

## RESEARCH PAPERS IN CONNECTION WITH NATIONAL LAW WEEK



At a forum organized on 16 and 17 March at the National Confederation of Eritrean Workers Hall, research papers were presented in connection with the National Law Week that is being conducted under the theme “Law for Human Dignity and Development”.

been making efforts to finalize laws and modus operandi based on the Eritrean social values, Ms. Fauzia Hashim, Minister of Justice, said that extensive effort is being made to modernize regional and global trade and material contract commitments.

Minister Fauzia also said that the objective of the second National

Law Week is to develop the understanding of the public on the core concepts of human values and development.

The research papers presented at the forum included ‘Law and Nationality’, ‘Human Values’, ‘Law and Development’ as well as the progress of Information Technology and Communications at the Ministry of Justice.

At the occasion, a documentary film entitled “Eritrea Apiary of Human Values” was presented to the participants of the forum.

## BANATOM FACTORY CREATING EMPLOYMENT



Lt. Colonel Tekie Woldu, manager of BANATOM tomato processing factory, reported that the factory is making significant contribution in creating employment opportunity and supply of tomato paste to various institutions.

Indicating that most of the tomato paste produced at the factory is made to satisfy the demands of colleges, the national service training center as well as other institutions, Lt. Colonel Tekie said that the factory has also the capacity to satisfy the local markets.

Lt. Col. Tekie further noted that the factory has created employment opportunity to a number of residents in the area and is actively working in producing skilled man power.

Lt. Col. Tekie also commended the residents of the area for their contribution in ensuring the safety of the factory.

Pointing out that adequate skill and experience has been gained to properly manage the factory; the experts working at the factory expressed readiness to actively work for the development of the factory.

## INTERNATIONAL WOMEN'S DAY CELEBRATIONS IN DIASPORA

Eritrean nationals in Germany, Italy and the Netherlands enthusiastically celebrated the International Women’s Day under the theme “Eritrean Women- Unwavering and Undertaking Sweats to Cultivate”.

At the celebratory events organized in the German cities of Dusseldorf, Mainz, Stuttgart, Kassel, Kaiserslautern, Frankfurt, Reutlingen, Darmstadt, Bielefeld and Nuremberg the nationals expressing pride for the International Women’s Day is being celebrated during the exceptional period in the Eritrean history, articulated commitment to live up to expectations.

The events were attended by Mr. Yohannes Woldu, Charge d’Affairs at the Eritrean Embassy, Mr. Kibreab Tekeste, Eritrea’s Consul General in Frankfurt, Mr. Kahsai Tewolde, head of Public and Community Affairs as well as a number of nationals and was highlighted by briefings focusing on the history of women’s struggle for gender equality as well as cultural and artistic programs.

Likewise, the International Women’s Day was colorfully celebrated in the Italian cities of Bari, Milano, Palermo, Parma, Pisa and Roma with patriotic zeal.

At the occasions, Ms. Negisti Tsegai, head of the National Union of Eritrean Women branch in Italy, called for transferring the shining history of the Eritrean women to the young generation and for consolidating it with development.

Mr. Fesehatsion Petros, Eritrea’s Ambassador to Italy, Mr. Teklesenbet Imam, Eritrea’s Consul in Milano, Mr. Yohannes Debas, and Mr. Ghirmay Habtemichael, head of Public and Community Affairs as well as friends of Eritrea delivered messages of solidarity.

The International Women’s Day was also celebrated in the cities of Amsterdam, Rotterdam, Utrecht, Amersfoort and Zwolle, the Netherlands.

At the vents, Ms. Elsa Sium, head of the union branch in the Netherlands, called for strengthening organizational capacity and participation in the national affairs.

## ERITREA AT THE COMMISSION ON WOMEN'S STATUS

Ms. Tekea Tesfamichael, President of the National Union of Eritrean Women, gave briefing at the 67<sup>th</sup> Commission on Women’s Status focusing on Eritrea’s stance on women issues and achievements so far registered.

At the meeting in which Ms. Sophia Tesfamariam, Eritrea’s Permanent Representative at the United Nations, members of the Central Committee of the National Union of Eritrean Women as well youth members of the union in the Diaspora and members of the Office of the Eritrea’s Permanent Representative took part, Ms. Tekea gave detailed briefing focusing on the background of Eritrean women and their contribution in the national development programs and equal opportunities.

Ms. Tekea underlined that in order the participation of women to develop in the digital technology there are certain conditions that should be addressed including transformation of political and

economic relations, advancing participatory framework based on humanity and justice, cooperation and transfer of technological knowledge among countries as well as avoiding backward traditions and thinking.

The Eritrean delegation led

by Ms. Tekea Tesfamichael also presented briefings at the extraordinary discussion forums in which senior officials took part focusing on the stance of the Eritrean Government and the National Union of Eritrean Women.



# Africa: United Against Illegal Unilateral Sanctions

In a move that holds a promise of assertiveness and independent choice, the AU at its 36th ordinary summit of Heads of State, held on 18 and 19 February 2023 reiterated its declaration that was adopted for the first time last year; at its 35th Ordinary Summit held in February 2022.

The Resolution condemned unilateral sanctions imposed on three of its Member States – namely Eritrea, South Sudan and Zimbabwe. The decision aptly emphasized the harmful effects of these sanctions and called for their immediate lifting. The reiteration of this declaration in 2023 is an encouraging step on the part of the continental organization.

