

SEMINAR ON ERITREA-FINLAND COOPERATION IN HIGHER EDUCATION



Eritrea and Finland held a seminar on the progress of cooperation in higher education. The dissemination seminar was held on 12 March at the Asmara Palace Hotel.

Speaking at the occasion, Mr. Semere Russom, Minister of Education, said that the seminar highlighted the undertakings employed, capacities built, experiences gained and lessons learned which demonstrated the collective commitments to the successful implementation of the educational cooperation between the two countries that was initiated in 2015.

The Executive Director of the National Higher Education and Research Institute, Dr. Haile Mihtsun, said that the success of the

cooperation is attributed, among other factors, to the solid grounds that it was built on and the mutual respect, good understanding, trust, flexibility, and effective communication that prevailed among the parties throughout the course of implementation. Dr. Haile also indicated that the cooperation will have significant contribution towards improving the provision of quality education in the Eritrean colleges.

Commending the outcome of the cooperation with Eritrea, member of the parliament of Finland, Mr. Pekka Haavisto, said that the cooperation mainly supports the policy of the Government of Eritrea which is keen on developing its human resources.

Ambassador Tarja Fernandez,

from the Finnish Ministry of Foreign Affairs, on her part, said that the exchange of visits of high officials and students attests to the growing cooperation between the two countries.

At the event presentations were given regarding the implementation of the projects and their progress.

SEMINAR ON THE PROGRESS OF EDUCATION

The Eritrean Teachers Association organized a seminar with a view to increasing the awareness of members on the current educational situation, gain the experience of various countries on the educational progress, challenges that might encounter and possible solutions, nurture common understanding as well on handling students.

Speaking at the event, the Director General of general Education, Mr. Musa Naib, gave briefing on the experience of other countries in the provision of education including that of Finland, Korea, Poland, the United States, Senegal and Hong Kong.

Noting that the school system of a given country is the reflection of

that society, Mr. Musa called for harmonizing the experience of other countries with the culture and tradition of the country.

He also reiterated that parents and the society have significant role in the development of education in the country.

Pointing out that a teacher has significant role in the transformation of a society, the chairman of the association, Mr. Simon Mehari, said that the association is organizing continuous awareness-raising seminars.

The Eritrean Teachers Association was established in 1959 and currently has 17 thousand members.

AZEL PHARMACEUTICAL FACTORY MEETS 35% OF NATION'S DEMAND



Azel Pharmaceutical Share Company is presently covering 40 percent of the nation's domestic medicine demand. Mr. Misgina Tekleab, Manager of the factory said that the company upon becoming fully operational would meet 60% of the nation's domestic medicine demand.

He told Erina that medicine production in the country began in the days of the armed struggle for liberation and that after independence the Government, in cooperation with a Jordanian

medicine factory, established Azel Pharmaceutical Factory in 2003.

Mr. Misgina explained that the objective of producing medicines with at national level includes supplying the domestic market demand, providing medicine at fair price, preventing the flow of sub-standard and counterfeit medicines to the nation, as well as mainly contributing to national economic and industrial capacity.

Explaining that Azel Pharmaceutical Share Company

is producing around 50 types of medicine at prior level, Mr. Misgina stated that the company is striving to expand the range of drug production, enhancing the quality of medicines in cooperation with foreign companies, as well as ensuring both the quality and quantity of production for export.

Azel, in which the government owns 58% share and 42% Jordanian medicine factory is playing due role in ensuring public health and providing medicine at fair price.

WORKSHOPS ON PRESERVING TOURISM SITES

The Research and Conservation of Tourism Resources in the Anseba region organized a seminar for the Keren secondary school students focusing on preservation of tourism resources.

The workshop was aimed at enhancing the awareness and knowledge of students on tourism resources and to persuade them to play leading part in the preservation efforts as well as on to encourage them select tourism as a field of study in their higher education.

Stating the preservation and maintenance of tourism resources is the responsibility of all members of the society, the head of the branch Mr. Fesseha Habte indicating that there are thousands of tourism attraction sites in the country, gave extensive briefing on the significance of the relics in Kohaito, Metera, Keskese, Belew-Kelew, Buya, Adulis, Sembel, Mai-Temenai and Maichehot among others in developing the tourism industry in the country.

Mr. Fesseha also indicated that Eritrea, in addition to its strategic location along the Red Sea has favorable climate, rich natural bio-diversity, as well as ancient historical relics, and that the excavation being conducted in the ancient port of Adulis and the relics discovered as well as the skeleton found in Buya attest to this fact.

