



PRESIDENT ISAIAS AFWERKI ON A WORKING VISIT IN SAUDI ARABIA

President Isaias Afwerki has, in the afternoon hours of yesterday, 28 February, departed to Saudi Arabia for a two-day official visit at the invitation of the Government of the Kingdom of Saudi Arabia.

President Isaias Afwerki arrived

in Riyadh in late afternoon hours and was accorded warm welcome by His Royal Highness Prince Mohammed bin Abdul Rahman bin Abdulazim, Mayor of Riyadh Prince Faisal bin Abdulaziz bin Ayyaf & other senior officials at King Khalid International Airport

President Isaias will hold consultation with officials of the host country on enhancement of bilateral relations as well as regional and global development of mutual interest to the two countries.

CALL FOR DUE ATTENTION TO YOUNG SPORTS PEOPLE



Ambassador Zemed Tekle, Commissioner of Culture and Sports, called for organizing sports activities by providing due attention to the young sports people.

Ambassador Zemed made the call at the 5th conference of sports federations in the Southern Red Sea Region that was conducted on 26 February in the port city of Assab.

At the congress the Commission of Culture and Sports branch in the region presented sports activities that have been organized in the past 8 years.

stressing on the significance of sports in nurturing competent and disciplined youth, Ambassador Mohammed-Seid Mantai, Governor of the region, expressed readiness of the regional administration to play its part in the development of sports in the region.

The conference also elected an executive committee to serve for a 4-year term.

HENOK MULUBRHAN BECOMES WINNER OF TOUR DU RWANDA

Eritrean rider Henok Mulubrhan has become winner of the yellow jersey at the 15th edition of the Tour Du Rwanda 2023 that was held on February 26.

Henok Mulubrhan has been winner of the African Cycling Championship in 2022 in Sharm El-Shiek, Egypt, and in 2023 in Accra, Ghana, respectively.

Representing his Italian team Green Project-Bardiani CSF-Faizanè (PRT), Henok became winner of the Tour du Rwanda defeating renowned European professional cyclists and has been highly acclaimed by the spectators and analysts.

Speaking to journalist, Henok said that he has worked hard and prepared for the competition and congratulated the Eritrean people inside the country and abroad.



ASSESSMENT MEETING OF ERITREAN CENTER FOR ORGANIZATIONAL EXCELLENCE

The Eritrean Center for Organizational Excellence conducted activity assessment meeting of 2022 and plan of action for 2023, on 25 February at the National Confederation of Eritrean Workers conference hall.

At the meeting in which representatives of partners from various institutions took part, Dr. Abel Habtemariam, acting head of the center, presented report focusing on the major activities conducted in 2022 including training programs organized and research and consultancy services

provided in line with the action plan of 2023.

Dr. Abel said that in 2022 training programs on administration, human resources development, finance and projects administration as well as leadership and administration have been organized to various Government institutions.

The participants on their part conducted extensive discussion on the report presented and adopted various recommendations including for proper use of the administrative experiences of Diaspora nationals,

reviewing the training of trainers that has been provided, as well as strengthening participation of women among others.

Dr. Abel further noted that organizing training programs for eight organizations, implementation of the improved leadership and administrative service in the Central Region, organizing regular forum for collective discussion and experience sharing, introducing disciplinary measures and ethics of Government employees and work appraisal mechanism are among the plan of action for 2023.



Development

ERCOE Supports Organizational Capacity Building for Sustainable Development

Habtom Tesfamichael

It is customary for organizations to invest on capacity building programs to develop their human resources so that they could give excellent services. In its first attempt to create an institution for capacity building, the Government of Eritrea established in 1996 the Eritrean Institute of Management (EIM), which operated under the auspices of the University of Asmara. Targeting the public sector, EIM offered standard three-month training programs in Personnel Management, Financial Management, Materials Management, and Project Management.

Then in 2006, the Eritrean Centre for Organizational Excellence (ERCOE) was established with a view to playing an important role in the successful implementation of national development programs by enhancing the managerial capacity of the various organs of the Government through training, research and consultancy services in the areas of management and public administration.

The rationale behind the formation of ERCOE lies in the need to improve the institutional capacity of organizations by enhancing their productivity, efficiency, effectiveness, and accountability in giving public service. The center plays an important role in

social, economic, and institutional transformation by helping create excellent organizations in Eritrea.

ERCOE is tasked with providing training, research, and consultancy services on management and public administration to public and private sector and instill the values of excellence in institutions and their staff. It works to inspire organizations to reach heights of perfection. It provides the foundation for a never-ending cycle of continuous improvement – a process by which people start where they are and work to gradually improve their organization over a period of time.



