

EID ALFETIR AL-MUBAREK CELEBRATED NATIONWIDE



Eid Alfetir Al-Mubarek was colorfully celebrated nationwide yesterday, 4 June.

Salat prayer was conducted during the celebration at Bahti Meskerem Square in the capital, in which senior government and PFDJ officials, religious leaders,

members of the diplomatic corps and thousands of the faithful took part.

Speaking at the event, Sheik Salem Ibrahim Salem, Head of the Office of the Mufti of Eritrea, wished a happy Eid to the Eritrean people in general and followers

of the Islamic faith in particular and called on the faithful to extend hands to the needy and demonstrate forgiveness and mutual support.

WORKSHOP ON LABOR IN ERITREA CONCLUDES

A two-day workshop on labor in Eritrea that was jointly organized by the National Confederation of Eritrean Workers (NCEW) and International Labor Organization (ILO) concluded on 31 May.

At the conclusion of the workshop that was conducted under the theme “Future Labor in Eritrea: Initiative of a Century”, Mr. Yemane Gebreab, Head of PFDJ Political Affairs, gave briefing on regional peace and new opportunities for sustainable growth and said that the prevailing regional peace and partnership is new opportunity for the peoples of the region that has been in turmoil and war over the past 60 years.

Noting that Eritrea has been working for regional peace and cooperation in the region since the armed struggle for independence, Mr. Yemane underlined that in the new era of peace, Eritrea is exerting capacity level effort in realizing regional cooperation based on common interest and trust as well as on respecting the sovereignty and political choice of countries.

Mr. Samson Berhane, from the Ministry of National Development, also presented a research paper on development strategy of Eritrea and the economic growth Eritrea has achieved on various sectors including health, education and expansion of social services despite the 1998 war and its subsequent external conspiracies.

The participants conducted extensive discussion on the report presented and adopted various recommendations.

Ambassador Tesfamichael Gerahtu from the Ministry of Foreign Affairs and Mr. Tekeste Baire, General Secretary of the National Confederation of Eritrean Workers, gave concluding speeches underlining the timeliness of doubled effort in the nation-building endeavors and called for substantial investment to be made in empowering the youth.

NICE: ANNUAL SHAREHOLDERS MEETING



The National Insurance Corporation of Eritrea (NICE) held its 15th annual shareholders meeting at Asmara Palace Hotel on 31 May.

Speaking at the event, the General Manager of the Corporation, Mr. Zeru Woldemichael indicated that in 2018 the corporation has made 96.7 million Nakfa profit and that 87.9 million Nakfa has been disbursed to shareholders.

Expressing appreciation for the interest demonstrated by the shareholders and their legal representatives, Mr. Ghirmai Gebremeskel, the Board Chairman of the Corporation, articulated his expectation that the meeting will adopt recommendations and resolution for the better performance of the Corporation.

At the meeting briefings were provided focusing on investment made inside the country and abroad, opportunities and challenges encountered, as well as the progress of life insurance and other relevant issues.

The participants conducted discussion on the report presented and adopted various resolutions and recommendations.

The National Insurance Corporation of Eritrea was established in 1992 and in 2004 sold 44% to shareholders.

ERITREAN IN SCANDINAVIAN COUNTRIES AND SUDAN CELEBRATE INDEPENDENCE DAY ANNIVERSARY

Eritrean nationals in the Scandinavian countries have celebrated the 28th Independence Day Anniversary with patriotic zeal under the theme “Resilience for Higher Progress.

The celebration in the cities of Stockholm, Oslo, Copenhagen, Nuremburg, Uppsala, Orebro, Umea, Skara/Lidkoping, Kristianstad, Bergen, Helsinki and others featured various programs depicting the significance of the Independence Day.

The participants of the celebrations noted that the peace and cooperation in the region is the result of the resilience and steadfastness of the Eritrean people and its leadership, and expressed resolve to play due part.

The Charge d’Affairs at the Eritrean Embassy in the Scandinavian countries, Mr. Yonas Mana, said that the 28th Independence Day Anniversary is unique for it is being celebrated at the time of the peaceful prospect prevailing in the region.

The Chairman of the Holydays Coordinating Committee in Stockholm, Mr. Alem Teklegiorgis, on his part said that the Eritrean people have emerged in the face of external conspiracies aimed

at hampering the nation-building process and called for strengthening participation and contribution in the implementation of the national development endeavors.