“Demystifying Eritrea: the Ground Reality, Mining and Human Rights”

Geneva, 8th March 2018 - Demystifying the image of Eritrea by understanding its reality on the ground and its development approach, which focuses on the people, was the theme of the side event organized by the Permanent Mission of Eritrea to the United Nations in Geneva in collaboration with NevSun Resources Limited, Bisha Mining Share Company and Danakali Limited, titled, “Demystifying Eritrea: the Ground Reality, Mining and Human Rights”, on March 8th 2018 at the United Nations in Geneva.

The event was chaired by Ambassador Tesfamichael Gerahtu, Head of the Eritrean Delegation at the 37th Session of the Human Rights Council in Geneva. The two main speakers were Mr. Todd Romaine, Vice President of Corporate Social Responsibility with NevSun Resources and Mr. Seamus Cornelius, non-Executive Chairman, with Danakali Limited. Among the panelists also included Mr. John Weakliam from the Ireland-Eritrea Development Partnership and Mr. Adem Osman, First Secretary at the Eritrean Permanent Mission to the UN in Geneva.

For the past fifteen years, the country, located in the Horn of Africa, has been facing numerous challenges with the spread of an image portrayed in the media that leaves little space for a more balance perspective. To challenge



the ongoing public opinion on Eritrea and lay the foundation for a more constructive approach to engagement; the side event was organized in line with the 37th Session of the Human Rights Council at the UN in Geneva where Eritrea is currently taking part.

The Government of Eritrea continues to engage with the Universal Periodic Review (UPR) and shows its engagement through dialogue and discussion on the different recommendations made by UN member states on human rights. Hence, the event focusing on human rights and mining sector in Eritrea came at an important timespan. The session addressed mining companies' rights and obligations with respect to the social license to operate in Eritrea and the experience of these companies of working with the Government of Eritrea on joint venture initiatives.

Organizing this side event was the occasion to engage with the public on the link between human rights and mining. In fact, the mining sector in Eritrea has been at the core of human rights talks where various allegations of violation of human rights were raised concerning the alleged employment of national service workers.

The accusation has been denied by NevSun Resources and Bisha Mining Share Company. For the past years, attempts to boycott any foreign companies from engaging with the Eritrean government through the use of the human rights card has been challenging but failed to succeed. In reality,

the mining sector in Eritrea is a promising and booming sector to contribute to the economic development.

The motto is to ensure that this sector of activities, often portrayed negatively in many parts of the world, encompasses a different and positive story in Eritrea. Although the presence of high mineral wealth in the country -gold, copper, potash, zinc, oil, natural gas, cement, gypsum, granite, marble, ceramics, and limestone and iron ore- this sector has not been prioritized as to avoid any symptom of resource curse, unequal share of wealth or overexploitation leading to environmental degradation at the detriment of the people. Instead, it is a gradual development where foreign companies are welcome under strict conditions for investment including the promotion of local employment, training and a joint venture with national companies such as the Eritrean National Mining Company (ENAMCO). Thus, integrating local communities throughout the whole process from prospecting, exploration to actual production as mandatory.

The reality of doing business in Eritrea was highlighted by the speakers who explained to the audience that mining is important for the economic and self-determination aspirations of the country “by ensuring that any company follows the Government of Eritrea Impact Review Committee to ensure that mining companies maintain a high standard of operational governance as a mandatory pre-requisite for any company

wishing to operate in Eritrea”, reiterated Ambassador Gerahtu. Accordingly, the Government of Eritrea focuses on a sustainable mining sector that benefits the people. The people approach development is at the core of Eritrea's policies possible by fostering responsible and sustainable mining. Accordingly, Eritrea manages to have a share venture of 40/60 between ENAMCO and NevSun Resources Limited, a 50% ownership between the Colluli Mining Share Company (CMSC) and Danakali Limited and similarly a 50/50 share between ENAMCO and Zara Mining Company.

During the event, questions were raised on why doing business in Eritrea. The representatives of the mining companies explained that there is no experience of corruption and a stable working relationship with the government. The Ambassador also quoted the former UN Resident/ Humanitarian Coordinator in Eritrea, Ms. Christine N. Umutoni, that “the Eritrean Government utilized monies in an efficient and non-corrupt manner”.

The exemplary operations of the Bisha mine and its safe working environment has set the standards high within the mining sector. Mr. Romaine of NevSun explained that his company had set an excellent model and template with respect to best practices for other companies to follow and build on in collaboration with the Government. Besides its good working environment, ensuring that local communities are benefiting from this business was one of the requirements to create

effective human capital. To do so, local recruitment are favored making the rate of Eritrean locally recruited staff of more than 90%. Local communities living in the region are also given priorities in addition to the possibility of trainings and upgrading posts.

The robust environmental protection program is also one of the imperatives for companies to acquire their license to operate and similar regulations apply in regard to ensuring the safety and wellbeing of employees. For instance, if any part of the village land falls under the exploration sites, compensation or agricultural assistance are provided including machinery and/or training on labor-intensive production. As a result, local employees compete highly to get the chance to work for companies as the salary scale is higher than national average.

