

Buzz Insight News



JULY-SEPTEMBER 2020



MEET THE FORMER TPSF EXECUTIVE DIRECTOR

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NOTE FROM THE EDITOR

How Industrial Parks help entrepreneurs grow

It is an indisputable fact that unemployment is currently one of the biggest challenges in Tanzania. The only option that seems to remain is self-employment. However, many graduates are failing to venture into businesses as becoming a successful entrepreneur requires the right combination of skills.

In Tanzania, many youths dare to start businesses. Unfortunately, they fail to develop, grow and sustain those businesses. Among the reasons as to why they're unable to do that is lack of mentorship, or because of capital constraints, which is certainly an issue. Many of them do want to make a better life for themselves and their communities, but often lack the knowledge and skills to improve their businesses.

Industrial Parks - if developed, has a room to save millions of businesses from collapsing. As entrepreneurs face high transaction costs because of lack of infrastructure including lack of access to information, new technological knowledge, packaging materials and machines it is critical that the country invest in industrial parks to help entrepreneurs get a one stop centre equipped with modern technologies, machines and storage facilities. According to a UNIDO report industrial parks are a useful instrument for attracting investment, fostering technological learning and innovation, and for creating jobs.

With the potential to generate comparative and competitive advantages, industrial parks attract innovative businesses, leading to both more jobs and a larger tax base. They support start-ups, new enterprise incubation, the development of knowledge-based businesses, and offer an environment where entrepreneurs both big and small can interact with a particular centre of knowledge creation for mutual benefit.

A major advantage of industrial parks, according to the UNIDO report is that they provide an institutional framework, modern services and a physical infrastructure that may not be available in the rest of the country. Industrial parks use modern services, such as information and telecommunications as well as extension services that are critical for innovation, technological learning and company growth.

With Industrial Parks costs are reduced through economies of scale in the provision of common services and facilities. Buyers, producers, and suppliers can operate in the same location, thus cutting the transaction costs of economic learning while establishing new standards and norms of entrepreneurial behaviour.

Successful industrial parks can, therefore, become growth hubs, creating high growth regions and directing national economic development. It is therefore important for each region to allocate land for construction of these useful facilities to spur employment creation among youth.



A handwritten signature in black ink, appearing to read 'V Sumila'.

Ms. Veneranda Sumila

Editor

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The Agriculture SSC pays a courtesy visit to the Permanent Secretary of the Ministry of Agriculture

By Lokola Ndibalema



SSC Chairperson Mr. Fabian Mwakatuma (Right) during a courtesy visit to the Permanent Secretary of the Ministry of Agriculture Mr. Gerald Kusaya Msabila (Left) at KILIMO IV offices in Dodoma.

On 28th September, the Agriculture SSC under the leadership of its Chairperson Mr. Fabian Mwakatuma paid a courtesy visit to the Permanent Secretary of the Ministry of Agriculture Honourable Gerald Kusaya Msabila at KILIMO IV offices in Dodoma.

Among other things the meeting aimed at discussing collaborative ways for TPSF and the Ministry of Agriculture in addressing the skills gap and mismatch in the country.

The Permanent Secretary insisted on the need for increased public private partnership not only in Agriculture but also in other sectors and the need for the private sector to utilise the available avenues to collaborate with the government in order to synergise efforts to serve the Tanzanian community.

The Agriculture SSC Chairperson thanked the Permanent Secretary for accepting to meet the Council and congratulated him for his new appointment. The SSC Chairperson presented about the SSC roles and requested the permanent secretary's continued support to the Agriculture

SSC in achieving its objectives.

The Chairperson also briefed the Permanent Secretary about the plans of the Agriculture SSC to participate in the current curricula review processes in view of ensuring skills gaps in the current curricula are well addressed.