States employ various tools to achieve their national interests. Under ideal circumstances, States deal with each other on the basis of mutual respect and non-interference in domestic affairs as well as respect for each other's sovereignty.

These timeless principles of international relations were codified in the Westphalia treaty in 1648. However, hegemony, unilateralism, and colonialism have been consistently practiced by some individual, or a group of, countries in pursuance of their policies and interests, at different times and epochs of history.

The pursuit of these policies, which invariably create imbalance and disequilibrium in international relations, have led to wars and destruction. The Napoleonic wars, the First World War, and Second World War are, but a few examples.

Sanctions are brutal and inhumane by their very nature. They collectively punish and undermine a nation's socio-

are pursuing such policy.

It is in response to this supposed transgression that Eritrea has been hit with various sanctions and embargos. The unwarranted harassment of Eritrea begun in 2009 with the passage of UN sanctions resolution 1907(2009) which focused on economic and military sanctions. These inhumane sanctions were then strengthened in 2011 under Resolution 2023(2011) which

reliant development path and resilient character, Eritrea was able to withstand the pressures.

Not learning from their past failed policies, the US and its EU allies imposed further unilateral sanctions on Eritrea in 2021.

The latest round of sanctions targeted Eritrea's institutions and high-level government officials. These unilateral sanctions lack

Moreover, Resolution 27/31 passed by the Human Rights Council emphasizes that unilateral coercive measures and legislation are contrary to international law, international humanitarian law, the Charter and the norms and principles governing peaceful relations among states. It also highlights that in the long term, these measures may result in social problems and raising humanitarian concerns in the targeted countries.

Indeed, it is duly recognized that socio-economic sanctions are one of the main obstacles impeding implementation of the African Union Agenda 2063 and the United Nations 2030 Agenda for sustainable development.

In view of all these normative legal facts and norms, it was indeed long overdue for the AU Member States to bolster their solidarity and Pan-African mentality to combat unilateral sanctions and other forms of neo-colonialism that still continue to undermine Africa. The next steps that need to be taken in this regard can be summarized as follows:

- Consistent and unified voice in condemning and challenging unilateral sanctions in regional and global forums:

- Combating all facets of the remnants of colonialism and oppression, as well as the principle of long-arm jurisdiction that strives to undermine sovereignty and independence of states:

- Creating concrete and tangible regional and sub-regional structures that bring together African economies and infrastructures to minimize impacts of unilateral sanctions:

- Aligning security and defense partnerships that aims to prevent any forms of coercion and abusive relations.

It is imperative for Africa to embark on this process in earnest. The era of Africa's subjugation and marginalization by external hegemonic powers has to come to an end. Thankfully the process has begun. The challenge now is to bring this process to a successful conclusion.

**Embassy of the State of Eritrea**  
Press Section  
Addis Abeba  
16 March 2023

economic progress.

This is true especially in the nascent 21st century, where the US and its allies have been consistently touting the so called "rules-based international order. It must be emphasized that these rules are neither symmetric nor formulated through consultations with, and consensus of, all stakeholders. They are also antithetical to a durable and stable international architecture that is predicated on promotion of mutual and common interests. But they are often invoked by the US in its drive to retain its unipolar power and impose its financial and military policies on the world.

Sanctions and economic warfare are intended to bully and intimidate those nations that pursue independent national policies and programs to the benefit of their people. Such countries are victimized because of their decision to safeguard the well-being and security of their population by adopting policies of self-reliance and win-win cooperation. Eritrea falls in the category of developing countries that have adopted and

specifically targeted the financial sector of Eritrea.

The objective of these sanctions was to blackmail and intimidate Eritrea's independent and self-reliant policies in domestic and international affairs.

It is in this context that the relentless sanctions and embargos imposed on Eritrea should be viewed and analyzed. Intimidation of this strategically located country through the use of sanctions has been a constant modus operandi of certain Western countries led by the US in the past two decades. The persistence and vigor manifested by these countries in applying and ratcheting up what they termed as "Infernal Sanctions" aimed at destroying the nascent national economy and to arrest progress is indeed incomprehensible and irrational even if they were belatedly lifted in November 2018 through UNSC decision (2444).

However, this policy of flagrant aggression has had a detrimental effect on socio-economic progress of the country. But thanks to the country's self-

legality in international law as they contravene fundamental provisions stipulated in the Declaration on Principles of International Law Regarding Friendly Relations between Sovereign States. The Declaration stipulates, inter alia, that no State may use or encourage the use of unilateral economic, political, or any other measures that intend to coerce another State in order to obtain from it undue benefits.

In addition, it is worth mentioning that unilateral coercive measures violate international law, international humanitarian law, the United Nations Charter and the norms and principles governing peaceful relations among states.

The adoption by the 31st Meeting of the UN General Assembly of a resolution calling on States not to recognize unilateral coercive economic measures; and not to recognize or apply such measures or legislation imposed by any State across territorial boundaries, which are contrary to recognized principles of international law is further proof of the illegality of unilateral coercive sanctions.

**ERITREA  
PROFILE**

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# SpotLight

## A Gallery of Multitalented Women

To commemorate International Women's Day, an exhibition was held at the hall of the Association of Eritreans in Agricultural Sciences for three days, from 9 to 11 March. The exhibition was organized by five organizations: National Association of Eritrean Designers, Eritrean Women's Agriculture Association (EWAA), Ministry of Marine Resources, Tinsae'e Handcrafts Association, and Textile

provided explanations on the raw materials they used and the processes involved in crafting their products.

