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CHAMBER CALLS FOR GOVERNMENT ATTENTION OVER ADDIS ABABA EXHIBITION CENTER

By Eyasu Zekarias

The Addis Ababa Chamber of Commerce and Sectoral Associations (AACCSA) conducted a design study seven years ago to reconstruct the Addis Ababa Exhibition Center, a facility with a history of over 40 years. However, due to a lack of attention from the government, the project has not yet commenced. The AACCSA has recently announced that none of the proposed projects for the exhibition center have been included by the government,

despite its many years of service.

The Chamber of Commerce attributes the delay and bureaucratic issues to government fluctuations and problems. They have called for attention to be given to this matter and have expressed frustration with the system. In the past few months, the Supreme Court has consistently ruled in favor of the plaintiffs' motion to dismiss the case.

Furthermore, the AACCSA has announced the termination of the exhibition center's contract, which had been in effect for the past 18 years.

The city administration has revoked the Addis Chamber's control over the center, which they had been managing since 2008. The Chamber had sent multiple letters during the fiscal year regarding delayed dividend payments, but received no response. Consequently, they decided to take the matter to court.

Shibeshi Bettemariam, the Secretary-General of the Chamber, stated in an interview with Capital that the council was responsible for elevating the exhibition center to its current

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EXCISE STAMPS EXPECTED TO CURB ILLEGAL ACTIVITIES IN THE BEVERAGE SECTOR

By our staff reporter

According to reports, the upcoming implementation of excise stamps is anticipated to help eliminate illegal players in the beverage industry.

In alignment with the Excise Tax Proclamation 1186/2020, the Ministry of Finance (MoF) has recently drafted a directive for the management system of excise stamps, which will be applied to beverage products like bottled water and alcohol.

The preamble of the directive states that its objectives are to safeguard public health and safety, combat illicit trade, and ensure the integrity of excise tax collection systems.

Furthermore, it establishes a comprehensive framework for the management of excise stamps, covering the regulation, administration, and enforcement of excise duty obligations related to excisable goods.

The directive emphasizes the importance of proper affixation and tracking of excise stamps on excisable goods to maintain transparency, accountability, and compliance with the Excise Tax Proclamation.

Around a month ago, the MoF organized a consultation meeting with stakeholders. Experts in attendance indicated that there was generally an agreement reached regarding the proposed law, which is expected to be enacted soon.

As per the draft directive, excise stamps will be required for spirits, tobacco, bottled water, alcoholic and non-

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TRANSFORMATIVE HEALTHCARE INITIATIVES

James Reid digs into the trust's ongoing projects, highlighting success stories and outlining strategies for sustainability.

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BUSINESS & POLITICS

It was common to warn business operators not to get entangled in politics, but that was then, when the old saying ‘business and politics don’t mix’ still had some currency. The clear intent to delineate the callings of the private sector from that of the public sphere i.e., the state and its prerogatives, meant tasks were visibly separated and division of labor was solidly institutionalized. The ascendance of the ideology of ‘neoliberalism’ in the late 1970s leveraged this ideal concept only to explicitly impose the desires of capital over many of the state’s jurisdictions. The cumulative result was an all rounded disappointment, to say the least. Inequalities, due to criminal accumulation by the politically connected; moral bankruptcy, because of the blind worshipping of the ‘money god’ and many others ills were brought about by unbridled capitalism or ‘neoliberalism.’ In general, the weakening of the state led to the corruption of the old capitalist model, ushering the now globally dominant version; namely, ‘crony capitalism’!

In those early days of primeval civilizations, it was the market that was the overwhelmingly dominant institution operating at the societal level. Naturally the family as an institution had precedence over the market, but ‘the family’ did not deal in public affairs (for the obvious reason), at least not directly. It was because of the preponderance of the market that the state, as an institution, was launched by all societies that were trying to ‘civilize’! As the inherent tendency of the market is to push for primitive, hence greedy accumulation, it had to be cut to size, so to speak. The state was set up as an institution to regulate the excesses of the market, hence was initially called the ‘anti-market’! For instance, public assets/the Commons, had to be protected from the vagaries of the market, including river basins, forage lands, etc. Collective actions also needed to be monitored to yield desired results, such as ‘hunting and gatherings’, etc. Probably the worst of the market excesses was and still remains, the proclivity to commodify all and sundry under the sky. Nature, including human life, was and still is not immune to the profit motive! Gradually this tendency became intolerable to society at large and laws/regulations against such intents/actions were instituted. As a result, indentured labor, slavery of all sorts, etc. were ultimately reined in (not completely abolished) to keep the peace and forge harmony within and between societies.

In the current era of ‘monopoly capital’, states are, to a large extent, under the control of big business or transnational capital, democratic rhetoric aside. The international organizations, intergovernmental or otherwise, are set up, first and foremost, to facilitate the expansion of monopoly capital at the expense of all other things. Therefore, the idea of ‘politics and business’ existing in a relatively separate spheres has become a complete farce. Moreover, as ‘monopoly capital’ systemically and instinctively excludes new ascending capital, (outside of its control) from entering the wide global market, it almost always invites confrontation. At times, it is more than willing to instigate wars across the globe to maintain its dominance. What we are witnessing in places like Middle East and North Africa is a situation where dominant capital tries to leverage (their) respective states to pave the way for intended criminal accumulation. A very vivid project of monopoly capital is displayed in the war that is being waged in Syria.

By now it is clear that we hardly subscribe to the various stupid narratives that flood the global airwaves ad infinitum. This is because we cannot afford to remain silent when the world burns! The global sheeple might not be aware of it all, but the cost of not knowing the hidden truth had and will continue to cost millions of lives across the planet! Plenty of ‘false flags’ have been used and more are being concocted as we speak (by transnational capital and the subjugated states) to justify the proposed obliteration of Syria and Iran! Remember how Libya was ‘saved’ from its own dictator by the humanitarian bombing of NATO? Just look at the systematically planned starvation of the Yemenis? There is no limit to the power of the worldly-god of greed humanity has put on a pedestal as its ultimate savior!



■ By Tarik Cyril Amar

COMMENT

THE WEST HAS INVENTED A MAGIC PHRASE TO HIDE ITS GEOPOLITICAL GAMES

The elites and mainstream media of the West are so addicted to double standards that spotting yet another one is hardly news. These are the people who have just given us genocide re-labeled as “self-defense,” who abhor spheres of influence except when they are global and belong to Washington (with a sidekick role for Brussels), and who insist on the rule of law while threatening the International Criminal Court if it so much as dares look their way.

Yet there is something special about the latest case of Western ‘values’ schizophrenia, this time about the concept of ‘civil society’ in conjunction with two political struggles, one in the US and the other in the Caucasus nation of Georgia.

In the US, students, professors, and others are protesting against the ongoing Israeli genocide of the Palestinians and against American participation in that crime. In Georgia, the issue at stake is a proposed law to impose transparency on the sprawling and unusually powerful NGO sector. Its critics denounce this law as a government power grab and as somehow ‘Russian’ (which, spoiler alert, it is not).

The very different reactions to these two cases of intense public contention by the West’s political and mainstream media elites show that, for them, there are really two kinds of civil society: There is the ‘vibrant’ variety, with ‘vibrant’ an almost comically ossified cliché, used by the Washington Post Editorial Board, in EU statements, and by White House spokesman John Kirby, to name only a few. It is almost as if someone had sent around a memo on proper terminology. This vibrant, good kind of civil society is to be celebrated and supported.

And then there is the wrong kind of civil society, which must be shut down. US President Joe Biden has just expressed the essence of this attitude: “We are a civil society, and order must prevail.” This is, of course, a bizarre misreading of the idea of civil society. Ideally, its key features are autonomy from the state and the capacity to establish an effective counterweight, and even, if necessary, to offer resistance to it. Putting the emphasis on “order” instead is ignorant or dishonest. In reality, civil society makes no sense, even as an ideal, if it is not granted a substantial degree of freedom to be disorderly. A civil society that is so orderly as to disturb no one is a fig leaf for enforced conformism and – at least – incipient authoritarianism.

But let’s set aside the mundane fact that Joe Biden says things that display ignorance or duplicity. What is more important is that ‘order,’ in his usage, is a transparent euphemism: According to the New York Times, over the last two weeks, over 2,300 protesters have been arrested on almost 50 American campuses. Often, arrests have been made with demonstrative brutality. Police have used riot gear, stun grenades, and rubber bullets. They have assaulted students as well as some professors with massive aggression.

The most well-known individual case at this moment is that of Annelise Orleck, a professor at Dartmouth College. Orleck is 65 years old and attempted to protect students from police violence. In response, she was slammed into the ground in the worst MMA style, knelt on by beefy policemen, who clearly lack elementary decency, and dragged away with whiplash trauma, as if she had been in a serious car accident. Ironically (if that’s the word), Orleck is Jewish and, at one time, used to be the head of her universities program in Jewish Studies.

In another, extremely disturbing development, at the University of California, Los Angeles (UCLA), a violent police crackdown – including use of rubber bullets – was preceded by a vicious attack by so-called

pro-Israeli “counter-protesters.” In reality, this was a mob out to inflict maximum harm on the anti-genocide protesters, who, a New York Times investigation has found, maintained an almost entirely defensive stance. University security forces and the police failed to intervene for hours, letting the “counter-protesters” run wild. That is a pattern every historian of the rise of fascism in Weimar Germany will recognize: First the SA mobs of the rising Nazi party had a free hand to assault the Left, then the police would go after the same Left as well.

That is the real face of the “order” that President Biden and all too many in the West’s establishments endorse. But only at home. When it comes to the unrest in Georgia, their tone is entirely different. Make no mistake, there has been substantial violence – and what Biden would denounce as “chaos” if it happened in America – in Georgia. Indeed, while the US anti-genocide protesters have not been violent but disorderly (yes, those are very different things), the protesters in Georgia have used genuine violence, for instance, when they tried to storm the parliament.

Nothing remotely comparable has been done by the US anti-genocide protesters. Regarding the trespassing and causing public inconveniences that so agitate the US president, there has been plenty of that in the Georgian capital, Tbilisi. By Biden’s logic a protest must not even disturb or delay a campus graduation ceremony. What would that imply for blocking a central traffic node in the capital city?

Don’t get me wrong: The Georgian protesters report violent police tactics used against them as well, and, more broadly, the rights or wrongs of their cause, or the draft law they reject are beyond the scope of this article. I do believe they are used by the West for a geopolitical play Color-Revolution-style, but that is not the point.

The pertinent point here is, once again, staggering Western hypocrisy: A West that thinks trying to storm parliament is part of having a “vibrant” civil society in Georgia, cannot mass-arrest and brutalize anti-genocide protesters on its own campuses. That is, of course, also the message of Georgian prime minister Irakli Kobakhidze, who clearly has had enough of the absurdity.

In a resonant post on X, Kobakhidze objected forcefully to American “false statements” about the controversial draft law as well as, more importantly, US interference in Georgian politics in general. The prime minister, in essence and very plausibly for the non-naive, named and shamed Washington’s habit of trying out a “color revolution” at regular intervals. Finally, he reminded his American interlocutors “about a brutal crackdown of the students’ protest rally in New York City.” With that phrase clearly standing for the totality of police repression against young Americans who object to genocide, Kobakhidze turned the tables.

And that is, perhaps, the most intriguing take-away from this fresh but not unprecedented episode of the long-running saga of Western double standards. To find condemnation and suppression of almost entirely peaceful protests against genocide, while more violent protests against a law to regulate NGOs are being celebrated – that is shameful but not new. As before, geopolitics trumps ‘values.’

But ‘civil society’ used to be a key concept for projecting Western soft power by, in essence, subversion and manipulation. It was so useful because its ideological charge was so powerful that its mere invocation stifled resistance. Now, by displaying how it handles its own civil society at home, the West is ruining yet another useful illusion.

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FREIGHT FORWARDERS VIES TO HOST LARGEST ANNUAL GLOBAL LOGISTICS EVENT

By our staff reporter

The Ethiopian Freight Forwarders and Shipping Agents Association (EFFSAA), a lobby organization for logistics, has made two attempts to secure the hosting rights for the International Federation of Freight Agencies (FIATA) World Congress. This prestigious event brings together over a thousand logistics stakeholders from around the globe.

As a member of FIATA, the Ethiopian association submitted a bid to host the 2025 competition, which was ultimately won by Vietnam. However, Ethiopia's security condition, linked to the conflict in the northern region, played a role in the nation not being chosen as the organizer for the next congress in 2022, during the evaluation of bids.

Dawit Woubishet, the president of EFFSAA, presented Ethiopia's proposal at the 2024 FIATA HQ Meeting Extended Board session held in Geneva two weeks ago. This session gathered more than 250 stakeholders from 60 countries to assess the state of the logistics industry. The proposal was reviewed by the Extended Board, which also included the Czech Republic as a finalist to host the 2027 congress.

Due to regional instability in the Middle East, Israel was ruled out as a nominee to host the 2027 event, leaving Brazil as the remaining contender, which later withdrew its bid.

