



## DEVELOPMENT ENDEAVORS UNDERWAY IN THE HOMELAND GUARANTEE FOR A BRIGHT FUTURE

At respective seminars conducted from 8 to 16 November for the Eritrean community members in the cities of Stockholm, Gutenberg and Oslo, as well as Copenhagen, it was underlined that development endeavors underway in the Homeland through active popular participation constitute a guarantee for a bright future.

Mr. Berhane Gebrehiwet, Charge de' Affaires of the Eritrean Embassy in the US, conducted the semi-

nars. He indicated that the Eritrean people are registering remarkable progress without falling victim to multi-faceted external conspiracies designed to weaken the development endeavors. Mr. Berhane further expressed appreciation for the active participation citizens are demonstrating in State affairs inside the country and abroad.

Pointing out that Eritrea would not abandon its independent political line under the pressure of any

quarter, Mr. Berhane went on to indicated that Eritrea believes in fostering relations based on partnership and mutual respect. Moreover, he stated that smear campaign against Eritrea on the part of enemy quarters have ended up in utter failure.

Likewise, Mr. Yonas Manna, Charge de' Affaires in the Scandinavian countries, gave briefings in the course of the seminars regarding the nation's diplomatic activities underway.

## FUNERAL SERVICE OF VETERAN PATRIOT TSEGAI KAHSAI CONDUCTED IN THE PRESENCE OF PRESIDENT ISAIAS

The funeral service of veteran patriot Tsegai Kahsai was conducted today at Asmara Patriots Cemetery in the presence of President Isaias Afwerki, senior Government and PFDJ officials, heads of national associations and members of the public.

A biography of the late veteran patriot Tsegai was highlighted on the occasion, during which the exemplary patriotic activities of the late Tsegai Kahsai featured.

It is to be recalled that he was among the Eritrean citizens who pioneered the Eritrean Workers Movement.

The Minister of Local Government, Mr. Woldenkiel Abraha, and Mr. Tekeste Baire, Secretary General of the National Confederation of Eritrean Workers, respectively laid wreath at the tomb of the late veteran patriot.

The veteran patriot Tsegai Kahsai is the father of five children.



## NUEW MEMBERS IN UK ASSERT READINESS TO EN- HANCE ROLE IN STATE AFFAIRS

Members of the NUEW branch in the UK have asserted readiness to popularize the achievements registered by Eritrean women in State affairs, and thereby bequeath to the young generation, in addition to stepping up participation in the implementation of national development programs on the basis of higher organization. They made the pledge at a meeting in London city, in connection with the 35th Founding anniversary of the NUEW.

Ms. Hadas Kifle, Chairperson of the NUEW branch in the city, gave

briefings to the participants as regards the role of Eritrean women in the armed struggle for independence and safeguarding the nation's sovereignty.

Likewise, Mr. Estifanos Habtemariam, the Eritrean Ambassador to the UK, noted the pivotal role women played both in the struggle for independence and the nation-building process. He further expressed appreciation for the contribution of the NUEW towards ensuring women's rights and reinforcing national development endeavors.



## PRESS STATEMENT

### UNHCR: PART OF THE PROBLEM OF ILLEGAL MIGRATION

Early this week, the Ethiopian spokesperson of the UNHCR Office in Addis Abeba announced that "6,200 Eritreans had crossed into Ethiopia" in the months of October and November. This news has been picked up by various news agencies to conjure up a non-existent image of Eritrea and/or as part and parcel of the smear campaigns that are routinely waged against the country and its government.

Leaving the sinister motives aside, what are the real facts?

1. Migration and population movements are complex continental and global phenomena whose ebbs and flows are influenced by intertwined push and pull factors.
2. In the case of Eritrea, the pull factors have been immensely augmented in recent years by deliberate policies of certain governments and agencies who chose to encourage, for sinister political purposes, the youth to defect from the National Military Service through various inducements. Slanderous labeling of the prolonged National Service as "slave or forced labour" was and is peddled to spice up and rationalize these policies. What is conveniently glossed over here is the fact that the mandatory, 18-months period, National Military Service is prolonged solely because of Ethiopia's occupation of sovereign Eritrean territories and its continued belligerence in breach of international law.
3. The deliberate policies of weaning the youth from the mandatory National Service coupled with frantic activities by organized human trafficking have resulted in pull factors that eclipse normative and cyclical economic push factors that prevail in every country at any given point in time.
4. The UNHCR itself has become, for over ten years now, an unwitting catalyst in bolstering the pull factors by invariably categorizing all Eritrean migrants as "prima facie asylum seekers". In the event, it is odd for the UNHCR to issue intermittent statements or shed crocodile tears "on the increasing number of Eritrean asylum seekers".
5. The Government of Eritrea knows full well the origins, underlying reasons and ultimate objectives of the various machinations that have been set in motion in the past years to induce the illegal migration of the youth from the country. That is why it requested the UN Secretary General to conduct a comprehensive inquiry into the various facets of organized human trafficking. This is also why it is currently involved in the regional efforts at curbing illegal migration and human trafficking. The UNHCR can be part of this constructive process if it is really prepared to review its past, misguided, policies.

Ministry of Foreign Affairs  
Asmara  
20 November 2014



## Reportage

# UN Delegation discusses with Eritrean Officials and visits Development Project sites

**Kesete Ghebrehiwet**

Last week a team of UN delegation has been busy making discussions with Eritrean officials. The UN delegation team headed by Ms. Leila Pakkala, UNICEF Regional Director for United Nations Development Group -Eastern and Southern Africa has visited different projects in the Central region so as to learn the true essence of Eritrea's development undertakings. The delegation has also held a meeting with the National Union of Eritrean Youth and Students and the National Union of Eritrean Women.

During a three-day stay in Eritrea from the 15<sup>th</sup> to 17<sup>th</sup> of November, the team has therefore been engaged in series of discussion with Mr. Osman Saleh, Minister of Foreign Affairs, Mr. Yemane Ghebremeskel,

Berhe, Minister of Agriculture, Dr. Giorgish Teklemichael, Minister of National Development, and Mr. Brhane Habtemariam, Minister of Finance.