Next was a verdant display of all kinds of herbs, including the highly medicinal Shnfa'e, hibiscus, fringed rue, black seeds, henna, turmeric and many more, packaged neatly and sold at very reasonable prices. Except for turmeric all of the herbs on display are grown locally and are

wheat and sweet potatoes. I tried a piece, and it was dense and delicious. I then saw brown biscuits made of red taff and the crispy crackers whose main ingredient was chickpeas. All of these were a marvelous alternative to white flour. There were also mango marmalades with zero additives. Careful sterilization of the jars allowed them several months' worth of shelf life. The place, it seemed, was buzzing with the innovative juxtapositions of the traditional with the modern.

We then moved to a display of a variety of cheese. The production of milk and cheese entails a complex series of processes that require careful and precise monitoring. The businessowner elaborated that cheese was her main export because a substantial portion of her clientele lived abroad. This does not come as a surprise given that milk, and especially cheese,



simply be served with aweze. They can also be ground and sprinkled on one's food for an extra boost of protein. a great sustainable solution.

As we circled toward the last of the display tables, Abraham drew our attention to the middle of the hall, where there was staged an elaborate centerpiece.



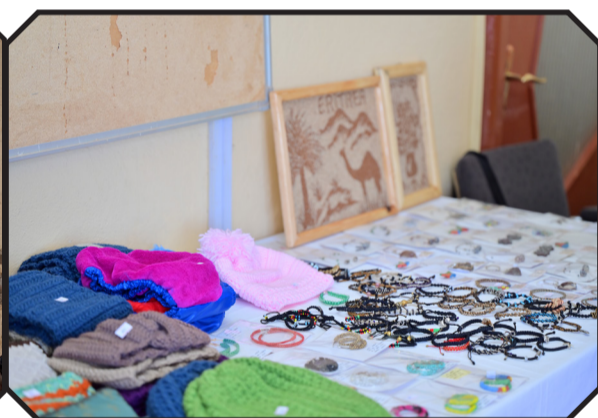
and Weaving Association.

The first thing I came across when I walked into the exhibition hall was a dizzying spread of exotic-looking handcrafted jewelry. On closer observation, I noted the delicate, beautifully rendered earrings were mostly made of seashells, buttons, paper and a variety of knickknacks that one would never think of turning into jewelry. One artisan used strips of locally treated leather and transformed them into elegantly understated earrings and bracelets. The craftswomen not only showcased their intricately ornamented handiworks but also

entirely organic. It was impressive to see how knowledgeable these women are of their products and the host of health problems each herb could be used for. I decided to buy a packet of home-grown chamomile tea.

On display beside the herbs were small vials of skin moisturizers made solely of beeswax and sesame oil – no coloring, scents or additives. The specialist who concocted this ointment passionately cautioned us to remain on the naturalist path to take care of our health, our skin, our hair and our beauty. The effects, she stressed, are considerably healthier and long lasting compared to the enticingly packaged imported chemicals.

The most interesting aspect of the exhibition for me was the food section. Displayed were different pastries such as the soft, orangish flat bread or Himbasha made of whole grain



produced organically from grass-fed livestock is bound to be tastier and more nutritious than the enhanced, mass-produced alternative. She emphasized how important it is to keep our agriculture and livestock organic.

What I saw next was an odd contraption that seemed to be no more than a foot long. I learned that it was a stove used to dehydrate and smoke fish. Abraham Sultan, one of the coordinators who was handling the PR for the exhibition, explained to me that 60% of marine life in the Red Sea consists of small fish. The focus, therefore, is primarily on the most common small fish -- sardines and anchovies. On sale were packets of dried sardines that had been smoked and cured using the dehydrating stove. This method could preserve them for up to a month, which opens up the potential for distribution of seafood to corners of the country farthest from the coastline, as well as to rural places where constant refrigeration and/or ice is not readily available. Like most cured meat, the dried fish are flavored and can

shawls made from the traditionally favored fabric Jedid. These clothes were dyed, washed and handwoven by the seamstresses themselves. According to Abraham, the weavers still use traditional looms to interlace the fabric. I thought the choice of muted hues complemented the coarse appearance of the fabric.

Alongside them was an artist showcasing her work in the form of elaborate, handwoven stitches on a wide stretch of Jedid, which created a kind of minimalist Afrocentric tapestry. Her needlework was impressive. The resulting design, reminiscent of the local ecclesiastic style, captured the eyes.

This was followed by a small section devoted to knitting and crocheting. Flawlessly knit scarves, sweaters, hats, bags and toddler clothes were the main products of this designer. More important, though, was the display of washable diapers in varying sizes. Considering the cost of disposable diapers and their impact to the environment, I thought these washable diapers are

I recognized major components of the coffee ceremony, decorative artifacts, flowerpots, and small canvases of art. These last works showed very pleasant interplay of two dominant shades: a light brownish color and a maroon clay color. The artist later explained, to everyone's astonishment, that what she used to craft her work were taff grains – both types. The flower pots and decorative lamp holders were constructed from carved gourd and dried seeds of the same gourd plant.

An overarching theme that ran through the entire exhibition was the creative incorporation of the women's artistic imagination with their knowledge of domestic life.

The five organizations collaborate to hold an exhibition monthly on the last week of each month. On a larger scale, a similar exhibition, with more participants and showcasing similar craftworks by women, will take place for three more days, starting on the 18th of March.

