Vice Premier Liu He, includes senior officials from major economic sectors of the Chinese government, while the U.S. team is led by Trade Representative Robert Lighthizer and includes Treasury Secretary Steven Mnuchin, among others.



The White House has said that the U.S. side welcomes the Chinese delegation, which arrived in Washington on Monday, and that Trump is scheduled to meet with Liu on Thursday.

The world is watching these talks closely, with many hoping for some substantial, positive progress to be made.

Analysts have warned that the last trade tension between the world's two largest economies would not only impact their own businesses, workers

and consumers, but also stoke global market fears of uncertainty and disruption, and erode confidence in the long-term global economic growth.

While acknowledging that the talks will not be easy given the complexity and difficulty of certain issues in dispute, China maintains that there will be no insoluble problems between the two countries as long as they both keep the great benefits of cooperation in mind and show sincerity and mutual respect at the negotiating table.

## Mobile money on spot as Kenya links service to terrorism funding

NAIROBI

MOBILE money agents in Kenya have become cautious as the police investigate a link between use of the service and terror activities in the East African nation.

Ongoing investigations into the recent terror attack in Kenya's capital Nairobi, where 21 people were killed and several others injured by terrorists allied to Somali group al-Shabab, have placed mobile money at the heart of the terror financing.

Documents filed in Kenyan court by the Anti-Terrorism Police Unit in ongoing prosecution of suspects linked to the attack showed that one of them transacted at least 100 million Ken-

yan shillings (1 million U.S. dollars) via mobile money in few months.

Another suspect received over 90,000 dollars via mobile from South Africa months before the terror attack and channeled it to terror suspects through 47 SIM cards.

It is a complex network that has baffled investigators as they work overdrive to unravel the local and cross-border terror financing network via mobile money.

Ordinary Kenyans are, equally, surprised of how the much-loved platform that is ubiquitous in their lives is used in financing criminal activities by terrorists, with the discussion hogging the spotlight on social media plat-

forms.

At the center of it all, however, are mobile money agents spread across the East African nation who offer the popular service to the public.

The agents are crucial in the enlisting of subscribers to the service, sale and SIM card registrations and withdrawals and cash deposits, with the terrorists said to have utilized laxity among them to conduct their business.

Among the dozens of suspects who have been charged in court are mobile money agents who investigators have said facilitated SIM cards and mobile money registrations and bulk withdrawals by the terror suspects.

"I have become afraid because

the person one is innocently serving could be a terrorist. It is now obvious that your best customer, the person who transacts in bulk and does not go anywhere else could be a terrorist financier or recipient of money to organize terror activities," Anne Mulwa, a mobile money agent in Nairobi, said on Wednesday.

Initially, Mulwa did not mind allowing customers to carry out mobile money transactions without their national identity cards.

But since investigations began into the terror attack, she has become vigilant, demanding customers carrying out any transaction, be it SIM card registration, withdrawals or depositing of money, to produce the

national identity card.

As many other agents, she has printed a notice in bold warning customers that no transactions would be carried out without the identity card.

"The card is now the first thing I am demanding before a customer withdraws or deposits money because it will tell me if he is the one making the transaction," said Moses Ngunjiri, a mobile money agent in eastern Nairobi.

"A day ago I had to reverse a transaction because the customer had no identity card. That is my little contribution to enhancing vigilance," said Ngunjiri.

Kenyans transacted 39.4 billion dollars in 2018 via mobile money, according to the Central

Bank of Kenya, up from 36 billion dollars in 2017.

This translated to 36 million dollars a month, or 1.2 million dollars a day, transacted by the 47 million subscribers.

The huge volumes, which are moved unregulated even from across the border, according to analysts, are what have made terrorists find the service a perfect platform to move cash.

Bernard Mwaso, a consultant with Edell IT Solution in Nairobi, noted that criminals are easily moving cash or fundraising using mobile money because it is less regulated.

"Unlike banks where one cannot transact 10,000 dollars without going through the central bank, with mobile money,

you can deposit or move huge sums of money using multiple SIM cards and at various agents undetected. It is time the service is strictly regulated as its links to terrorism emergence," he said.

The Central Bank of Kenya in a report last year warned that mobile money was predisposing the economy to risks that include money laundering and terrorist financing.