NGOs present at the side event raised the issues around the Commission of Inquiry (COI) and as to why the government refused to open its door and concern of companies in dealing with reputational risk. The Ambassador explained that those entities with specific agendas would not benefit from visiting the country as there are already clear written mandates dictating their terms of engagement. The companies responded to the reputational concern of operating in Eritrea that they would continue to ensure strict compliance and adherence to both host, home and international laws.

The panel discussion concluded by enhancing the motto of responsible and sustainable mining depend on mutual respect and collaboration along with the Government of Eritrea's development priorities. Ambassador Gerahtu, on his part, invited the audience to come and see instead of believing targeted campaigns against Eritrea without acknowledging the history of Eritrea and the ongoing violations and sanctions imposed since 2009. Despite the ongoing external challenges, the country continues to put focus on a development that involves young human capital as key in building a peaceful and prosperous society.

Permanent Mission of the State of Eritrea to the United Nations in Geneva

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Development

Reaping Fruits of Eritrea-Finland Higher Education Cooperation

Semir Seid

The National Higher Education and Research Institute (NHERI) hosted a dissemination seminar of the Eritrea-Finland Cooperation in Higher Education on Monday the 12th of March. The one day seminar at the Asmara Palace Hotel which was attended by higher education officials, Ministers and instructors from both countries focused on reflections about the overall tasks accomplished since the signing of the cooperation deal in November 2015. The capacities built, experiences gained and lessons learned from the projects in the past two years were reported to have been unique.

The Eritrea Higher Education Institution Institutional Cooperation Instrument (HEI ICI) program is funded by the development cooperation funds of the Ministry for Foreign Affairs of Finland. About 2,601, 493 Euro was earmarked for five projects by the HEI ICI program. The Finnish National Agency for Education (EDUFI) is the party responsible for the program management in close collaboration with the NHERI. The objective of the Eritrea HEI ICI Program is to support the development of sustainable institutional capacity in Eritrean higher education institutions by enhancing their administrative, field-specific, methodological and pedagogical capacities.

In the dissemination seminar held on Monday Dr. Haile Mihtsun, the Executive Director of the NHERI said that the NHERI encourages and values partnerships with local, regional and international actors to realize its policies and program objectives. Dr. Haile went on to say that the partnership with Finland is one of the very active cooperations between Eritrean Institutions of Higher Education (IHES) and Finnish Universities.

The bilateral Higher Education Cooperation launched in 2015 involved seven Eritrean Colleges and four Finnish Universities along with the Finnish Church Aid and covers six projects aimed at enhancing Education, Agriculture, Geoinformatics, Digital Library and ICT. The projects initiated at Eritrea Institute of Technology (EIT) focus on Strengthening ICT Education in Eritrea (ICT4EEDU), the Eritrea Learning for All (ELFA) and Digital



Minister Semere Russom

Library and library automation services (DiLLA). Higher Education for Food Security and Environmental Sustainability (HEFSESE) in Eritrea is the project designed to support Hamelmalo Agricultural College (HAC) and the project aimed at strengthening Geoinformatics Teaching and Research Capacity in Eritrea Higher Education Institutions (GIERI) builds the capacities of the Adi Kieh College of Arts and Social Sciences (CASS), College of Marine Science and Technology, EIT and also HAC.

Minister of Education, Mr. Semere Russom, said that the overarching aim of the six projects was to improve teaching and research through enhanced institutional and human capacities in Eritrean Institutions of Higher Education. Minister Semere further said that success of the projects was primary because they were built on jointly identified and developed realistic programs, meaningful and shared mission and objectives targeted to specific goals and, most importantly, mutual respect, trust and understanding.

Following an overview of the three projects at EIT by Mr. Rediet



Kifle, EIT Finnish-Eritrean project coordinator, accounts of the six projects were given. The DiLLA services in the EIT have been digitalized and improved the library services and access to information

by upgrading equipment and the library's collection, providing training on ICT to staff at the EIT. The project has enhanced the content and service of the digital library and also automated the services for the use of printed book collection. Through this project, partner organizations have over 35 million e-resources, e-books, videos and audios that the academic community can use for research, teaching and learning. Over 60,000 printed books have been catalogued electronically and processed to be electronically



Dr. Haile Mihtsun

detected using the Radio Frequency Identification (RFID) technology.

The ELFA project has increased institutional capacity for educational leadership and management of the College of Education at EIT. This project helped develop appropriate pedagogy skills, improve curriculum and enhance teaching and learning processes as well as the use of ICT in education. The quality and relevance of the College of Education's programs have improved through professional development modules in the areas of literacy and numeracy, learning difficulties, teacher education pedagogy, educational leadership, research methodology and ICT in

education. Outcomes of this project include joint contextually relevant research and publication of an edited volume of eight research articles. The ELFA book targets capacity building in institutions of higher education

(IHE) in Eritrea. The ELFA project aims at building the professional and research capacity of staff at the College of Education of EIT, Asmara Community College of Education (ACCE) and Eritrea Ministry of Education (MOE).