In line with the government's policy and development priority, the center is expected to contribute by helping organizations to be more effective and productive. To address challenging tasks ahead, ERCOE tries to respond to the needs and demands of development programs. It perpetually works to identify performance and outlook gaps in organizations before launching intervention measures that deal with challenges associated with effective organizations and managers.

ERCOE is authorized to promote the excellence of organizations and their members. The values that are espoused and practiced by its members are quality service and focus on customer.

Its training programs are organized and delivered in two models: performance improvement programs (PIP) and area-specific training programs.

ERCOE's major interventions are related to PIP, a broad package program in which ERCOE works with targeted organizations while drafting or revising their strategic plans and working systems. It works to emphasize the interdependence of the various public and private organizations and to inspire a good organizational culture to improve

productivity. These are all related to the PIP which takes up two months to accomplish.

The second model of training, area specific Intervention, aims to enhance the knowledge, skills and attitudes of the human resources engaged in the specific work area by analyzing the specific needs.

In offering research and consultancy services, ERCOE has set criteria in which an organization is said to be on the right path to excellence if it conforms with the seven basic principles of organizational excellence, which

include leadership, strategic working plan, staff expertise, customer focus, process management, function outcome and knowledge management. The activities of ERCOE revolve mainly around these principles.

ERCOE has the responsibility and capacity to undertake research and consultancy services independently as well as in collaboration with its stakeholders. It gives these services either upon the request of client organizations or by participating in open tenders.

ERCOE focuses on organizations and their management teams, and their growth into maturity, responsibility, and productivity. It can be described as a vehicle of a planned change process with an aim to make a difference in the organizations' technology and their ways of doing things. The focal areas of ERCOE include performance improvement program (PIP), management of learning and leadership development intervention, transferring organizations into "learning organizations", providing learning resources to organizations and their members, and conducting research and consultancy services.

ERCOE carries out a performance



improvement program (PIP) through vigorous assessment of the target organization's current position and prevalent challenges and opportunities. Furthermore, it assists organizations in developing strategic plans and in outlining desired goals and objectives within specified timelines. This is done to allow organizations to determine their current "level of excellence" and determine where they need to focus their improvement efforts. Finally, it develops techniques of monitoring and evaluation against the envisaged plans. Organizations are said to be effective when they meet their espoused goals. The training offered is supposed to have multiplier effects of spreading the values of organizational excellence.

So far ERCOE has provided PIP services to nine ministries, 14 construction companies in all the six regions, 11 enterprises operated

publishing magazines, producing local films, and introducing e-learning and publication.

Based on the philosophy of continuous learning, ERCOE welcomes and encourages organizations that take part in the PIP interventions to convene for retreats. This event gives an opportunity for organizations to assess their organizational performance and can be described as a milestone in their journey of organizational excellence.

The impact of ERCOE's intervention is evaluated through a neutral consultancy body, and at both the individual and organizational levels, the impact has been found to have been good. Some organizations have successfully institutionalized the frameworks and work system models promoted by ERCOE, but the center feels that at the community level additional efforts need to be



by the Ministry of Transport and Communications, the Saving and Micro-Credit Program, the Eritrean Police, and the Colleges. It has also offered management and leadership training to associations and training of trainers to the Ministry of Defense.

ERCOE's role in interventions on organizational development is to facilitate the process of work quality improvement policies and procedures and the drafting of strategic plans by organizations. It also provides learning resources to organizations and their members by

made.

In the last 16 years, ERCOE has markedly stepped forward from its initial formative stage and is working to improve its institutional capacity. It offers a variety of workshops to enhance the professional and personal development of its staff. It employs four methods to achieve this: in-house training, where the senior staff intensively mentor and coach the junior staff; long-term training, short-term training, and study-tour to gain experience of work methods of related institutions.

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PROFILE**

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Towards Establishing A Society for All

Dr. Fikrejesus Amahazion

Last week, the global community marked World Day of Social Justice (WDSJ). First proclaimed by the United Nations General Assembly during its sixty-second session in November 2007, WDSJ has been observed annually in countries around the world since 2009. The observance of WDSJ not only offers an opportunity to raise awareness about social injustices, it provides an occasion to strengthen global solidarity and promote efforts to effectively address longstanding issues, such as poverty, exclusion, employment, gender inequality, and access to social wellbeing and justice for all. The following paragraphs briefly explore the concept of social justice, note its general importance, and discuss it within the context of Eritrea.