The Chairperson requested the Permanent Secretary to support the Agriculture SSC in developing Memorandum of Understanding (MoUs) between the Agriculture SSC and the Government and that between employers and Agricultural Training Institutions as a way to support Enterprise-Based Trainings for agriculture trainees. The Permanent Secretary acknowledged that, the existence of the Agriculture SSC is important for providing a third eye to the Ministry to identify strategies for working with other stakeholders both in government and private sector in addressing current challenges in Agricultural Training system delivery and accepted to support development and operationalisation of the said MoUs.



In attendance to the meeting was Mr. Obadia Nyagirot - the Director for Policy and Planning and Mr. Beatus Malema-Director of Crop Promotion Services. The Agriculture SSC was also accompanied by Tanzania Private Sector Foundation (TPSF) secretariat members including Mr. Lokola Ndibalema- Agriculture SSC Coordinator, Ms. Mwanaarabu Sibuma-Tourism and Hospitality SSC, Ms Veneranda Sumila-Communication Specialist and Mr. Richard Komba- Monitoring and Evaluation Specialist.



What does it mean to be a Middle Income Economy?

Tanzania’s Middle-Income Economy and it’s Implication

By Kennedy Rwehumbiza

Tanzania is now officially a middle-income country after the World Bank published a reviewed classification of world economies. The classifications are updated each year on July 1 and are based on GNI per capita of the previous year. In specific, economies with a GNI per capita between \$4,046 and \$12,535 are defined as upper middle-income economies and those with a GNI per capita between \$1,036 and \$4,045 are defined as lower middle-income economies. In this latest classification, the GNI per capita of Tanzania increased to USD 1,080 in 2020 from USD 1,020 in the previous year. This is a record-breaking achievement

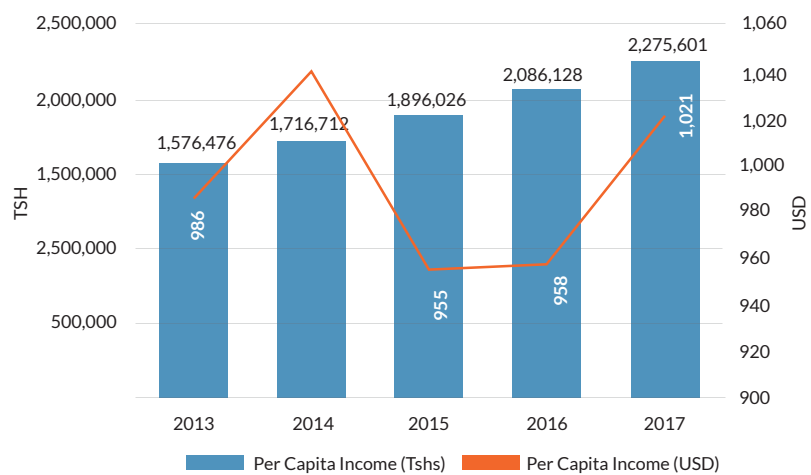
because according to the Tanzania Development Vision 2025, the country would have graduated from a least-developed country to a middle-income country by the year 2025. However, one could ask whether the goal was to reach a lower or upper middle-income classification. But all in all, the shift towards lower middle-income economy signals a progressive improvement of the country's economic growth and its related impact to the economic agents in a nation.

The chart below shows the growth trend of per capita income in Tanzania (World Bank Statistics).

Starting from 2013 to 2017, Tanzania experiences an upward trend

(positive sign to economic growth)

The Trend of Per Capita Income



SOURCE: TRADINGECONOMICS.COM | WORLD BANK

What does the graduation actually mean?

The best way to analyze the impact of the country's graduation to any income bracket is to see what variables are incorporated when measuring the GNI (Gross National Income).