Dawit stated, "If we have sponsors, which we have already secured some huge potentials and sustainable security situation, hopefully we will be chosen to host the event." He expressed the expectation of government support, as hosting such an event would be beneficial for promoting the

country's tourism potential.

Dawit emphasized that Addis Ababa, the capital city of Ethiopia, is an ideal location for hosting international events due to its significant tourist attractions.

The burgeoning African Continental Free Trade Area is considered an important factor in bringing the forthcoming convention to Africa, as FIATA has only held three congresses on the continent during its 100-year existence.

The host for the 2027 FIATA World Congress will be announced in September at the 61st FIATA World Congress (2024) to be held in Panama City, Panama.

The annual FIATA World Congress offers discussions on industry trends and challenges, insights from prominent industry figures, solutions, and networking opportunities with participants from various global logistics sectors. Over a thousand people from the logistics, transportation, and freight sectors attend the event each year, along with observers from other businesses and institutional guests.

The 2025 and 2026 congresses are scheduled to take place in Hanoi, Vietnam, and Milan, Italy, respectively. Italy, being one of the founding members of FIATA, will celebrate the organization's 100th centennial in 2026.

If Addis Ababa is chosen to host the event, it will become the third African nation to do so, following South Africa and Egypt.

FIATA is home to 109 national associations and represents over 5,500 individual members from 150 countries around the world, collectively representing more than 40,000 shipping and logistics companies.



HAPPY EASTER

to all Christians celebrating the resurrection of Jesus Christ!

This feast holds great significance as it encourages virtuous activities, patience, foresight, and putting others before ourselves.

Let's celebrate the feast by reflecting on these facts. Have a wonderful holiday!



TRANSSHIPMENT BUSINESS THRIVES AMIDST REGIONAL CHALLENGES

By our staff reporter

The transshipment business continues to expand despite the unstable conditions in the region, according to the Djibouti Ports and Free Zones Authority (DPFZA), a governmental organization that oversees

and operates the Port of Djibouti, as well as several other sizable facilities in the country.

When Aboubaker Omar Hadi, Chairman of DPFZA, met with Dana Purcarescu, the French Ambassador in Djibouti, they discussed the most recent developments in the port industry.

Despite the difficulties caused by the circumstances in the Red Sea region, DPFZA saw a noteworthy 35 percent rise in transshipment activity, according to a statement released after the meeting.

The statement said, "This significant rise is evidence of the DPFZA's operations'

adaptability and tenacity in the face of challenging geopolitical conditions."

Since November of last year, the Houthi militia in Yemen, also known as Ansar Allah Movement, has been waging a campaign in sympathy with the Palestinian people and has put nations and their vessels that are affiliated with or support Israel at risk in the Red Sea region.

Attacks by the Yemeni military on ships traversing the Gulf of Aden and the sea have a significant impact on global logistics activity.

According to the statement issued by DPFZA, more ways to strengthen cooperation were discussed, with an emphasis on implementing comprehensive training programs for the environment protection unit, bathymetric survey unit, hazardous cargo IMDG management, ballast water, and contaminated water/oil treatment facility.

It stated that through deliberate investment in skill development programs, DPFZA hopes to enhance the competencies of its personnel, ensuring increased effectiveness and efficiency in its activities.

During the meeting between the Chairman and Ambassador Purcarescu, a thorough conversation regarding the final funding phase of the Bicidley Airport project was held. The airport is located approximately 60 kilometers from the present Ambouli Airport and will accommodate 1.5 million people and 100,000 tons of freight annually.

National Bank of Ethiopia Results of Treasury Bills Auction

	28 DAYS	91 DAYS	182 DAYS	364 DAYS	TOTAL
Maturity Date (DD/MM/YYYY)	45273	45336	45427	45609	0
Amount Offered (ETB Millions)	7190.25	17010	26315	5432.54	55947.79
Bids Received (ETB Millions)	3860	6000	8790	8237.54	26887.54
Total Amount Accepted (ETB Millions)	3860	6000	8790	8237.54	26887.54
Competitive Bids	3860	6000	8790	5485	24135

Auction No: 938th/23 Held on November 15th, 2023

Source: National Bank of Ethiopia

	28 DAYS	91 DAYS	182 DAYS	364 DAYS	TOTAL
Non Competitive Bids	0	0	0	2752.54	2752.54
Cut Off Price (Per Birr 100)	99.25	97.65	95.1	90.6	382.6
Cut Off Yield (Annual in %)	9.851	9.653	10.333	10.404	40.241
Weighted Average Price (Per Birr 100)	99.309	97.7	95.605	91.636	384.25
Weighted Average Yield (Annual in %)	9.066	9.442	9.219	9.153	36.88



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Goh Betoeh Bank: ↑ 2.6 (117.4%)	Hibret Bank: ↑ 82.3 (22.5%)	Hijra Bank: ↑ 6.2 (181%)	Lion Int'l Bank: ↑ 35.6 (7.9%)	Nib Int'l Bank: ↑ 77 (25.3%)
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EIH, Toppan Gravity to transform security printing industry

By our staff reporter

Ethiopian Investment Holdings (EIH), a recently established sovereign wealth fund (SWF) that has teamed up with a dominant global security printing firm, is making its first greenfield investment. By 2026, the initiative aims to transform the security printing industry.

The facility called Toppan Gravity Ethiopia (TGE), established by Toppan Gravity, EIH, Berhanena Selam Printing Enterprise, and Education Materials Production and Distribution Enterprise, both of which are under EIH, will be equipped with cutting-edge technology and stringent security measures to produce high-quality passports, ID cards, and banking cards, setting new standards for security and integrity.

Kalkidan Arega, CEO of TGE, amplifies the strategic partnership between Toppan Gravity and Ethiopian companies as a collective commitment to revolutionize the security printing sector, not only within Ethiopia but across the African continent.

Ahmed Shide, Minister of Finance and Board Member of EIH, underscores the transformative potential of the security printing facility.

Abdurehman Eid Tahir, CEO of EIH, highlights the project as a successful Public-Private Partnership (PPP), demonstrating EIH's commitment to collaborative ventures that address critical gaps in the economy. "The project's contribution to knowledge transfer and skills development empowers future

generations of Ethiopians," he emphasized. Abdurehman acknowledges the project as EIH's inaugural greenfield investment, symbolizing the SWF's commitment to innovation and strategic growth.

Selamawit Dawit, Director General of Immigration and Citizenship Services, emphasizes the critical role passports play in national security and international relations. She highlights ongoing efforts to enhance services and underscores the significance of the groundbreaking ceremony and factory project in advancing Ethiopia's capacity to produce passports domestically.

The facility, to be constructed as part of this venture, will specialize in manufacturing security printings. Equipped with advanced technology and stringent quality control measures, the facility is poised to exceed industry standards and cater to the evolving needs of the market, according to the statement of TGE.

The groundbreaking ceremony included the unveiling of the new Ethiopian E-Passport, showcasing its security features, cover page, and distinctive characteristics setting it apart from its predecessor.

With the launch of the manufacturing plant that will consume USD 55 million in Bole Lemi Industry Park, the Toppan Group plans to harness its technologies and solutions to establish capabilities for the provision of a full range of government ID solutions in the African market, with a view to producing IDs and passports for neighboring countries in the future. The government of Ethiopia, meanwhile, will ensure operational design



PHOTO: Abirneh Akilu

aligned with local needs by establishing rules and regulations for passports and IDs.

Toppan Gravity is a subsidiary of Toppan Next, serving as the international development arm of the Toppan Group in the security domain. Being part of the most prestigious conglomerate in the industry with decades of experience and multiple well-known references, Toppan Gravity benefits from the Toppan Group's strong market position and extensive expertise.

As a global solutions provider primarily focused on the payment and identity industries, Toppan Gravity aims to develop the next generation of virtual and physical

security solutions.

The Toppan Group's security business traces its roots back to the security printing that was core to its operations at the time of its founding in 1900. Backed by this extensive track record, the Toppan Group has provided government IDs for more than 40 countries.

Regarding the Ethiopian investment, the Toppan Group holds a 51 percent stake in the company via Toppan Gravity's UAE-based subsidiary Gravity Group Ind. L.L.C and one other company, while the Ethiopian government holds a 49% stake through the national printing press and the two other enterprises.





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INSURANCE: GROSS WRITTEN PREMIUM IN MILLION ETB AS OF JUNE 30, 2022

Abay Insurance: 177.1 (47%)	Africa Insurance: 55.6 (167%)	Awash Insurance: 550 (55%)	Berhan Insurance: 78.3 (46.4%)	Bunna Insurance: 59.4 (32%)
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Excise stamps expected . . .

Continued from page 1

alcoholic beverages, cigarettes, and cigarillos. The ministry reserves the right to include additional goods.

The directive specifies that the excise stamp can be a paper stamp, digital stamp, or any approved mark for affixation or printing on excisable goods. The exact type, content, and manner of affixing the excise stamps will be determined by the tax authority.

The ministry is also required to designate a company responsible for developing and installing the excise stamp system, as well as printing and supplying the excise stamps and related systems.

Ashenafi Merid, the General Manager of the Ethiopian Beverages Manufacturing Industries Association (EBMIA), stated that the new program will put an end to any questionable and illegal bottling activities.

The head of a lobby group representing companies involved in bottled water, juice, and spirits recalled past investigations into illicit water bottling. He mentioned that such activities have significantly decreased and expressed confidence that the introduction of excise stamps will play a vital role in controlling and tracing illegal bottlers.

Ashenafi added that the excise stamp

program will contribute to ensuring the safety and legality of the bottling industry. Illegal bottlers, he explained, will no longer be able to obtain stamps that distinguish their products from those produced lawfully.

The implementation of the new program is expected to commence after the technology supplier is selected through the bidding process conducted by the Public Procurement Service.

Experts anticipate that a foreign company with extensive industry experience will be chosen to supply the technology. The excise stamps are likely to be technology-based and easily readable, similar to QR codes.

Ashenafi stated that his organization

has requested the inclusion of fruit juice products in the excise stamp program to address concerns about illicit packaging practices that negatively impact the market.

According to the proposed directive, excise stamps for locally manufactured products must be affixed at the manufacturing site immediately after packaging. For imported items, the stamps should be applied at the customs post or a location designated by the Tax Authority within five days of clearing customs.

The directive also allows for the possibility of applying excise stamps on imported excisable goods at the production site of the exporting nation, with certain restrictions imposed by the Tax Authority.

Aviation industry makes progress to reduce baggage mishandling, new survey reveals

By our staff reporter

In a recent survey conducted by the International Air Transport Association (IATA), it has been revealed that significant progress has been made in the global aviation industry to reduce baggage mishandling.

The survey, which focused on the implementation of baggage tracking according to IATA Resolution 753, provides valuable insights into the current state of baggage handling practices among airlines and airports worldwide.

Out of the 155 airlines and 94 airports surveyed, the results indicate that 44% of airlines have fully implemented Resolution 753, while an additional 41% are in the process of doing so.

However, there are notable regional variations in the adoption rates of this resolution. China and North Asia lead the pack with an impressive 88% of airlines having fully implemented the tracking requirements.

In the Americas, the adoption rate stands at 60%, followed by Europe and Asia-Pacific at 40%, and Africa at 27%.

Moreover, the survey found that 75% of the airports surveyed have the necessary capability for Resolution 753 baggage tracking.

When considering airport size, the findings reveal that mega airports are leading the way, with 75% of them already capable of implementing the tracking requirements. Major airports follow closely at 85%, while large airports stand at 82%.

Medium airports, on the other hand, show a slightly lower readiness, with 61% having the capability for Resolution 753.

In terms of tracking technology, the survey indicates that the majority of airports (73%) rely on optical barcode scanning as the dominant method of tracking baggage. However, a more efficient technology, Radio-Frequency Identification (RFID), is being implemented in 27% of the surveyed airports. Notably, mega

airports demonstrate higher adoption rates of RFID technology, with 54% of them already employing this advanced tracking system.

Monika Mejstrikova, the IATA Director of Ground Operations, highlighted the progress made in baggage mishandling reduction from 2007 to 2022, which amounted to nearly 60%. While this is good news, Mejstrikova emphasized that the industry aims to make further improvements to meet traveler expectations.

The implementation of Resolution 753, which enables baggage tracking at acceptance, loading, transfer, and delivery, plays a crucial role in achieving this goal.

Mejstrikova stated, "Tracking bags throughout the journey reduces mishandlings and enables airlines to reunite mishandled bags with their owners more efficiently."

With 44% of airlines fully implementing Resolution 753 and 41% in progress, travelers can have increased confidence in the timely delivery of their baggage."

According to SITA, the global rate of mishandled bags in 2022 was 7.6 per 1,000 passengers, with the majority of bags being returned within 48 hours.

The implementation of Resolution 753 and the improved tracking measures are expected to further reduce these numbers, ensuring a better travel experience for

passengers worldwide.

To accelerate the adoption of modern baggage messaging, IATA is leading the industry's transition from legacy technologies to XML standards.