Similarly, the United States' Bureau of International Narcotics and Law Enforcement Affairs in a recent report warned that Kenya's and Somalia's money remittance services were at risk of financing terror due to deficiencies in controlling the flow of funds.

**Xinhua**



Netta Barzilai

## Boycott Israel's 'artwashed' Eurovision 2019, pro-Palestinian activists say

TEL AVIV, ISRAEL

AS Tel Aviv gears up to host the Eurovision Song Contest, pro-Palestinian activists are urging performers to pull out of this year's competition - while the 2018 Israeli winner said she didn't believe in boycotts.

The call by the Boycott, Divestment, Sanctions (BDS) movement is part of a broader campaign to pressure governments, companies, performers and academics to disengage from Israel.

The movement sees Eurovision "as artwashing - whitewashing through arts" of what it calls Israel's decades-old regime of military occupation and colonialism, its co-founder Omar Barghouti told Reuters in the West Bank city of Ramallah.

"We take this Eurovision issue very seriously," he said. "We are very conscious of how the Israeli government is dying to have such a mega cultural event."

Israel was chosen to host the 42-nation contest after local singer Netta Barzilai won last year in Portugal with "Toy", propelling her to international stardom. The winning country customarily hosts the following year.

"I believe in protest, it's ok. I don't believe in boycotting," the 26-year-old told Reuters.

"Eurovision is a European contest, it's not Israel, it's a worldwide thing... I encourage other people to come and take part."

On Tuesday the BDS appeal received support from British celebrities including fashion designer Vivienne Westwood, actresses Julie Christie and Maxine Peake and singer Peter Gabriel.

They were among 50 signatories of a letter to left-leaning newspaper The Guardian calling on the BBC to "press for Eurovision to be relocated to a country where crimes against that freedom are not being committed."

So far no participating countries have pulled out of the May 18 event, and Israel says it is preparing measures to counter demonstrations.

"Israel is fully aware that anti-Israel BDS activists will try to disrupt Eurovision," said foreign ministry spokesman Emmanuel Nahshon. "We will open our doors to all, as long as those people do not come here as enemies."

Israel calls international boycotts, including of its settlements in the Israeli-occupied West Bank, discriminatory and anti-Semitic.

Barghouti rejected those labels, saying the movement "categorically and on principle rejects all forms of racism." Many BDS supporters were Jewish, he said.

Their comprehensive win against Sri Lanka in Brisbane was only their second test victory of the summer and the hosts are determined not to take their foot off the pedal in the first ever test at the Manuka Oval.

"We have spoken a little bit just about our attitude and the way we turn up firstly for our two training sessions here and then tomorrow morning," Paine told reporters.

"We had a great win in Perth against India and we turned up pretty poorly and really flat in Melbourne and started

that test match pretty ordinarily.

"It's just been making sure our attitude to this test is spot on and we are leaving nothing to chance."

The picturesque ground in Australia's capital has hosted nine one-day internationals in the past and is known to be a high-scoring ground.

Paine said that would mean a few more overs to bowl for his leg-spinning all-rounder Marnus Labuschagne.

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more you want it, the harder you try and sometimes the further away you can get from it.

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roll of laughter at his news conference. "I might go left hand, I do need to try something."

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Australia: Marcus Harris, Joe Burns, Usman Khawaja, Marnus Labuschagne, Travis Head, Kurtis Patterson, Tim Paine (captain-wicketkeeper), Pat Cummins, Mitchell Starc, Nathan Lyon, Jhye Richardson

REUTERS

## Over 1000 athletes to compete in Serengeti Safari Marathon

BY CORRESPONDENT BEATRICE PHILEMON

**M**ORE than 1,000 runners from different countries across the world are expected to participate in this year's Serengeti Safari Marathon to support Tanzania Tourist Board (TTB) and government to increase the number of tourists in the country.

Serengeti Safari Marathon's founder, Henry Kimambo, issued the statement in Dar es Salaam yesterday during the launch of the race at the TTB headquarters.

Kimambo noted the marathon, slated for November 24, will start at Lamadi town in Simiyu and end at the Ntabaka Gate in Serengeti National Park.

He said domestic runners and tourists from different countries across the world can now register for the marathon.

He disclosed online registration for the race is open for Tanzanians and foreign tourists that are keen on competing in the race.