Sona Berhane





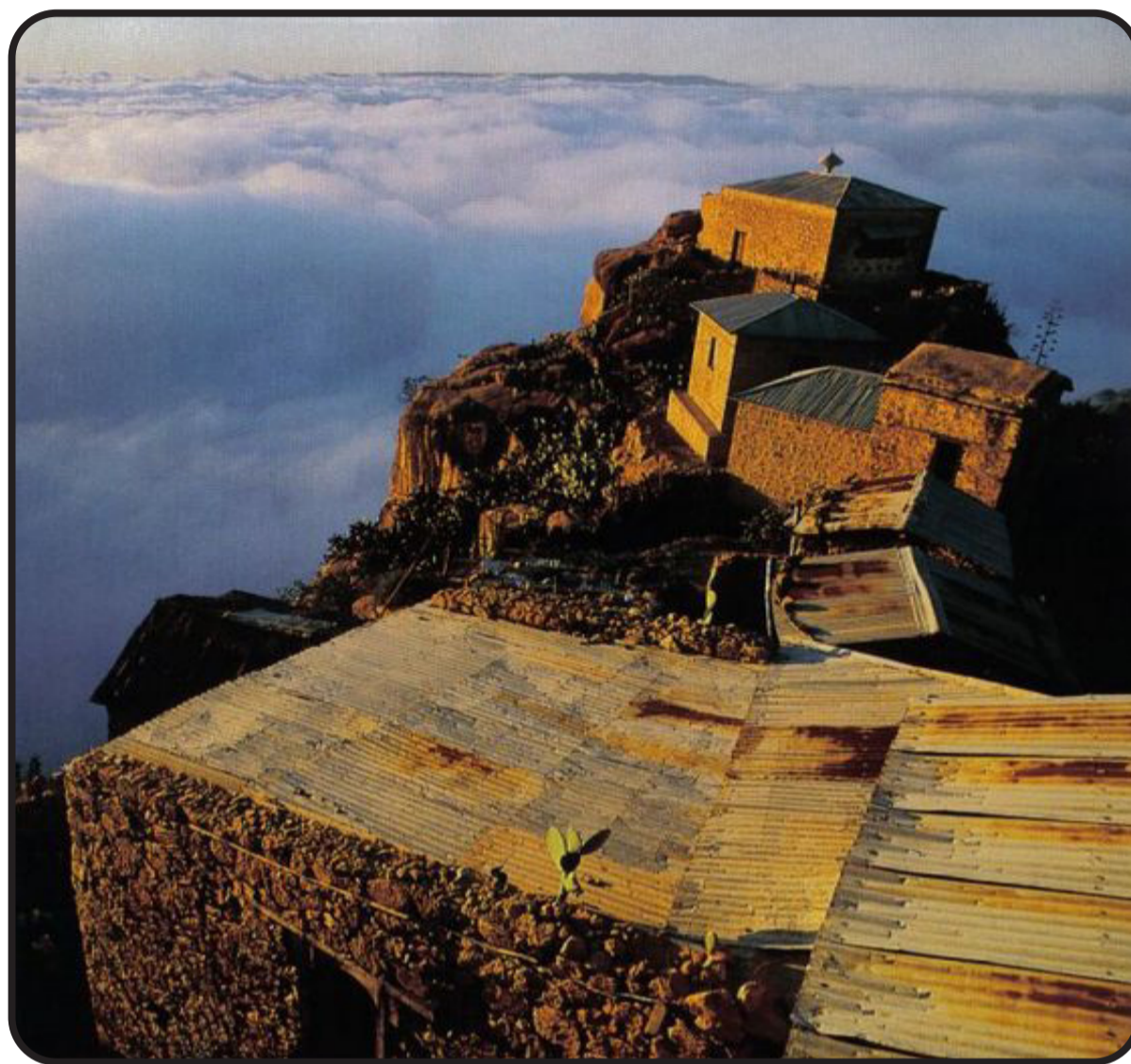
# A Glimpse Into Mummified Remains From Eritrea

Eritrea's rich and unparalleled heritage resources embrace a multitude of features peculiar to the segments of human history. The presence of mummies in some of the earliest monasteries in Eritrea, for instance, represents one of the most intriguing components of the country's patrimony. Mummies have been found in several places, such as Debre Hawaryat of Ham, Metera, Bara'knaha, and Bek'ar. The nature of these finds from the monastic complexes of Eritrea is explained here in this article, together with the description of the art of mummification elsewhere.

The word mummy came from the Persian word "Mumia," meaning "pitch" or "bitumen" - a substance that was believed to flow from mountains in the Near East and had a curing power for diseases. The bitumen from the famous "Mummy Mountain" in Persia was believed to cure diseases. People eventually adopted the term to refer to the preserved bodies of ancient Egyptians, whose blackened appearance was believed to indicate that they had the same medical powers as the mumia (David, 1997).

The word Mummy, thus, came to be used for these bodies. According to its contemporary usage, a mummy is an organism's preserved body via a natural or artificial process. Mummies can be preserved in many ways. Some mummies are preserved by natural circumstances depending on the type of climate, the dryness of the sand surrounding the body, the absence of air in the burial ground, etc.

Several mummies have also been preserved by the intervention of human activity that includes an exclusion of air and provision of a sealed environment in the burial place, using additional heat sources to dry out the body tissues, and chemicals such as natron (a mixture of substances like sodium carbonate and bicarbonate) to prevent decomposition. The process involving human intervention may vary conditionally. Yet, the basic principle of mummification can happen if a dead body dries out quickly (to discourage bacteria from growing) after death. The artificial process includes two procedures: the evisceration of the body (i.e., removal of internal organs) and dehydration.