It is not hard to guess the discussions held with the above mentioned Government officials and ministers from different sectors have been mainly centered on how to enhance the development partnership that exists between the government of Eritrea and the UN. Such a meeting has enabled the UN delegation to have a firsthand clue about Eritrea and its nation-building endeavors.

As the meetings give focus on the true drivers of economic growth and societal wellbeing, the main aim of conducting meetings with social sector ministries is hence to get familiarized with the activities that have been carried out towards



In a meeting held with the Ministry of Health and Ministry of Labor and Human Welfare, the delegation had a chance to hear a briefing that Eritrea has been work-

its endeavors are aimed at realizing its people are leading a healthy life style.

Following to briefings about the achievements registered in the health sector and different welfare programs, the UN delegation held discussions as regards reinforcing partnership cooperation that could lead to a better accomplishment.

There is no doubt that Eritrea has continued to register massive achievement in the nation building process. A number of areas that had no connection with the rest part of the country due to lack of viable roads network and other infrastructures have now become destinations everybody could visit in a few hours' drive. Some areas have also become new settlement areas owing to a growing provision of social services. Dr. Giorgish, the Minister of National Development, briefed the UN delegation about the multifaceted achievement attained since the post-independence period. Dr. Giorgish also explained that Eritrea has already mapped out substantially essential development programs and is relentlessly working on their implementation. Thus, the country never viewed the role development partners could play in the realiza-

tion of the set out goals.

In a meeting held with the Minister of Land, Water and Environment, the delegation held deliberations about environmental risk reduction and recurrence of desertification. In this meeting, Ms. Leila and other representatives from the UN learned a great deal of Eritrea's law on land, water and environmental protection. The two parties also looked on ways of mitigating dangers of desertification.

Accompanied by different UN representatives in Eritrea, Ms. Leila and her team visited Lamza, Merhano and Adi-ke villages just outside Asmara to observe different development projects that have been implemented in collaboration with the UN.

There, in the three villages, the relegation observed temperate fruits which are at good condition and a well built micro-dam in Lamza area and other water as well as sanitation projects.

In her remark about her visit to Eritrea, Ms. Leila said "Our meetings with Government have clearly shown the willingness and commitment to heighten cooperation and partnership with the UN and other development partners in a number of fields."

Ms. Leila has generally expressed her observation about Eritrea as follows:

Eritrea by virtue of being in the Horn of Africa is naturally not well endowed with resources like water and this affects food security. But we saw very good examples of not only harnessing scarce resources but also effective and efficient utilization of such resources. The projects have clearly visible impact on the livelihood of the community. What makes this more interesting is the fact that community is at the center of the management of these initiatives. With these innovations, I am also convinced that, with time,

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Director of President's Office, Ms. Amna Nurhussien, Minister of Health, Mr. Hagos Ghebrehiwet, Minister of Labor and Human Welfare, Mr. Semere Russom, Minister of Education, Mr. Tesfay Ghebreslasie, Minister of Land Water and Environment, Mr. Arefaine

educating as well as improving the living standards of nationals. Since economic growth plays decisive role in paving a way towards leading a healthy life style, meetings held with other ministries that have closer impact in the country's economic growth was also another area which the UN delegation has been keen to learn about.

ing towards creating a viable environment for its people since the pre-independence period. Many of the goals that have been embraced in the Millennium Development Goals have been Eritrea's targets before they become global goals. So, the Millennium goals are not new to Eritrea. So, Eritrea works not solely for accreditation but all



## ERITREA PROFILE

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# Management

*Effective management is among the most important factors which determine success. Today's On the Table shall look into two aspects of life which need effective management.*

## Time: the Reason for All the Difference

Daniel Semere

'Time is the most expensive resource but the most susceptible for misuse' goes one proverb I read some times ago. Truly time is the factor for all difference in the world, be it age, experience, or development. When we refer anything as better it is the result of the experience learnt or accumulated in a certain range of time, making it the greatest teacher as well.



Needless to say, today's world was not the same as some times ago as it has incremented to a level higher and much more advanced. That's why it is called 'modern' to signify the highest level of advancement it's reached. Therefore it is the result of centuries and hence the result of time which made all the difference. This has proven it as the most valuable resource provided it is used with efficiency, effectiveness, and of course with prudence. Assuring this fact will only require referring of the past. What signify or explain the advancement of the west and the underdevelopment of the third world nations is nothing more than the simple reason that depend on the utilization of time. While west were using all their time in creating wealth, inventing a better way, or conquering colonies and hence developing their nation, third worlds were exploited to their core losing not only unprecedented wealth but also an ample time that should've been used for their betterment. Redeeming that lost chance and advancing in equal pace with the developed at the same time is the burden of these third worlds and which is why there is an ever widening gap in the world.

Therefore if time is as such the determining factor, the future will also have to be calculated from this point of view. Regardless of its magnitude every nation has a resource with even ironical truth that third world, the symbol of backwardness, are much better off. Then how are we to explain the bizarre reality? May be it's because of the system the world operate that is dominated by the West, which they developed over years of time putting us in a constantly disadvantaged position. But not to altogether leave ourselves blameless may be it's because of mismanagement of our resources and time. We need to bear mind too, that most of these resources and opportunities are only worth when used at the right time, and can even be a liability

when not. Not going far and not searching deep, if we for example failed to make most out of the education opportunity which the country provides from its meagre economy, then we're not only wasting our time but also our resources that could've been utilized elsewhere. And this way we can hardly dream of reclaiming the lost opportunities let alone progress in equal term with the developed world. This is at the heart the problem in every third world nation.