According to him the race, moreover, targets to see to it more tourists are aware of what the country is endowed with in tourism.

Participation in the race, he noted, will offer runners opportunity to see wildlife existing at the Serengeti National Park.

"We encourage Tanzanians, people from the rest of East Africa and other countries in the world to visit in our website [www.serengetisafarimathathon.org.tz](http://www.serengetisafarimathathon.org.tz) to access registration form that will help them participate," he noted.

He disclosed Serengeti Safari Marathon organizers will, in September, set up registration centers in Dar es Salaam, Dodoma, Mwanza, Arusha and other regions



Serengeti Safari Marathon organizer Henry Kimambo (L) briefs journalists in Dar es Salaam yesterday on this year's race scheduled to be held on in Simiyu November 16 with the theme: Sports for Sustainable Tourism in Tanzania. He is flanked by Tanzania Tourist Board (TTB) Executive Director Devota Mdachi (C) and the Serengeti Marathon Director Tim Mdinka. PHOTO: JOHN BADI

to help Tanzanians who will fail to register online register in the centers.

The marathon, he noted, will include cycling that will cover 80km, a 42km race, half marathon, a 10km race for executives, and 5km Fun Run that will pass through Serengeti National Park to promote the tourists attractions in the area.

"This year we have come up with new category focusing on executives, the managing directors, Chief Executive Officers (CEO), regional commissioners, district executive directors, sheikhs, pastors, as well as high profile businessmen from different countries across

the world," he said.

"We have decided to involve these people because once they participate in this event and understand what tourism is all about, they will easily disseminate message to Tanzanians. The approach will, consequently, motivate more Tanzanians to visit in our national park," he added.

Kimambo disclosed Serengeti Safari Marathon winners will receive prizes, noting organizers intend to spend 50m/- for the event.

Devota Mdachi, TTB's Managing Director, expressed sincere regards to Serengeti Safari Marathon organizers

for joining forces with TTB to promote Tanzania's tourism potential.

"I believe this event will bring more participants from Kenya, Uganda, Rwanda, South Africa and other countries across the world," she noted.

She pointed out TTB will use social media platforms to market the event and help tourists get information about it.

The approach, she noted, will make it easy for them to register and participate in the marathon.

She called on all Tanzanians to participate in the marathon and ultimately market the tourist attractions once the latter visit other countries.

## Jay-Z wins fight for African-American arbitrators in trademark case

NEW YORK

JAY-Z has agreed to privately arbitrate a trademark and contract dispute with clothing company Iconix Brand Group Inc, his lawyers said on Wednesday, after enough African-American arbitrators became eligible to handle the case.

Lawyers for the rapper and entrepreneur asked a New York state judge to dismiss Jay-Z's Nov. 28 lawsuit in Manhattan to halt the arbitration related to his 2007 sale of the Rocawear clothing brand to Iconix for about \$204 million.

Jay-Z, whose legal name is Shawn Carter, had complained that arbitration would be unfair because only two of the more than 200 arbitrators proposed by the American Arbitration Association (AAA) identified as African-American and had no conflicts of interest.

He said that lack of candidates left him with "no choice at all," constituted racial discrimination under New York law, and voided his earlier agreement to arbitrate with Iconix.

But Jay-Z's lawyer, Alex Spiro, told Justice Barry Ostrager of Manhattan Supreme Court on Wednesday that the AAA has allowed the dispute to be heard by a three-arbitrator panel instead of a single arbitrator, and offered five African-American candidates.

Spiro also said the AAA agreed to consider Jay-Z's list of 11 African-American candidates to handle big arbitrations.

On those bases, Jay-Z is "content to proceed with the arbitration," and wants



Jay-Z

Ostrager to end the lawsuit even though Iconix is still defending against it, Spiro said.

Lawyers for Iconix did not immediately respond to requests for comment.

The New York-based company has dozens of brands including Danskin, Joe Boxer, London Fog, Mossimo, Pony and Starter.

Iconix has written off almost the entire value of the Rocawear brand, and the U.S. Securities and Exchange Commission has been probing its writedowns.

Last May, a federal judge ordered Jay-Z to testify in the probe. The SEC wanted to ask him about his personal involvement with the Rocawear brand.

Jay-Z, 49, is famous for songs including "Hard Knock Life," "99 Problems" and "Big Pimpin," and is married to the pop star Beyonce.