Ancient Egyptian mummification is surely distinctive of all the traditions and civilizations that practiced mummification. The word "mummy" often connotes Egypt and Egyptian inventions. While the Egyptian ones are the most famous, mummies have been found in many parts of the world. The fact that there are more elaborate sources about the process of mummification in Egypt than in any other parts of the world where even mummies have been found may, thus, suggest the practice originated in Egypt. The tendency to see the mummification process in the realm of Egyptian civilization is, thus, not surprising to infuse much of the narratives. Consequently, it is not a coincidence that people, in their first insight, would think of diffusion from ancient Egypt when surmising the mummies found in the monastic complexes of Eritrea. Although no scientific investigation has been done in Eritrea, mummies have been discovered in the Cultural Landscape of Qohaito, the Orthodox Christian Monastery of Debre-Libanos of Ham, Baraknaha, and recently from Bekaár in the Soira mountains. Little is known about the mummies from Qohaito, which were taken by George Schwainfurth and Max Schoeller in

1894 to Germany and are believed to be in the Anthropological Institute of Humboldt University, Berlin.

Mummies have also been recovered from the Monastery of Debre-Libanos of Ham in the 1980s, and much has been speculated about these mummies ever since. According to oral tradition, the mummified skeletal remains found in the monastic complex of Debre Libanos (Ham) included the body of Abba Libanos himself, who is believed to have founded the first monastic complex in Eritrea. This monk is believed to have come from the Middle East through Alexandria (Egypt). Therefore, there is a possibility that he might have brought the practice with him. According to the monastery priests, the number of mummified skeletons in the monastery is about 120.

A recent survey around the localities of Bek'ar and Baraknaha, east and south of the town of Senafe, respectively, has enhanced our knowledge of the presence of mummies in Eritrea. The areas believed to have housed monastic communities in antiquity have witnessed that mummies are situated in caves of the chains

of the mountain. There are contradictory sources for the origin of mummification in Eritrea. The fact that Abba Libanos came from Egypt, where the practice is mainly known, may imply that he might have brought the practice with him. Yet, there is no doubt that the

Eritrean people had the concept of preservation a long time ago. The concept of preserving the dead bodies of organisms has a long history in Eritrea. People used to eviscerate dead bodies to prevent decomposition until recently.

Preserving animal flesh, skin, and tail and also plants is common. But the fact that mummies are found only in the monasteries prevents us from safely concluding that the practice of mummification originated independently in Eritrea. According to oral tradition, the mummified skeletal remains found in the monasteries of Eritrea are bodies of the religious individuals and the 'saints' that inhabited them. Confinement of the preserved skeletal remains in restricted areas of monasteries may suggest that the practice was reserved for the religious elites. The reasons for mummification in Eritrea are still unclear. However, according to oral tradition, the

bodies of some religious leaders were preserved because they were 'saints.' The exact time for the introduction of the practice of mummification in Eritrea also remains obscure. But according to oral tradition, the practice might have been introduced by about c 5th to 8th c. A.D., by monks who came to Eritrea from the Middle East via Alexandria.

Whether these mummies resulted from human intervention or natural circumstances is only to be determined by detailed scientific studies. An indication of human intervention in the mummies has come from the presence of this knowledge in the hands of certain monks. For instance, the late Abba Teweldebrhan Andemeskel (a monk and the key informant in the preliminary study of the mummies of the monastery of Ham) had the skill of embalming through evisceration and use of local shrub Mebti'e, whose leaves were boiled to extract a liquid component. The late monk stated in the preliminary study of the mummies that the extraction of the internal organs (the heart, kidneys, intestine, liver, stomach, and lungs) through evisceration (mqshar - in Tigrinya) and painting the body a liquid substance to help in drying the body of the organism are central to the traditional practice.

This information, however, is still fragmentary to provide conclusive remarks on the nature of the practice and, particularly, the debate of natural versus artificial procedures. The need to conduct in-depth scientific studies into the art of mummification in Eritrea in the future is, therefore, significant to sketch out clearly why and how the practice was executed and whether the practice of mummification was an indigenous or a diffused tradition as has been often suggested.

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**Editor's Note:** This Article was extracted from the March 2023 Edition of the Eritrean National Public Diplomacy Magazine



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Gejeret, P.O. Box 10688  
Tel. ++291-1-153986  
Asmara, Eritrea

# VACANCY ANNOUNCEMENT

**Asmara Mining Share Company is inviting applicants for the following position;**  
**Cost & Management Accountant Supervisor**  
**Number required – (01)**  
**Type of contract – Indefinite**

**Major Duties and Responsibilities**

- Analyze departmental costs, commodity review of costs between Cost centers, work with project groups to ensure proper reporting of project costs, analyze costs monthly and quarterly, current and prior year.
- Prepare overall budget that will allow the company to operate effectively.
- Monitoring actual expenditures against planned expenditures, identifying areas where costs might be reduced or efficiency improved, and ensuring compliance with all relevant laws and regulations.