Social justice

At the same time representing a long-term process and a standalone goal, social justice mainly has to do with the notion of fairness. Basically, it is the view or belief that all people within an institution, community, society, or country should have equal opportunities, be afforded the same rights, and receive the same treatment, regardless of their specific race or ethnicity, socio-economic status, gender, age, religion, mental and physical ability, or other particular distinction. A relatively recent concept (unlike justice in the broad sense) and a term that has become increasingly prominent within general discourse, social justice is undergirded by several fundamental principles or pillars. Among others, these include: human rights (which involve the fundamental dignity and the inherent value of all persons); equality; diversity; respect; access; and participation.

Social justice is regarded as important and worthwhile for several reasons. Not only can it raise people's sense of happiness and life satisfaction, it can help societies function better and plays a positive role in reducing poverty and inequalities. Furthermore, social justice promotes more inclusive, sustainable socio-economic development and supports the 2030 Agenda for Sustainable Development. There are also indications that social justice can contribute to reducing social tensions or conflict, as it can raise trust and confidence in public

institutions or communities.

Today, the issue of social justice remains one of high relevance. The impact of COVID-19, in combination with geopolitical turmoil and armed conflicts, economic crisis, environmental

National Charter, adopted in February 1994 and which outlines its long-term vision, set out social justice as one of the country's core goals, defining it as: "equitable distribution of wealth, services, and opportunities, with special attention to be paid to the most

progress.

One especially powerful reflection of social justice in action comes from the education sector. To begin, education is regarded as a fundamental right to which all citizens are entitled and it remains

vocational education is helping to promote greater opportunities for decent, productive work, sustainable livelihoods, personal empowerment, and improved incomes, especially for youth, women, and the generally disadvantaged.

Adult literacy programs and the mother language policy also embody social justice. Over the years, the adult literacy and outreach program has promoted literacy and provided learning opportunities for historically marginalized groups and those who may have been missed by the system. After being paused due to the COVID-19 pandemic, the national adult literacy and outreach program resumed in 2021, with nearly 800 centers nationwide offering courses. In total, almost 30,000 adults participated in the program, with a large percentage being women. The success and impact of this program is demonstrated by the fact that adult literacy has continued to rise over the years, jumping from 46 percent in 1990 to about 77 percent in 2018.

Meanwhile, Eritrea's mother language policy, which was developed and is implemented by the Ministry of Education, mandates multilingual education based on the mother language from pre-primary until the end of elementary level. This is an important tool for protecting human rights, preserving diversity, culture, and tradition, and fostering peace, tolerance, and respect for others. In addition, the policy helps to increase access and ensure inclusive, quality education for all, particularly through reducing dropout rates, improving academic results, fluency, and literacy, and leading to greater family and community involvement.

Another leading example of Eritrea's commitment to social justice is health. The country's national health policy aims to maximize the health and well-being of Eritreans at all ages and seeks to ensure equity and access to essential health services at a nominal cost, utilizing primary health care as a key strategy and consistent with universal health coverage principles. Health service is heavily subsidized by the government.



issues, and natural disasters, has pushed social progress backwards throughout much of the globe, while poverty and inequalities within and between countries are on the rise in many parts of the world. (Earlier this year, an Oxfam report revealed that extreme wealth and extreme poverty have increased simultaneously for the first time in 25 years.)

Eritrea

In Eritrea, social justice constitutes a central guiding concept and anchor for nation-building and development. Along with seeking national independence, the protracted armed struggle was

disadvantaged sections of society."

Over the years, Eritrea has crafted a broad spectrum of policies and adopted a variety of legal instruments to help address the specific needs of and catalyze progress for vulnerable groups, such as the poor, women, children, persons living with disabilities, nomadic populations, and those residing in extremely remote or hard-to-reach areas. These vital interventions continue to play a critical role in cultivating peace and unity within the country's multi-ethnic, multicultural society, aim to mitigate disparities and create a level playing field on which all citizens have a genuine

a central pillar of society. The country's national policy provides for equitable access to education free-of-charge to all, extending from primary up to and including the tertiary level. (In recent years, spending on education has averaged approximately 14 percent of the national budget. Moving forward, the plan is to increase this to about 22 percent by 2025.) This is complemented by several other programs and measures that aim to promote inclusion and equal opportunities for all citizens, including the provision of subsidized and free learning materials, financial assistance to vulnerable households to keep children enrolled, the establishment of boarding schools for students from remote communities or nomadic groups, literacy and skills programs for rehabilitee prisoners, and transport assistance (such as bicycles or donkeys for disabled youth).