In the same vein, Eritrean nationals in the Italian cities of Catania, Firenze and Tieramo enthusiastically celebrated the 28th Independence Day Anniversary.

In related news, Eritrean nationals residing in Kassala, Sudan, enthusiastically celebrated the 28th Independence Day Anniversary in the presence of Mr. Ibrahim Idris Charge d’Affairs of the Embassy of Eritrea in Sudan and Maj. General Mahmud Babkir, Governor of Kassala region.

Governor of Kassala region, Maj. General Mahmud Babkir, congratulated Eritreans for the 28th

Independence Day Anniversary and delivered message of solidarity with the people and Government of Eritrea.

Meanwhile, the Office of the Eritrean Community in Kassala that has been closed for over a year has been officially re-opened and started service.

Similarly, nationals residing in the Republic of South Africa as well as Ottawa, Canada, celebrated the 28th Independence Day Anniversary featuring various activities portraying their attachment with their homeland.

Speaking at the event, Ambassador of Eritrea to the Republic of South Africa, Mr. Saleh Omer stated that Independence Day anniversary calls for renewal of our pledge to double effort in the nation-building process.



Development

Eritrea future of work Centenary Initiative Workshop

Randa Osman

A workshop organized by the National Confederation of Eritrean Workers (NCEW), in cooperation with the International Labour Organization (ILO), was held in Asmara from 30 to 31 May 2019 to commemorate the ILO's centenary and introduce its proposed Agenda for Development in this new Eritrean era. The rapprochement between Eritrea and Ethiopia has opened doors for many sectors which led the NCEW to seize the opportunity and do its part in giving way and facilitating developments by organizing a workshop under the theme of "future of work". In line with the initiative's multi-sectoral approach to the concept of "work" and "national development", participants from governmental and international organizations attended the meeting. Representatives from the Ministries of Foreign affairs, Labour and Social Welfare, Justice, Education, National Development, Agriculture, Information and Health together with reps from the PFDJ Economic Affairs, Employers Federation of Eritrea (EFE), NCEW, National



Union of Eritrean Women (NUEW) and National Union of Eritrean youth and students (NUEYS) attended the workshop. The NCEW also had the pleasure of receiving a delegation from the ILO led by Ms Deepa Rishikesh from the ILO Headquarters.

Opening speeches were made by Mr. Berhane Ghebrehiwet from the Employers Federation of Eritrea (EFE), Miss Deepa Rishikesh from the ILO and Mr Woldeyesus Elisa from the Ministry of Labour and Social Welfare. In his address Mr Tekeste Baire, the General Secretary of the NCEW, said the meeting's objective was to encourage "in-depth discussions on the topic identified by the Global Commission on the Future of Work" and generate "additional enriching ideas". He further went on to say that "the rationale of the document presented for discussion is not only to assess past experience, but also to generate ideas which render the policies on the Future of Work more effective". Mr Tekeste emphasized Eritrea's active role as a member state since its endorsement of the tripartite principles of the labour relations in 1993, despite the countless challenges and obstacles it has faced. He said that owing to the difficulties, the NCEW has learned many lessons and acquired priceless experiences enabling them to lay solid

grounds for a brighter future. In conclusion, the General Secretary asked the participants to conduct the proposed discussions with regard to the reality of the state's conditions and the government's principle of self-reliance.

Similarly, Mr Berhane Gebrehiwet from the EFE said in his opening speech that the EFE plays an active role in various programs of the ILO and "will play its due role in similar future events, in a better organized and robust way". He further iterated that this workshop will help in pushing Eritrea forward and ameliorating the Eritrean people's standard of living.

Finally, he highlighted the EFE's strong commitment to cooperate with NCEW and the Ministry of Labour and Human Welfare for the country's prosperity.

Following the opening speeches, Dr Welday Futur, Head of the Eritrea Investment Centre, gave a presentation on the difficulty of balancing the fulfilment of the desires of the people and the nurture of sustainable growth and advancement under the heading "the future of work in an Increasingly Knowledge Based Economy". Furthermore, he underlined the importance of prioritizing and developing human resources. Later on, Ms

Waffa Abdelkader, an expert in workers' activities from the ILO, gave a detailed introduction of the global initiative of the "future of work". She said the Global Commission on the "Future of Work" is founded on three pillars based on a human-centred agenda: increasing investment in people's capabilities, increasing investment in the institutions of work and increasing investment in decent and sustainable work.