The case is Carter et al v Iconix Brand Group Inc et al, New York State Supreme Court, New York County, No. 655894/2018.

REUTERS

## Paine wants winning attitude from unchanged Australia

CANNBERRA

AUSTRALIA have left no stones unturned in their preparation as they chase their first test series win in over a year, captain Tim Paine said on Thursday confirming an unchanged playing XI for the second and final test against Sri Lanka.

Since their 4-0 Ashes victory at home in 2017-18, Australia have been beaten away by South Africa and Pakistan and lost their first ever home series to India earlier this month.

Their comprehensive win against Sri Lanka in Brisbane was only their second test victory of the summer and the hosts are determined not to take their foot off the pedal in the first ever test at the Manuka Oval.

"We have spoken a little bit just about our attitude and the way we turn up firstly for our two training sessions here and then tomorrow morning," Paine told reporters.

"We had a great win in Perth against India and we turned up pretty poorly and really flat in Melbourne and started

that test match pretty ordinarily.

"It's just been making sure our attitude to this test is spot on and we are leaving nothing to chance."

The picturesque ground in Australia's capital has hosted nine one-day internationals in the past and is known to be a high-scoring ground.

Paine said that would mean a few more overs to bowl for his leg-spinning all-rounder Marnus Labuschagne.

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REUTERS

## Sarri: I can't get answers on Chelsea collapse

BOURNEMOUTH, ENGLAND

MAURIZIO Sarri admitted his Chelsea players could not explain the reason for their second-half collapse against Bournemouth during a lengthy post-match inquest in the away dressing room at the Vitality Stadium.

Four second-half goals condemned Chelsea to a 4-0 defeat – their worst in the Premier League since 1996 – and Sarri took the unusual step of sending his backroom staff out of the dressing room to speak to his squad alone for almost an hour before conducting his mandatory post-match media duties.

When he finally appeared at his news conference, Sarri said he wanted his players to tell him why they fell apart so spectacularly after the interval, conceding twice to Josh King while the superb David Brooks and Charlie Daniels also found the net.

"In that moment I wanted to talk with them alone, without anybody else," Sarri said. "I needed to understand. It's impossible to play in such a different way between the first and second half. I don't understand why. I don't know exactly. I want to try again tomorrow because we want to solve the problem."

"It's very difficult to have an idea of the performance. We played very well in the first half. In the second half we conceded the [first] goal after two minutes and stopped playing. In the offensive phase, we played not as a team, but as individual players, and did not defend. It's hard to understand why."

"What I saw in the first half, there was the possibility to solve the problem. We had 43 minutes still to play, so we could solve the problem. But not with that kind of reaction. So it's very difficult for me to understand why. I wanted to try to understand after the match."

"I spoke with the players immediately after the match, but it's very difficult also for them to say why. So I have to try again tomorrow because I need to understand why, because I need to solve this problem."

Bournemouth were well prepared by Eddie Howe, defending deep to stifle Eden Hazard and Gonzalo Higuain on his Premier League debut and carving Chelsea open repeatedly with fast and fluid counter-attacks.

Man of the match Brooks did a similar marking job on Jorginho to the one executed successfully by Richardson, Dele Alli and Aaron Ramsey earlier in the season, while Howe afterwards revealed he had instructed his players not to worry if Chelsea had the ball.

Asked if his system has become too predictable and easy to play against, Sarri replied: "No, we are not an easy team for teams to play against. I think we played a very good first half, with some problems in the offensive phase."

"We had many players with the back to the opposing goal, so we need more movement without the ball otherwise, for the striker in this team, it's really a big problem to play. It's difficult for the strikers and wingers to find spaces, so we need to improve. But we played a good first half." (AGENCIES)

## Debris found likely to be from Sala plane - authorities

PARIS

SEAT cushions likely to have come from the plane carrying missing Cardiff City footballer Emiliano Sala have been found, the Air Accidents Investigation Branch said on Wednesday.

The cushions were discovered Monday on a beach in France near Surtainville on the Cotentin Peninsula by French authorities.

"From a preliminary examination, we have concluded that it is likely that the cushions are from the missing aircraft," the AAIB said in a statement.

Investigators said they now planned to launch an underwater seabed search for aircraft wreckage. Due to weather conditions, the search would start at the end of this weekend and take up to three days.