The cure for this is the central theme of this writing, an efficient, effective, and prudent use of our time. And this in turn is in one way or another major responsibility of the youth, who are the owner of the resource, time. But since everyone has a different situation, opportunity, and state of being our realities might dictate us in our using of time. And that is, we must grab any chance we can have, and invest our time on anything that can improve our capacity in any way and contribute to our betterment. In such matter there should not and could not be any small or insignificant achievement, as even though it might seem a drop in a bucket, the collective sum plus in a long period of time will prove to be buckets. We should acknowledge the fact that developed nation's development did not come overnight and was the result of centuries. Indeed how long has it been since the steam engine was discovered? The reason why they've reached the level they are now is because every generation played its role using its time and with whatever resource it has.

So I say, it is when we accept our reality and make a wise of our time, that we can ever realize our dream of being a developed nation. It is when we step forward by improving no matter by how small measurement, that we can get nearer to our wish. And there is no way why we can't make it. What do you say?

## What good is making a million?

Solomon Mengsteab

At the early years of my teenage, my grandfather used to give me some money so that I can have a little bit of money to spend. It wasn't much just a little change for at that time my grandfather was old and sick and so his children looked after him. However, those changes meant a lot to me, first as my parents never knew about them, I could spend them any way I like and second in those days changes were much valuable than they are now and actually afforded me quite a few things as a young boy. He always gave me the money when no one was around and as he put it on my palm he would let me know how sorry he was that he couldn't give me more.

Along with his gift he would give me advice to spend my pocket money wisely. He always insisted that I ought to learn managing my money as young as possible. He would tell me that he could have made a lot of money as a young man and even more importantly that he should have managed the money he made then more wisely. He tells me how he regretted those days after he got older. He would often say,

*"Genzeb Ma'as yirkeb? Bni'ishtoka.  
Entay de'a zeytihaz? Beyenay libika?  
Genzeb ma'as tidelyo? mis abeka.  
Entay de'a zeytemxio? Beyenay ak-  
mika?"*

The translation roughly goes like this, "When is it easier to make money? When one is young. Why don't one save it then? But where is the sense (wisdom)? When does one need money? When one gets older. Why doesn't one make it then? But where is the ability?

Having mellow sense of financial man-

agement is among the critical aspects of modern material world. Wise financial management is without a doubt is an important issue for everyone alike without any distinction of various age groups. However, as children barely have any money to spend and older people are, mostly much responsible in handling money, it usually, by default, is an issue of significance for the youth.

Financial management begins with balancing the amount of money one makes with the needs and wants one have and will have in life. As long as it follows healthy and productive means making as much money as possible is advisable for any one especially for young people. Money might not be the most important thing in life however in the contemporary material world money without a doubt is too consequential not to be taken seriously. Whatever one wants to do/be with/in one's life shall critically be influenced by the amount of money one shall manage to have in one's life.


The second and equally significant part of financial management is using the money one has made in well planned systematic manner. For, financial stability is not always necessarily about how much one makes; it is rather as often about how carefully one allocates that money. What good is making a million a year if one spends a million in six months?

The way one handles money can say a lot about how that same person handles other affairs in his/her life. Financial management is reflected on every aspect of one's life. Good financial management makes a happier home, a conducive work environment, insures health care and other needed services in life and these foster a peaceful state of mind which would in turn ensures their stability. What do you say?



Dear readers 'On the Table' always welcomes your outlooks on any of the issues raised on this column. Please mail us your comments opinions and views; we will entertain them.





# VACANCY ANNOUNCEMENT

Bisha Mining Share Company is inviting applicants for the following positions for its Bisha Site Project.

**Position: -Learner Maintenance Planner (02)**

**Major Duties and responsibilities**

- Ensure all Bisha Mining share company safe work practices are observed and implement in the departments of responsibility.
- Ensure the preparation and execution of maintenance plans and schedules on the basis of daily, weekly and monthly mining activities.
- Communicate with supervisors during the planning process, including verification of asset details and scope of work and training & development of maintenance teams.
- Check and verify the accuracy of job task instructions prior to releasing work in conjunction with maintenance supervisor.
- Develop and maintain planning details of all routine tasks, bills of materials, technical objects structures etc. within CMMS in conjunction with maintenance stakeholders.
- Capture and manage the integrity of equipment specifications, history and costing with CMMS, including the update of any engineering changes.
- Understand and appreciate that the quality, cost and timelines of maintenance activities are critical to the project as whole.
- Display a sense of urgency to ensure timely repair and maintenance of equipment.
- Contribute to the operations by ensuring that all maintenance activities are planned and completed in a cost effective manner with minimal disruption to ore processing and mining activities.
- Develop and promote a quality customer services to all departments within the mine.
- Assist planning supervisor in the general operation of the planning group.
- To be able to access the CIS system.

**Knowledge and Skills**

Formal education, certifications equivalents	Grade 12 ( secondary school) Studied or studying towards a technical qualification (certificate, Diploma or Degree) in Engineering.
Working Experience- Nature & Length	Have at least 2 years relevant technical experience in some engineering filed.
Leadership experience – Nature & Length of time	To take on responsibility Work independently and as a team member Function well during pressure situations A self- starter; use own initiative; good communicator Ability to be developed
Other skills and abilities	Computer literate Microsoft office- Excel; word; Power point

**Position: Learner Instrumentation Technician (01)**

**Major Duties and responsibilities**

- Adhere to apply safety standards and practices.
- Specific task as required by the artisan and under the supervisor of the artisan.
- Able to be trained to Bisha and international standards as a technician.

**Knowledge and Skills**

Formal Education, certificate or Equivalents	High School education level  Must be able to read and write  Any previous certificates of proof of work or study in the electrical/ electronic fields advantageous.
Working experience – Nature and length	Any electrical, electronic experience within a plant or industrial environment or similar related field would be advantageous.
Leadership experience – Nature and length of time	Not required at this stage.
Other skills and abilities	Fluent Tigrigna, basic knowledge of English

**Position: Process Plant Fitter(03)**

**Major Duties and responsibilities**

- Strip, repair or replace worn components, assemble and commission machines in the process plant.
- Assess risks (complete FLRA) involved in executing and assessing tasks to be carried out in the line of duty and training subordinates to perform this duty. Participate in JHA creation during group task assessment.
- Completing work request spares usage returns and check lists before, during and after completion of the work.
- Coordinate with process operations to gain access to machines (lock out procedure) without causing disruption to production
- Plan to job to maximize efficient use of available material, tools and lifting equipment.
- Assist in training those less skilled in order to raise their level of workmanship to Bisha standards.
- Maintenance checks and performance analysis on plant machinery.