Afterwards, Engineer Getachew Merhatsion gave a broad and detailed account of Eritrea's National Development Program. He gave examples of projects including the construction of health facilities, schools, roads, railroads and water dams and safe water and energy production. Following presentations by representatives from NCEW and the Ministry of National Development, Mr. Yemane Ghebreaab, Head of Political Affairs of PFDJ, furnished the participants with knowledge on the recent developments in regional peace and the new opportunities created for sustainable development.

The two-day workshop ended with group discussions conducted under the theme "Challenges and Opportunities" where participants identified potential obstacles to development and proposed appropriate solutions taking into account the current situation of the country.



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SpotLight

Mapping Risks and Vulnerabilities to Increase Resilience

Habtom Tesfamichael

The Horn of Africa has been exposed to periodic pandemics and major epidemics including Avian and Pandemic Influenza, Cholera, Meningitis, Yellow fever and Viral Haemorrhagic Fevers in addition to other hazards such as flood, drought and environmental pollution. The impact on public health of these hazards has far reaching implications for individuals and countries in the Horn region. Due to its location in the Sahel zone and the rift valley, Eritrea is prone to drought and earthquake. In 1920, an earthquake destroyed Massawa and in 1920 a volcanic eruption displaced people in the southern Red Sea region. These hazards cause national emergency and security threats. Taking this into account, Eritrea has brought to the fore the urgent need to adequately prepare for and effectively respond to public health emergencies of national and international concern.

As part of efforts to strengthen the emergency preparedness and response systems, Vulnerability and Risk Assessment Mapping (VRAM) of public health emergencies in Eritrea as well as assessment of existing capacities to respond to emergencies and public health threats was undertaken from 27 to 31st May 2019. A large group of experts and stakeholders from different ministries and organizations convened to identify and assess the potential hazards Eritrea could face, validate the findings and score risks and vulnerabilities and finally make recommendations for the ministries to take preparatory measures of responding.

The event was organized by the Ministry of Health (MOH), in cooperation with the World Health Organization (WHO) and other stakeholders. The primary objective of the VRAM is to support a country strengthen its capacity to assess, visualize and analyze health risks and incorporate the results of the analysis in disaster risk reduction, emergency preparedness and response plans in line with WHO's six-year strategy for risk reduction and emergency preparedness. At the same time, the application of the VRAM process allows for the compilation and homogenization of baseline data, information and maps to help health authorities and their partners to make informed decisions

in times of crises.

"It has now become daily news on the mass media that natural and man-made disasters are negatively impacting the livelihoods and economic growth of the populations where the disasters occur. The impact is grave when countries have not identified the status of their vulnerability and risk to hazards and their capacity to respond. No country in the globe is immune to the impacts of climate change, hazards and disasters although the intensity may vary," said Dr. Araia Brhane at the commencement of the workshop.

"Eritrea has experienced disasters in the past including epidemics such as dengue fever and natural hazards such as drought, flood, stormy rains and volcanic eruption although the impacts were mild. They have occurred when the country didn't have a strong established system or plan to respond to such events. It is with this understanding that Eritrea has called this workshop of VRAM," he said.

Dr. Yohannes Gebrat, on behalf of Dr. Josephine Nambose, WHO representative in Eritrea, said on the opening day that the entire African region is at risk of health emergencies and emerging and re-emerging pathogens are of particular concern and Eritrea is not an exception. In Africa, over 100 public health emergencies occur annually out of which 78% are infectious, 17% disasters and 4% caused by chemicals. Sixty human pathogens are of animal origin and 75% of emerging animal diseases can be transmitted to humans.

International trade, travel and migration have developed over the centuries, and as new, faster communication systems have developed, microbes and pathogens have progressed accordingly resulting in increased occurrence of outbreaks that turn into epidemics and even pandemics.

Health security is one of the crucial issues that countries should maintain to safeguard the wellbeing of their citizens and lead them to development.

The vision of Eritrea is to establish a nation that is secure and resilient enabling all communities to enjoy high level of security against threats to their health and well-being through



an integrated "one health" approach.

"Integration of health security in to health systems promotes sustainability, efficiency and effectiveness of a country's preparedness efforts, while also strengthening the wider health system. Strengthening preparedness for prevention, detection, and response protects essential health services, contributes to health systems' resilience and avoids fragmentation of health systems and health security and brings collaboration among the various relevant ministries, thus promoting an integrated approach in line with the "one health approach," Dr. Gebrat said.