The current baggage messaging infrastructure relies on costly Type B messaging, which hampers the implementation of Resolution 753 and contributes to message quality issues and baggage mishandling.

IATA plans to launch the first pilot for testing modern baggage messaging between airports and airlines in 2024.

This transition to modern messaging will enable effective communication about passenger luggage, reduce mishandled bags, and pave the way for ongoing innovations in baggage management systems.

As the industry continues to make progress in reducing baggage mishandling, the results of this survey demonstrate a concerted effort to enhance the passenger experience and ensure the smooth and reliable delivery of baggage at the final destination.

With the implementation of Resolution 753 and the adoption of advanced tracking technologies, airlines and airports are working together to minimize the inconvenience caused by mishandled bags and provide a more seamless travel experience for passengers worldwide.

PSI addresses shortage of emergency birth control

By our staff reporter

In response to the shortage of emergency contraceptives in Ethiopia, PSI Ethiopia has announced its initiative to bridge the gap between demand and supply. The organization aims to tackle the issue and expand its reach in providing essential birth control products.

Emergency contraceptives, widely known as "morning-after pills," have been in high demand in Ethiopia. However, the availability of these products has been insufficient, leading PSI Ethiopia to step into the market.

Recognizing the need to address the shortage, Wondwosen Kassa, Social Business Unit Director at PSI Ethiopia, stated, "We understand that there is a shortage of emergency birth control in Ethiopia, and PSI Ethiopia has entered the market to address the supply problem."

This week, PSI Ethiopia's social enterprise launched two new family planning products, Meuri and Prontall,

aiming to meet the unmet contraception needs of Ethiopian women and reduce the burden of unintended pregnancies and associated complications.

Emergency contraceptives have gained significant promotion and distribution through governmental and non-governmental institutions in recent years. However, the increasing demand for these pills has raised concerns among reproductive health experts, emphasizing the importance of careful use and marketing.

Wondwosen Kassa highlighted the availability of Meuri and Prontall through PSI Ethiopia's extensive distribution network, marking a significant step towards improving contraceptive options and reproductive health services nationwide.

PSI Ethiopia, a non-governmental organization established in 2003 with a focus on malaria prevention, has expanded its efforts to address the shortage of emergency birth control, aiming to provide wider access to crucial reproductive health resources across the country.

Chamber calls for . . .

Continued from page 1

status. However, one year ago, the city administration appointed its own board, allowing for the existence of two boards for a single exhibition center, which is an illegal practice.

Betemariam explained that the delay in dividend payment was the primary reason for taking the case to court. They had been requesting a response in writing for the past eight months, but had not received any. The contract between the Addis Ababa City Administration and the Addis Ababa Chamber had been renewed for either five or ten years, but the city administration terminated it through a letter.

Although the current administration had previously expressed verbal agreement to

develop the exhibition center, no concrete action has been taken. Despite its long history of over 40 years, the Addis Ababa Exhibition Center has not undergone renovation and is considered inadequate to meet international standards for visitors.

Meanwhile, the government is undertaking a major project to construct the New Africa Trade and Fair Convention Center, which is estimated to cost over 4 billion birr. This center aims to provide comprehensive trade fair and related services in Ethiopia. The initial phase involves the construction of two multipurpose trade fair halls, each spanning an area of six thousand square meters, to accommodate various activities.

ICO Indicator prices (US cents/lb) 09/05/24

I-CIP 198.04 1.05%	Colombian Milds 225.11 1.41%	Other Milds 223.59 1.42%	Brazilian Naturals 200.13 1.32%	Robusta 172.31 0.36%
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*1lb=0.45kg

GEAPP Launches Climate Africa Warsha to Advance Renewable Energy Reporting

By our staff reporter

The Global Energy Alliance for People and Planet (GEAPP) and its alliance partners hosted the inaugural Climate Africa Warsha on World Press Freedom Day. The "Warsha" which means 'workshop' in Swahili creates a platform where journalists can connect with key renewable energy stakeholders, equipping them with the insights and skills required to elevate their reporting on the climate crisis, and energy access and transition solutions.

Africa faces profound impacts from climate change, but this story remains underrepresented in the media. Limited climate desks and a shortage of trained climate journalists result in inadequate coverage, leaving the public less informed about crucial climate issues and solutions. The inaugural warsha attracted nearly 100 participants from over 20 countries who commended the programme's focus on practical skills development and its emphasis on building a collaborative network in the climate and energy space. Recognising the importance of continuous learning and engagement, the Climate Africa Warsha will be conducted at least twice annually, ensuring sustained momentum and keeping the journalist community updated with the latest developments and best practices in climate reporting.

The State of the Climate in Africa 2022 report shows that the rate of temperature increase in Africa has accelerated in recent decades, with weather- and climate-related hazards becoming more severe. And yet financing for energy access and transition as well as climate adaptation is focused in high-income countries. Developing economies receive only 13% of green energy financing and 6% of all solar PV and wind energy infrastructure deployed globally in 2021 went to the world's 81 energy poor countries. Hundreds of millions of people still lack access to affordable, reliable electricity, which is critical to resilience in the face of climate change.

According to The State of the Climate in Africa 2022 report, more than 110 million people on the continent were directly affected by weather, climate and water-related hazards in 2022, causing more than US\$ 8.5 billion in economic damages. There were a reported 5 000 fatalities, of which 48% were associated with drought and 43% were associated with flooding, according to the Emergency Event Database. Yet this critical narrative often remains underrepresented in the media. Limited climate desks and a shortage of trained climate journalists result in inadequate coverage, leaving the public less informed about crucial climate issues and solutions.

According to a September 2023 Report by Internews, the biggest obstacles to effective climate change reporting in East Africa include insufficient coverage, generic stories with a global perspective rather than local focus, a lack of access to climate experts and a lack of training and specialisation in climate and environment reporting amongst journalists and newsrooms.

97% of respondents were interested in training on identifying and reporting climate misinformation. The most curious finding, however, suggests that two-thirds of the journalists surveyed in East Africa feel the need to include climate change sceptics or deniers to provide "balance" in their reporting, which can lead to the amplification of false or misleading information.

The inaugural event aligned with the theme for this year's World Press Freedom Day "A Press for the Planet: Journalism in the Face of the Environmental Crisis," and featured expert insights from former Vice-President

of Nigeria and GEAPP Global Advisor H.E. Prof Yemi Osinbajo and Adenike Oladosu, a prominent climate justice activist among others. The event also featured practical skills sessions, and valuable networking opportunities. Participants also engaged in discussions on crucial topics like Africa's role in achieving global renewable energy and energy efficiency targets, including the COP 28 target to triple the world's installed renewable energy generation capacity to at least 11,000 GW by 2030, given its abundant renewable energy resources, such as solar, wind, hydro, biomass, and geothermal, that can meet its current and future energy demand.

According to Africa Energy Outlook 2022, achieving Africa's energy and climate goals means more than doubling energy investment this decade. This would take it over USD 190 billion each year from 2026 to 2030, with two-thirds going to clean energy. The share of energy investment in Africa's GDP rises to 6.1% in the 2026-30 period, slightly above the average for emerging markets and developing economies. But Africa's energy investment in that period is still only around 5% of the global total in the IEA's Net Zero Emissions by 2050 Scenario.

"GEAPP was created to address the defining twin challenges of our time—ending energy poverty and tackling the climate crisis through a just transition to renewable energy in emerging markets. We believe the media has a critical role to play in shaping public discourse on climate change and informing decision-making and policy formulation in Africa's energy transition journey. The

Climate Africa Warsha is a crucial platform for exchange between the media and other industry stakeholders, empowering journalists to effectively report on these critical issues and ultimately contributing to a more sustainable future for Africa," said H.E. Professor Yemi Osinbajo, former Vice-President of Nigeria and Global Advisor to GEAPP.

"As journalists and communications specialists, we need to appreciate the real issues. We are not just the monitors but also the catalysts of change", added H.E. Prof. Osinbajo.

John Allan Namu, a Kenyan award-winning investigative journalist and CEO of Africa Uncensored underscored the media's role in creating awareness on the climate financing pledges. "Journalists need to report on why the pledges haven't worked in the past. When nations walk out of discussions and walk away from pledges, the impact is felt. It's not all about mentioning signatories but talking about the impact of this at a granular, community and national level", said Namu.

Participants commended the programme's focus on practical skills development and its emphasis on building a collaborative network in the climate and energy space. According to a survey conducted at the end of the event, 62% of respondents indicated that the topic was of high relevance. On the suitability of the panel discussion format, 90% of respondents found the format suitable for discussing complex topics related to renewable energy and climate change in Africa, while 10% were neutral, indicating room for improvement but not dissatisfaction.

"The Climate Africa Warsha provided invaluable insights and sharpened my skills in reporting on complex climate issues," said Mark Misori, a journalist from Scholar Media Africa. "I am confident that this programme will empower journalists like myself to play a more significant role in Africa's climate narrative."

Phoebe Sullivan, Energy Officer at Power Africa, expressed her enthusiasm for the initiative, saying, "At Power Africa, we recognize the pivotal role of the media in shaping public opinion and policy towards sustainable energy solutions. The Climate Africa Warsha provides a valuable platform for journalists to deepen their understanding of renewable energy and climate change, ultimately driving progress towards a greener future."

Ultimately, a well-informed media sector acting as a champion for sustainable practices and renewable energy adoption is expected to give the climate action movement a significant boost.

Adenike Oladosu, a prominent climate justice activist, emphasized the importance of media engagement in the fight against climate change, stating, "Climate journalists and the Civil society play complementary roles in raising awareness, driving change, and shaping public discourse on climate change and the transition to clean energy. By empowering the two groups with the tools and knowledge needed to cover environmental issues effectively, we can inspire action and mobilise communities towards sustainable solutions."

EMC commemorates World Press Freedom Day with focus on journalism, environmental crisis



By our staff reporter

The World Press Freedom Day celebration took place on Friday, May 10, under the theme "Journalism in the Face of the Environmental Crisis," organized by the Ethiopian Media Council (EMC).

Teguest Yilma, Chairperson of the EMC General Assembly, highlighted the importance of media and journalists in addressing global environmental concerns during this year's Press Freedom Day.

Teguest emphasized that the environmental crisis is a global issue that affects people's lives worldwide, not confined to a single location. Ethiopia, as a country impacted by this crisis, is determined to combat it by utilizing various strategies, and the media

plays a crucial role in amplifying and strengthening the country's efforts.

In her statement, Teguest called upon relevant government agencies to ensure the protection of journalists, allowing them to carry out their work without fear of harm.

Henok Seyoum highlights the difficulties faced by journalists while covering environmental concerns during a panel discussion.

He said that one of the causes of the nation's social, economic, and political instability is environmental issues.

Participants in the meeting, including an Environment Protection Authority representative, urged the media to increase their efforts in covering environmental and climate-related stories.

Although the EMC leadership expressed

concern, they also noted that one of the main obstacles to increasing Ethiopian media coverage of the problem is lack of funding.

Invited guests and dignitaries including the French ambassador, Rémi Maréchaux, attended the event.

Rita Bissoonauth, who heads UNESCO's delegation in Ethiopia, emphasized the importance of protecting the environment.

Safeguarding journalists is vital for maintaining press freedom and enabling them to fulfill their responsibilities effectively.

The World Press Freedom Day celebration focused on acknowledging the role of journalism in addressing the environmental crisis and emphasized the need for collaboration between media and government agencies to tackle this global challenge.

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It reliefs in
preventing
specific **muscle fatigue**



+251 116 299 951
+251 906 218 317
+251 906 176 017



lfsales@bekdesgroup.com



Gerji, Bawa Center, Ground Floor,
Addis Ababa, Ethiopia.

Safaricom Annual Profit Misses Forecasts on Ethiopia Losses

Safaricom Group Plc reported lower-than-expected annual profit after the Kenyan telecommunications giant's unit in neighboring Ethiopia booked losses in its first full year of operations.

Net income rose 1.2% to 62.99 billion shillings (\$479.2 million) in the year through March 31, the Nairobi-based company said in a statement Thursday, missing the 67.6 billion-shilling median estimate by analysts in a Bloomberg survey. Its Kenyan unit reported \$1.07 billion in operating profit, the first time that the measure exceeded the billion-dollar mark.

"This is no mean feat — there's no other company in our region that has achieved this," Chairman Adil Khawaja said at an investor briefing in Nairobi.

The shares rose 3.7% by 12:46 p.m., having jumped as much as 9% in earlier trade.

East Africa's biggest company by market value in 2022 launched operations in Ethiopia, which has the continent's second-largest population but one of the lowest rates of mobile penetration and internet connectivity.

(Bloomberg)

PM Abiy Says Made In Ethiopia Movement Brought Real Changes

Prime Minister Abiy Ahmed has emphasized the significant impact of the Made in Ethiopia Movement on the country's industrial potential.

Launched by Prime Minister Abiy Ahmed two

years ago, the national manufacturing industry movement aims to enhance competitiveness by addressing bottlenecks in a sustainable, integrated, and comprehensive manner.

The Expo opened at Millennium Hall showcases the movement's activities and achievements over the past two years.