GNI= GDP+ Net factor payment

(foreign resident factor incomes-factor incomes earned domestically by foreigners)

Per capita income = $\frac{\text{GNI}}{\text{population size}}$

- One must note that, GDP is a common measure of economic growth standing out in this national income identity.
- Note: factor incomes are charged on Land/ Labor and Capita i.e. rent, wages/salaries and interests respectively
- One can choose either the Production, Expenditure or Income methods to analyze how these variables translate to positive economic impact that will benefit different agents in the economy (consumers, investors and government)

Let's first understand the variables or indicators in the model used to measure a country's income or per capita income

"GDP"

This is the Market Value of all Final Goods and Services (newly produced on domestic soil during a given time period).

"GNP"

This is the total domestic and foreign output claimed by residents of a country. It consists of GDP plus factor incomes earned by foreign residents minus income earned in the domestic economy by non-residents.

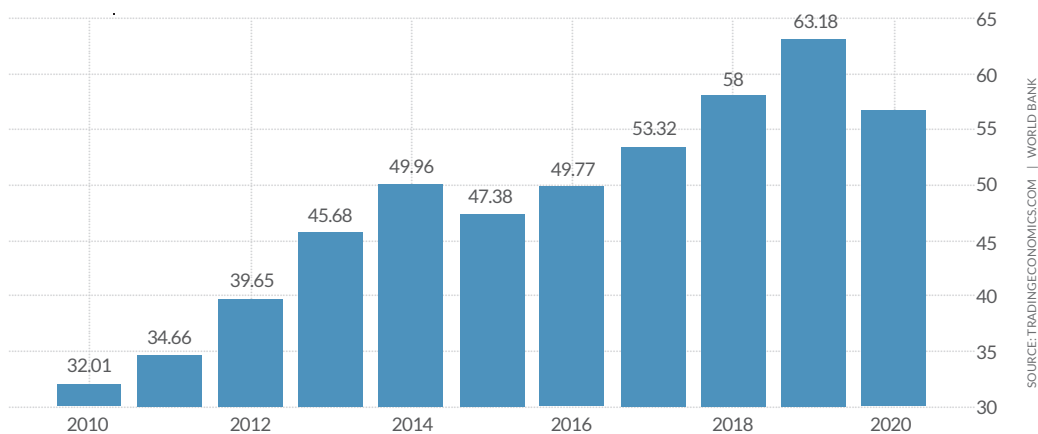


Implication of being a lower middle-income economy

- Aids could start to phase-out due to the shift to a new classification
- The growth relays a positive sign to investors' that the country has a strong economy and thus higher purchasing power
- Avails the country with alternative commercial loans.
- The shift to a lower middle-income economy signals macroeconomic stability in the country. This includes lower stable inflation rates (single digits) hence lowering the cost of living (prices of goods and services). Hence stimulating private sector growth.
- Presence of good governance, peace and free corrupt government officials. All these provide conducive business and investment climate for the private sector.



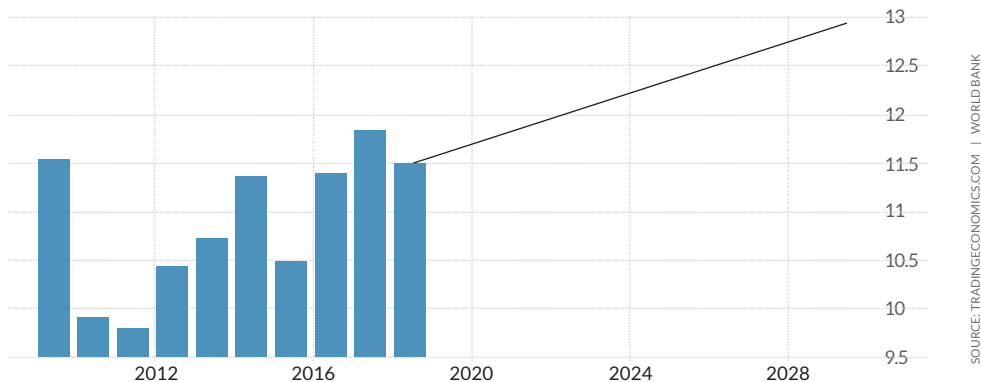
Graph of Tanzania GDP growth trend:



Contribution from the Private sector

- It is believed that private sector is the engine of economic growth and thus world bank report suggest that the private sector has 80% chance of reducing poverty if it is exhaustively engaged by the government.
- The private sector employs over 2Million people in the formal sector, therefore its share to the GDP growth will shed-light on how these people have been part in driving economic output.
- The private sector has been the main financier of government expenditures through tax revenue. Over consecutive years, TRA has had significant tax revenue collections. This means the private sector is productive.
- The tax revenue GDP ratio is increasing showing the private sector contribution towards the economic growth or funding government programs.

The graph aside shows the growth trend of The tax revenue GDP ratio



UPDATES ON THE IMPLEMENTATION OF THE BLUEPRINT ACTION PLAN (BAP) AS OF 8TH OF OCTOBER 2020

Dear Esteemed Members,

Please be informed the Blueprint Steering Committee which is the supreme governing body overseeing the implementation of the Blueprint Action Plan (BAP) took place on Saturday the 2nd of October 2020 at the conference room of the Ministry of Industry and Trade.

The following Progress was noted:

- 01| Blueprint Implementation Unit has been established with five (5) dedicated officers to oversee the implementation and three (3) for funds management and administration.
- 02| There is a mechanism in place for all responsible sector ministries to submit Blueprint implementation report.
- 03| The review of Roadmap for the improvement of Business Environment 2010 was conducted and presented at the IMTC meeting that took place on 23rd of September 2020 and it was further recommended an in-depth analysis to be conducted.
- 04| Blueprint Steering Committee meetings shall continue to take place on each quarter as planned in the BAP
- 05| The proposal to have the Business Facilitation Act has been accepted. Meanwhile, all Miscellaneous Amendments shall continue to be implemented as planned in the BAP.
- 06| The Blueprint Steering Committee endorsed the eight (8) technical Working Groups selected representatives from the private sector and all the key ministries. Selected Private Sector representatives are including CTI, TCCIA HQ, TIFPA, AF, TCT, ACT, CCWT, TIFPA, ACET, TATOA, TAMNOA, APHFTA, TCM, TAREA, VIBINDO & TPSF on cross cutting issues. (As per the 14 TPSF Clusters).
- 07| Continuation of intervention to further address the issues of change of mindset to public servants to ensure businesses are facilitated more efficiently
- 08| The Private sector to ensure ethics and code of conduct are maintained while conducting businesses.

For any queries please contact us via email: membership@tpsftz.org
or phone number: 0739939149

TPSF Acting ED Zachy Mbenna Lists His Priorities

By Shenina Mangula

In July 15, 2020, the Tanzania Private Sector Foundation Board of Directors appointed Mr Zachy Mbenna to be the acting Executive Director. Before this appointment, Mr. Mbenna was the Director of Membership

Mr Mbenna recently listed areas of focus and where he wants to see the private sector.

According to Mr Mbenna his main focus is on enhancing an inclusive private sector portfolio which takes into account the informal sector.

“This entails bringing on-board business startups, ensuring that their issues are addressed so that they can participate fully in economic growth endeavors. “Said Mr. Mbenna, He has vast experience in business management and administration. He holds a Master’s degree in Business Administration from the University of Dar es Salaam (UDSM).

He added that, TPSF would also seek to bring on-board issues affecting businesses run by youths and women. “Just yesterday, we had a meeting with the Tanzania Startups Association to establish areas on inclusion so that they can become part and parcel of private sector initiatives.” Expounded Mr. Mbenna

The aim, he added, was to ensure that participation of the private sector is recognized and functionally utilized to the maximum. That way, TPSF would be able to incorporate the informal sector into active private sector participation.

“It is our goal to ensure that the informal sector – micro, small and medium enterprises, get a platform on which they can grow and graduate,” he said.

Mr. Mbenna also intends to create environments for full representation of the private sector in engagements with the government as key partners in development initiatives. “We are geared to increase participation and representation of the private sector in all structured private – public dialogues,” he said.