The MOH has been able to develop the National Action Plan for Health Security (NPHS) 2017 – 2021 in 2017 following the JEE as well as the Internal Assessment on IHR that had been conducted prior to the development of the plan. Since then, the MOH has been able to implement the interventions as guided by the plan.

The strategic directions identified in the NPHS documents are grouped under the major four "Core Technical Groups" -- prevention, direction, response and other IHR hazards and POE.

One of the planned activities in line with the work plan is VRAM, which helps to identify the vulnerabilities of systems and the capacities of the communities exposed to priority hazards as identified through the Strategic Tool for Assessing Risks (STAR).

The VRAM process of risk profiling is a critical step in identifying and

understanding a country's exposure to critical hazards. In addition to risk profiling, it is significantly crucial that countries conduct VRAM to better characterize the risk. VRAM helps to identify factors that determine the population's and the health system's vulnerability to hazards as well as the existing capacity to address gaps in emergency preparedness and response.

The VRAM process helps answer what and where the hazards are, which populations are exposed to them, and what and where the existing local capacities for emergency preparedness and response are.

Historical data on hazards were reviewed from sources such as the MOH and other related ministries and agencies to identify hazards that have health consequences. These hazards were analyzed to establish those that have the potential to result in public health emergencies. Hazard analysis was done using as a guide the pseudo equation, Hazard (H) = Probability (P) x Exposure (E) x Impact (I). In order to guide prioritization of the response interventions to the public health risks, the hazards were ranked by the public health risk they pose.

Assigning scores by individuals to mostly qualitative variables is subjective. This was the major limitation in the methodology used in the risk assessment and mapping throughout the process. The influence of subjectivity in the results was minimized through a consensus of the assessment conducted by stakeholders in group discussions. The results presented are therefore to be used as a guide for further selected unit of analysis level risk mapping.

Hazards identified as having

the potential of resulting in public health emergencies include Cholera, Meningitis, Yellow Fever, Avian and Pandemic Influenza, Flood, Drought, Earthquake and Transport accidents.

These hazards may occur alone or in combination or as secondary hazards (hazards that occur as a result of another hazard such as a cholera outbreak following flooding).

When finalized, the risk mapping document will be important in enhancing the focus of public health emergency management in determining prevention, preparedness, mitigation, response and recovery activities based on risk.

The goal of the risk analysis in public health emergency management is to reduce risk level by targeting interventions aimed at reducing vulnerability and increasing coping capacities. The hazards listed as posing high risk are those that must be very high priority for prevention, preparedness, mitigation, response and recovery programs in the country and in specific zones, and attempts should be made to minimize the risks of those hazards. The hazards that are listed as secondary do pose danger but are addressed only after those hazards with high risk.

The main vulnerability factors across the country are geographic location, availability of sanitation and hygiene facilities and climate change. Not much can be done about some of the factors such as geographic location and climate change. The focus should be on reducing the other vulnerabilities and increasing coping capacities.



Eid Etiquettes

Kulu Amin Wa Antum Bikier, is the first wish and greeting of the day every Muslim exchanges and also would likely hear first thing in the morning, to an instant reply of Kulu Sena Wa Antum Tayubun by others who happen to be relatives or even those passing the streets. That Arabic wish literally is translated as, May you all remain safe every year while the reply goes as, May you all remain well.

A fabulous and well-mannered wishes continue on flowing through out the whole day so all the people feel the joy and harmony of the Eid, having men closed in their white Jelebyas (Arab traditional cloak) and women wearing their colorful Liwyets (traditional women garments) head to the morning Eid prayer glorifying their lord Allahu Akbar ... Allahu Akbar, in a uniform and loud tone of voice.

Eid Al Fitr is one of the major holidays in the Muslim community of the world, where they celebrate and have fun after a blessed fasting month of Ramadan. Eid days are commonly celebrated through various cultural activities that fits the environment and their respective societies of the world. People throughout the world have their own ways of celebrating this beautiful day. First thing to do in the day of Eid is praying the Eid prayer in the morning; that's the main common thing. Faithful offer the Eid prayer gathering in one field that can hold them all.

In the early times here in Asmara city we used to pray in the Jamie Mosque near Merkato in the liberty avenue. But then the number of the praying people exceeded the place and reached down the main streets. Then, it was decided that all the Eid prayers after that moment to be held at the Bahti Meskerem square.