"Based on a detailed assessment of the flight path and last known radar position, we have now identified a priority search area of approximately four square nautical miles," they said.

A remotely operated vehicle will be used to examine visually any wreckage found.

Later on Wednesday, Sala's former club Nantes paid him tribute in Ligue 1 match against St Etienne, their first match since he went missing.

Referee Frank Schneider stopped play in the ninth minute – in a possible reference to Sala's shirt number – for

a minute of applause during which Nantes coach Wahid Halilhodzic was pictured in tears.

Fans unveiled banners for Sala, most notably a giant Argentinian flag, and all of Nantes' players had Sala's name on the back of their shirt.

A portrait of Sala was unfolded on the centre circle as the players stepped onto the pitch to chants of "Emiliano Sala" from fans.

The Nantes players wore a t-shirt saying "On t'aime Emi" (We love you Emi) and the St Etienne players had t-shirts saying "Pray for Sala."

"It was a very special night, we played more for him than for us," Nantes defender Diego Carlos said after the 1-1 draw. "We gave everything for him."

Sala, 28, remains missing after an aircraft carrying him vanished from radar on the way from France to Wales on Jan. 22. Rescuers ended their search for the forward and pilot David Ibbotson three days later.

Guernsey harbour master David Barker said at the time the chances of finding survivors were "extremely remote," and in a statement, he said next of kin had been informed of the decision to end the search. Following a crowdfunding campaign, the search for the pair was reopened on Jan. 27.

(AGENCIES)

## Leaders Liverpool stumble, Chelsea collapse



Liverpool's Alisson and Roberto Firmino in action with Leicester City's Jonny Evans during their Premier League match at Anfield in Liverpool, Britain on Wednesday. REUTERS

LONDON

IF more proof were needed of how unpredictable the Premier League can be it was provided on Wednesday as Liverpool blew a chance take a vice-like grip on the title race and Chelsea suffered their worst league defeat in 23 years.

After champions Manchester City's shock loss at Newcastle United on Tuesday and Manchester United's home draw with Burnley, Liverpool caught the bug at home to Leicester City.

Victory would have sent Jurgen Klopp's side seven points clear of City with 14 games remaining but they could only draw 1-1 despite Sadio Mane giving them a third-minute lead.

Chelsea collapsed to a 4-0 thrashing at Bournemouth as the Premier League's supposed lesser lights continued to cause mischief at the top end of the table.

Liverpool, seeking a first title since 1990, have still increased the gap over City from four points to five but it was

night of jitters at a freezing Anfield.

To make matters worse Leicester's scorer Harry Maguire had been fortunate to still be on the pitch after a professional foul on Mane with the score 1-0 to the home side.

Liverpool also had a strong penalty claim waved away in the second half when Naby Keita was fouled by Ricardo Pereira.

"If that is not a real chance and goalscoring situation, I do not know what is," Klopp said of Maguire's escape.

Of the penalty claim he said: "It was probably the clearest penalty situation we have had. The ref was in the best position on the pitch. You will have to ask him why he didn't give it."

Mane's opener came after a superb passing move but thereafter Liverpool's inspiration ran dry and Maguire scored from close range shortly before halftime after the hosts failed to deal properly with a free kick.

"We have a point more, not exactly what we wanted, but it is fine," Klopp said of the draw.

CHELSEA DRUBBING

Tottenham Hotspur looked as though they were also about to stumble but came from behind to beat Watford with late goals for Son Heung-min – in his first game since returning from the Asia Cup – and Fernando Llorente at Wembley.

It left Mauricio Pochettino's side just two points behind Manchester City and seven off Liverpool, opening up the possibility of a three-horse title race.

Perhaps of more importance for third-placed Tottenham, however, is the seven-point lead they have over Arsenal and Chelsea in the battle for fourth spot.

Chelsea's 4-0 drubbing at Bournemouth – a second consecutive league defeat – left the spotlight focussed on manager Maurizio Sarri who locked himself in the changing room with his players for 45 minutes after the game.

It was only the second time since the Premier League began in 1992 that Chelsea have suffered a four-goal defeat and the first since a 5-1 loss to Liverpool

in 1996.