Additionally, selected schools in different parts of the country provide free regular meals to students, an important social protection tool that leads to multiple health and learning benefits. Many boarding schools have been constructed in historically and economically disadvantaged communities, and they operate with public funding at all levels of learning. Notably, continued substantial investment and support for technical and



fought in order to bring about social transformation and actualize many of the central pillars of social justice, such as equality and rights. After independence, Eritrea's

opportunity to excel, and seek to ensure that each and every individual is empowered and able to enjoy the fruits of inclusive socio-economic growth and social

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Mgura'e: Our Mothers' and Sisters' Trickery

Luwam Kahsay H.

One fine morning I saw this gentle neighbor of mine singing in her house accompanied by a strange beat interrupted by shrieks and groans. I was sorely shaken and wanted to know the reason for the orgy.

Later on I learned from the gossips I heard from the elderly people that she had been "possessed by the demon." She was on her knees swinging her head sideways shrieking and saying Hey, Hey, Hey. It was really very frightening watching a human being acting in that manner.

The learned call it hysteria, but to ordinary people it is simply the work of the devil. They call this devilish performance "mgura'e" in Tigrinya. It is most probably hysteria since it attacks people that go around with suppressed desires and furious anger.

They say the incident happened when my neighbor was called the mother of a prostitute. I know my neighbor could bear almost anything but the insult was too much for her to take. And apparently she had only one means to vent her anguish, and that was mgura'e. If that could do the trick, then why bother about what people might say. After all, mgura'e is not that much frowned upon by the society. It seems that you can go ahead with it as long as you know how to play it safe.

Repressed feelings may, on the appointed time, burst open with a revenge accompanied and boosted by the devil and his subordinates such as kole and kerbe (traditional "guardian" angels on your right and your left side respectively).

It is like amplifying the emotional resonance of the brain with more and more wishes and desires. This continues until the force gets out of hand and breaks the bridge that connects sanity with lunacy. And the victims find themselves in a different dimension where the world as we know it ceases to exist.

In ancient Greece the instability and mobility of physical symptoms and attacks

of emotional disturbance in women was called hysteria. This was believed to have some connections with the shifting positions of the uterus, hysteria in Greek.

During the Middle Ages, hysteria was attributed to demonic possession and to witchcraft, which led to the persecution of old and lonely women including those who were unlucky to be caught raging with anger.

Sigmund Freud developed the theory that hysterical symptoms are the result of conflict between the social and ethical standards of an individual and an outcome of an

unsuccessfully repressed wish.

In its broader sense, we can say that mgura'e or hysteria is some kind of a grownup's temper tantrum, especially a childish display of rage or bad temper manifested in adult life.

When you are "possessed," you say give me this or that, and when you don't get what you want, you cry and whine and roll over on the ground and suddenly your other self becomes the devil and asks you what you want exactly, and you give a list of your wishes such as a gold ring, a silver necklace, a pair of earrings and so on.

And if you happen to be a bride, the bridegroom would do all in his power to satisfy your needs.

A bride may whine over the

fact that the husband did not provide her with the gold and silver prescribed by custom. She has already made her voice heard on many occasions: she wants that gold ring and the pair of earrings that women not better than her are wearing when they go to wedding feasts and graduation ceremonies. Why not her?

No way, says the husband. This is too

barks and yelps and emits the horrific sound of Hey, Hey, Hey and begins to address males in the feminine and females in the masculine gender. That's from the Devil's Special Grammar for the possessed; she becomes a victim of Tourette's Syndrome (named after a French physician, Gilles de la Tourette), a neurological disorder characterized by involuntary body movements and obscene outbursts.

All

rage in his heart. How is he going to get all that stuff? It is theft disguised as prescribed treatment for the condition. It is simply unfair.

And suppose he refuses. Well, the kole is prowling in the dark to fall upon him and torment him for the rest of his life.

The husband betakes himself into the dark backyard and all alone gazes at the stars and sighs: "to buy or not to buy; that's the question."

Meanwhile the exorcism has come to an end with an orgy of dancing and singing now louder than before. The bride has done all that she could. The operation was successful, but will the husband be able to deliver? Well, he better does.

It is believed that in the kerbe or kole culture it is very unwise to stop the possessed in mid-performance. The rule is: let them finish. Let the repressed frustrations explode and lose their steam. Most of the vicious ones stop after a quarter of an hour of hysteria.

I am not very sure whether mgura'e really corresponds with hysteria, but it has all the characteristics of one, with the only difference that in our tradition the possessed are in love with violent colors and perfumes and enjoy their coffee and smoking incense before or after the session.

With the development of science and as people become knowledgeable, let us hope to see an end to mgura'e and other similar insensible actions performed by helpless people all over the world.



much.

She lacks nothing. She can eat, drink, sleep, wear decent dresses and what more does she want!