**Knowledge and Skills**

Formal Education, certificate or Equivalents	Preferable to have grade 12 education with some technical theoretical training.
Working experience – Nature and length	5 years post school experience in an industrial site in a technical process support role.
Leadership experience – Nature and length of time	Supervisory experience is not a pre- requisite in this position but will be taken into account during the selection process.
Other skills and abilities	Fluent Tigrigna language skills, both written verbal

**Position: Electrician (02)**

**Major Duties and responsibilities**

- Maintenance and repair of electrical equipment in camp and outside services according to the maintenance plan.
- Strip, repair or replace worn components, assemble and commission machines.
- Assess risk involved in executing tasks carry out work in a safe manner.
- Perform installations and commissioning of new electrical equipment.
- Do fault finding and repair in the event of equipment breakdown.
- Plan job to maximize efficient use of available materials, time and manpower.
- To ensure safe and correct working practices at all times.

**Knowledge and Skills**

Formal education, certifications equivalents	BMSC certification as a L3 Artisan.
Working Experience- Nature & Length	BMSC Employee: minimum or three years on training program covering L1, L2 and L3 External: must be able to show level of competency by completing a BMSC assessment.
Leadership experience – Nature & Length of time	Not required at this position, but preference to demonstrated leadership experience.
Other skills and abilities	English language skills, both written and verbal  Working knowledge and valid driver license.

**Position: Mason (01)**

**Type of contract: Definite Period**

**Major Duties and responsibilities**

- Reading drawing and instructions to do repairs.
- Coordinating with colleagues and supervisor.
- Make assessments, reports and note needed materials.
- Checking that all material and equipment is available for project to start.
- Installation work.
- Housekeeping.

**Knowledge and Skills**

Formal education, certifications equivalents	BMSC certification as a L3 Artisan.
Working Experience- Nature & Length	BMSC Employee: minimum or three years on training program covering L1, L2 and L3 External: must be able to show level of competency by completing a BMSC assessment.
Leadership experience – Nature & Length of time	Provided assistance to semi- skilled or unskilled workers.
Other skills and abilities	English skills with a working knowledge.

**Position: Air Conditioner (AC) Artisan (01)**

**Major Duties and responsibilities**

- Maintenance and repair of electrical equipment in camp and outside services according to the maintenance plan.
- Strip, repair or replace worn components, assemble and commission machines.
- Assess risk involved in executing tasks carry out work in a safe manner.
- Perform installations and commissioning of new electrical equipment.
- Do fault finding and repair in the event of equipment breakdown.
- Plan job to maximize efficient use of available materials, time and manpower.

**Knowledge and Skills**

Formal education, certifications equivalents	BMSC certification as a L3 Artisan.
Working Experience- Nature & Length	BMSC Employee: minimum or three years on training program covering L1, L2 and L3 External: must be able to show level of competency by completing a BMSC assessment.
Leadership experience – Nature & Length of time	Proven ability in training co-workers to develop Trade skills will be advantageous.
Other skills and abilities	English skills with a working knowledge.

**General Information and other requirements:**

- **Place of Work:** Bisha.
- **Type of contract:** Indefinite period
- **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 Eritrean applicants:**

**Please send a copy of your application to**  
**Aliens Employment Permit Affairs,**  
**P. O. Box 7940,**  
**Asmara, Eritrea**

# QATAR AIRWAYS GROUP RECRUITMENT

## Asmara Recruitment Event | 06<sup>th</sup> November 2014

Qatar Airways will soon be flying to Asmara, Eritrea and have a number of exciting opportunities in our newest station. We continue to grow at a rapid rate and are looking for people to join our world-class workforce of more than 30,000 employees with more than 100 different nationalities. Each of them strives to uphold our mission statement: "Excellence in everything we do." The following roles are available in Asmara:-

### Senior Sales Executive: (Ref: QR6027)

We are looking for enthusiastic, motivated, dynamic persons who are result oriented with excellent negotiating, communication and influencing skills. The successful candidate will be responsible for driving Qatar Airways' sales performance in the market through the implementation of the Sales strategy across a portfolio of Trade Partners and national/multinational corporations maximizing revenue contribution to exceed revenue targets.

Applicants must have a relevant degree in Business Administration or Marketing with at least 3 years work experience in the airline and trade industry. A basic understanding of IATA standard reservation and ticketing procedures is required. They should be PC literate with knowledge of Word, Excel and Power Point. Fluency in English (both spoken and written) is essential.

### Senior Sales Support Agent (Ref: QR5990)

The Senior Sales Support Agent is responsible for identifying opportunities to improve commercial objectives whilst supporting the salesteam and travel industry with their daily requirements and follow up administration. This candidate should be self-motivated and dynamic with excellent organisation and communication skills and should be able to perform other related duties as assigned, for the purpose of ensuring the efficient and effective functioning of the work unit.

The successful candidate should have at least 2 years sales or administration experience within the airline industry or travel industry. A degree in economics, Accounting or Statistics is an added advantage. Good knowledge of Amadeus, IT skills (Excel, Word and Power Point) and fluency in English (both oral and written) are required for this position.

### Senior Reservations Agent (Ref: QR5989)

The successful candidate will plan, supervise and support the Reservations staff in order to achieve optimal customer satisfaction. He/She will encourage teamwork, consistency of service and proper coordination. Excellent knowledge in airline CRS/GDS and reservations/ticketing procedures with flair in customer service, strong inter-personal ability, well-developed management skills are required. Strong exposure to AMADEUS, high proficiency in PC-based applications, and good communication skills in spoken/ written English language are essential.