1. **Functions related to Cost Accounting**

- Perform daily and monthly cost accounting duties and entries.
- Ensuring all costs are identified and recorded accurately
- Understand Operational and Production software to ensure that costs are recorded accurately
- Analyze cost drivers and develop a methodology for allocating these costs to specific cost centers
- Analyze operating results and trends in terms of cost
- Developing and maintaining accurate costing systems in relation to labour, production methods and material supply
- Track the compilation of project cost into fixed assets and cost out the assets once the related project has been completed.
- Report on periodic job variances and their cause, focusing on material spending and contract service.
- Manage company cost by monitor company budget that have been made with the financial condition of the company, so all cost can be register and give informative report.
- Stock reconciliations and co-ordination of stock takes and cycle counts
- Evaluate all project cost that have been used, so company can ensure project effectiveness and activities in accordance with the objective of the company business.
- Monitor and review the agreement to each project conducted by any division to ensure agreement in accordance with prevailing policy in the division of finance & accounting.
- Work with project groups to ensure proper reporting of project costs, analyze costs monthly and quarterly, current and prior year.
- Perform fixed asset management and reporting.
- Work with inventory management team to investigate cycle counting variances.

1. **Functions related to Budget**

- Developing budgets by collecting expense data from departments within an organization and estimating revenues from projected sales of products or services
- Develop and maintain strong relationships with all levels of management in order to effectively communicate the budget process and to obtain the necessary information and approvals.
- Familiar with new technologies that can help automate some of the more tedious tasks associated with budgeting.
- Managing the budgets around all costing issues and provide variance analysis
- Monitor operational budget in business activity in the company, based on the regular budget that has been made, to ensure the activity of the company in accordance with the company’s business objectives.
- Working with other departments to ensure that expenditures are made within approved budgets
- Working with vendors to ensure that goods and services are delivered on time and within budget parameters
- Analyze operating budgeting and capital budgeting
- Prepare regular reports on budget status, discrepancies, and variances for management review and decision-making
- Participates in the development and administration of assigned program budget; forecasts funds needed for staffing, equipment, materials, and supplies; monitors and approves expenditures; recommends adjustments as necessary
- Initiate cost effective measures in relation to purchasing and transporting supplies.
- Continuously measure budget performance against approved budget and determine variances.

Formal Education, Certifications or Equivalents	<ul style="list-style-type: none"><li>Bachelor’s Degree in Accounting / National Diploma in Cost and Management Accounting</li></ul>
Working Experience – Nature & Length	<ul style="list-style-type: none"><li>Minimum 10 years’ experience in Cost Accounting</li><li>Cost Accounting Experience in Mining and / or Manufacturing industry is preferable</li></ul>
Behavioral Skills	<ul style="list-style-type: none"><li>Communication (English and Local language)</li><li>Innovative thinking</li><li>Interpersonal Relations</li><li>Ability to work under pressure</li><li>Assertiveness, Discretion, Integrity and Self-discipline</li></ul>
Technical skills and abilities	<ul style="list-style-type: none"><li>Computer Literacy (MS Offices – Word, Excel – Advanced)</li><li>Organizational skills</li><li>Analytical skills</li><li>Problem solving skill.</li><li>Supervisory skills - Ability to manage direct reports.</li></ul>

**Profile: Qualifications and Experience**

**General Information and other requirements:**

**Place of Work:** Asmara Office & AMSC Sites  
**Type of contract:** Indefinite Period  
**Salary:** As per the Company salary scale

**Additional requirements 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 the sender.  
All applications should be sent through the post office.

**Deadline for application:** 7 days from the day of publication in the Newspaper.

**Address: Please mail your applications to;**  
**Asmara Mining Share Company,**  
**P. O. Box 10688 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**

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**Place of Work:** Asmara Office & AMSC Sites  
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**Additional requirements for Nationals:**  
Having fulfilled his/her National Service obligation and provide evidence of release paper from the Ministry of Defense.  
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**Asmara, Eritrea**

# VACANCY ANNOUNCEMENT

Asmara Mining Share Company is inviting applicants for the following position;

## **Mine Maintenance Superintendent**

**Number required – (01)**

**Type of contract – Indefinite**

### **Major Duties and responsibilities.**

#### **MAIN FUNCTIONS**

- Manage daily activities of the maintenance team to ensure safe and productive work is delivered.
- Assist to develop daily, weekly and monthly plans with the operations and technical team and execute its delivery
- Undertake safety investigations and take corrective actions to prevent reoccurrence.
- Develop the maintenance team competencies and establish safe systems of work through standard operating procedures.
- Generate performance reports
- Develop and implement Maintenance department operational plan and associated budget
- Develops and manages the Planned and Corrective(Breakdown) Maintenance strategy for Mining Equipment
- Recommend the optimal computerized maintenance management system for AMSL (Pronto/Maximo?)
- Implement approved computerized maintenance management system for AMSL (Pronto/Maximo?)
- Carries out detailed investigation into major failures and provides recommendations how to prevent repeat occurrences.
- Establishes spare parts max/min levels for equipment spare parts/consumables
- Establishes critical spares and manages maintenance stock spares
- Develops a medium term plan for major component overhauls (Engine/transmission/Final drives etc)
- Develops a suite of KPIs (Key Performance Indicators) for the Mining Equipment and Plant Maintenance and reports against these indicators.
- Ensures that all hand tools and specialist tools are available to maintain/repair the mining and plant equipment
- Provides recommendations to management to contract with specialized service providers (eg Oil Analysis)
- Recommends to management a repair/replace evaluation for individual HME (Heavy Mining Equipment) and plant items based on economic criteria
- Provides effective leadership to all maintenance department staff
- Develop standard operating procedures relating to mining equipment and plant maintenance
- Overview QA/QC process to ensure all documents necessary are in order
- Manage the work performance of the Maintenance Team
- Ensure safe operations are executed and that SOP's are adopted.
- Responsible for all safety issues within the Mine Maintenance Department and ensuring AMSC safety procedures are followed/implemented
- Undertake safety investigations and take corrective actions as required.