So the bride feigns illness and lies on bed and sends for the neighborhood ladies and explains to them that she has the "kole". The invitees may themselves be "possessed." The ladies get the message and begin to sing and dance accompanied by a special Tigre drumbeat known as Astilele, faster than the Tigrinya drumbeat, which seems to be much liked by the kole who is online at the moment.

The bride does her thing. She

the time the bride is jumping up and down from a bowing position and swings her head to and fro while the drumbeat rises in crescendo and the women become hyperactive.

Then the exorcist asks, "What do you want?"

"I want gold earrings, gold bracelets, red rooster for Easter, black sheep for Meskel" says the bride through the intermediary of her kole who is now doing the talking and making the demand.

The husband listens with a

Ministry of Agriculture Promotes Dairy Value Chain Activities

In an effort to increase and improve the production of milk, the Ministry of Agriculture (MoA) has been taking a number of initiatives, including the promotion of green feed and artificial insemination, the improvement of dairy cattle breeds and the enhancement of the capacity of processing plants for milk and milk products.

A pilot dairy development project has been implemented for the last 12 years in 17 villages of Debarwa sub-zone, Debub Region, in collaboration with The Irish Agriculture and Food Development Authority (Teagasc) and VITA senior experts.

In 2018, Teagasc, in partnership with the European Union, introduced a program known as Development Smart Innovation through Research in Agriculture (DeSIRA) in a number of countries, and the program gave birth to a project known as Climate Smart Agriculture Research and Innovation Support for Dairy Value Chains in Eritrea (CSARIDE).

The Public Relations Division of the MoA conducted a brief interview with the coordinators of the project and other visiting senior experts on the progress of activities related to the project. The interview was conducted on the sidelines of a workshop on 'Roles of National Identification and Dairy Herd Performance Recording in Strengthening Dairy Value-chains' that was convened in Asmara on January 13, 2023.

Dr. Lance O'Brien, CSARIDE's project coordinator, said the project focuses on strengthening



dairy value chain activities in three regions: Debub, Maekel

and Anseba. The full dairy value chain incorporates the production of milk on individual farms, the collection and cooling of the milk, the delivery of the milk to processing plants to be pasteurized and made into butter, cheese, yogurt and other milk products. The chain also goes up to retailers and consumers. In order for the value-chain to fully function, a number of activities, including conducting research on animal-feed, boosting animal-feed production, providing agricultural supplies and conducting capacity building programs are carried out.

Dr. Lance underscored the importance of capacity building across the dairy value chain actors. He said the short-term and long-term training provided are corner stones that help sustain the core objectives of the project even after the project phases out.

Dr. Enyew Negusie, a senior livestock researcher at the Finnish Natural Resource Institute who was the coordinator of the workshop, said that the core objective of the workshop was to create a forum for the exchange of experiences between



Eritrean and Ethiopian livestock experts engaged in dairy value chain. Speaking on his Eritrean experience, he said, "I had an opportunity to visit Eritrea for the first time last August and was able to visit small-scale dairy farmers, the basis of dairy development in Eritrea and in all East African countries. The interest of Eritrean dairy farmers to learn how to boost their productivity is really promising. It is good to note that dairy farming is one of the best ways to eradicate poverty. I can see that there are many Eritrean and Ethiopian farmers who started with just one cow and now have 20 to 60 cows."

To boost Eritrea's dairy value chain, Dr. Enyew recommended having a comprehensive national roadmap to accomplish the short and long term programs. "For this reason, we brought from Ethiopian Livestock Development Institute four dairy experts, who have been closely working with us for the past 12 year," he added. Finally, Dr. Enyew identified the strengthening of individual herd performance record and advisory systems, and the establishment of a systematic, uniform and consistent livestock identification system as some of the important areas that need special focus in Eritrea.

Dr. Selam Messeret, a senior Livestock Geneticist who works



for the International Livestock Research Institute in Addis Ababa, Ethiopia, stressed the importance of ICT and Genomic technology in improving the livestock sub-sector.

She noted the importance of ICT technology in capturing, managing, processing as well as disseminating livestock data and information. She also outlined the role and importance of genomic technology to shorten the time

to improve livestock genetics. That is why, she maintained, it is important to invest in capacity building for those who are directly or indirectly involved in the dairy value chain.

Mr. Kahsay Negash, Director of the Crop and Livestock



Development Division at the MoA and the National Focal Person of CSARIDE, said that experience sharing about livestock identification, record keeping and data-base management were among the core objectives of the workshop. He stressed that such workshops are important to enable dairy producers or farmers at least to have a record of their dairy performance such as milking, reproductive issues and health.