During the event, Abiy highlighted the movement's success in reducing imports, with domestic production replacing imported products worth 1.9 billion USD in the past nine months of the current Ethiopian fiscal year.

The Made In Ethiopia Movement has played a significant role in harnessing the existing potential of the industry sector, contributing to its overall growth, he said.

(ENA)

NBE says financial stability, streamlined policies spur progress

Ensuring financial stability and propelling enabling policies are critical grounds to steady fast Ethiopia's economic growth and development, the National Bank of Ethiopia (NBE) Governor said.

The 7th Annual East African Summit, organized by the iCapital Institute, Nairobi Securities Exchange and Ethiopian Insurers Association is being held under the theme "Unlocking opportunities: Navigating the forces shaping the future of finance in East Africa."

In his opening remark at the summit yesterday, NBE Governor Mamo Mihretu said that the central bank has been aggressively working on financial stability and ensuring potential gaps and weaknesses to sustainably address the potential loopholes in the financial sector.

(Ethiopian Herald)

Ethiopia, China Agree To Combat Counterfeit Travel Documents

The Chief Commissioner of the Ethiopian Federal Police Commission, General Demelash Gebre-Michael, engaged in discussions on Thursday with Liu Haitao, Deputy Commissioner of the National Immigration Administration of China.

During their dialogue, the two dignitaries deliberated on areas for potential collaboration and cooperation.

Notably, they concurred on the exchange of expertise and assistance in the realm of technologies designed to differentiate authentic travel documents from counterfeit ones.

Deputy Commissioner Liu Haitao remarked that Commissioner General Demelash plays a pivotal role in international public security as a Board Member of Global Public Security Cooperation.

(FBC)

African Development Bank Group President Calls for Media Transformation to Uplift Africa's Global Narrative

The President of the African Development Bank Group, Dr Akinwumi Adesina, delivered an impassioned plea for more balanced media coverage of Africa and its development, noting it was critical for changing false narratives.

The Bank Group president said there were many positive developments in Africa yet the continent continues to suffer misrepresentations which undermine its economic progress and investment potential.

"Despite the significant progress within our continent, the prevailing media narrative often focuses on negative stereotypes, overlooking the substantial advancements and resilience Africa demonstrates," he added.

Adesina said there was plenty of positive news to report about and highlighted the continent's economic resilience regional and amid global challenges. He said that in 2023, Africa's growth rate surpassed the global average, with 11 African nations ranked among the world's fastest-growing economies.

(Press Release)

Term of the Day

ADP NATIONAL EMPLOYMENT

» Definition

The ADP National Employment Report is a monthly report of economic data that tracks the level of nonfarm private employment in the U.S. It is published by Automatic Data Processing. The ADP National Employment Report is also known as the ADP Jobs Report or the ADP Employment Report.



Save the Children

INVITATION TO TENDER FOR THE MOTORBIKES PURCHASE

Tender Reference # - SCI-ET-2024-006

SAVE THE CHILDREN INTERNATIONAL (SCI, Ethiopia) the world's leading independent non-profit organization for children intends to purchase **61 pieces of Motorbikes** and currently seeking potential suppliers that can supply a high-quality standard Motorbikes that can serve in a rough road around different parts of the country.

And hereby invites potential suppliers to submit a sealed tender in accordance to the Service Details, Instruction to Bidders, and General Terms and Conditions of Purchase as described in bid document.

Tender document

► Potential bidders may obtain the tender documents against payment of a non-refundable amount of ETB 200 from SCI offices in Addis Ababa Country office starting from **May 15, 2024 up to May 31, 2024** during working hours.

Save the children Ethiopia Country Office, close to Meskel Square, near the Hyatt Regency Hotel.

Tenders submitted must be accompanied with:

► Renewed Valid Business License

- Company profile listing the bidders' address, branches, structure, resources,...and other document as specified on the bid document.
- Declaration of acceptance to SCI's statement of requirement, terms/conditions, and policies and etc
- Bid Security in the name of "Save the Children International" amounting to **ETB 500,000.00** in the form of CPO or bank guarantee valid at least for **90 days** from the date of tender submission. (Cash and insurance bond are not accepted)

Tenders must be submitted in **sealed envelopes, technical and financial**, bearing an official company seal, and clearly marked by the "**bidders' name, address, and the tender reference number and title as stated above.**" The tender must be submitted in the bid box prepared for the purpose at SCI offices in Addis Ababa Country office on **June 03, 2024 on or before 2:00 PM.**

Save the Children Procurement Committee will open the technical tender responses on **June 03, 2024 at 03:00PM.** **SCI reserves the right to accept or reject this bid, in partial, or in its entirety.**



ውጣውረድ የቀነሰ!

ገንዘብ ለማውጣት ማንኛውንም
ኤቴኤም መጠቀም ይቻላል!



ካፍያን ለቀነሱ!





Ethio-Djibouti Standard Gauge Railway Share Company EDR

INVITATION FOR NATIONAL COMPETITIVE BID

1. Ethio-Djibouti Standard Gauge Railway Share Company would like to invite interested and qualified bidders for the procurement of **Supply & installation of GPS System (Global Positioning System) for Vehicles & Fire Extinguisher supply and refilling service** with the open tendering procedures.

2. EDR invites sealed bids from eligible bidders for the supply and delivery of goods mentioned below.

S/N	BID ref No.	Description of the BID	Bid Security Amount (ETB)
1	EDR/NCB/GPS/11/24	Supply & installation of GPS System (Global Positioning System) for Vehicles	50,000.00
2	EDR/NCB/FEX/12/24	Fire Extinguisher supply and refilling service	50,000.00

3. The bid security shall be in the form of Cash Payment Order (CPO) or unconditional bank guarantee in the Name of "Ethio-Djibouti Standard Gauge Railway Share Company", enclosed in a separate envelope and presented inside the original technical proposal of the bid document envelope valid at least for 90 days

4. Bidding will be conducted in accordance with the open National competitive tendering procedures contained in the Public Procurement Proclamation of the Government of the Federal Democratic Republic of Ethiopia and EDR procurement Directives and is open to all bidders from eligible source countries.

5. Interested eligible bidders may obtain further information from EDR and inspect the bidding document at the address given below at **10 (a) from 8:30am to 5:30pm.**

6. A complete set of bidding documents in **English** may be purchased

by interested bidders at the address given below at 9 (a) upon payment of a non-refundable fee of **400 Birr**. The method of payment will be **in cash**.

7. Bid must be delivered to the Address below at 10 (b) on or before **10:00 AM on June 20, 2024**. All bids must be accompanied by a bid security in the form of CPO or Unconditional Bank guarantee from recognized Bank and/or counter guarantee from the Commercial Bank of Ethiopia. Bids will be opened in the presence of the bidders' representatives who choose to attend at the address below at 10 (b) at **10: 30AM on June 20, 2024**.

8. The winner supplier shall present a **10%** performance bond in the form of CPO or unconditional bank guarantee in ETB.

9. All suppliers should adhere to the rules and regulations stated in the bid documents, otherwise would not be considered for evaluation.

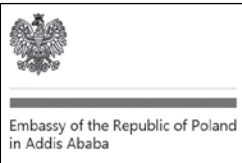
10. (a) Documents will be issued at Ethio-Djibouti Standard Gauge Railway Share Company **EDR, Furi Lebu Railway Station, office Building, Procurement and Purchasing Department**.

(b) Bid must be delivered to, and will be opened Ethio-Djibouti Standard Gauge Railway Share Company **EDR, Furi Lebu Railway Station, office Building, Ground Floor, Meeting Room**.

11. EDR reserves the right to accept or reject part or all of the bidding process.

Ethio-Djibouti Standard Gauge Railway Share Company EDR

Telephone No. **+251-976-54-46-36**
+251-920-61-57-18



TOYOTA LAND CRUISER V8 FOR SALE



Toyota Landcruiser V8 GX

Fuel used:..... Diesel
 Engine capacity in cm3:..... 4461 cm3
 Year of manufacture:..... 2008
 Gearbox:..... Manual
 Number of gears:..... 5
 Color:..... Silver
 Millage:..... 165 180 km
 Starting price:..... 48 600,00 USD
 Possible payment methods:..... Cash or bank transfer

- The tender, together with the required documents, must be submitted in a sealed envelope.
- The envelope must be addressed:
Embassy of the Republic of Poland in Addis Ababa
Dej. Belay Zeleke Road, Gulele sub-City, Kebele 08, House No 583, P.O. Box 27207/1000 Addis Ababa
- The envelope should bear the inscription: "Bid in the tender for the sale of a vehicle"
- Offers should be submitted on Monday - **Friday between 9:00 to 14:30, no later than 14th June 2024.**
- The condition of participation in the tender is a deposit of 10% of the starting price of the sold vehicle.
- The submitted offer is confirmed by immediate payment of a deposit paid in cash at the cash desk of the Embassy of the Republic of Poland

- in Addis Ababa in the amount of 10% of the starting price, i.e 4 860, 00 USD (four thousand eight hundred sixty USD).
- Failure to put the deposit is a reason for automatic disqualification of the bid.
- The deposit must be paid before the deadline for submission of offers, cash is the only acceptable payment method.
- The deposit submitted by the bidders whose offers were not selected or were rejected, will be returned by the seller within 7 days from the date of selection or rejection of the offer, respectively.
- The viewing of the tender car in Embassy of Poland from 10th May 2024 till 14th June 2024 (9:00 – 14:30). Please contact **+251 11 157 41 89 or +251 11 157 41 90** to make an appointment.
- More information available at
<https://www.gov.pl/web/ethiopia/news>

MAKE IT HAPPEN 1

Many business owners and managers that I meet ask me why it is that their workers don't perform as they could and ask what they can do to get them to give their best for the company. I hear of unemployed people begging for a job, being given the opportunity to work, kissing the feet of their employer and only months later turn against the same employer complaining about the working conditions they accepted so eagerly. I hear of workers speaking badly behind the backs of their employer, forgetting that the same employer provides a salary which makes it possible to pay the bills. Why is this so and what can be done about it? This is complex material, and no one answer will do the trick. There are many factors involved here related to both the workers and the company. So let us examine some of these factors a bit closer.

The performance equation can be written as follows:

Performance = Individual attributes x work effort x organizational support

This formula views performance as the result of personal attributes of workers, the effort they put in and the organizational support they receive. The multiplication signs indicate that all three factors must be present for performance to be achieved. If any of the three factors would be absent, in other words would be zero, then following simple mathematics, performance would be zero. It follows as well that to get maximum result or maximum performance, each of the factors need to be maximised. Managers must therefore understand how these three factors, acting either alone or in combination, can affect performance results.

We need therefore to realize that:

- Individual attributes relate to capacity to perform.
- Work effort relates to a willingness to perform.
- Organizational support relates to the opportunity to perform.

Individual attributes include three broad categories, namely demographic characteristics (e.g. gender, age), competency characteristics (knowledge, skills, experience) and personality characteristics (what a person is like). From a performance management point of view the individual attributes must match task requirements to facilitate job performance.

Work effort relates to the motivation of the worker. Even if the employee fits the task requirements as closely as possible, it does not necessarily mean that performance will be high. To achieve high levels of performance, even people with the right capacities must have the willingness to perform. If in a factory for example, workers have the same academic qualifications, skills and experience, their individual performance may vary considerably. Why is this so? Part of the answer lies indeed in each person's motivation to work. Hard work however does not necessarily

mean that performance will be high too. Motivation predicts work effort, which in turn, combines with individual attributes and organizational support to predict performance. The challenge of managers is than to find ways of positively influencing other people's motivation to work. The willingness to work ultimately lies with the individual. It is therefore in the manager's interest to understand and learn more about the psychology of motivation.

Organizational support is the third factor of the individual performance equation. Even if personal attributes and motivation are high, performance may still leave much to be desired, because there is inadequate support in the workplace. Typical constraints could include lack of time, inadequate budgets, inadequate tools, equipment, supplies, unclear instructions & information, lack of required services and help from others, or inflexibility of procedures.

Almost anybody will face one or more of such constraints at some point in her or his career. Having to rush a job because of a short deadline, insufficient tools, unclear instructions are common examples. It is the responsibility of managers to ensure that organizational support for performance exists in their areas of supervisory responsibility.

The next few weeks we will look a bit deeper into the above-mentioned factors, more especially some of the individual attributes and motivation issues, in order to understand better why some workers perform well and others not, even though they have the same qualifications. In Ethiopia, we need to realize as well that there still hangs a heavy negatively charged cloud over business owners, who try to earn a living for themselves and their employees. By many, including their own employees, they are still seen as exploiters, who want to get rich quick at the expense of their workers and customers. While there are certainly business owners who fit this description, it is in my opinion necessary to change this perception and try to understand some of the constraints business owners themselves face in the process of building an honest business, which provides employment opportunities for others. Collecting the monthly pay cheque and not putting in the best you have is simply not ethical as well.