They had dominated the first half with Mateo Kovacic's header being touched onto the bar by Bournemouth keeper Artur Boruc. But even with Gonzalo Higuain making his first Premier league start, they lacked penetration.

The second half was a horror show as Joshua King scored twice either side of one for David Brooks with substitute Charlie Daniels completing the rout in stoppage time.

Bournemouth's win came a year after they beat Chelsea 3-0 at Stamford Bridge.

It was Daniels' goal that meant Chelsea slipped below Arsenal on fewer goals scored and with Manchester United only a further two points in arrears, Chelsea's top-four hopes are wavering.

Southampton and Crystal Palace remain too close to the relegation zone for comfort after a 1-1 draw at St Mary's in which Palace had goalscorer Wilfried Zaha sent off.

REUTERS

## Barcelona demolish Sevilla with spectacular 6-1 cup comeback

BARCELONA

PHILIPPE Coutinho struck twice as Barcelona mounted a comeback to thrash Sevilla 6-1 and sweep into the Copa del Rey semi-finals 6-3 on aggregate on Wednesday.

After a 2-0 defeat in Seville last week in which they rested key players, the Catalans broke the deadlock in the 13th minute when Coutinho slotted home from the penalty spot following Quincy Promes's foul on Lionel Messi.

Messi handed Coutinho the ball and the Brazilian playmaker converted the spot kick, ending a run of poor form.

"Leo encouraged me to take the penalty and that helped me gain confidence," said Coutinho. "The gesture shows what a great person he is."

Sevilla nearly equalised but Jasper Cillessen produced a brilliant save from Andre Silva's backheel, before the Dutch goalkeeper palmed away Ever Banega's penalty.

Gerard Pique fouled Roque Mesa and after a long delay while the incident was checked by VAR, Argentina midfielder Banega fired to the goalkeeper's left, but Cillessen flew across to keep the ball out.

Barcelona pulled the game level on aggregate in the 32nd minute when Ivan Rakitic nudged the ball past Juan Soriano with the faintest of touches after a sensational pass from Arthur.

Two goals in a two-minute spell after the break helped Barcelona race ahead, with Coutinho heading in from Luis Suarez's cross and Sergi Roberto tucking home a ball from Messi.

Guilherme Arana pulled a goal back for Sevilla with a powerful drive after the otherwise impressive Cillessen gave the ball away, but Pablo Machin's side were finally sunk when Suarez struck on the break and Messi added a late sixth.

"Coutinho spoke with Messi and took the penalty, I'm happy for his goals," said Sergi Roberto.

"We want him to be happy and that's



Barcelona's Lionel Messi in action during their Copa del Rey quarter final match against Sevilla at Camp Nou in Barcelona, Spain on Wednesday. (Agencies)

it. He's a very important player for us."

Earlier Real Betis, whose Benito Villamarin stadium will host the final in May, beat Espanyol 3-1 at home after extra-time to progress 4-1 on aggregate.

Leo Baptista headed Espanyol in front after 33 minutes but Giovani Lo Celso equalised in the 76th minute before Marc Roca was dismissed for the visitors.

Betis capitalised on their numerical advantage in extra-time, with Sergio Leon and Aissa Mandi's strikes earning them a semi-final spot.

REUTERS

## Liverpool boss Klopp: Keita deserved a penalty

LIVERPOOL, ENGLAND

JURGEN Klopp has said Liverpool were denied a stonewall penalty in the second half of their 1-1 draw with Leicester City on Wednesday night.

Liverpool missed out on the chance to extend their lead at the top of the Premier League to seven points as Harry Maguire cancelled out Sadio Mane's early opener right on the stroke of half-time.

But Klopp felt Naby Keita was illegally brought down in the penalty area by Ricardo Pereira in the 57th minute – only for referee Martin Atkinson to wave away the protests.

"I don't know what he [Atkinson] thought in that moment," Klopp said at his postmatch news conference. "I think he had the best position."

"Usually I have to explain penalties which were penalties, and you ask me if it was a soft penalty. A penalty is a penalty."

"There was no blood involved again today, but it's a penalty because one of our players is in the box. It is like it is. It won't change. Nothing to worry about, keep on going."

Klopp also felt the goalscorer of

Leicester's equaliser was very fortunate to only receive a yellow card for a cynical foul on Mane six minutes before he made it 1-1.