Mr. Kahsay said, "This workshop has helped us to learn from the achievements and challenges of our Ethiopian counterparts across their development of cattle identification and performance recording systems. Experts at the MoA's Agricultural Strategic Information System Division

(ASISD) who participated at the workshop were able to gain experience on developing dairy database system, ear tag printing technology and other ICT related areas."

Mr. Kahsay mentioned the provision of capacity building opportunities through short and long term training; studies by staff at MoA and Hamelmalo Agricultural College (HAC); the institutional capacity improvement; the procurement of dairy, irrigation, laboratory, solar power, ICT and audio-visual related equipment as some of the major DeSIRA/ CSARIDE achievements.

Since the project is run under Development of Smart Innovation through Research in Agriculture (DeSIRA), Mr. Kahsay went on to say, they will push towards implementing climate-smart dairy production activities. As an example he said instead of using fuel they will promote solar powered and water efficient irrigation systems to cultivate forage crops.

Some of the short and long term plans of their project are: wise utilization of the locally available feed resources, conducting collaborative research with NARI and HAC by focusing on climate-smart dairy production systems and strengthening the technical capacity of the MoA and HAC staff.

MoA
February, 2023





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VACANCY ANNOUNCEMENT

Bisha Mining Share Company is inviting interested applicants to apply for the following position for Bisha site project:

1. **Position: Air Conditioning Technician**
Department: Process Plant / Engineering - Electrical and Instrumentation
Number Required: One (01)

Primary Purpose

- Perform services and repairs to air-conditioners and aqua coolers ensuring optimal availability and performance of all such air conditioning equipment.

Essential Function

- Ensure that all electrical and controller rooms in the process plant have optimal cooling to prevent equipment shutdowns and lost production. This entails monthly services and timeous fault repair or replacement.

Main Function

- Planning
 - Work according to the “Planned Maintenance Schedule “consisting of daily work orders.
 - Plan job to maximize efficient use of available materials, time and manpower
- Fault finding and repair of existing equipment.
 - Prioritize and attend to critical tasks timeously and efficiently
 - Assess risks involved in executing tasks and carry out work in a safe manner.
- Installation and commissioning of new equipment
 - perform installations and commissioning of new equipment.
 - Dragonize faults such as gas leaks and levels, dirty filters, compressors, electrical.
 - Perform repairs or adjustments on piping connections, valves, couplings and fittings by riveting, Bolting, welding, brazing, and soldering applying hand tools, drill press, Prestolite torch, and acetylene torch.
 - Strip, repair or replace worn components, assemble and commission machines.
- Regular reporting of activities and potential issue
 - Ensure safety requirements are fulfilled at the workplace, including leading Field Level Risk
 - Assessment (FLRA) and proper use of the appropriate PPE. Report any safety issues/incidents.
 - Comply with BMSC cardinal rules, safety and environmental standards, and/or other rules and Standards of BMSC. Identify and control any hazards in the workplace.
 - Effective reporting to supervisor and accurate filling in of daily works orders

Knowledge, Experience and Skills

Qualifications:
Grade 12 for locals (Technical School). Technical College Electrical Diploma.
Knowledge and Experience:

5+ year’s relevant practical experience in maintenance and installation of air con systems.
Eligible for BMSC certification as a L3 Artisan.
Required Eritrean nationally recognized certification as an air con technician.
Highly desirable (but not required) Eritrean nationally recognized certification as an Electrician Technician.
Highly desirable (but not required) Eritrean Driver’s License (minimum Code 2).

Technical Skills	Behavioral Skills
Attention to detail, Analytical skill. Problem solving skill. Understanding and practical ability to install, repair and maintain Air conditioning electrical systems. Understanding and practical ability to install, repair and maintain Air conditioning filter and air ducting. Understanding and practical ability to safety handle and operate gases.	Communication Assertiveness Integrity Interpersonal Relations and High level of accuracy Prioritizing skills & multiskilling Ability to work towards strict deadlines. Self-motivation and Dedication to safety

2. **Position: Port Equipment Maintenance Technician**
Department: Process Plant/Engineering -Electrical & Instrumentation
Number required: One (01)

Primary Purpose

- Responsible for forecasting maintenance and repair of all allocated equipment.
- Stand by during ship loading operation.
- Troubleshooting and implementation of improvement initiatives.

Essential Functions

- Prestart check for crane, retainer, and other mobile equipment prior to ship loading, solving any breakdown. Overloading issues during the loading process. Make sure the crane and retainer are as close to 100% available during ship loading—ability to carry out installation and replacement if necessary. And highlights any change in equipment performance and efficiency levels and informs to port supervisor. Carry out schedule maintenance and repair of all allocated equipment.