Strengthening ICT for Eritrean Education (ICT4EEDU) is the third project that has strengthened the human and infrastructure capacity in EIT by creating and distributing electronic learning resources and services. It has enhanced the capacity of the EIT ICT Center to



Ambassador Tarja Fernandez

deliver educational e-resources, and to improve the ICT infrastructure. With the help of the large number of hotspots on campus, EIT teachers and students can now have access to intranet educational resources 24/7. The established EdTech lab has created a platform for EIT colleges to jointly develop learning contents and support technologies for the teaching-learning process. The EdTech lab hosts the development of students' projects that put technology (3D printing, video, mobile software, robotics) in the service of local needs of education. One of the exquisite projects is the "low-cost low-power computing system". Students have used the lab's Raspberry Pi and 3D printer to produce and assemble a learning device adapted to Eritrea and translated the software to Tigrigna so that the device can be used in primary and secondary schools.

The Higher Education for Food Security and Environmental Sustainability in Eritrea (HEFSESE) project has supported the development of sustainable institutional capacity in HAC by enhancing the teachers' methodological and pedagogical competencies by strengthening curriculum and by training the staff. The aim of this project has been to increase employment opportunities of graduates and expand production

potential through the adoption of agro-forestry systems in teaching, research and practice. The impact of this will increase agricultural productivity and improve food security. The Eritrean teaching assistants who attended the University of Helsinki were introduced to three sustainable landscape management modeling systems.

The fifth project is the Strengthening of Geoinformatics Teaching and Research (GIERI) given in the CASS. The study of Geoinformatics is an effective approach to learn and understand complex spatial problems. The field studies and develops computational methods for collecting, processing, analyzing, and presenting spatial data. This first GIERI project has developed Geoinformatics training and research capacity among the staff members of Eritrean higher



Mr. Pekka Haavisto

education institutions (CASS, EIT, HAC and College of Marine Science and Technology) through training of trainers by developing joint research programs, and through teacher exchanges. GIERI supported students earn Masters degrees. Teaching and research on Geoinformatics has been strengthened with new curriculum, two geographic information systems (GIS) laboratories, teaching materials and three trained staff members. Fully equipped GIS laboratories for MSc and BSc level students in Geoinformatics and Geography have been installed at CASS. Twelve Masters Geoinformatics theses are underway with the graduation expected in July. The findings in these theses and the new techniques and methodologies adapted by students can be of great help to mapping and the sustainable management of natural resources, natural conservation and food security. They can also be used by the government to make informed

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A Family on Silence!

Natnael Yebio W.

Our world is fast shrinking, thanks to the Internet, mobile phones, sat dishes and high-speed planes. Now, in this small village, people can simply stick their necks out from their windows and shout at each other, hurling curses and complaining at the world's deplorable situation. Those with shady characters would stand behind their fences or hedges and gossip or even plot on how to overthrow this or that government through violence or terror.

Maybe you have heard about territorial imperative among animals. It means 'don't touch my turf or else'. Every animal owns a turf to protect and defend as its own hunting ground for food and sex. Any other animal from the same or even different species can cross the border only at its own risk.

Humankind also has a similar turf. It's called a country, a nation, a government or a party. You get nearer to one of these with the intention of destroying or disrupting and you know what your end will be.

Now, in this shrinking world everybody has the same front and back yard. This is the place where justice has to be maintained or else. People are hungry and angry. And what's more, some people feel very uncomfortable in a crowded place, especially if across the street are living some very rich people. The rich feel threatened, and the poor feel neglected in an unjust neighborhood.

This situation is sure to invite trouble, and the only means the poor has at his disposal are small arms and much anger. So he will be tempted to resort to an asymmetrical war, like blowing up a 100-storey building with a weapon that he has just designed in his underground lab. It is the democratization of war and violence: Death by the people, from the people, and for the people.

In the past, even injustice was too far in time and space to tackle. Colonialists tormented their subjects with impunity from their capitals in Europe. The African slaves suffered from injustices originating in America. Everything

was far and wide, scattered and complicated.

In a shrinking world, however, the context and the paradigms are changing fast. At first we saw through a dark glass, but now we know who the culprit is and who the fanatic or the confused is.

It's time we had established a police force to guard our global village against fanatics of all shapes and stamps. Scratch any pious-looking person, and you will find a fanatic smoldering with hate.

The establishment of world legislature to dispense with justice and a court room to punish the recalcitrant is more urgent than ever. Offending nations should be dragged by their ears and made to stand before the law.