Ton Haverkort



Entrepreneur PROFILE:

RESUME

Name: Biruk Tsehay

Education: Biotechnology degree

Company name: Biruk Selamawit and Friends Compost Manufacturing

Title: Founder and Manager

Founded in: 2021

What it does: Production of organic fertilizer (compost)

Hq: Addis Ababa

Number of Employees: 14



STARTUP CAPITAL

300,000 Birr

CURRENT CAPITAL

Close to 1 million birr

BIG PICTURE

PERSONAL

Reason for starting the Business:

To address agricultural input challenges in Ethiopia, particularly the accessibility of fertilizer for farmers

Biggest perk of ownership:

Freedom to make impactful decisions

Biggest strength: Focused

approach to business

Biggest challenge: Lack of

understanding among people and financial constraints due to knowledge gaps

Plan: To become the largest

fertilizer manufacturer in Africa

First career: Car wash (Liabajo)

Most interested in meeting:

Ermias Amelga

Most admired person: Dr.

Woretaw Bezabeh

Stress reducer: Working,

especially in the wood

Favorite past time: Music and

learning history

Favorite book: Abdurahman

Seyyid's "Wotatenet"

Favorite destination: Tanzania

Favorite automobile: Land Cruiser

EXCHANGE RATE

May 10, 2024

CURRENCY	BUYING	SELLING
US DOLLAR	56.9586	58.0978
POUND STERLING	67.8529	69.21
SWISS FRANC	59.8147	61.011
SWIDISH KNORER	4.7207	4.8151
NORWEGIAN KRONE	4.7191	4.8135
DANISH KNORER	7.4159	7.5642
DJIBOUTI FRANC	0.319	0.3254
INDIAN RUPEE	0.6818	0.6954
KENYAN SHILLING	0.4331	0.4418
JAPANESE YEN	0.3306	0.3372
CANADIAN DOLLAR	37.5628	38.3141



Shabelle Bank

Bank of Ethics




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I N T E R V I E W



Amidst the complex landscape of healthcare challenges in Ethiopia and East Africa, the Helmsley Charitable Trust stands as a beacon of hope, dedicated to catalyzing transformative change. At the helm of this noble endeavor is James Reid, Program Officer at the Trust, who is committed to advancing healthcare accessibility and outcomes across the region. In a recent interview, James shed light on the trust's multifaceted initiatives, particularly its focus on combating type 1 diabetes and other non-communicable diseases (NCDs).

With a history spanning over 15 years, the Helmsley Charitable Trust has emerged as a pivotal player in the healthcare arena, channeling substantial resources and expertise to address pressing health disparities. Central to its mission is the pursuit of innovative solutions that resonate with the local context, empowering communities and fostering sustainable progress. From forging strategic partnerships with government entities and grassroots organizations to leveraging cutting-edge research and technology, the trust employs a holistic approach to tackle the intricate web of healthcare challenges.

In Ethiopia, where healthcare access remains a pressing concern, the trust's efforts have been instrumental in driving tangible improvements. Through collaborative endeavors with key stakeholders such as the Ministry of Health, local healthcare providers, and advocacy groups, the trust has championed initiatives aimed at enhancing diabetes care and bolstering healthcare infrastructure. Moreover, its engagement extends beyond national borders, encompassing neighboring countries like Kenya, Tanzania, and Rwanda, where similar initiatives are making significant strides.

In this illuminating interview with Capital's Groum Abate, James Reid digs into the trust's ongoing projects, highlighting success stories and outlining strategies for sustainability. From the pioneering Penn Plus model of care to innovative approaches in optimizing healthcare spending, the trust's initiatives are poised to make a lasting impact on the lives of countless individuals. As James articulates the vision for the future, it becomes evident that the Helmsley Charitable Trust remains steadfast in its commitment to advancing healthcare equity and empowering communities across Ethiopia and beyond. Excerpts;

TRANSFORMATIVE

HEALTHCARE INITIATIVES

Capital: Could you tell us more about the Helmsley Charitable Trust and its mission?

James Reid: Certainly. The Helmsley Charitable Trust is a philanthropic organization based in the United States. Our primary focus is on health, encompassing a wide range of issues, from place-based initiatives to chronic diseases like type 1 diabetes and Crohn's disease. Our Type 1 Diabetes program is our largest initiative and has been a cornerstone of our work since the trust was founded.

Capital: Can you share some success stories from your work?

James: Absolutely. Over the past 15 years, the Helmsley Charitable Trust has committed around \$1 billion to addressing Type 1 diabetes. This includes funding research to better understand the disease, developing improved therapies, and enhancing access to care for individuals with type 1 diabetes. In my portfolio, which focuses on work in low and middle-income countries, one of our notable successes is the Penn Plus model of care. About a decade ago, we collaborated with several partners to explore how type 1 diabetes could be effectively managed and integrated into government programs in resource-constrained settings. Since then, the model has evolved into PEN+, and it has gained significant traction. Two years ago, all 47 member states of the WHO Africa region adopted PEN+ as their regional strategy, demonstrating strong government support and recognition of its effectiveness. Currently, ten countries are implementing the program, with seven more in the process of initiation. Countries like Rwanda have successfully incorporated the model nationwide, showcasing its potential for widespread impact.

Capital: Besides WHO, how does the Helmsley Charitable Trust identify partners to support?

James: At Helmsley, we believe in taking an ecosystem approach to our work. We understand that various stakeholders play crucial roles in driving change across different areas. Therefore, we collaborate with academic institutions to conduct research on innovative care models, such as the PEN+ program. We also engage with civil society organizations and advocates to ensure global attention and political momentum for our initiatives. Additionally, we partner with organizations focused on improving access to essential medicines, facilitating sustainable distribution models for products like insulin and glucose test strips. Our goal is to empower diverse voices, including local community leaders and individuals living with type 1 diabetes, alongside larger entities like the World Health Organization. Through collaborative efforts, we strive to advance our mission and create meaningful impact.

Capital: Do you have any projects that you support in East Africa or specifically in Ethiopia?

James: Yes, indeed. In Ethiopia, we have several ongoing projects. One of our longstanding partnerships is with the Ethiopia Diabetes Association through the Life for a Child program. We're also collaborating directly with the Ministry of Health on a non-communicable disease (NCD) agenda aimed at improving access to diabetes care within the public health system. This initiative involves working closely with the Clinton Health Access Initiative. Additionally, the NCDI Poverty Network is advancing the Penn Plus model in partnership with the Matthias Wando Foundation in Ethiopia. Across East Africa, including countries like Kenya, Tanzania, and Rwanda, we have similar partnerships in place.

Capital: Foreign currency scarcity is a significant challenge in Ethiopia, particularly impacting the import of insulin. How does your organization address this issue? Do you have any programs targeting it?

James: That's a crucial issue to address. One approach is through models like Penn Plus, which prioritize economic sustainability by integrating type 1 diabetes care with other health programs. This alignment ensures that resources allocated for diabetes care benefit other

health services, creating a broader impact. Another successful strategy involves optimizing available funds effectively. For instance, our collaboration with the Clinton Health Access Initiative in Ethiopia focuses on ensuring that the budget allocated for NCDs is utilized for the highest quality of care. This includes implementing efficient training programs, prioritizing procurement of best-in-class medicines, and minimizing wastage. Ethiopia has shown success in developing robust operational plans that coordinate various stakeholders to maximize impact with available resources. While mobilizing additional funds remains a challenge, Ethiopia's effective utilization of existing resources serves as a model for expanding impact in similar contexts.

Capital: Do you have any other new initiatives in Ethiopia or any updates on ongoing projects?

James: Absolutely, our primary focus at the moment is to ensure the continued momentum of the Penn Plus model. The conference happening this week aims to foster a comprehensive understanding of the model among representatives from the Ministry of Health, the World Health Organization, and other key partners in this field. Our program is centered around advancing and expanding the coalition to not only address type 1 diabetes but also other critical acute and severe non-communicable diseases like sickle cell disease and childhood heart disease. By engaging a broader range of partners, we aim to scale up and enhance the impact of this program, improving the lives of more individuals.

Capital: In what timeframe do you anticipate seeing the impact or success of your programs?

James: That's a crucial question. We expect to witness significant scale-up in several countries, with a substantial increase in the number of partners and sites involved. Countries like Malawi and Zimbabwe, among others, show promising potential for impact. Over the next few years, we anticipate gathering improved data on the substantial growth in the number of patients benefiting from our initiatives. Typically, the initial year focuses on raising awareness and ensuring patients are aware of available services. Countries like Rwanda, which are further along in the scale-up process, demonstrate that once services are accessible, routine care becomes widespread across the nation. Additionally, the NCDI Poverty Network has recently published an article on monitoring and evaluating the quality of care provided. We are optimistic that in the coming years, we'll observe enhanced outcomes for patients, not only in terms of increased patient numbers but also in the quality of care they receive from healthcare facilities.

Capital: Is there anything else you'd like to mention that we haven't covered?

James: I'd like to emphasize my excitement and optimism regarding the leadership demonstrated by ministries of health, political leaders, and the World Health Organization in this endeavor. While there's still a long road ahead in improving non-communicable disease care, I'm confident that through collaborative efforts, we can achieve significant progress.



Over the next few years, we anticipate gathering improved data on the substantial growth in the number of patients benefiting from our initiatives

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EAA Foundation and Imagine1day LEAP to Success: Over 93,000 out of school children Enrolled in Education through Community Mobilisation in Ethiopia

May 11, 2024, Ethiopia – Education Above All Foundation (EAA)'s Educate A Child programme and Imagine1day are pleased to announce the remarkable success of the Leaders, Educators, and Parents (LEAP) joint project in Ethiopia. Over the past three years, LEAP has revolutionised access to quality primary education and spurred a surge of positive change by enrolling over 93,000 out of school children (OOSC) in seven districts in the Oromia and Tigray regions of Ethiopia. Driven by community mobilisation, the LEAP project, stands out for its innovative strategies and holistic approaches, ensuring access to quality primary education for some of the most marginalised out of school children. Through the tireless efforts of influential community elders, religious leaders, Parent Teacher and Students Associations (PTS), and Women's Associations, LEAP has not only enrolled children but has instilled a sense of ownership and sustainability within the community.

One of the cornerstones of LEAP's success is rooted in embracing indigenous knowledge and local structures. The project has turned traditional coffee conversations into powerful tools to effectively disseminate crucial information about the value of education, girls' education, and child protection. Active school clubs have also become a key project activity, combatting harmful traditional practices such as early marriage and others.

Over the past three years, a total of 485 classrooms were constructed, equipped, and furnished. The construction included 21 libraries, 25 water facilities, and 92 gender-segregated latrine blocks, with 23 funded by the project and a further 69 built through community contributions. LEAP has not only built infrastructure; it has also invested in the capacity enhancement of leaders and experts.

Umer Limu, the National Program Director at Imagine1day, highlights the pivotal role of community engagement in realising LEAP's objectives. "Through strategic partnerships and community involvement, LEAP has achieved unprecedented success in transforming the education landscape of Ethiopia," he emphasised.

Notably, 98% of previously out of school children enrolled in LEAP have been retained, and an impressive 11.75% improvement in students' Grade Point Average (GPA) has been achieved across project schools.

Ebud Abreha, a ten-year-old grade one student at Arena Primary School in Addi-Gudem, Tigray, says, "I am so happy I get the education opportunity after three long years of dropout. I am able to attend without problems for I am also provided scholastic materials. I felt safe and hopeful for the first time after two years when I got back to school. I have

forgotten all the trauma of the war and my experience on the journey of displacement. I made lots of friends to play and study within my school."

Dr Mary Joy Pigozzi, Executive Director of Education Above All Foundation's Educate A Child (EAC) Programme, celebrates the successful changes that the LEAP Project in Ethiopia have brought about, "Through innovative strategies and community engagement, LEAP has not only provided access to quality primary education for out of school children, it has also improved retention rates, increased academic performance and enabled children overcome the trauma of war. This achievement underscores our commitment to inclusive education and transformative change that enables profound change for children who were once excluded from their right to education."

The success of the LEAP project underscores the transformative power of community-driven initiatives in education. EAA Foundation and Imagine1day remain committed to advancing quality education access for the most marginalized children.

For Media inquiries, Please Contact:

Phone: +251 11 416 8460 | Email: info@imagine1day.org

About Education Above All (EAA) Foundation

The Education Above All (EAA) Foundation is a global foundation established in 2012 by Her Highness Sheikha Moza bint Nasser. EAA Foundation aims to transform lives through education. We believe that education is the single most effective means of reducing poverty, creating peaceful and just societies, unlocking the full potential of every child and youth, and creating the right conditions to achieve Sustainable Development Goals (SDGs).

Through our multi-sectoral approach, unique financing models, focus on innovation as a tool for social good, and partnerships, we aim to bring hope and real opportunities to the lives of impoverished and marginalised boys and girls.

EAA Foundation is comprised of the following programmes:

Educate A Child (EAC), Al Fakhoora, Reach Out To Asia (ROTA), Protect Education in Insecurity and Conflict (PEIC), Innovation Development (ID) and Together project.