Applicants must have a minimum of 5 years' experience in telephone sales, reservations/ ticketing within the airline/travel industry and sound knowledge of IATA standard reservations & ticketing procedures. Fluency in English (both oral and written) is required. Secondary School education is mandatory, a University Degree is preferred.

### Reservations Agent X 2 (Ref: QR5988)

Applicants must have a minimum of 3 years of telesales work experience in an airline or travel industry with sound knowledge in IATA standard reservation/ticketing procedures. A sound understanding of Mathematics/World Geography and exposure to AMADEUS system are added advantage. Good interpersonal and communication skills in spoken/ written English language and adequate knowledge of PC-based applications are essential requirements of the job.

To be successful in this role, you must have a minimum High School education, with at least 3 years' experience in a similar capacity. You have to be service oriented with good interpersonal skills. Knowledge in IATA standard reservation/ticketing procedures is required with fair knowledge of the world's geography. Excellent communication skills in English and a strong command of the MS Office Suite will be required.

### Finance Officer (Ref: QR6025)

The successful candidate will ensure that the station trial balance is checked and major balance sheet accounts are reconciled, preparation of budgets, cash flows and audit reports and also assist in overseeing that company is in line with all government and internal statutory deductions and taxes. You will have to ensure that payment processing is in line with QR internal policies and strict adherence to credit terms and payment deadlines are followed, ensure receivable's timely management, debtors aging is in line with acceptable aging buckets. You will also ensure that the financial statements are supported by comprehensive working sheets/ schedules/statements/aging analyses and provide relevant business support to other departments in the station.

To be successful in this role you must have a Bachelor's degree in Commerce, accounting, finance and any other related field, CPA, ACCA is an added advantage. You will need a minimum of 5 Years of job-related experience in airline accounting and a working knowledge of financial accounting. You should have experience in use of any accounting package, preferably Oracle ERP and a basic knowledge of either Passenger or Cargo Revenue accounting. You must be able to demonstrate the ability to analyze and make improvements to business functions and processes to achieve organizational goals as well as the ability to coordinate actions, activities and prioritize tasks. You should have Strong

### Finance Assistant (Ref. QR5981)

The successful candidate will ensure correct and timely processing of financial documents in line with QR financial policies and Internal Accounting Policies. To support in Verification and accounting of invoices, payments, sales, refunds, deposits and claims in line with QR policies and IAPs. Preparation and accounting of journal vouchers as per IAP

Applicants must be Commerce Graduate from reputed university with total accounting experience of 3 years with preferably 1 year in airlines, User level experience in any ERP, good working experience on spreadsheets, good in either expenditure or revenue accounting

### Airport Services Supervisor (Ref. QR6022)

Applicants must be graduates with a minimum of 5 years airline work experience, with at least 2 years in a supervisory position in ground services. Experience in airport handling including ramp handling, load sheets, weight balance, AMADEUS systems is mandatory. Excellent interpersonal skills in passenger service and customer relations, oral and written communication skills in English are essential requirements for this job. Proficiency in computer applications is also required.

### Senior Airport Services Agent (Ref. QR5986)

The successful candidate will deliver quality service to passengers with respect to check-ins, boarding, special services, lounges, airport hotel and baggage services, as per QRs standard Quality and Safety standards. You will ensure passengers and their baggage is handled in a consistent and efficient manner. You will also ensure our Premium passengers receive 5-Star Quality service, adhering to our company standards.

You should possess High energy, be enthusiastic, have a positive attitude and have a pleasant personality along with strong business acumen. You will have excellent attention to detail and the ability to work well in a team are essential to succeed. Willingness to work in shifts is essential.

To be successful in this role you will require a minimum 3 years' experience in a customer service within an Airline. Knowledge of Amadeus Reservations & DCS is essential. You will have a minimum High School education. Fluency, both spoken and written, in English is essential.

### Airport Services Agent x 2 (Ref. QR5984)

Successful candidates will provide service excellence to customers at the airport terminal and help create a stress free environment. The candidates will ensure consistent delivery of high levels of service, whilst adhering to the safety policy and security standards.

Applicants must have a minimum of 3 years airline work experience in customer services or passenger handling at the check-in counters, arrivals and departure area. A strong knowledge and working experience of DCS with proficiency in computer applications are essential requirements of the job. Applicants must have a pleasing personality with excellent communications skills in spoken/ written English, good interpersonal skills and willing to work in shifts.

### Executive Secretary (Ref. QR5983)

The Executive Secretary is responsible for assisting the Commercial Manager in the day-to-day functions while promoting high standards of corporate values through correspondence, telephone, and personal contact. The role will also be responsible for various administrative functions to support the efficient running of the station.

Applicants should have attained a Graduate level with excellent English language communication skills. and have worked as a secretary with an international company for at least 3 years. They should have high proficiency in PC-based applications, good organizational skills and communication skills in spoken/ written English language.

**Interested candidates are welcome to attend the interview. Details are mentioned below:**

**Date: 06 November 2014**

**Time: Anytime between 9 am to 5 pm**

Candidates need to bring along:

1 x passport photocopy

1. Resume / CV

3. Highest Education Certificate

Additional requirement:

Having fulfilled one's National Service obligations and provide evidence of release from the Ministry of Defence

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# The Learning Myth: Why I'll Never Tell My Son He's Smart



My 5-year-old son has just started reading. Every night, we lie on his bed and he reads a short book to me. Inevitably, he'll hit a word that he has trouble with: last night the word was "gratefully." He eventually got it after a fairly painful minute. He then said, "Dad, aren't you glad how I struggled with that word? I think I could feel my brain growing." I smiled: my son was now verbalizing the tell-tale signs of a "growth mindset." But this wasn't by accident. Recently, I put into practice research I had been reading about for the past few years: I decided to praise my son not when he succeeded at things he was already good at, but when he persevered with things that he found difficult. I stressed to him that by struggling, your brain grows. Between the deep body of research on the field of learning mindsets and this

personal experience with my son, I am more convinced than ever that mindsets toward learning could matter more than anything else we teach.