Meanwhile, the other activities that are done after the prayer depend on the cultural habits of the people and their surroundings. Eid Al Fitr in our country is well articulated and massively honored by both the Muslims and Christians. Everyone is held in having the day be at its most, by visiting each other's home and congratulating one another.

As far as I can recall, being a child and attending the day of Eid in such nation of ours colors the day of the

child and leaves a lasting memory. If a family takes it fine and hands you over the responsibility of looking after your younger siblings and take them to visit every door, somehow you are a very

lucky person in the world.

That very moment you are the Boss of the day, you demand whatever you want, to the younger siblings. Simultaneously, it's a hectic job to do, seeing it now, you are the manager of the day, what an experience before a lesson. Well, I have been doing this for at least three or may be four years, having my younger sisters in both of my hands and taking them to every door of the relatives we knew. But, if all of us are to go for Mieyad (a word derived from Eid meaning to visit the relatives), it's on a condition that should be fulfilled before the day. First thing all of us have to wear NEW, top to bottom. I got to get a new haircut; and my sisters are in the beauty salon early in the morning before I get back from mosque.

New Haircut, New shirts, new trousers, new socks and pair of shoes, All New! Then, all is well, we all march to the long day, eating and drinking sweet. If you got unique chocolates you don't eat them but keep them all till night, so you can eat them slowly feeling the extreme sweetness they hold.

Most of all, what every child expects as treasury of the day becomes the Meeyedi: this is a gift that every child receives from close families while they go for visit. If you save more than ten box that very day, you are like Bill Gates or Tim Cook of the day. It's a lot of money for the child, feeling an urge to be

back home and tell mom and dad that so and

so gave him or her that amount of money and let them keep it for him or her for later.

Another story, back then when I was an elementary school student, I was as usual, told to take my younger sisters for Mieyad. You know what I refused to do so because I did not get to cut my hair cut, which was supposedly to be carried out by my brother. That only day I stayed at home when everyone was having fun and I got pissed off the whole day. That is how much Eid means to children in this culture of ours.

On the other side, the elders take on visiting each other soon after the Eid prayer. Initially, it is normal to pay a visit to your close family members; your father's house, sisters who got married, brother's, uncles and aunts, grandpas and grandmas, after that the remaining kinfolks get the chance to be visited.

If the visitor is well programmed knowing where and where to go, then the task to finish all of the family remains pretty simple, otherwise like others do it, simply and wisely, just take three days off their job so as they can reach everyone restfully. It depends on how many houses you get to in the day of Eid and on how much the family is interconnected. On the streets all children block

your ways asking in demand Meeyedi...

Meeyedi so you can give them from the sweets you received, they are really the flavor of the day.

A common recipes of the Eid day, and that everybody don't want to miss is the Aba'eke drink. It is sweet and healthy drink, were everybody in the society regardless the faith wants to have. To my understanding, it is fermented not more than a week before the Eid day. Its taste varies according to how Wehale or "Effective" the mother is on the process of fermentation. My mom is one of the Wehale ones, because we never ceased to drink the Aba'eke up until it becomes filter. The other unique recipes of the day are the quality biscuits served in with various sweets. My friends prefer those biscuits in our house to the formally prepared Engera and Tsebhis. To the fact, I used to be selective on picking different and exceptional sweets while visiting every house, we still do, chocolate ones are more preferred than normal or local candies.

Beyond all of these stuffs the day allows the people to share a moment of love and joy and on the way it becomes a means to strengthen the unity of all families, friends; near and far, co-workers, new guests do get introduced while visiting homes to chat

over matters hence they develop worthy networks afterwards. It is a moment where people get over their quarrels and angriness and misunderstandings to deliver a sense of peace between

themselves and their partners.

It is a moment where all people in the world build their relations and connections through many ways, thanks to Alexander Graham Bell who brought us the telephone, that is another way we can connect with each other.

Anyone who has witnessed and above all shared the times of Eid in our country would definitely understand it how precious the moments are. It provides one a sense of lasting joy and it has indescribable feelings when friends and families gather in one of the member's house to share the day with the stunning smell of coffee, the Himbasha (homemade sweet bread), the cakes, the chit chats alongside the endless laughter, where the honorable guests applaud and wish the household the same time next year by saying in local tone as: Entay mo Tumat Nerkum... Ni Ameta Kemzi Ewan Trah. Everyone develops such harmonious and joyful events to be part of their festivities.