About Imagine1day

Imagine1day is a non-profit organization dedicated to ensuring every child in Ethiopia has access to quality education. Through innovative projects and community engagement, imagine1day works to transform the education landscape, empowering future generations.

United Nations



Nations Unies

Posting Title:.....Property Management Assistant
Department/ Office:..... Economic Commission for Africa
Location:..... Addis Ababa
Posting Period:..... 30 April 2024 - 12 May 2024
Job Opening number:..... 24-Economic Commission for Africa-233502-Individual Contractor

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Duties and Responsibilities

Under the direct supervision of the Chief of Property Management Unit and the oversee of the Chief of Section, the incumbent will be responsible for the following duties:

- ▶ Participates in periodic physical verification and counting of equipment to ensure accuracy of serial and decal numbers, stock descriptions, net total on hand and exact location of property, to be in compliance with the Umoja process of inventory counting and controlling.
- ▶ Assists in conducting and assists in preparing or retrieving and disseminating monthly, yearly, and ad hoc reports as required, including those on acquisition and surplus (damaged/obsolete) property and provision of monthly stock item balance reports to custodians.
- ▶ Ensures all property equipment are bar-coded, decaled and tagged as per UN property management guidelines.
- ▶ Assists in the assignment and installation of equipment to offices and staff
- ▶ Assists in preparing monthly, yearly and ad hoc reports of UN property as required, including those on acquisition and surplus (damaged/obsolete)
- ▶ Provides support for Assets Management regarding the acquisition and reconciling of IPSAS property items for year-end reporting.
- ▶ Assist in the write-off/disposal exercise, gathering documentation, ensures compliance with the IPSAS useful life guideline; ensures items for disposal are blocked (in Umoja), stored effectively before physical disposal.
- ▶ Assists in managing and maintaining a comprehensive electronic database of non expendable property for multiple departments as well as the updated record of Property Records Custodians.
- ▶ Ensure appropriate update of equipment record,
- ▶ Analyses and suggests improvement to the efficient operation of Inventory Control activities,
- ▶ Provide support in arranging furniture and equipment maintenance (with service contractors and/or FMS?)
- ▶ Provides support in compilation of data for UNECA tangible property insurance,
- ▶ Maintains a comprehensive electronic database of non-expendable UNECA property for multiple departments as well as updating records of Property Custodians.
- ▶ Designs and develops spreadsheet reports and databases using various software platforms in accordance with instructions received from supervisor.
- ▶ Regular update of equipment records for acquisitions, goods issue, transfers, and disposals.
- ▶ Drafts routine correspondence for signature by supervisor when requested and register and file incoming correspondence.
- ▶ Provides training and supervision to outsourced staff in performing physical verification and physical count tasks.
- ▶ Updates and enriches the equipment record as necessary.

- ▶ Keeps abreast of developments, analyzes, and suggests improvement to the efficient operation of PP&E activities.
- ▶ Maintains a proper and up to date paper and electronic filing system.
- ▶ Performs other duties required.

Work Location

Addis Ababa

Expected duration

6 month

Result of Service

The Individual Contractors are expected to assist the Unit on a full range of Property Management issues, and be involve in the day-to-day activity, providing support to the sub unit Supervisors and Chief of the Unit.

Qualifications/special skills

High School Diploma is required. Degree in the field of Procurement/Business Administration/Accounting is desired. Additional training in the area of IPSAS & Umoja on property Management and logistics front is desired.

A minimum of six (6) years of progressively responsible experience in the field of Supply Chain Management, business administration/ accounting or IT is required.

Experience in Inventory/warehouse and Property Management is desired.

Language

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required. Excellent English writing ability is a must. Knowledge of French or another official United Nations language is desired.

United Nations Considerations

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

As per UN policy, Consultants and Individual Contractors may not apply for or be appointed to any position in the Professional or above categories and for positions at the FS-6 and FS-7 levels in the Field Service category within six months of the end of their current or most recent service. This restriction does not apply to associate experts (Junior Professional Officers) appointed under the Staff Rules.

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LEMN INSPIRES CROWDS DURING ADDIS TOUR



PHOTO: Anteneh Akilu

Lemn Sissay, a celebrated poet hailing from Britain, captivated audiences during his recent tour in Addis Ababa, drawing enthusiastic crowds, particularly among the youth who eagerly attended events held at various locations.

The tour kicked off on Wednesday with the screening of Lemn's thought-provoking film titled "The Memory of Me" at the prestigious British Council. The film masterfully recounts the poet's early life, offering a glimpse into his personal journey and experiences. Attendees were moved by the powerful storytelling and the profound emotions it evoked.

The following day, Lemn Sissay took part in a captivating "culture talk event" held at the Hilton Addis Ababa. In the presence of esteemed guests, including Minister of Tourism Nassise Chali, the distinguished poet shared his thoughts and experiences, shedding light on his creative process and the inspiration behind his works. The event also featured a live reading by Lemn, further enchanting the audience with his evocative verses. Reflecting on the occasion, the poet expressed his joy, stating on his social media platform, "It was a wonderful night."

On Friday, Lemn Sissay extended his support and encouragement to the youth

of Addis Ababa during an engaging story-telling session at the Abrehot Library. The session aimed to ignite the imaginations of young minds and foster a love for literature and storytelling. Lemn's engaging presence and his ability to connect with the audience left a lasting impact on the attendees, inspiring them to explore their own creative potential.

Yesterday, as part of his tour, Lemn presented excerpts from his latest book, treating the audience to a glimpse of his literary genius. Titled "Let the Light Pour In," the book showcases Lemn's profound insights and lyrical prowess, captivating readers with its vivid imagery and poignant

narratives. Following the reading, attendees were granted an exclusive opportunity to have their books signed by the esteemed poet, leaving them with a cherished memento of the inspiring event.

Born with Ethiopian ancestry, Lemn Sissay has gained international acclaim for his contributions to literature. In addition to his illustrious career as a poet, Lemn is also a respected broadcaster and novelist. Notably, he served as the official poet for the 2012 London Olympics, further solidifying his status as a literary icon.

Lemn Sissay's tour in Addis Ababa has not only brought his remarkable talent to the forefront but has also ignited a renewed passion for poetry and storytelling among the youth. His captivating presence and powerful words continue to resonate, leaving an indelible mark on those fortunate enough to witness his performances.

H O T M U S I C T A B L E

HOTTEST ARTISTS

MAY 02 - MAY 08, 2024

HOTTEST TRACKS

RANK	ARTIST	RADIO	TV	TOTAL PLAY
1	Tadese Alemu	97	51	148
2	Tewodros "Teddy Afro" Kassahun	104	6	110
3	manalmoshDibo	65	18	83
4	Dawit Tsige	63	18	81
5	Abdu Kiyar	69	3	72
6	Rophnan	44	24	68
7	GenetMasresha	51	5	56
8	Neway Debebe	51	4	55
9	Tigist Bekele	50	2	52
10	Amsal Mitke	47	3	50

RANK	TRACK	ARTIST	RADIO	TV	TOTAL PLAY
1	MishaMish	Tadese Alemu	97	51	148
2	Awudametu	Manalmosh Dibo	65	18	83
3	Awdamet	Genet Masresha	51	5	56
4	Melkam Ametbal	Abdu Kiyar	51	0	51
5	Awdamet	Amsal Mitke	47	3	50
6	Le'egru Wuha Yimuklet	Tigist Bekele	46	2	48
7	Abatachen	Tewodros "Teddy Afro" Kassahun	43	1	44
8	Zelesegna	Tewodros "Teddy Afro" Kassahun	40	2	42
9	Bekeranyo	Tadese Mekete	17	15	32
10	Awdamet 3	Demere Legesse	31	0	31
10	Demama	Dawit Tsige	22	9	31

THIS DATA IS GATHERED BY A 24/7 AUTOMATED RECORDING & ANALYZING ALL SYSTEM FROM 35 TV & RADIO STATIONS. THERE WERE MORE THAN 3,274 TOTAL MUSIC PLAYS ACROSS THE BROADCAST MEDIUM FOR THIS WEEK.

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Transmission	Manual	Transmission	Automatic
Model Code:	VDJ200I-GNMNZ	Model Code:	F651LM-GQMF
Mileage:	145,000 km	Mileage:	140,000 km
Siting Capacity:	7 SEATER	Siting Capacity:	7 SEATER
Color:	SILVER	Color:	SILVER
Engine:	1VD-0230019	Engine:	MC97077
Fuel Type:	DIESEL	Fuel Type:	PETROL
CC:	4461	CC:	1298
Condition:	Very Good	Condition:	Very Good
Location:	Rwanda Embassy, Bole Sub city, Addis Ababa, Ethiopia Contact No: 0911021761 or 0911232894	Location:	Rwanda Embassy, Bole Sub city, Addis Ababa, Ethiopia Contact No: 0911021761 or 0911232894

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Ethio-Djibouti Standard Gauge Railway Share Company EDR

EXPRESSION OF INTEREST (EOI) ANNOUNCEMENT

CONSULTANCY SERVICE FOR STRATEGIC PLAN DEVELOPMENT

PROJECT TITLE: CONSULTANCY SERVICE FOR STRATEGIC PLAN DEVELOPMENT

EDR/EOI-1/2024

1. Background:

The Ethio-Djibouti Standard Gauge Railway Share Company (EDR) is seeking a consultancy firm to assist in the development of a ten-year strategic plan (2025-2034). EDR was established in April 2017 to operate and maintain the Addis Ababa – Djibouti Standard Gauge Railway Line. As EDR transitions to managing its operations independently, the need for a new strategic plan has arisen to ensure sustainability and profitability.

Therefore, Ethio-Djibouti Standard Gauge Railway Share Company would like to invite interested and qualified bidders for the consultancy service in strategic plan preparation of our Railway, and we invite eligible companies to submit sealed per-qualification application for Expression of interest.

2. Purpose and Objective of the Consultancy Work:

The selected consultant will work closely with EDR's Board of Directors and Executive Management to develop a new strategic framework that considers the current internal and external operating environment. The main objectives of this consultancy engagement include defining the scope of the Strategic Plan Development process, conducting consultative forums with key stakeholders, and drafting the Strategic Plan for validation and approval.

3. Scope of the Work:

The consultant will be responsible for determining the best approach to implement the strategic plan, conducting situational analysis (through appropriate tools), conduct stakeholder mapping, set strategic issues (vision, mission, values, objectives, pillars of excellence); goals, targets, activities, and implementation strategies of the plan including action plan, human resource development strategy needs to achieve the strategic plan, sustainability plan (programs and projects), financial requirements and Investment plan, risk analysis and management approaches, monitoring, evaluation and reporting framework to enable effective tracking of the strategic plan.

The scope of work will cover all railway stations and maintenance workshops along the railway line in Ethiopia and Djibouti.

4. Application process:

Interested companies/firms/ must fill in the EDR qualification applications and submit relevant documents/information/ as to demonstrate that they are eligible to provide the required consultancy service. The result of the EOI qualification evaluation will be used for identification of the successful company to carry out the above indicated assignment.

The application should consider the following application procedures & documents.

1. The applicant shall bear all costs related to preparation and submission of this Expression of interest based on the scope of the work. EDR will not be responsible or liable for those costs regardless of the result of the selection process.
2. All the pages of the EOI submitted must be numbered and signed by authorized person.
3. Incorrect, incomplete, and inadequate application may lead to rejection of the application.
4. All documents must be submitted in English language.
5. Applicants may be requested to clarification on submitted document,
6. EDR has the right to reject the application without, communicating the Consultancy company

7. EDR shall not provide to applicants related to shortlisting & selection process, in this respect, EDR decision shall be, final and binding for all applicants.
8. EDR has planed , after the selection process finalized to pay majority of the portion by ETB. After this EOI and selection process is finalized, EDR will highly encouraged for the consultants submitted their financial offer above 50% in Ethiopian Birr (ETB).
9. Both International and Local companies are invited to participate in this EOI.
10. Submission of documents shall as per the requirements in this EOI.
11. Interested applicants may obtain further information at address Below:

Ethio-Djibouti Standard Gauge Railway Share Company (EDR)

Furi Lebu Railway Station, office Building, Corporate Planning and Program Management or Procurement and Logistics Departments

Telephone No. +2519 14764276, +251920 615718

5. Participants:

Prospective National & International companies who are legally registered we are invited to participate in the Expression of Interest (EOI). The applicants shall not be blacklisted in any governmental organization. Competent applications meeting all requirements should be submitted all necessary documents in sealed envelope by courier on June 04, 2024 on the Address below.

6. Duration of the Work:

consultancy assignment is expected to last three months and two weeks from the date of contract signing. But The completion date of the assignment shall depend on the requirement of the projects, and which will be determined during signing of the contract agreement.