Short of this, our small village will one fine morning simply burn up in a flash and its smoke will swirl up to the stars testifying before more intelligent aliens in other planets of humankind's astounding ignorance, blind fanaticism, unbound greed, and foolishness.

And now since it is the season of the Great Fast, I would like to make a short statement about silence.

Is the universe silent? Stellar explosions, a billion or trillion times more powerful than the mightiest nuclear device of our time, take place without the least noise in outer space, because the latter is devoid of air, a medium through which sound waves can travel. But, this doesn't mean that the universe is quiet and calm. Far from it. Just use a radio telescope and you can have an electronic and cosmic version of the Tower of Babel.

However, according to Hindus and Buddhists, if there is any sound in the whole universe, it is the sound which goes Aummmm or Ommmmm. A primal sound. A holy sound. Probably a cosmic equivalent of Allah'u'Akbar!

By silence, however, is meant an inner peace which comes out of self-satisfaction, self-composure and self-assurance. Silence is peace, submission to transcendental



laws and commandments. Silence is allegiance to higher personal aspirations and goals.

People talk about how to spend holidays abroad and flaunt their newly bought gadgets by way of inflating their egos. Sometimes things get too much out of control and the ego gets the better of the senses and you have precious lives lost in vain, and hopes and dreams broken to pieces. They sing Silent Night, Holy Night in a way that is neither silent nor holy. They forget that God's holy messengers come to this world to bring inner and outer silence, peace and quietude.

Noise is the product of fear. Atomic bomb is used in war, but in peace the quieter version which is nuclear powered electricity is used instead.

When the real peace which is born from within is manifested externally, every part of our being becomes silent; our desire, our aspirations, hopes, wishes and dreams. Otherwise we are not silent. We are like the dormant volcano which bids its time. And where there is no silence you have the noisy ego roaming in total liberty.

The best music in the universe is the music of silence, and this is heard from none else except from your inner self. Keep quiet and try to listen. What you will eventually hear is an ancient music from deep inside yourself: the music of your existence, the sound of your being. And where does this music

you have not heard it before, it was because your ego tried to stand as an obstacle between yourself and the music.

With a clear conscience, you can hear forever.

What is ego? It is the part of us that clamors for recognition, for self-assertion, and it is at the same time very uncertain of itself. That's why it wants to make noise and when not heard wants to destroy.

The real self, or as some call it the higher or universal ego, on the other hand, is sure of itself and therefore prefers to keep silent and knows full well that it lacks nothing. It asks for nothing and believes in sharing and giving rather than in acquisition and appropriation.

come from? From nowhere. It has always been there inside you. If

Reaping Fruits . . .

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decisions about the society, economy and the environment.

Ambassador Tarja Fernandez from Finland's Ministry of Foreign Affairs said on the occasion that the Finnish-Eritrean Higher Education Institutional Cooperation program progressed well. The ambassador added that the Ministry has regularly met with Finnish universities coordinators in Finland and in Asmara and received positive feedback about the projects.

Discussions among participants ensued at the end of every session in the seminar in which questions on how to solve all projects' shortcomings were raised and comments were forwarded on the projects' overall.

Eritrea has identified the need for competent teaching professionals in its higher education institutions. Mr. Pekka Haavisto, a Finnish member of parliament, said that the cooperation with Eritrea is efficacious and the projects conducted support Eritrea's national development policy. Through the projects the foundation to future cooperation has been laid. Many of the projects have sought to provide solutions to this very situation through curriculum enhancement,

student and staff mobility and training, research collaboration and vast improvements in facilities. The overall aim of this has been to establish institutional linkages and to create cooperation that would benefit the young people of Eritrea and the students of the partner higher education institutions and also the society will surely gain from the well qualified and trained labor force.

On his final remarks, the Executive Director of the NHERI, Dr. Haile Mihitsun, underlined that the six projects have successfully achieved their objectives to deliver quality education by improving course transferring modalities, library services, pedagogical and research competence of Eritrean faculty, provision of advanced training at PhD levels and development of research books. The Higher Education Institutional Cooperation is coming to an end this summer. ELFA, one of the six projects, has already secured funding for 2018-2020 from the Finnish HEI ICI funding instrument. Finnish Church Aid (FCA) will continue to focus on assisting to improve quality education through teaching, training, curriculum development, and school management in Eritrea, particularly with the Asmara School for Deaf children.



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VACANCY ANNOUNCEMENT

Bisha Mining Share Company PLC is inviting interested applicants for the following position.

1. Position: Equipment Operator
Department: Engineering Services
Number required: (01)
Contract Type: Indefinite

TASK DESCRIPTION

Planning

- Follows tasks from Daily “tool Box” meetings and Job Cards.