Ever since old times, this kind of sharing festivities among our fathers and forefathers has become a strong and long lasting positive culture commonly seen and shared between the Muslims and the Christians, and still is followed. I believe the Eid beholds Kier to all of us people and Eid Mubarek. Book yourself an Eid invitation not to miss the wonderful Eid Etiquettes. It is everywhere an Abshiru or a Welcome moment.





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VACANCY ANNOUNCEMENT

Bisha Mining Share Company is inviting applicants for the following position for Bisha site project.

Position: Human Resources Officer

Department: Employee Services

Section: Human Resources

Number Required: One (01)

Primary Purpose

➤ Job responsibilities cover a wide range of areas including being actively involved in employee recruitment, managing the hiring and onboarding process, assisting with and resolving employee queries related to their employment, managing employee performance, terminations, transfers and promotions and the enforcement of Human Resources policies and procedures.

Main Functions

Administration:

- Maintaining physical and digital personnel records like employment contracts, emergency contacts.
- Answering or solving HR-related questions or issues within the organization.
- Ensure that all HR processes are followed in line with Company policies and procedures.
- Follows up on the daily attendance records for responsible departments and resolves reason for absenteeism, late in, late out, etc.

Recruitment:

- Ensure that the recruitment procedure (HR-SOP-001) is followed. Review Job Descriptions received from departments for accuracy, consistency and correct spelling and grammar. Review Labour Requisitions received for accuracy including position titles, department titles, and complete the actual and budget values. Initiate Labour Requisition requests from departments for budgeted vacant positions.
- Preparing applicants matrix based on CV's received and submits to the respective department HOD for review and shortlist. Assist departments with shortlisting of candidates in liaison with the respective HOD.
- Arrange and conduct interview sessions and facilitate the final selection process. Arrange transportation, site entry and induction for applicants coming to site for interviews. Follow up the recruitment process and update the recruitment tracker on a daily basis. Contact applicants via phone to inform them of the arrangements and requirements from their side. Assist with queries, questions and issues related to applicant's site visits.
- Follow-up the pre-employment process including new employee medicals and police clearance and prepare necessary letters where required.
- Responsible for preparing employment contracts and obtaining all required signatures.

- Prepare for new employee's arrival on site including transportation, site entry, induction, orientation.
- Prepare for and arrange job grading committee meetings to grade positions in line with the Job Grading procedure.
- Reviewing and summarizing amended job descriptions for regrading upon HODs requests.
- Review HR standard operating procedures on an annual basis and identify errors/omissions/improvements. Draft updates to SOPs for review by HR line management.
- Provides advice to senior management, managers and supervisors about appropriate recruitment processes, disciplinary or other corrective techniques when required in response to conduct or performance problems.
- Provide management advisory services in terms of coaching, counselling, recognizing top performers, and taking appropriate action on poor performers.
- Conduct, coordinate and facilitate communications to all staff on HR or Company matters, including the preparation of reports for Managers and giving presentations, management briefs, general briefings to the workforce as required from time to time.
- Attend various meetings on different levels of management as required and related to HR issues or matters including meetings with Crews, Supervisors, Superintendents, Managers and Senior Managers.

HR Documentation

- Responsible for all employee documentation record keeping including storage filing and retrieving as required
- Processing employees' overtime, above roster, acting appointment, per diems etc. in line with entitlement and relevant policies and procedures.
- Ensure that all required engagement, promotions or termination documentation is processed in time to be captured on payroll system before payment periods.
- Prepare and process employee medical expense claim petty cash payment paperwork in line with employee's contract of employment and the relevant SOP.

Terminations

- Provide guidance to line managers in terms of employment termination policies and procedures and ensure that notice periods and terminations are in line with employee's employment contracts and legislation.
- Ensure that termination forms are signed off by all respective signatories and preparing severance pay's according Eritrean Labor law.



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- Ensure Exit interviews are conducted and signed off by all respective signatories and exit clearance forms are completed and signed off.
- Ensure that exit medical checkups are done before an employee leaves company premises for the final time.
- Prepare certificate of service at BMSC after an employee has been terminated – review employee personal file for the full employment history, prepare certificate and circulate for signoff and then issue to the individual.