Researchers have known for some time that the brain is like a muscle; that the more you use it, the more it grows. They've found that neural connections form and deepen most when we make mistakes doing difficult tasks rather than repeatedly having success with easy ones.

What this means is that our intelligence is not fixed, and the best way that we can grow our intelligence is to embrace tasks where we might struggle and fail.

However, not everyone realizes this. Dr. Carol Dweck of Stanford University has been studying people's mindsets towards learning for decades. She has found that most people adhere to one of two mindsets: fixed or growth. Fixed

mindsets mistakenly believe that people are either smart or not, that intelligence is fixed by genes. People with growth mindsets correctly believe that capability and intelligence can be grown through effort, struggle and failure. Dweck found that those with a fixed mindset tended to focus their effort on tasks where they had a high likelihood of success and avoided tasks where they may have had to struggle, which limited their learning. People with a growth mindset, however, embraced challenges, and understood that tenacity and effort could change their learning outcomes. As you can imagine, this correlated with the latter group more actively pushing themselves and growing intellectually.

The good news is that mindsets can be taught; they're malleable. What's really fascinating is that Dweck and others have developed techniques that they call "growth mindset interventions," which have shown that even small changes in communication or seemingly innocuous comments can have fairly long-lasting implications for a person's

mindset. For instance, praising someone's process ("I really like how you struggled with that problem") versus praising an innate trait or talent ("You're so clever!") is one way to reinforce a growth mindset with someone. Process praise acknowledges the effort; talent praise reinforces the notion that one only succeeds (or doesn't) based on a fixed trait. And we've seen this on Khan Academy as well: students are spending more time learning on Khan Academy after being exposed to messages that praise their tenacity and grit and that underscore that the brain is like a muscle.

The Internet is a dream for someone with a growth mindset. Between Khan Academy, MOOCs, and others, there is unprecedented access to endless content to help you grow your mind. However, society isn't going to fully take advantage of this without growth mindsets being more prevalent. So what if we actively tried to change that? What if we began using whatever means are at our disposal to start performing growth mindset

interventions on everyone we cared about? This is much bigger than Khan Academy or algebra — it applies to how you communicate with your children, how you manage your team at work, how you learn a new language or instrument. If society as a whole begins to embrace the struggle of learning, there is no end to what that could mean for global human potential.

And now here's a surprise for you. By reading this article itself, you've just undergone the first half of a growth-mindset intervention. The research shows that just being exposed to the research itself (for example, knowing that the brain grows most by getting questions wrong, not right) can begin to change a person's mindset. The second half of the intervention is for you to communicate the research with others. After all, when my son, or for that matter, anyone else asks me about learning, I only want them to know one thing. As long as they embrace struggle and mistakes, they can learn anything.

*By: Salman Khan*

## The Horizon of....

*continued from page 7*

of good scents, chats from her family members, I had to leave her to my final destination- Akriya, one of the major 37 Asmara's well famous peripheral areas. The streets were busy for accommodating a number of residents. A ply of cars, highly overwhelmed by yellow taxis, took a great share of the one-way street. And after strolling a few meters, I arrived to shops that are actively servicing near Medeber, a center of Eritrea's cottage industries which is on the edge of celebrating its 100<sup>th</sup> year since its foundation in 1914 under the surveillance of Signore Arene.

Efriem Kifle, her brother was there. I am proud of him after I learned that he makes all means to help his little sister. In the first attempt to produce a clay product which then resulted into failure, Yohana's face washed with tears; As culture of being a man of good value, Efriem purchased a two columned shelf for his sister. She then resurrected from the morasses of failure and equipped with a new moral. Of course, being a trusted brother, being a loyal

sister and being a family which is ready to pay the necessary cost to redeem the dreams of her sons and daughters from obliteration is a great natural gift. After this is, therefore, Yohana raised her swords thereby to wound all sources of such failures.

### *After Two Days*

As part of the recommendation she has received thereby to enhance the quality, composition and techniques of her ceramic products, she told me that she was registered in Paulos English School for bettering her linguistic gifts. Indeed, it is meant equipping with a language that may open her such promotional gates to profit much more by reading, surfing and following such courses that are highly related with clay products, fashion and design as well as paintings. And then I remembered to write this shortly presented paragraph of one essay that is titled "Asmara: Take my Clay and Give Me Your Mug."

"Every morning hours has such inexpressible aesthetics. Asmara has great testimonials. Art is part of the nature. Go to the market known as 'Edaga Laka.' The col-

ors are well painted as the mud is also reach in technical graces. Open your eyes; here is a tenacious mother who is selling such products. If you can, please dive so deep and wander without being bounded by such incapability. In addition to this, Asmara's shops are dominated with clothes sewn in contemporary styles. Our ladies are especially running enthusiastically to have the latest and well embellished textiles."

One writer once reported that: The most salubrious climate caresses Asmara actively through the year. And very fortunately, this is accompanied with moderately fashioned, and, truly, attracting styles of Asmara's ladies. This is not an easily expressible plus point to Asmara. So, artists, raise your hands and expand the horizon of ceramics, the aisle of clay products, yes, build the bridge to bring together the power of poem and construct a home to shelter the melodies and lyrics of art. And thank you Yohana Kifle for the design, decoration and role you make me to witness and say something.

*Joseph A.Z*

## UN Delegation discusses with...

*continued from page 2*

food security and nutrition, which the Government has pronounced as "priority of priorities" will be a reality. What we saw only confirms the success stories we have heard about Eritrea's progress in the health MDGS.

Ms. Leila has also urged the government of Eritrea to continue sharing information with partners for she believes potential partners and countries simply do not have information about the country.