Main Function.

- Control the Maintenance and repair work for all BMSC equipment at Massawa.
- Planning and Scheduling, Health and Safety, Administration.

Unique Requirements / Other Information

- The candidate must be physically medically fit
- The candidate must be technical education background and maintenance Qualified
- Must be able to work outside exposed to Heat, wind, and dusty environments
- Must be able to work at Heights

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VACANCY ANNOUNCEMENT

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Knowledge, Experience and Skills

Qualifications:	Knowledge and Experience
Technical Diploma	3 – 4 years experience in heavy equipment like cranes and other mobile equipment used in port.
Technical Skills	Behavioural Skills
Computer Literacy (MS Office – limited requirement, In-house software system – limited requirement), Problem-solving skill, Technical skill, Figure analysis skill, Safety reporting and actions	Communication (English and a Local language advantage) Behavioral relations skill, Teamwork, Integrity, Cultural Diversity

1. **Position: Local Purchasing Officer**
Department: FITS / Supply

Number Required: One (01)
Contract type: Indefinite
Place of work: Asmara

Primary Purpose

- Sourcing of materials, spares, and equipment to ensure on time delivery of the right quality to end users at the best possible total cost of ownership to the company. Undertake sourcing activities in a manner which ensures that controls are followed to mitigate key supply chain related risks.

Main Function

- Procurement
 - Procure goods and materials in accordance with customer and operational requirements in line with policies, procedures, safety standards and code of ethics.
 - Ensure good quality products are purchased and delivered to site within the required time frame with lowest possible total cost of ownership.
 - Competitively bid and award materials and equipment requirements based on total cost of ownership and strategic decisions.
 - Prepare request for proposal and request for quotes (RFP/ RFQ) evaluations and contract award recommendations where applicable.
 - Utilize and develop supply sources with a focus on identifying and developing local suppliers.
 - Assist in the tracking of all requisitions and purchase orders from placement to delivery and.
 - Resolve over, shortage and discrepancy (OSD) issues relating to purchase order that were created or allocated to/by yourself.
- Market Research
 - Conduct market research and maintain up to date with

- developments within the designated category assigned.
- Cost Saving
 - Develop and maintain professional and productive relationships with internal customers and external suppliers.
- Administration
 - Ensure that invoices are processed in accordance with procedure.
 - Track the payments in line with operating procedures.
 - Maintain and file records of purchase requisitions and orders.

Knowledge, Experience and Skills

<u>Qualifications:</u>	
Diploma or Degree in business management or related fields.	
Knowledge and Experience:	
1-2 Years Purchasing experience – preferably in a mining environment	
Knowledge of Eritrea laws and customs	
Supply Chain knowledge	
Technical Skills	Behavioral Skills
Computer Literacy (MS Office – Intermediate, Excel, Word, Power point, Outlook); Business Acumen, Report Writing, Attention to detail; Planning, Analysis and problem solving; Supply Computing programmed; Supply Chain procurement skill	Good interpersonal skills Performance orientation Ethical standards good telephone manner Communication Skill (English and local language)

General Information and other requirements:

- Place of Work: Bisha. Salary: As per Company salary scale.
- Type of Contract: Indefinite

Additional requirement for Nationals:

- Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.
- Present clearance paper from current/last employer.
- Testimonial documents to be attached (CV, work experience credentials, a copy of your National Identity Card etc.).
- Only shortlisted applicants will be considered as potential candidates for an interview.
- Application documents will not be returned to sender.
- All applications should be sent through the post office.
- Deadline for application: 10 days from the day of publication in the Newspaper.

Address: Please mail your applications to: -

- Bisha Mining Share Company,
- P. O. Box 4276 Asmara, Eritrea

Note to Non- Eritrean applicants:

- Please send a copy of your application
- Aliens Employment permits Affairs,
- P. O. Box 7940 Asmara, Eritrea.



“Let’s Be Open to New Knowledge and Cooperate With Others As Team Work Always Leads to Success” Filmon

Luwam Kahsay

Please, introduce yourself.

I was born in 1995. My parents died when I was little, and I was raised by my grandma as an only child. My grandma died when I was studying in college. After completing my military service as a member of the 27th round, I went to college and earned a diploma in Sociology and Social Works. I am now working as a cameraman, a profession I adore.

When did you start to be interested in cameras?

I had some interest when I was very young but it was mainly when I was in college. While I was studying in college, I started taking classes in editing and graphics at Polytech School. Soon after that I also started taking classes on how to use a camera. After looking at my pictures, Haileab, my teacher at Polytech, told me I had a good taste and could be a star one day if I worked hard. So, I was motivated



to give it my full time.