- Manage daily activities of the maintenance team to ensure safe and productive work is delivered.
- Assist to develop daily, weekly and monthly plans with the operations and technical team and execute its delivery
- Undertake safety investigations and take corrective actions to prevent reoccurrence.
- Develop the maintenance team competencies and establish safe systems of work through standard operating procedures.
- Generate performance reports
- Develop and implement Maintenance department operational plan and associated budget
- Develops and manages the Planned and Corrective(Breakdown) Maintenance strategy for Mining Equipment
- Recommend the optimal computerized maintenance management system for AMSL (Pronto/Maximo?)
- Implement approved computerized maintenance management system for AMSL (Pronto/Maximo?)
- Carries out detailed investigation into major failures and provides recommendations how to prevent repeat occurrences.
- Establishes spare parts max/min levels for equipment spare parts/consumables
- Establishes critical spares and manages maintenance stock spares
- Develops a medium term plan for major component overhauls (Engine/transmission/Final drives etc)
- Develops a suite of KPIs (Key Performance Indicators) for the Mining Equipment and Plant Maintenance and reports against these indicators.
- Ensures that all hand tools and specialist tools are available to maintain/repair the mining and plant equipment
- Provides recommendations to management to contract with specialized service providers (eg Oil Analysis)
- Recommends to management a repair/replace evaluation for individual HME (Heavy Mining Equipment) and plant items based on economic criteria
- Provides effective leadership to all maintenance department staff
- Develop standard operating procedures relating to mining equipment and plant maintenance
- Overview QA/QC process to ensure all documents necessary are in order
- Manage the work performance of the Maintenance Team
- Ensure safe operations are executed and that SOP's are adopted.
- Responsible for all safety issues within the Mine Maintenance Department and ensuring AMSC safety procedures are followed/implemented
- Undertake safety investigations and take corrective actions as required.
- Conduct team based Risk assessments and field level risk assessments in the field with supervisors.
- Participate in daily tool box meetings within the department
- Drive a positive safety culture on an ongoing basis
- Ensuring that workshop housekeeping is to a high standard
- Ensuring that all safety critical equipment in maintenance department (slings, shackles., hydraulic jacks etc.) are inspected as per

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ASMARA MINING SHARE COMPANY  
Abo Street, No. 178, House No. 16  
Gejeret, P.O. Box 10688  
Tel. ++291-1-153986  
Asmara, Eritrea

# VACANCY ANNOUNCEMENT

Continued from page 6

- standard requirements and are stored and maintained in compliance with safety standards
- Carries out regular audits of each machine to determine the actual condition
  - Ensure all maintenance crews are appropriately qualified, trained and authorized to undertake assigned work.
  - Ensure training and mentoring plan is implemented to competency based standards.
  - Responsible for the training, mentoring and progression of national staff.
  - Designing and implementing a reporting system for the department (daily, weekly, monthly) to show equipment availability/ utilization.
  - Report performance versus plan (daily, weekly, monthly) for the department.
  - Manage HR issue for the Maintenance teams and co-ordinate with HR as required.
  - Responsible for chairing any disciplinary/grievance hearings in the Department.
  - Manage recruiting of new staff, conduct interviews.
  - Manage the staff/crew rosters inclusive of leave
  - Manage staff compliance to procedures and the work performance of the team.
  - Manage staff rosters
  - Manage recruiting of new staff/Conduct interviews
  - Liaise with other departments continually for positive outcomes.
  - Assisting the Project Team in the Construction phase for establishment of the Mine maintenance workshop
  - Co-ordinates with the Mine Production management regarding the planned maintenance program
  - Co-ordinates with OEM's regarding planned maintenance programs and variations to such.
  - Undertake other roles and responsibilities that may be assigned from time to time that are within the maintenance superintendent capabilities.

Profile: Qualifications and Experience

- Formal Education, Certifications or Equivalents
- Bachelor Degree / Diploma in Mechanical Engineering or
  - Qualified earthmoving/diesel mechanic (or equivalent) with 15+ years of mobile machinery maintenance experience of which includes 8 years Supervisory experience in mining and heavy industries up to Superintendent level.
- Working Experience – Nature & Length
- 10-15 years' experience in large open-pit mine maintenance of which 5-8 years in Management.
  - Ability to lead and co-ordinate a multi-functional maintenance team
  - Haulage, excavator, loader, drill, LV and ancillary mobile maintenance experience and able to show delivery of performance.
  - Experienced working and developing mobile maintenance teams in Africa
  - Experience with CMMS (Computerized Maintenance Manage-

- ment Systems)
- Crusher, generator, conveyor and screening maintenance experience desired
- Behavioral Skills
- Proactive and organized with strong man management skills
  - Safety leadership by example
  - Ability to work in developing country
  - Good Interpersonal skills
  - Ability to work under pressure
  - Ability to work toward strict deadlines
  - Commitment to deliver on agreed targets Results oriented
  - High level of initiative
  - Ability to multitask
  - Demonstrated team building and mentoring skills
  - Demonstrated training and people development skills
  - Strong interpersonal relationship-building skills and adaptability to work with people of different cultures.
- Technical Skills and Leadership Abilities
- Leadership skill in multi-disciplinary environment.
  - Train and develop local staff
  - Analytical skills
  - Project management skills
  - Attention to detail
  - Report Writing skills
  - Decision making skills
  - Plan, organize and execution skills
  - Understand Machine capabilities and maintenance deliverables
  - Problem solving skill
  - Valid Driver's License
  - Ability to establish and develop the maintenance department people, systems and standards at start up.
  - Strong Supervisory skills. Get things done attitude.
- General Information and other requirements:
- ☐ Place of Work: Asmara Office
  - ☐ Type of contract: definite period one year
  - ☐ 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;  
Asmara Mining Share Company,  
P. O. Box 10688 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