7. Requirements for Submission of Expression of Interest (EOI)

The EOI shall contain following documents:

- A cover letter for submission of expression of interest
- If joint venture, legal documents for the joint venture formation shall be submitted by the companies.
- Registration by Procurement Agency (if applicable).
- Complete organization profile, Company capacity statement, Financial, Manpower and equipment
- Registration Certificate from the Government Authority.
- License with Latest renewal of 2024 G.C.
- Tax clearance certificate that works to date of the submission of the EOI
- Attorney for the certification of the Authority,
- Financial flow statement approved by official Auditing entity,
- EOI document should be prepared in English language.
- The Deadline for document submission shall be on June 04, 2024 At 5:00P.M.
- The Ethio – Djibouti Railway Share Company reserves its rights to reject any or all bids.
- A covering letter for EOI typed in organizations letter head with official seal. There should be a subject head, the reference no of EOI notice and clear indication of the name and address of the company.

8. Works contracting Process

From short list records, companies/firms will be selected to provide the consultancy service for the development of the Ethio- Djibouti railway share company 10-year strategic plan. The basis for selection for the / companies /firms will be evaluation result of company/firm and their

willingness to participate in that regard.

9. Key Deliverables:

The key deliverable include an inception report, comprehensive document review and analysis, draft Strategic Plan, final Strategic Plan document, training session for EDR Council members, and review sessions at each stage.

10. Confidentiality of Information:

All documents and data collected during the consultancy will be treated as confidential and used solely for the assignment. Information shared by EDR shall remain the property of EDR and not be disclosed to third parties without permission.

11. Provisions by EDR:

EDR will support the strategic plan development process by providing office space, arranging venues for discussions and training, administrative support, necessary data and information, and establishing an internal working team to oversee the process.

12. Expert Profile:

Qualified and experienced consultants with expertise in Transport Planning, Railway Engineering, Strategic Planning, Organizational Development, or related fields are invited to apply. Consultants is encouraged to have a minimum of 10 years of experience in strategic planning document preparation and experience in the railway transportation sector. Experienced strategic planning development of at least five organizations; at least Two in the transport sector including Railway Companies.

13. Minimum eligibility criteria

Firms service providers minimum eligibility criteria are as under:

Table 1: Eligibility Criteria

S/N	Criteria	Verification Documents	Requirement
1	Nationality (Ethiopian or Abroad)	Registration certificate	Must meet
2	Firm Profile /Relevancy to the Assignment/	Company profile document	Must meet
3	Previous Experience of Conducting Similar Tasks related with railway	Contract agreement testimonies	Must meet
4	Academic and Professional Qualification of the Consultant Key Staff (CV)	License and CV of the staffs	Must meet
5	Methodology and Timeliness of the Proposed Task	Submitted Proposal	Must meet
6	Licensing and Membership to Professional Body	Certificate	Must meet
7	Suitability of training delivery program	Certificate	Must meet
8	Financial profitability of the last three years	Financial report	Must meet

14. Medium of Communication:

The strategic plan document should be prepared in English, and all communication and document review discussions will be conducted in English.

ANNEXES:

ANNEX: Company profile contents

TABLE 1-GENERAL INFORMATION

- Name of the Company
- Address
- Phone Number

- Fax Number
- Email Address
- Address of Other Offices if any
- Name and Designation of the Contact Person
- Legal Status (Provide certified copies of Registration)
- Registration number
- Place of Registration
- Principal place of business
- VAT Registration number
- Provide certified copies

TABLE 2- COMPANY EXPERIENCE IN LAST THREE YEARS

- Starting Month/ Year
 - & Ending Month/ Year
 - Client
 - Description of services
 - Contract Amount
- Remarks (Provide documentary evidence)

TABLE 3 - SIMILAR EXPERIENCE IN LAST THREE YEARS

- Year
- Client
- Description of works
- Contract Amount
- Remarks (Provide documentary evidence)
- Please include copies of completion certificates issued by former clients and / or
- Performance appreciation /evaluation letters from former clients providing their contact details and approval to contact them.

TABLE 4-ONGOING COTRACTS (If any)

- Client
- Description of Contracts
- Location
- Amount
- % of Completion (Provide documentary evidence)

TABLE 5-ADEQUACY OF WORKING CAPITAL

- Source of credit line
- Amount
- Remarks (Provide documentary evidence)
- Please provide proof of financial competency and audited financial statements for the last three financial years.

TABLE 6- LIST OF PERMANENTLY EMPLOYED STAFF

- Name
- Designation Qualification
- No. of Years of Experience
- Provide an organizational chart and detailed CVs for key management and technical Personnel in the Organization

TABLE 7-ANY OTHER INFORMATION

- In addition to the required information, Companies may provide brochures and other Related documents.

I, the undersigned, warrant that the information provided in this form is correct and, in the event of changes, details will be provided as soon as possible:

Interested consultancy firms are invited to submit their Expression of Interest by [Deadline, June 04, 2024].

Ethio-Djibouti Standard Gauge Railway, EDR

Furi Lebu Railway Station, office Building, Procurement and Purchasing Department.

Share Company EDR

Telephone No. +251-976-54-46-36, +251-920-61-57-18

Thank you for your interest in supporting EDR's strategic planning process!!!

YOU ARE CORDIALLY INVITED TO THE 18TH AIFF OPENING AT ITALIAN CULTURAL INSTITUTE

DATE: MAY 15TH - 19TH, 2024
 SCREENING: MAY 15 OPENING
 MAY 15TH - 18TH
 MAY 19 CLOSING

OPENING AT ITALIAN CULTURAL INSTITUTE

"Don't miss the remarkable performance by Ethiopian singer Vahe Tilbian at 8:30PM, who hails from an Armenian descent. Vahe was the lead singer for the Ethiopian group Zemen Band."



Berchidda Live - A Journey into Time in Jazz Archive.

BERCHIDDA LIVE - a journey through the Time in Jazz archive collects and processes more than 1,500 hours of archive material filmed over 25 years by Gianfranco Cabiddu and his crew in the various editions of Time in Jazz, a music festival created and directed by Paolo Fresu in his home town of Berchidda, Sardinia. Mellara, Rossi and Cabiddu mixed these largely unpublished film materials to compose a concert film spanning almost forty years, an interweaving of music and places, emotions and memories. A unique cinematic and musical experience, a precious legacy.

Director- Gianfranco Cabiddu, Michele Mellara, Alessandro Rossi
Time - 93min

- 15 min Q&A with the Directors



Tezeta

Modern Ethiopian big band orchestra music finds its unlikely origins in the royal adoption of 40 Jerusalem orphans of the Armenian Genocide by Emperor Haile Selassie. Their presence as the first royal imperial band would make way for the composed music of Ethiopia's first national anthem, the popularization of brass instruments, and in later decades, a jazz revolution that sweeps the country before descending into the throes of the communist Derg regime.

Director - Aramzt Kalayjian, Garegin Papoyan
Time - 99min

- 15 min Q&A with the Directors

Invitation to the 18th Additional Film Festival Opening at the Italian Cultural Institute

We are thrilled to announce that Initiative

Africa is pleased to launch the 18th Edition of the Addis International Film Festival. This annual event, organized by Initiative Africa, celebrates the power of documentaries and short films in creating awareness of social issues.

We are delighted to invite you to the 18th Additional Film Festival Opening, which will take place at the Italian Cultural Institute on May 15th, 2024. This year's festival promises an exciting lineup of Documentaries on Human Rights, music, and cultural experiences that celebrate the rich diversity of artistic expression.

Event Details:
 Date: May 15th, 2024
 Time: 5:00 PM
 Venue: Italian Cultural Institute, Next to Semen Hotel

ZUMBA DANCE FITNESS WITH VAHE

ARMENIAN CLUB	SUP STUDIO
MONDAYS - 6.15PM THURSDAYS - 6.15PM	WEDNESDAYS - 6.15PM SATURDAYS - 10AM

Space is limited
 Please call or text to reserve your spot
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ወረታ ኢንተርናሽናል ቢዝነስ ኃ/የተ/የግ/ግ
WERETA INTERNATIONAL BUSINESS PLC

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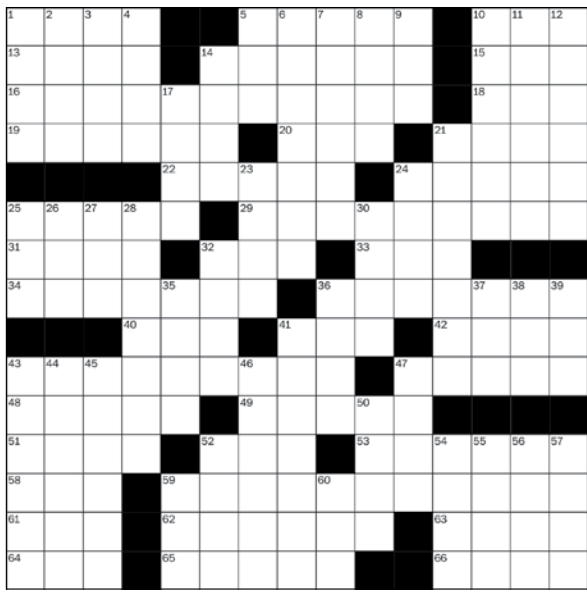
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CROSSWORD PUZZLE



ACROSS

- 1 Percolate
- 5 After, in Avignon
- 10 Texting format initials
- 13 Tiniest bit
- 14 Flexible
- 15 ___ it on thick
- 16 *Sound made by bursting a cereal bag?
- 18 Ancient
- 19 Fix, in a way
- 20 Tags on Insta, say
- 21 ___ song
- 22 California home of the National Yo-Yo Museum
- 24 "Us" director Jordan
- 25 Sales talk
- 29 *24-hour TV marathon that requires glasses?
- 31 "Brave New World" drug
- 32 ___-ray
- 33 Rooibos, for one

- 34 With 36-Across, first encounter, or what the answers to the starred clues make?
- 36 See 34-Across
- 40 University extension
- 41 Baseball's Mattingly
- 42 Sound reflection
- 43 *Many fan letters to N.W.A.?
- 47 Spot of land
- 48 Some vines
- 49 Bailey's Irish ___
- 51 Give for a time
- 52 Means to be cooler
- 53 Irrigates
- 58 Gerund suffix
- 59 *Bride that plays a familiar note when crossed?
- 61 Take advice from a personal injury lawyer, perhaps
- 62 Submits taxes sans paper
- 63 Anti-fur gp.
- 64 Them alternative
- 65 Make big bangs?
- 66 Percolate

DOWN

- 1 Compact ___
- 2 Wrangler's need
- 3 Shipped pair?
- 4 Walk to and fro
- 5 Tide shelfmate
- 6 Detective voiced by Ryan Reynolds
- 7 Kite, for one
- 8 Father of Kenan
- 9 Gas additive brand
- 10 Got ready to stop
- 11 UNESCO's ___ Fund for Girls' Right to Education
- 12 "Finding Nemo" city
- 14 Well-worn trail
- 17 Move slowly
- 21 Gets ready for surgery
- 23 "___ cost ya!"
- 24 Hammer end
- 25 Penultimate Greek letter
- 26 F-, e.g.
- 27 "I'm covering my ears now!"
- 28 Like some retro frames
- 30 School near Heathrow

- 32 Scarecrow creator
- 35 ___ of March
- 36 Natalie with nine Grammys
- 37 Knee pt.
- 38 Marxist Guevara
- 39 Tyke
- 41 Oktoberfest outfits
- 43 Billie who is the youngest woman to win two Oscars
- 44 Way, or means
- 45 Snappy put-down
- 46 National park on Mount Desert Island
- 47 Apple with a few cores
- 50 Stupefies
- 52 Revolutionary era pipe
- 54 Baking ams.
- 55 Foil alternative
- 56 Give a star, maybe
- 57 Lose it
- 59 Crossed
- 60 Greta of "The Morning Show"

Solution: see below



WEEKLY HOROSCOPES

Aries Some will still be coping with the stresses of changes you didn't start and may not welcome. This is a "when life hands you lemons, make lemonade" scenario. The seeds of something better are actually all around you. The time is lucky for applying for a new job or improving your status in the eyes of your boss. You'll feel most settled when work friends and interesting people make the time pass quickly.

Cancer There could be some communication difficulties now. There could be problems with people who seem domineering and unwilling to find the middle ground. Certain ideas or approaches could seem unfair or threaten your pride. It's best to choose the people and situations that support your interests, and things will begin to improve. This is a good time to build positive customer relationships. Now is the time to let it go.

Libra The energy supports slow growth and long-term plans. Get as much done as possible. After a while, the energy will be more unsettled, although you could enjoy helpful feedback from very original or creative types. Power struggles in the workplace can be distracting. Stay out of emotionally charged drama as much as possible. You may be able to bridge a gap between groups representing different but possibly compatible interests.

Capricorn This may be the best time for finding a new job or upgrading your current position. If you want to make a good impression, swallow any fears or concerns and be your most confident self. You can support anyone who is interested in doing a better job now. Helping co-workers can be particularly enjoyable. It will be very important to have clearly defined roles. Friendly competition can make you more effective.

Taurus The energy now supports better communication to make you more effective with customers and co-workers. Be sure you don't dominate someone more reserved. He or she may have something to contribute, too. If you aren't feeling appreciated, this is the most positive time to network with others and even apply for a new or better job. Continue to be patient and focus on what is working rather than feel angry or upset about what is not.