"Then we have the situation with Maguire," he continued. "The second time in a game where a striker of ours is brought down at the halfway line, and we treat it like it was I don't know where."

"[Mane] would not have been alone [on goal] because Mo Salah would have been around him, it was a two versus [Kasper] Schmeichel situation. If that is not a real goalscoring situation, I don't know what is."

Despite the draw, Liverpool still moved five points clear of Manchester City in the league standings after the reigning champions suffered a shock defeat at Newcastle United on Tuesday.

City host Arsenal on Sunday before Liverpool travel to West Ham United on Monday night.

"Am I disappointed after we don't win a game? Of course I am," Klopp said. "But I don't bring it together with the Man City game. I understand all these thoughts, but what shall we do now?"

(AGENCIES)

Gwiji by David Chikoko



# SPORT

Leaders Liverpool stumble, Chelsea collapse

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**TONIGHT @ 21:00**

**EATV**

**FRIDAY**

10:59 Jikoni Na Jara  
11:00 DADAZI (Rw)  
13:30 Kili Za Wana  
14:00 Radio Planet Bonga Live  
15:00 FUNGUA  
16:30 #HASHTAG  
17:00 ASSEKT  
17:30 KURUGU  
18:00 #Newz  
18:30 Sakaaga  
19:00 EATV SAA 1  
19:30 MJADALA  
21:00 Friday Night Live

**FRIDAY NIGHT LIVE (FNL)**  
It's where EATV and East Africa Radio combine to bring you an explosion of Friday Night entertainment. The base gets louder, the fun gets addictive and the guest list is exclusive! It's a party on TV.

**eastafrica RADIO**

05:00 EA Breakfast  
09:00 Supamix  
12:00 Kipanga Xtra  
13:00 Planet Bonga  
16:00 EA Drive  
20:00 Kipanga  
21:00 The Cruise

**88.1FM**  
DAR ES SALAAM

## City begin crunch title race week with Gunners challenge

MANCHESTER, England

HANDED a lifeline by Liverpool's failure to beat Leicester City on Wednesday, Manchester City begin a crucial week in the Premier League title race when they host Arsenal at the Etihad on Sunday.

City's shock 2-1 defeat at struggling Newcastle on Tuesday offered Liverpool the chance to open up a seven-point lead but Juergen Klopp's side could only manage a point with a 1-1 draw at home to Leicester.

That leaves the Merseysiders five points clear but that advantage would be cut to just two points before they play West Ham on Monday, provided City can take care of business against Unai Emery's Gunners.

That is the first of three key matches in seven days for the defending champions who travel to Everton on Wednesday for a re-arranged fixture and then host Chelsea on Sunday.

"The next week or so will be tough with Arsenal, Everton and Chelsea. I know the challenge is big. If we want to go up as a club we have to accept that challenge," said manager Pep Guardiola.

While Liverpool have the upper hand in the race, 14 games remain and as the midweek round of fixtures showed, the unpredictability of the league means there could be many twists and turns to come.

"We are in January and we are behind the leaders but there are a lot of titles and points to play for. We have many games left - we are not in April or May and a lot can happen. We need to be there in every game and not give up," said Guardiola.

West Ham, who Liverpool face at the London Stadium on Monday, are in a poor run of form after losing 3-0 to Wolves on Tuesday following their FA Cup exit to third-tier (League One) AFC Wimbledon.

Liverpool laboured at times against Leicester with their high-speed attack unable to get into top gear but skipper Jordan Henderson, who filled in at right-back, knows there is no time to dwell on that result.

"We know we can play much better and we need to improve in the next game," he said.

"We need to bounce back quickly. We've got another few days to recover and then prepare for the West Ham game so we need to be ready because it's another tough game in the Premier League."

It is an intense stage of the campaign for both the frontrunners who are back in European action next month with round-of-16 matches in the Champions League adding to their workload.

Tottenham are only two points behind City and will still believe they can yet pull off a surprise with a late season tilt towards the title.

Spurs could move ahead of City into second, for 24 hours at least, if they can beat Newcastle at home on Saturday. It is no less tight at the bottom where 16th place Southampton visit Burnley, a place below them on Saturday.

Crystal Palace, who are level on points with both those teams, drop next to bottom Fulham, whose fight against the drop has been given a boost by Tuesday's 4-2 win over Brighton.