Implementation of the plan

- Identifies the highest priority for each day and focus on completing relevant tasks.
- Ensures good housekeeping
- Operate equipment in a safe and efficient manner & obeys company and local traffic laws and regulations.
- Ensure safety requirements are fulfilled at the work place, including leading Field Level Risk Assessment (FLRA) and proper use of the appropriate PPE (Peoples Protection Equipment). Report any safety issues/incidents.
- Comply with mine’s cardinal rules and other safety, environmental or other rules and standards as directed. Identifies any hazards in place of work.
- Checks equipment each day before operating to ensure that all systems are functioning properly. (brakes, tyres; lights, indicators; horn; clutch; coolant and battery levels; operating mechanisms)
- Completes a daily equipment check list to record destination , mileage, fuel issues and
- When driving passenger car/pick-up, ensure that the designated number of people is not exceeded.
- Maintains a check on equipment for any regular and preventive maintenance schedule.
- Report to supervisor for any defects observed on equipment.

Writing Report & Data Control

- Gives feedback for daily; progress reports as requested.
- Report any problems/issues/incidents with the truck to the supervisor.

| | |
|--------------------------------|--|
| Qualifications | |
| Grade 6-12 | |
| Knowledge and Experience | |
| 3- 5 years relevant experience | |

| Technical Skills | Behavioral Skills |
|---|---|
| <ul style="list-style-type: none">Driver’s license Grade 3-5Mechanic Minimum Knowledge | Communication – follow instructions Ability to work towards strict deadlines |
| <ul style="list-style-type: none">Attention to detail | High level of accuracy |

| | |
|--|---|
| | Maintain cleanness and wellbeing of equipment |
| | Self-motivation |

2. Position: Maintenance Carpenter
Department: Engineering Services
Number required: (01)
Contract Type: Indefinite

TASK DESCRIPTION

Planning

- Follows the “Planned Maintenance Schedule”. (Job Cards)
- Makes a list of parts and equipment required

Implementation of the plan

- Identifies the highest priority for each day and focus on completing relevant tasks..
- Ensures good housekeeping
- Operate equipment in a safe and efficient manner & obeys company and local traffic laws and regulations.
- Ensure safety requirements are fulfilled at the work place, including leading Field Level Risk Assessment (FLRA) and proper use of the appropriate PPE (Peoples Protection Equipment). Report any safety issues/incidents.
- Comply with mine’s cardinal rules and other safety, environmental or other rules and standards as directed. Identifies any hazards in place of work.
- Fabrication of sign boards, tables, door, shelving, notice boards, cupboards, ceilings for buildings
- Builds new/Modification/assembles: shelves, doors, tables, chairs, cupboards
- Installs curtain rails Report
- Assembles and repairs all ceilings and roofs.
- Assists with building foundations and door frames.
- Works with flooring
- Design of tables, door, cupboards, other furniture requirements
- Attends technical and other training as required by supervisor

Writing Report & Data Control

- Compile daily; progress reports as requested

| | |
|--|--|
| Qualifications | |
| Grade 12 for locals (Technical school) | |
| Knowledge and Experience | |
| 3- 5 years relevant experience (Bisha L1/2/3) Workshop Carpenter | |

| Technical Skills | Behavioral Skills |
|------------------|-------------------|
|------------------|-------------------|



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| | |
|---|---|
| • Computer Literacy (MS Office – Intermediate) | Communication (English) |
| • Attention to detail | Ability to work towards strict deadlines |
| • Analytical skill | High level of accuracy |
| • Boilermaker & Welding experience | Maintain cleanness and wellbeing of equipment |
| • Problem solving skill | Self-motivation |
| | Integrity |

3. Position: Fitter
Department: Engineering Services
Number required: (02)
Contract Type: Indefinite

TASK DESCRIPTION

- Planning
- Performs work to a maintenance work schedule
 - Follows relevant work procedures and instructions.

- Implementation of the plan
- Ensures good housekeeping.
 - Ensures maintenance and repairs of Maintenance Equipment are carried out in an efficient and effective way in order to minimize downtime, possibly effecting project or construction.
 - Performs regular inspections in order to detect potential problems before they cause breakdowns.
 - Controls downtime by ensuring the best techniques are being used to repair breakdowns.
 - Ensure safety requirements are fulfilled at the work place, including leading Field Level Risk Assessment (FLRA) and proper use of the appropriate PPE. Report any safety issues/incidents.
 - Comply with mine’s cardinal rules and other safety, environmental or other rules and standards as directed. Identifies any hazards in the work place.
 - Maintains equipment; parts and supply stocks by carrying out regular stock takes and ordering replacements as required.