Leo You may have to be especially careful not to fall into an unnecessary conflict now. If you try to be the boss in a situation where it isn't called for, you may run into enormous resistance. The energy supports careful and serious focus to meet long-term goals. A good friend at work can be especially helpful. Do your best to keep personal and professional issues separate. Perhaps it is time you take a stronger stand on something you believe in.

Scorpio You will have a strong influence on other people's thinking now. It's especially important to be upbeat and supportive. Other people, in turn, can make dull or repetitive work more interesting. Business partnerships and social mixers to improve customer relations can be very satisfying. If you're on your feet a lot, consider getting better footwear. This is a positive time to sharpen your presentation in any area. This could mean reports or just looking your best.

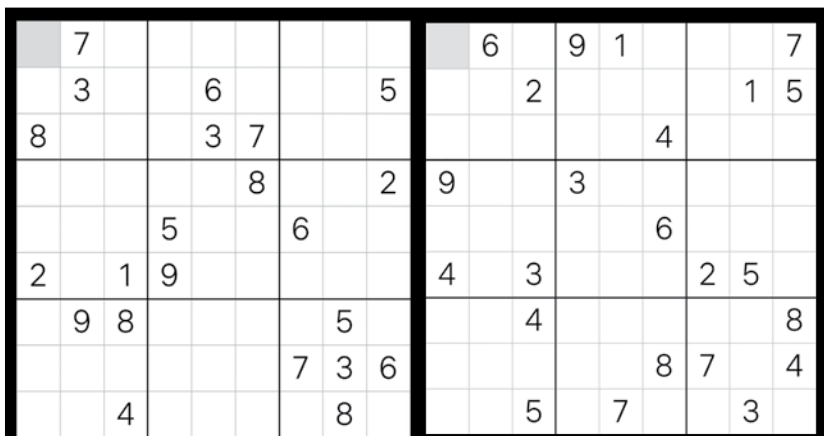
Aquarius If you're looking for a new or better job, this period can bring news that will steer you in the right direction. You or someone supervising you could become particularly bossy. Be patient with anyone around you who is in a bad mood. He or she may be having troubles you don't know about. Customer contacts should be pleasant and profitable. Don't procrastinate on something you know is important even if it isn't your favorite thing.

Gemini While you may not be the flashiest person, your perfectionist tendencies will help you be the best sort of team player. Stress is possible between forces that want to micromanage and forces that want to work independently. Mutual respect for the other's ability will be necessary in order to get along. An unexpected event can introduce innovative methods and technological advances. Take time to thoroughly learn any new machine or method.

Virgo This continues to be a very positive time for improving your position or gaining additional training. Networking with people outside your workplace can be especially enjoyable. There is the possibility of finding a collaborative project that seems great at first until certain limitations or ego conflicts emerge. Working independently is your best choice now. It may be necessary to take extra time to do something you already know well.

Sagittarius Don't feel sorry for yourself or others now. The energy is positive. If you believe it's possible, you can develop useful connections or ease any stress around the workplace. This is the best time to ask any questions you need answered by management. Extra effort will be satisfying and free up time to focus on other things later. This time begins a month of easier contact with others. try not to make any waves.

Pisces This is the strongest time for any new start, including applying for a new or better job. Time should fly with pleasant and effective communication between co-workers and customers. A co-worker can lead you astray later now. Don't duck commitments. It could be easy to blow off work in place of something more interesting. This can be a pleasant time with work friends in a calm, cheerful, and supportive mood.



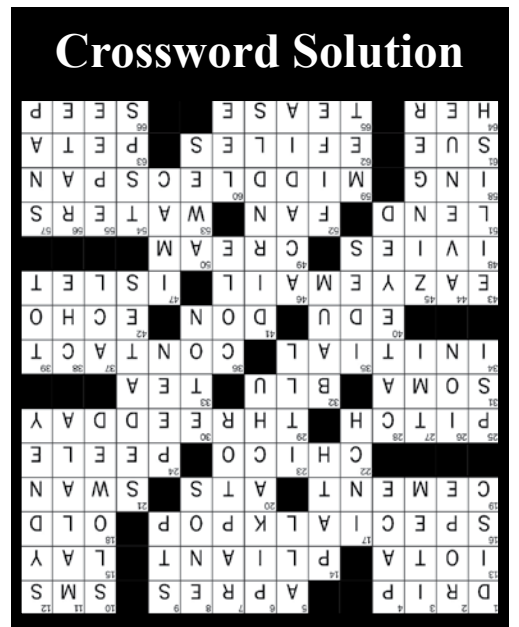
Sudoku

The game is easy, the rules are simple. All you have to do is make sure you fill every 3x3 box every row and every column, without repetition, using the number 1-9.

Word search

E	R	U	E	C	R	U	M	P	E	T	R	O	E
U	I	R	C	L	B	A	R	L	E	Y	L	C	R
E	A	R	A	C	S	T	E	A	E	T	T	S	Y
C	L	B	T	O	C	C	O	A	W	A	I	E	
E	E	C	I	R	A	L	A	Q	W	E	U	P	E
R	A	E	M	N	A	M	T	U	E	H	R	P	A
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L	B	L	O	Q	S	E	M	O	L	I	N	A	T
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COUSCOUS BARLEY BUCKHEAT SPELT
 WEETBIX RYE CRUMPET BREAD
 FRUIT GRAINS QUINOA POLENTA
 NOODLES MUESLI CEREAL PASTA
 OATS RICE CORN SEMOLINA





KiTes Nest
A HOME AWAY FROM HOME
Furnished Apartments

The KiTes Nest is located off Gabon Road in the Bole area of Addis Ababa (commonly known as Meskel Flower Hotel area) and offers top end furnished apartments for rent.

The five story building contains 8 units of one bedroom apartments, 4 units of two bedroom apartments and a penthouse on the top floor with three bedrooms. Guests are invited to make use of the sauna, steam bath and fitness equipment on the first floor. All floors have access to WiFi. The KiTes Nest will make you really feel at home during your short or longer stay in Addis Ababa.

Contact details

Telephone: +251 114701475/6 | Mobile: +251 911227258
Email: kitesnest@kitesnestaddis.com
Facebook: kiTes Nest Apartments | Web: kitesnestaddis.com

OPEN FOR LOCAL COMPANIES ONLY

Topic- UNICEF (Ethiopia) wishes to request eligible bidders to participate in an Invitation to Bid (LITB-2024-9189907: for procurement of Signpost and Plaques

Details of the requirements for this bid and eligibility criteria etc. can be found in the bid document.

Interested and eligible bidders from local companies can get the bid document in the link <https://tender.2merkato.com/tenders/6639d11afad2c214115f94fb>

Any query or clarification with regard to this bid shall be raised through e-mail address indicated on the bid document and will be clarified accordingly.

The due date for submission of your offer and samples to UNICEF Ethiopia Office, Addis Ababa is on or before **10:30 AM (East African Time) May 22, 2024 (Wednesday)**. Please read the LITB for detailed requirements and due dates.

Please quote the **LITB-2024-9189907** in all your correspondences. UNICEF reserves the right to accept or reject part or all any or all bids.

ADDRESS:

UNICEF Ethiopia, UNECA Compound, Zambezi Building, 2nd floor Supply Section, P.O.BOX 1169, Addis Ababa, Ethiopia.



MOENCO
An Inchcape Company

INVITATION TO NATIONAL COMPETITIVE BID

MOENCO invites interested and qualified bidders for the purchase of the below mentioned Video conferencing system and meeting scheduler.

No.	Description of Goods	UoM	Quantity
1	Poly Studio X70 All-In-One Video Bar with TC8 Kit Warranty: One Year Limited Warranty	PC	2
2	Yealink RoomPanel Specifications: Display • Size: 8" LCD Panel (16:10) • Resolution: 1280x800 • Contrast: 1000:1 • Viewing Angle(H/V): ±80°/±80° • 10 points capacitive multi-touch • Anti-fingerprint Coating • Proximity Sensor: Yes • Ambient Light Sensor: Yes	PC	5

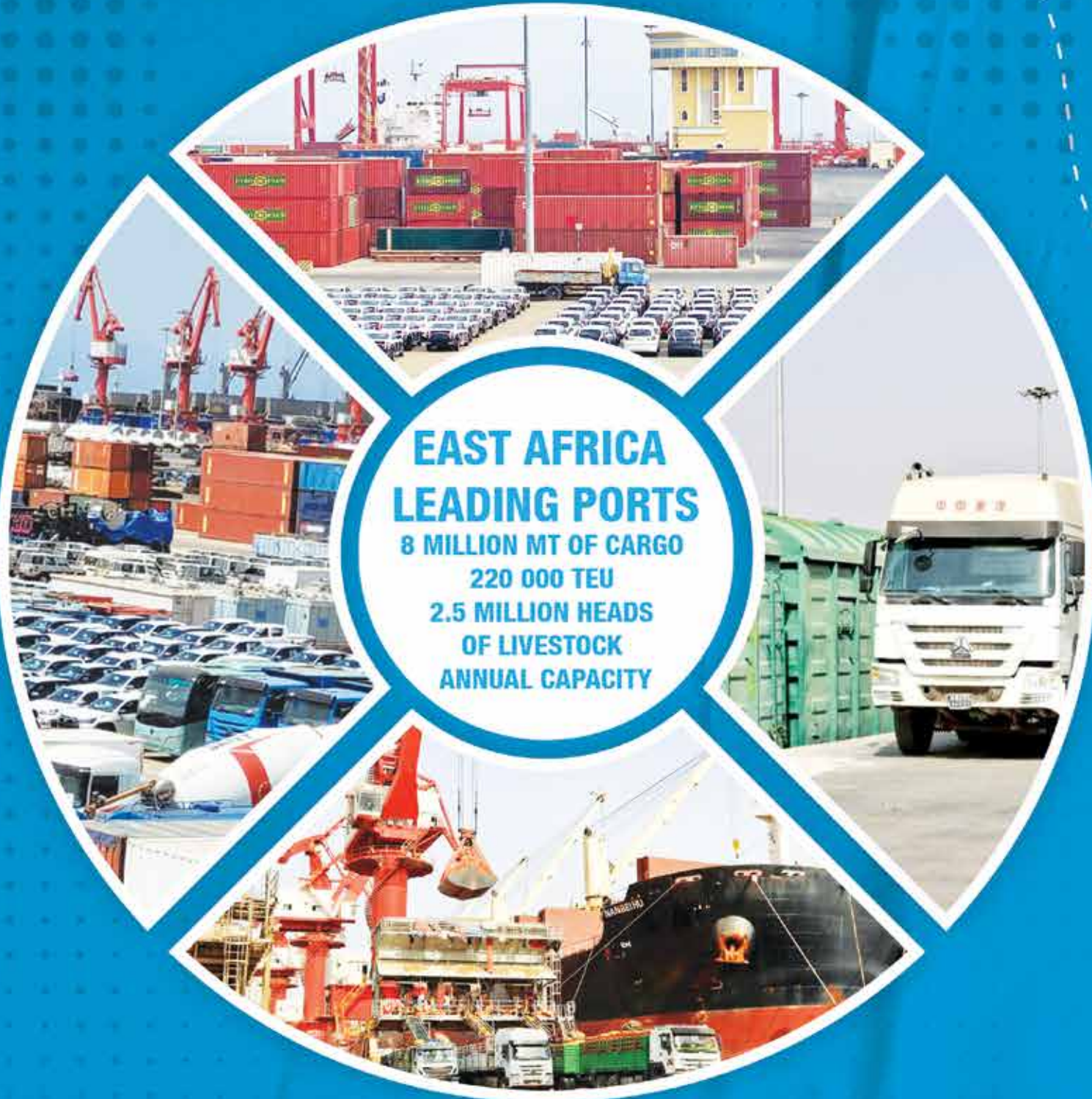
1. Bids must be delivered to the address below on **May 23, 2024 at 2:30PM**. All bids must be accompanied by **5%** bid security in the form of Certified check or Cash Payment Order (CPO) or unconditional bank guarantee from recognized Bank. All bids will be opened in the presence

of bidders or their representatives who choose to attend at the address below on **May 23, 2024 at 3:00PM**.

2. Address: MOENCO Procurement Division, located at Bole Road, Behind Medhanalem Church, 2nd floor, for further information: **Telephone +251 8090 Ext 215/+251 8090 Ext 212**.
3. The winner supplier shall present **10%** percent performance security in the form of certified check or cash payment order (**CPO**) or **unconditional bank guarantee** in ETB.
4. No need of purchasing additional bid document, the model and product described above is sufficient
5. The delivery date will be 45 working days after the contract is signed.
6. All prices should be given in local currency (ETB), and please be aware that MOENCO will not provide any foreign currency.
7. MOENCO reserves the right to accept or reject the bid either partially or fully without giving reasons thereof.

MOENCO

Telephone +251 8090 Ext 215/+251 8090 Ext 212



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PANAMA VESSELS

DORALEH MULTI-PURPOSE PORT
The Natural Gate of COMESA and Hinterlands