REUTERS

# Ndanda FC, Mtibwa Sugar share spoils in Premier League



Ndanda Football Club

By Guardian Reporter

**M**TIBWA Sugar were held to a 0-0 draw by Ndanda FC in the 2018/19 Mainland Premier League match that took place at the Manungu Complex in Morogoro yesterday.

Ndanda FC had the first shot on target on the first minute, when striker Yusuf Mhiliu tested Mtibwa Sugar keeper Shaaban Kado with a powerful strike from outside the area, the keeper though parried the shot for an abortive corner kick.

Mtibwa Sugar failed to make the most of a good chance on the 11th minute, as striker Riffat Hamis could only attempt a weak header, off a cross by fellow striker Stamili Mbonde from the right

side, which was easily saved by Ndanda FC keeper Hassan Makonga.

Ndanda FC striker Atupele Green wasted a good opportunity his team had on the 16th minute as he shot wide from outside Mtibwa Sugar's area.

Ndanda FC survived a scare on the 25th minute as keeper Makonga fumbled a cross floated in by Mtibwa's forward Harun Chanongo from the

right.

The keeper though quickly collected the ball shortly thereafter to keep Hamis, who had pounced on the rebound, at bay.

Ndanda FC striker Vitalis Malyanga could have done better with an opportunity that went his way on the 43rd minute as he positioned himself well within Mtibwa Sugar's area, only to end up attempting a weak low shot that was saved by Kado.

The two teams had failed to find each other's back of the net by the time the first 45 minutes ended.

The second stanza saw the two teams make forays into each other's penalty areas, only to be let down by inept finishing.

Mtibwa Sugar had, prior to the yesterday game, been positioned 10th in the league's log, playing 19 matches and collecting 27 points.

The Morogoro side had won eight matches, recorded draw in three matches and suffered loss in eight matches.

Ndanda were placed 17th in the league's standing prior to facing Mtibwa Sugar, with the Mtwara squad playing 21 matches and recording 22 points.

In the league's other match that was slated for yesterday Singida United hosted African Lyon at the Namfua Stadium in Iringa.

## Dar swimming championship slated for next week

By Guardian Reporter

THIS year's Taliss-IST swimming championship has been scheduled for February 9-10 at the International School of Tanganyika (IST) Upanga wing in Dar es Salaam.

Hadija Shebe, Taliss-IST manager, said yesterday that the event will see more than 200 swimmers from various clubs in Mainland Tanzania and Zanzibar compete in various events categorized according to age.

Hadija said swimmers will compete in five styles, namely backstroke, butterfly, freestyle, breaststroke and individual medley. The swimmers will also compete in relay. She said male and female swimmers will compete in U-8, U-9, U-10, U-12, U-15 and above 15 years old.

She also said country's top ranked swimmers will meet other swimmers from other clubs in the country.

The clubs that expect to field competitors in the event are Bluefins, Champion Rise, Taliss-IST Swimming Club and Dar es Salaam Swimming Club (DSC).

According to Hadija swimmers are now attending intensive preparations ahead of the event that gears towards promoting the sport in the country.

"Apart from promoting the sport, we have hosted the championship in order to make the swimmers busy so that they can gain experience in the game. Swimmers and other athletes need to compete every time to gauge their skills in their sports disciplines," Hadija added.

She disclosed that awards will be presented to the first three swimmers in each event. The first, second and third would be awarded gold, silver and bronze medals respectively.

Hadija said the age group winners would be awarded trophies.

"All events will be swum on heat declared finals. The medal award for U-10's 100 meters breaststroke, U-12's 100m butterfly and U-12 100m backstroke events will be based on final rather than age group," she disclosed.



Shivan Bhatt of Taliss-IST Swimming Club competes in a past swimming event in Dar es Salaam. PHOTO: CORRESPONDENT

She said the medal award for the open events will also be presented based on final place rather than age group. Open events will contribute to the overall points of a swimmer.

She said points will be allocated for first place swimmer to 10th as the first swimmer will get 20 points, the second will get

16 points while the third and fourth will get 14 and 12 points respectively.

The fifth-placed will get 10 points, the sixth will get eight points, the seventh will earn six points, the eighth will earn four points, whilst the ninth and 10th swimmers will get two points and one point respectively.

## Flexibles by David Chikoko