- Writing Report & Data Control
- Able to write and document reports and/or data sheets as required

| Qualifications | |
|--|--------------------------------------|
| Technical College Mechanical Diploma (preferably 4 years) | |
| International recognised trade certificate mechanical Fitter | |
| Knowledge and Experience | |
| 10+ years relevant experience as a hands on industrial work environment. | |
| Technical Skills | Behavioral Skills |
| Safety reporting and actions | Communication (English) |
| Planning / scheduling | Assertiveness |
| Attention to detail | Interpersonal Relations |
| Analytical skill | Integrity |
| Mechanical & Maintenance experience | Prioritizing skills & multi-skilling |

| | |
|-----------------------|--|
| Problem solving skill | Ability to work towards strict deadlines |
|-----------------------|--|

4. Position: Human Resources Officer
Department: Employee Services
Number required: (01)
Contract Type: Indefinite

Major Duties and responsibilities:-

- Administration
- Ensure that all Human Resources activities are captured on the system.
 - Ensure that the promotion process is followed through in line with the promotion procedure.
 - Ensure that HR report deadlines are met.
 - Ensure that all HR issues are handled and finalised.
 - Ensure that all HR processes are followed in line with procedures.

- Recruitment
- Ensure that the recruitment procedure is followed.
 - Shortlisting of candidates for HOD.
 - Setting up and conducting the interviewing process.
 - Follow-up the pre-employment process.
 - Responsible for employment contract and signing off of the contract of employment.
 - Ensure that new employees are booked for induction process.

- HR Documentation
- Ensure that all relevant HR documentation is filed correctly.
 - Signing off of leave application forms in line with entitlement and policy.
 - Ensure that all documentation for promotions are captured and signed off.
 - Ensure that all required documentation is processed in time to be captured on payroll system/finance.
 - Exit interviews to be signed off and escalated to manager/supervisor.

- Performance Management
- Ensure that the Performance Management process and policy is followed and deadlines are met by Managers.
 - Capture all performance management data on HR system.
 - Ensure that performance management form is signed off by both employee and manager.

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Terminations

- Ensure that notice period is in line with employee contract.
- Ensure that termination forms are signed off by manager.
- Ensure that severance pay policy is followed.
- Process the exit interview.
- Ensure that exit clearance forms are signed off.
- Prepare certificate of service.

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.

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 would 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 Permit Affairs, P. O. Box 7940 Asmara, Eritrea.**

LOCAL NEWS

ANSEBA REGION: IMPRESSIVE HIGH SCHOOL ENROLMENT

A growing number of female enrolment at secondary level is being registered in Anseba region, according to the head of Secondary schools Mr. Teklesembet Zerai.

He indicated that the high schools are characterized with the highest female enrolment which are equipped with computers, libraries and laboratories.

Out of the 11 thousand students in Anseba region that sat for national matriculation exam during the period 2011-2017, 42% were females. He further explained that female participation in education is registering competitiveness.

ENHANCED CONTRIBUTION IN DEVELOPMENT PROGRAMS

Residents of 3 administrative areas in Elabered sub-zone expressed readiness to enhance contribution for the successful implementation of development programs in the area.

At a meeting they conducted with the administrator of the sub-zone, Mr. Mohamed-Hamid Ashkeray, the residents stated that the 47 schools put in place in the area are providing commendable services and they pledged to conduct soil and water conservation campaigns.

Calling for the expansion of health, communications and transportation services, the residents also expressed readiness to play due role.

In Elabered sub zone, there are educational institutions ranging from preschool to secondary schools, two health centers and one health station as well as mobile telephone services installed in 10 administrative areas.

CENTRAL REGION ASSEMBLY MEETING

Members of the Central region Assembly conducted a meeting with citizens. Mr. Abraham Semere, Chairman of the Assembly, said that such meetings help identify problems of the public and try to find remedy.

Mr. Abraham reiterated that the Assembly has formed committees of economy and development, social service, culture and tradition, as well as law and order with a view to identifying problems and try to find solutions through contacting pertinent institutions.

Indicating that the Assembly is a bridge between the government and the public, he said the Assembly is playing due role in political, social and economic matters with a view to raising public understanding of directives and regulations.

The Assembly members gave briefings on major national development programs and the opportunities created, the implementation of the regulation issued regarding rent of residential houses and other issues of relevance to the public, Mr. Abraham added.

He further called on the public to strengthen participation in the national development endeavors, conservation of heritage, water and soil conservation as well as in environmental sanitation activities.

EXPANDING MATERNITY SERVICES

The Tserona sub-zone health Center is striving to expand maternity service and controlling communicable diseases along its regular health care services, the head of the health center, Mr. Girmai Bainosay stated.

Noting that preventing mother and child death by encouraging pregnant women to deliver in health centers is one of the priority tasks, Mr. Girmai indicated that pre and post delivery care given to pregnant women is part of the effort.

Thanks to an effort made with the cooperation of residents to control the prevalence of communicable diseases, in 2017, the prevalence of malaria in the sub-zone declined by 78%.