Mr. Leila and she along her delegation theme have been impressed in their three-day stay in Eritrea. The meetings they held with Government officials have given them a true image of Eritrea. That is way Mr. Leila said "I encourage Eritrea to use the experiences in the health MDGs to help shape the Post-2015 Development Agenda. The world, and particularly Africa, needs your voice in defining its position in the

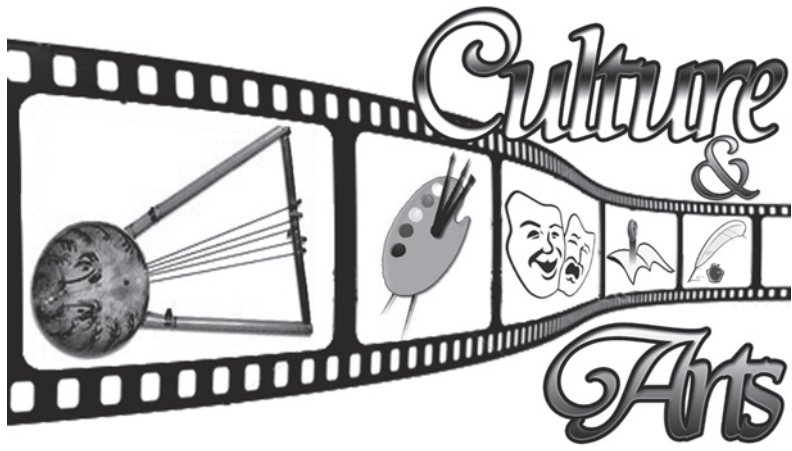
ext development agenda.

The delegation has also held a brief meeting with Mr. Yemane Ghebremeskel, Director President's office, about ways and means of further enhancing the already existing cooperation and partnership programs.

Mr. Osman Saleh, Minister of Foreign Affairs, has given briefings to Mr. Leila about malicious plays that have been exercised against Eritrea. But such plays have been losing ground with the ever growing awareness about Eritrea's constrictive engagement.

In the closing session of the meetings and the tours to the villages around Asmara, Ms. Leila said "This is just my first visit, and I am grateful for the warm and open welcome the mission has received and the very positive discussions we had. I promise to visit regularly to keep in touch and help ensure that our cooperation continues to grow from strength to strength."





# The Horizon of Ceramics



In her renowned essay that was once appeared in a column of The Morning and Ms Magazine, Margareta Marcel wrote a prose that goes like this: "This is not a mud; there is the wisdom. Take one pot and put it by the side of the dreadful door of a jail. Now, it is home. Indeed, it is no more a prison. The melody of ceramics, its power in changing the pains into songs, converting the bitter words into great blesses is not expressible. Give me one ceramics product and I will give you my life to show you its artistic angles, its capturing elements and attractive structures."

As art magazines and researches show, ancient Babylon had a great norm of celebrating such ceramic or clay products under its commemorative secular holiday: 'The Saikaie.' Similarly, the book of 'The consolations of Philosophy' asserts that Socrates used the exhausting efforts that consume in producing such clay products same as exertions we consume to find the abandoned truth. That is why in his treatise about African Philosophy, Margareta Marcel echoed this: "Take the soil. It is from that you are created. Don't bother; mix the water and pour it in full wisdom. Then, engineer it simply, put it on fire; after a time, you will have a heart-capturing artistic product. The same, you are a product of a mud, a soil."

Believed on this, Yohana Kifle has been in the life of ceramics and clay products. The Gallery in Asmara had such a great witnesses on this matter. Born as of yesterday in 1992, she has profited much from the fountains of Asmara Ceramics School. A teenager who has much more time to laugh than to converse, Yohana said that it is in the past three years that she lopsided to clay products. Before that, she was well and crazily drove in

composing colors in a canvas. During an exclusive interview she held with Eritrean Television program 'MaEger,' she attempted to ensure that there are such challenges which are ahead of the artists thereby to create a triumphing awareness about ceramics.

Indeed, some of her products are dispersed in different areas and individual as well as public houses.

ing works that she had abandoned for unknown reason. Yet, while shortages of such materials are there, the shortage of great technical capabilities are such vital elements which are challenging this teenager. Indeed, the writer has a testimony that the methods she applied in designing a few numbered clothes are much more effective, meaningfully enriched

and future-oriented. In fact, next steps that have to come in the futurity of her ceramics horizon are, therefore, changing the flower dominated works with other logos and creativity.

During her stay with her all days workmate at Awet Pastry here in Asmara which is known for its fairly calculated services price, I could comprehend easily the expectations and challenges of Yohana and others who are laboring in the horizon of ceramics. As aforementioned, the inaccessibility of such crucial raw materials has been the main barrier. But it is, as hopes of the artists, the time for having such shortages would be no longer avail.

## Once in Her Home

As part of Eritrean hospitalities that have long been a trusted social remedy in this world of complicated life layers, the family of Mr. Kifle welcomed with a lovely traditional coffee ceremony. Contemporary ceramic products that are well developed from the antique but traditionally crafted clay products were well shelved. Some of them counted long years as others are also newly produced. While sipping my an embittered coffee from my porcelain, Yirgalem Kifle, her sister, assured me the daily skyrocketed ambition of her sister. "At the first course of time, I was thinking presumably that the horizon of ceramics world is nothing, even such absurd. However, after I surveillance the activities of Yohana,

I have started giving necessary attention to clay products," she assured while pocking the fire that was set on 'Farnielo.'

Indeed, while taking her idol that was properly sat on a blue sheet of a well extended bed, Yohana showed me all her avail products. Yes, I know that she needs much effort to take the grail of success and to enable to stand her feet on the acme point of being a well accorded professional in clay products. Creativity subject is much expected from her. Even some of her products are outside the country, she do not give much attention to speak about that. Why\*\*\*

Absolutely, a wide dresses board opened and a modern clothe appeared. It was indeed caustically designed and is attention capturing. After studying preliminary courses on design and style by Negasi here in Asmara, that suit was then designed as part of the parcel that was prepared to publicize a formal inauguration of the students. Yohana prepared it from locally available materials and is well competitive. And during our second meeting in Bar American, she promised to excel that profession also in addition to the world of ceramics. The writer is very hopeful to have such designs.