Reporting

- Preparing HR daily and weekly reports on head count, transfers, promotions, terminations and disciplinary actions.
- Follow up the recruitment tracker and update line managers with recruitment progress on a weekly basis.
- Preparing weekly catch up meetings with all departments according to the predetermined schedule and capture the outcomes/minutes of meeting report in the system and updating and follow up of employees case tracker age limitation tracker and court case tracker.

Promotions and Transfers

- Ensure that promotions and transfers are processed as per company procedure and make sure approved positions are available for promotion and transfer.
- Ensuring the required documents for promotions such as training records, disciplinary records and due process of competency is in place as required for the higher level position.

Others

- On an annual basis prepare the employee pay progression calculations including reviewing the calculation sheet for correctness, review outliers and sorting out any discrepancies, printing of letters, issuing of letters, briefings to workforce as required and assisting with employee complaints, errors and process corrections.
- Preparing supporting letters as requested by employees based on the type of their request and process in line with the relevant company policy and procedure.
- Provide training/mentoring to new HR Officers (Assistant HR Officers) to become familiar with BMSC’s processes and procedures.
- Supervise and coordinate the activities of subordinates (Assistant HR Officers) (where applicable) and assist with HR projects including collecting of employee data and capturing of employee information required for projects.
- Manage time and tasks effectively to ensure all responsible activities continue accurately and timely.

Unique requirements / other information

- Ability to work in a high pressure, fast paced, multicultural environment which demands various skills and experiences to provide effective human resources services to the organization.

Knowledge, Experience and Skills

Qualifications:
Diploma/Degree in Human Resources/Degree Business Management

Knowledge and Experience:
1 – 3 Years experience in general Human Resources
Customer Service experience
Previous experience on HR software package
1 – 3 years in Administration

Technical Skills	Behavioural Skills
Computer Literacy (MS Office – Intermediate)	Communication (English and Local language)
Proficient in HR System	Assertiveness
Attention to detail	Interpersonal Relations skill
Knowledge of Policies, Procedures and Processes	Ability to meet deadlines
Ensure that HR audit requirements are met	Accuracy
Address HR issues	Confidentiality
Business Communication skills	Integrity/Ethical
Knowledge of current legislation	Ability to work under pressure
Administrative skill	
Report writing skills	

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 to
Aliens Employment permits Affairs,
P. O. Box 7940 Asmara, Eritrea.

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES - INDIVIDUAL CONSULTANT SELECTION)

Country: Eritrea

Name of Project: National Agricultural Project (NAP/IFAD)

Grant No.: DSF-8107-ER

Assignment Title: Varietal Evaluation and Field Inspection Training for Breeders and Seed Inspectors

Reference No. C6/107

The State of Eritrea Ministry of Agriculture has received financing from IFAD toward the cost of the National Agricultural Project and intends to apply part of the proceeds for the recruitment of Consulting Services provided by an Individual Consultant to conduct training on Varietal Evaluation and Field Inspection for Breeders and Seed Inspectors

The consulting services include Briefly assess the current breeding program of field crop varieties, assess the current practice of performance evaluation of foundation seed as well as field crops in seed multiplication programs to meet national demand of seed quality, in consultation with the NVRC revise the "Technical Guidelines for the Release of Varieties and their Packages for Field Crops" as required and provide the necessary advice for its improvement and Conduct training, both theoretical and practical training, to breeders and seed field inspectors on varietal evaluation of foundation seeds and seed field crop varieties and Provide advice and recommendations on how best the NVRC may be organized to discharge its responsibilities for making performance evaluation of foundation seeds and crop varieties in seed multiplication programs.

The Procurement and Supply Management Division now invites eligible Individual Consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The short listing criteria are:

1. General Information to the related assignment 20%,
2. Qualification of the consultant 40% and
3. Experience to perform the service 40%.

The consultant should have the following qualifications

- PhD in breeding in one of the tropical field crops and should have worked for at least 10 years in plant breeding
- Adequate experience in seed inspection and varietal evaluation of varieties
- Adequate organizational and training experience
- Excellent communication skills
- Excellent command of the English language, both written and spoken.

The attention of interested Consultants is drawn to IFAD's policy on conflict of interest situations that must be avoided as described in IFAD' Project Procurement Guidelines – September 2010.

A Consultant will be selected in accordance with the QCBS method set out in IFAD' Project Procurement Guidelines – September 2010.

Further information can be obtained at the address below during office hours Monday through Friday 07:00-12:00 and 14:00-18:00 Asmara local time.

Expressions of interest in the form of Curriculum Vitae (CV) must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by 02/07/2019.