The coverage of vaccination for children under 5 years of age has reached to 80% and that 27 thousand impregnated mosquito nets were distributed. He also pointed out that sustainable environmental sanitation activities are being conducted to ensure the health of the society.

There are 5 health stations and one health center in Tserona sub-zone.



Redwan's Gastronomies

Asmait Futsumbrhan

Don't we all enjoy good food? A good plate of something that would just leave us wanting more? Well, in order for that to be possible, we need a chef who is dedicated to putting the best plate on the table. A chef who experiments with different recipes to come up with food that would satisfy a host besides preparing food that people eat to survive. Although we have many great chefs, it is rare to find young male chefs in our country. Redwan Mohhamed Sifaf, is a youngster who made his way to become one of the great cooks for different occasions in town. After graduating from Halhale College of Business and Economics with a diploma in Tourism and Hotel management, He worked in different places until he decided to make profit out of his occupation working as a wedding cook as well as various events where he became famous for his cooking and management .

Redwan is here with us to talk about the different cuisines he prepares and when he began dreaming about becoming one of the few young male chefs in the country.

How did you become a chef, Redwan?

Growing up, we didn't have an older sister to do the house chores as most Eritrean families do. Both my parents were working at the time, so my mother barely had the time to clean and cook. Also, my family are liberal, which is why they used to tell us all to do all the house chores by ourselves. We grew up doing all the chores a girl would do, starting from cleaning the house to cooking and taking care of the kids. We were raised believing that we should be confident in everything that we do. I am grateful that we had that kind of opportunity, really. If it wasn't for my family's support in everything that I did, I doubt that I would be here today.

In my opinion, our society thinks that you are girlish if you help out in the kitchen. They believe that the house chores are for girls, which I think is totally wrong. A girl can be anything she wants to be besides cleaning the house, and a guy

should help out in the



house and get the house keeping experience.

So I got all the important basics to become a chef at home. Nonetheless, I had to be certified to turn my hobby to profession and that is when I went to Freweini Cooking School and got my certificate in catering. By the way, I would like to pass on my gratitude to teacher Freweini Gebrehiwet for her hospitality and for encouraging young male cooks to join the field.

To reinforce your career you have also gone to college?

I have a principle, hobby isn't enough, and when one turned to a profession one should know and research about it. I wanted to make money out of something I think I do well, but I knew I can do better if I know more about it. That is why I sat for a second matriculation exam while I was doing my national service. Fortunately, I had the results to be assigned to the department of my first choice, Tourism and Hotel Management in Halhale College of Business. It was challenging at first but my catering certification helped a lot for me to join the department. It was an experience that uplifted my motivation to pursue my dream

even more. As a matter of fact, my teachers tell me that I might be the only one who is practically working in the field from our batch.

How challenging was it to go cook for customers the first time?

It wasn't that scary for me as a first timer. However, it was a bit challenging to cook for more than hundred guests, but that is when education comes in handy as I only had to multiply the quantity of the ingredients needed to feed the big number of people. I rented a place in the festivals and used to work, competing with the biggest restaurants. It only takes confidence to start something. I didn't have many regulars for me to dine in my place but I still worked.

Cooking was all I knew, I didn't have other careers that I would rather work in. I had the love for it. I have been cooking since I was just a young kid. It all started out to help my mother but now it is the very thing I want to do for the rest of my life. That is why I spend most of my time reading and researching on various ingredients and cuisines of different countries.

I cooked for my graduation ceremony and also my brother's wedding ceremony. That when people started hiring me to cook for different occasions. I started from the bottom and now I am able to have my own staff and materials. Now, I can host more than two to three weddings at the same time.

The cuisines you prepare?

It depends on what the clients order for their events. However, as someone who is in the profession I get to advise them on what can be better. The dishes that are



prepared at weddings are almost limited, especially if the wedding is a traditional one. I wish that people would experiment with the different healthy cuisines from around the world. As a chef, I am constantly reading books written by great chefs of other nationalities and experimenting to introduce dishes that people would find tasty and healthy. People shouldn't eat just because the food is tasty, they should think about the health benefits as well.

Cooking is an art, it's all about adding and mixing ingredients. We can come up with good food which is equally tasty and healthy if we are dedicated to making the best dish.

Do you have any advice to your fellow youngsters?

Yes. Cooking is for all. Also, to my fellow sisters, you can get paid doing what you do in the house. Housekeeping is a great profession that requires a skill. You just have to manage how to turn it to a profession. Also, I would like to thank everyone who has contributed in any way for me to get here. For every one who has shared their experience and given me moral and support. My parents are my base to be in this field in the first place, but most of all my grandmother Halima Haji Suleman, she has been the greatest support for me throughout my life. I want to pass on a heartfelt gratitude to all of them. Thank you for having me on your page.



The staff