## On My Way to Home

After enjoying the easily indomitable coffee ceremony that was highly escorted by the aroma

*continued on page 5*



tionships network is on moderately expanded way. Therefore, to excel for this great artistic profession, what is she doing? As a matter of fact, even having the culture of reading has its own profiteering asset, she, Yohana kifle, is well a good reader; however, the problem of remembering what she has read is another bottleneck. But what other means does she has to excel and improve the techniques of her products\*\*\*

Since the past year, the Gallery here in the cosmopolitan city of Asmara has been busily scheduled with major art exhibitions. These have been good sources for many artists like Yohana who want to take such pragmatic experiences. Triggered by this, Yohana is wishful to continue such paint-







Many a time important events in the global arena are not presented in their entirety in mainstream media as there is lack of context in most of the information they cover. In response, this column sets out to question this trend by presenting diverse perspectives from as many sources as possible with the underlying aim of bringing to fore context that is culturally, historically, politically and economically relevant to any given topic.

# The Kurds' changing alliances



Turkey's withdrawal from the northern Iraqi scene led automatically to greater support from Iran for the PKK and its allies when they occupied the Sinjar area and other parts of Iraqi Kurdistan, with the approval of the PUK. Iran, which was quick to supply Erbil with the arms that Turkey had refused to deliver, established itself as the new regional power of reference for the Kurdish Regional Government. But it is in the areas controlled by the PUK and their immediate associates that Iranian influence has been most clearly successful in penetrating Iraqi Kurdistan. These areas, in the southeast of the region, are home to Shia Turkmen communities, within which pro-Iranian Shia militias have been able to develop and operate without being troubled by PUK-affiliated Peshmerga. On occasion, direct intervention by Iranian forces has been reported in these areas.

Meanwhile the KDP, though politically weakened by the loss of its alliance with Turkey, has been able to compensate for the relative rise in strength of its Kurd-

ish rivals by cornering the bulk of the aid provided by the West, and benefiting from the support of the international coalition formed to oppose IS. For the KDP controls the regional capital Erbil and its airport, through which international aid has to pass. In this way it is able to channel to its own advantage the support that the US and a number of European countries are providing to Iraqi Kurds in general. In contrast, the PUK has remained on the sidelines. And the PKK, considered a terrorist organisation by the US and EU, cannot hope for help from the West.

## Change in sight?

But this situation could be on the point of changing. While Turkey has persistently failed to react to the IS offensive on Kobane, the rapid intensification of US-led airstrikes on IS positions could signal de facto recognition of the struggle being waged by the PKK's allies, the PYD. In the light of Turkey's continuing passivity towards the jihadists, the US, which had earlier refused to talk to the PYD, admitted in early

October that it was now in direct contact with them. This led, notably, to airdrops of arms and medical supplies from Iraqi Kurdistan in the night of 19-20 October. Even so, it is hard to envisage full US recognition of the PKK's dominant position in Syria's Kurdish areas. Indeed, ongoing support by the US strike force could be made conditional on closer collaboration between the PKK and the "moderate" Syrian opposition, as well as a greater opening towards other Syrian Kurdish political organisations that have been sidelined until now.

But willingness to make concessions is not a characteristic of the PKK and its allies, even when they are in a weak position. So, the negotiations started by the visit of PYD leader Salih Muslim to Iraqi Kurdistan in mid-October could give rise to new divisions. And the statement issued by the Turkish foreign ministry, to the effect that the Turkish government will allow the Iraqi Kurdish armed forces (Peshmerga) to transit Turkey to access Kobane must be treated with caution. The statement has not been confirmed

by the Kurdish Regional Government, and looks more like a public relations exercise by Turkey, put on the spot by the opening up of direct communication channels between the US and the PYD, which wants to retain total control of armed forces on the ground. So the Peshmerga are not necessarily welcome.

Turkey now faces a growing risk of insurrection within its own borders. Many Turkish Kurds are angry that the Turkish government has blocked all direct support for the defenders of Kobane. The insurrectional turn that the demonstrations seem to be taking has raised fears of renewed fighting between the Turkish armed forces and the PKK. In the event of the collapse of the PYD in Syria, Turkey seems to be considering reactivating its links to the KNCS. This autumn, attempts to rebuild a special relationship with

## Part II & Final

a weakened KDP, which is still completely dependent on Turkish cooperation on hydrocarbons, could be a sign of things to come.

ALLAN KAVAT

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(1) See Alain Gresh, "War on Terror". Act III", *Le Monde diplomatique*, English edition, October 2014.

(2) "The west" in Kurdish. In *Kurdish nationalist terminology, the Kurdish-majority regions of Turkey, Iraq and Syria are referred to by the points of the compass to avoid using the names of the countries in which they are found.*

(3) See Allan Kaval, "The Kurds' big gains", *Le Monde diplomatique*, English edition, July 2014.

## Secular or jihadist?

The secular political and military organisations that dominate the extraordinarily diverse Kurdish arena, both in Turkey and in Syria and Iraq, are not the only political dynamics at play; for not all Kurds belong to the Kurdish nationalist or secular factions that represent them.

The vast majority of Kurds are Sunni Muslims, and are not immune to radical Islam or jihadist leanings. In Iraqi Kurdistan, until the early 2000s, parts of the Halabja area were dominated by armed Kurdish jihadist groups who welcomed Abu Musab al-Zarkawi, the founder of Al-Qaida in Iraq, the predecessor of IS. This area has provided a disproportionately large number of Kurdish fighters to the rebel Al-Nusra Front, which

is part of Al-Qaida and is fighting the Assad regime in Syria, and to IS itself. These include senior officers who have taken part in the battle for Kobane.

In Turkey, jihadist recruitment networks are very present in Kurdish-majority towns. And during the siege of Kobane there were street fights between PKK supporters and Kurdish Islamists in these towns. If sustained insurrectional violence develops in Turkey, riots against the Turkish police could be as dangerous as violence between opposing Kurdish political groups.

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**Allan Kaval is a journalist**

Dear readers, should you have any opinion on the column 'Context' and suggestions of articles you think should be printed here please do not hesitate to contact us. We shall welcome, value and entertain them.