Attn: Sinados Tesfay Procurement officer

Ministry of Agriculture Procurement and supplies Management Unit (PSMU)

P.O.BOX 1048, Tel: 00291-1-189266/00291-1-180699 Fax: 00291-1-181410

E-mail:sinadostesfay@gmail.com/ yosiefberhe@gmail.com

Asmara, Eritrea



“We Need to Measure Risks and Vulnerabilities to Better Prepare for an Emergency,” Dr. Ngoy

Habtom Tesfamichael

Last week, the Ministry of Health (MOH) organized a workshop aimed at mapping risks and vulnerabilities of hazards in Eritrea. The workshop was facilitated and led by a team consisting of four experts who facilitated the program from WHO office in Nairobi, Kenya. We had a brief interview with Dr. Ngoy Nsenga, team leader of the Emergency Hub for East and Southern Africa (WHO Health Emergencies Program).

This workshop is what we call vulnerability and risk assessment mapping. What does it mean?

Basically, in the world, we see emergencies, emerging and remerging diseases like Ebola, other emergencies like flood, storms and other man-made disasters. Some might say this is related to climate change but at the end of the day it is an emergency issue. So countries have to deal with emergencies. But if you don't deal with emergency properly, it can become a disaster, even disease can become a disaster as what happened in the Ebola outbreak that plagued western Africa in recent years. So we should take action not only when emergencies emerge. We need to take action before something happens. We need to prepare ourselves.

Then comes the question of how you prepare if you don't know what you can be dealing with. You need to be clear what threat or hazard you can deal with. Then you prepare with the knowledge of what you are

preparing for. So this workshop is important for this country. It helps to identify what kinds of threats or hazards Eritrea could face? Not only diseases but we can have other hazards such as drought and earthquake. If those kinds of hazards happen, how can the country respond in time with effective means? For you to get ready, you need to know some other factors as well.

What can make the situation worse? What vulnerabilities do we have in terms of the population and health system? In order to address this, the country needs to assess its capacity to respond to emergencies in case a hazard happens. And if that kind of capacity doesn't exist, it needs to consider what capacities it needs to acquire beforehand.

So far there haven't occurred big emergency issues. But every country needs to be prepared for any kind of disaster.

How can we measure the risk of these hazards?

After identification of the highest priority hazards or risks, we determine what could be the parameters that we should take into account in terms of capacity that the country should have, in terms of vulnerability not only from the community side but also from the health system side. Then we came up with indicators for each of these parameters. For us to measure the risk we need to measure those parameters of vulnerability and capacity. So this is what we have been doing. Risk analysis is done using as a guide the equation, **Hazard (H) = Probability (P) x Exposure (E) x Impact (I).**

What remains now is the collection of data, information and the analysis. After analyzing, we make recommendations to the decision makers and practitioners in this country. This is what is needed to be done in order to reduce the risk of all kinds of the hazards identified.

How was the workshop and how

did you find the commitment and contribution of the participants?

I have conducted this exercise in many African countries. This is my 16th country and found it very exceptional. First, the group was very clear on what they want, where they want the country to go and what exactly they can do to help the mapping process going well. So it becomes easier for the facilitator when there is such a group that knows what they want for the country.

Second what strikes me is their dedication. I could see not only what the people want but they are really dedicated to make things work in terms of emergency preparedness in this country. These are the particularities I found working in this group.

What conclusions did you come up with at the end of the process and how is it going to be finalized?

Throughout the days of identification and analyzing the potential hazards Eritrea can face, we came up with a list of events or hazards that Eritrea is supposed to face that can represent a threat to the country at a national level and which Eritrea must be prepared for. The group identified ten hazards as that must be given prioritized preparedness plan. They range from drought to Ebola

because of the context in the neighboring countries in that there is a probability that the disease can spread to Eritrea. The others include influenza, Zika virus, road traffic accidents, Meningitis, Yellow Fever and a list of others. I am not saying the others don't present a threat but these are what the country and the health sector, in particular, should be prepared for.

Final words...

I didn't have much time to go around the town. I had a little evening walk and I saw that Asmara is very beautiful and peaceful to see and the people are welcoming.

I would like to thank all the people who prepared and organized this workshop and specifically the colleagues at the Ministry of Health and WHO, who made the preparation before the workshop and then made sure everything was ready and that the workshop went very well. I have no doubt they will finalize the mapping process.