**LETTER  
to the  
EDITOR**

# Law for Human Dignity and Development

Law has served as a medium of controlling and comprehending societal aims, values and priorities since humans started to live together in groups. It has served as the main factor in regulating the overall conduct of its subjects and as a medium of settlement of disputes that may arise between/among members of the society. History teaches us that societies with strong and respected laws are successful at maintaining their unity and realizing their vision. However, it should be noted that the efficacy of laws depends, among others, on whether these laws reflect the actual needs and values of the society.

Society is a unit established by the assembly of people. As such, its essence is determined by the people enclosed therein. In the process of creating and branding an identity for the society, the role of humanity is prime. The identity of the people in a society is determined through the society they belong to. Identity and the sense of ownership in a certain society are the main elements in the building of one's humanity.

The right to identity is one of the various ways one's dignity is expressed. One who doesn't know the history of his or her ancestry is likely to be faced with the problem of identity crisis. And a person without identity fails to share the heritage of the society and becomes unsuccessful in shaping his or her future. Hence, the question of the relationship of these two bodies -- an individual and the society to which the individual belongs -- are intricate, symbiotic and mutually constitutive, and one cannot claim to comprehend one without the other.

Human dignity plays a big role in securing the benefits and maintaining the continuation of the interests of these two bodies. Because of his natural essence and being, it is rational for a human individual to get a special care from other creatures in this world. It is self-evident that the life of an individual is inherently precious without any accessory to it. As the political, economic and social situations in a society affect this precious 'human life', it is important to

engage while paving ways that sustain its dignity. Considering the phenomenal role of law in creating an equilibrium with the alliance of human dignity and sectoral development, it is indispensable to study the role of law.

Values are those principles that people adhere to because of their importance in their life. They can have social, religious, moral, historical and political roots. Values are not mere principles that human beings perceive.

They go further than that to shape the everyday activities of human beings. Values can be that of an individual and/or a community (society) at large. Because the values that individuals have is shaped by their specific history, culture, political experience and economic living status, individual values are seen in the context of the collective values. In short, values are the definition of the identity of one society.

The societal values of the Eritrean people have a high

degree of acceptance because they are rooted in the culture and history of the society. They have a wide range of influence as they touch upon the overall aspects of the life of the members of the society. They control crime and other unacceptable behaviors; they call for the attainment of religious duties; they strongly condemn inequity and asperity; they set rules for the healthy interactions among people; they call for people to be generous and truthful; they attach high standards to work, social welfare and cooperation. Generally, it can be said that values are the directing gear of all aspects of human life.

Without being confined to prescribing a list of rights and duties, law serves in establishing a system of values whereby a nation can influence the actions of its citizens and residents. Instead of punishing each and every transgression and negative occurrences, values can play a positive role in fostering prudent leadership and obedient body politic. And this is the reason why values are important.

The vision is to make Eritrea a country where justice and equality reign and important elements of human life are not diluted to any specific measurement. Using social values as springboard, the vision aspires to achieve nation building endeavors in general. Where justice is a principle and the law is culture, serializing articles in the name of human rights, which only promote individualism, can only derail countries, especially developing countries, from their development objectives and plunge them into social crisis. Instead of transplanting the so-called "best values" of other societies as they are, the pre-existing civilized values of the local should be preserved. It is only when the society identifies itself and creates its own identity that it can achieve a dynamic and progressive change.

It is only when this is guaranteed that development initiatives can become successful. Development is change that transcends quantitative measurement, and, as such, it should be assessed in terms of fair distribution of resources and equity in access to

services guided by social justice rather than exclusively in terms of GDP or GNP.

A law that does not preserve the values of the society it governs and does not positively influence it will not have a positive impact on development. A society that comprises people without guiding values and are immoral cannot produce committed people with good work-ethic. And a society where human dignity is not guaranteed and people are reduced to a cog in a machine cannot hope to have loyal individuals who participate in its initiatives or provide the benefit of their entrepreneurship.

While the need to draft policies and laws for every sector, as may be needed for sustainable development, is in place, taking a law-based approach to provide a comprehensive framework for development is necessary. A living standard appropriate for human beings and guarantees of respect for human life are ensured by abolishing poverty; guarantying the provision of education and health services; preventing environmental pollution; securing peace, order and justice; and safeguarding human dignity. Where this becomes a reality, success of development programs that can bring about profound change in people's lives becomes possible.

It is this fact that the law has striven to achieve. The fundamental principle of law is guarantying human dignity. It underscores the importance of a values system where citizens are respected, individualism is not prioritized over the whole, and people are included in a society that holds their rights and duties in tandem.

As there is no dignity without a nation, there can be no safeguarding of human dignity without law. And for this to be possible, the law should be in sync with the norms and values of the society.

**Editor's Note:** This article was prepared by the Ministry of Justice Staff in connection with the second national law week which is being underway from March 13 to March 18 under the theme, "Law for Human Dignity and development".