What was your first work?

I began with wedding photos, but my first professional work was a film, Mot Fikri, which was written by Solomon Weldemichael.

Tell us a little bit about it.

I remember never getting satisfied by every scene I shot back then, and I had to keep on doing it

Filmon Tesfaindryas, mostly known by his nick name “Phala”, is an aspiring young film director and actor. Filmon started his film making profession as a cameraman and has won national and international awards. Following is a brief interview with him.

several times to perfect it. I realized that the more you do something the more you start reading between the lines. That helped me to look into my potential and work hard.

How many works have you produced?

They are many but let me mention some. I have produced feature films such as Fikri Semeyawi, Tsor, Virginitiy, Keytefkrini, Koxera and serial films such as Bfikri Kitehni, Readmit, Adhal and Telelet. I have also made several music videos.

I have seen you in several film posters, right?

Yes. That’s because I’ve also worked as an actor and manager in films such as Zireaye Aynu Yibrah, Keytefkrini, Sened, Halhalta, Demet and Kab Men.

Have you won any awards?

Yes. I have won Shamot awards for my film “Semeyawi Fikri” and as best cinematographer. I have also won three international awards in the United States and Ukraine for my film “Tsor” in the short story category.

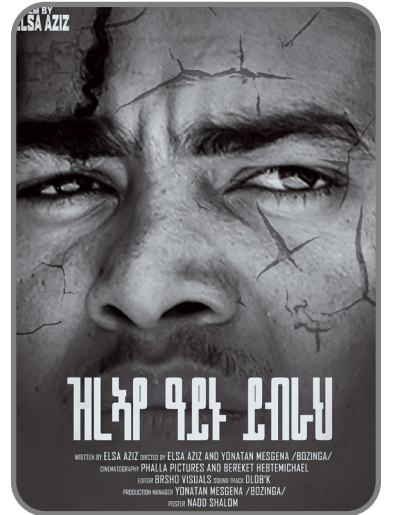
What was the making of

Semayawi Fikri like?

It is one of a kind in terms of writing the script and making the film. It required a lot of energy. Finding the right setting was an arduous journey. Watching the entire film shows you the outcome of team work.

What would you say is the key to success?

I believe the beauty of our work lies in our differences in terms of our outlooks and the ideas we generate. So, it’s important to give adequate time for discussion and negotiation before starting to make a film. I believe in team work and sacrifice anything for it.



Anything else you would like to add...

We, especially the young, should work with dedication to develop professionally. Let’s be open to new knowledge and cooperate with others as team work always leads to success.

Thank you for your time, Filmon.



Towards Establishing A Society....

Continued from page 3

Patients are required to make only nominal payments (which are further reduced or wholly waived in cases of financial need), and many health services are provided free of charge (including all public and preventive services, such as immunization and growth monitoring, pre- and post-partum care, nutrition and supplementation, health education, etc.). All patients with selected chronic diseases and other disorders, such as tuberculosis, HIV/AIDS, hypertension, diabetes, and mental disorders, among

others, are provided with free care and prescribed medications.

What is more, keeping with the country’s steadfast commitment to inclusion and the goal of tackling long-standing regional disparities in accessibility and opportunities, the government has directed a considerable amount of investment and effort on constructing, renovating, and furnishing many health and education facilities, as well as expanding roads networks, in remote, hard-to-reach areas that were historically marginalized and neglected.

Alongside the above, Eritrea’s firm commitment to social justice

can be seen in its broad approach to development, which is anchored on giving priority to historically deprived regions and segments of the population, as well as parts of the national response to COVID-19, which saw local communities and the global diaspora come together to extend considerable

financial and material support to needy individuals and households. Furthermore, a range of other national initiatives and programs have social justice at their core, including those focused on poverty eradication, land ownership and reform, families of martyrs, gender equality, children, the disabled, and

various traditionally marginalized or vulnerable groups.

Ultimately, while there is much left to do and still a long way to go, a renewed and strengthened commitment to social justice will help positively transform lives and promote progress toward a fairer, more just nation.

“Our development strategy is anchored on giving priority to deprived regions and segments of the population. The strategy strives to ensure fairness and equity through structured governance configurations, as well as a social contract that promotes equal opportunities and a level playing field for all stakeholders. Our central objective, and for which we have paid precious sacrifices in a long struggle, is indeed to secure and enhance effective participation of the population within the fair framework described above and which is vital for political stability, national cohesion, economic and social development, social justice, and cultural progress” – H.E. Isaias Afewerki