Mr Zachy Mbenna addresses the audience during the official launch of Tanzania Startup Association

“We are set to utilize to the maximum all platforms from the district level all the way to the national level through our coordination with the Tanzania National Business Council (TNBC).”

Noting that the guidelines for engagement between the private and public sectors were released early this year, he applauded the government for making sure that the private sector does have appropriate platforms.

“We are looking forward to engaging and working closely with the government to make sure that there is a synergy, as well as functional alignment with the development vision of the country,” he explained.

Commending the government for involving the private sector in various decision making organs, he called for more collaboration between the two sides, to pave the way for bolstering the economy. For their part, he said, TPSF would ensure that decisions made at the national level trickle down the grassroots.

VISITATION BY TRANSPORT AND LOGISTICS SECTOR SKILLS COUNCIL

By Vestina Marcelino

TPSF visits TRC to explore areas of collaboration

Tanzania Private Sector Foundation Acting Executive Director Mr. Zachy Mbenna paid a courtesy visit to Tanzania Railway Corporation (TRC) to explore areas of collaboration on skills related issues and discuss skills gaps and mismatch in the standard gauge railway (SGR) project.

The host, Mr. Masanja Kadogosa- TRC Director General revealed that the agreement between Tanzania Railway Cooperation and the SGR project contractor Yapi Merkez seek to ensure 80% of human resources to be Tanzanian and 20% foreign expatriate. At Technical level the project is required to ensure 80% of project engineers are expatriate and 20% Tanzanian. Though beyond the agreement of the project to date 50% of the technical staff are Tanzanian and the remaining 50% expatriate.

In attendance to this meeting from TPSF were Sector Skills Council Coordinator Ms. Jane Gonsalves, Transport and Logistics SSC Coordinator Ms. Vestina Marcelino and Eng. Prisca Magori Construction SSC Coordinator. From TRC were Eng. Ayoub Mdachi – Deputy Project Manager SGR and Mrs.Nzeyimana Dyegula -Director of Planning and Investment





SGR Construction

Transport and Logistics SSC pay a courtesy visit to CMA CGM

Transport and Logistics Sector Skills Council Coordinator Ms. Vestina Marcelino paid a courtesy visit to TPSF member CMA CGM to discuss ways that will promote enterprise-based training among students.

Mr. Kevin Luande – CMA CGM Intermodal & VAS Development Manager revealed that the company is finding it difficult to get relevant skills for different positions hence it incurs costs to train prospective employees to get the required skills. Mr. Luande urges training institutions to work in close collaboration with employers so as to get insight of what is needed by employers.

CMA CGM Tanzania Limited is a leading worldwide shipping group. It is the third largest container carrier in the world, for this reason they are able to provide transportation solution linking Tanzania to the rest of the world. CMA CGM Tanzania team is composed of 58 dedicated employees distributed across 3 offices, Dar Es Salaam (head office), Tanga and Zanzibar. It serve 4 ports of call: Dar Es Salaam, Zanzibar, Tanga and Mtwara (seasonal) thanks to long term partnerships with local feeders, and three direct services. It offer door-to-door services in Tanzania and African landlocked countries such as Zambia, Rwanda, Malawi, DRC & Burundi.

Visitation Tanzania Shipping Agents Association (TASAA)

A visitation at TASAA revealed that Tanzania developed a Maritime Education Trust Fund which was established on 2011 the aim is to address skills gap in maritime sector and to coordinate training programme and to see how to fill those gaps in marine sector. The chairman is the board member of TASAC and Secretary is the Rector of Dar es Salaam Maritime Institute (DMI).

Transport and Logistics SSC Chairperson Eng Tony Swai advise to Youths on choosing career path

By Veneranda Sumila

As college graduation season has just ended, it is estimated that a whopping 800,000 graduates have joined many unemployed youths on the search for jobs. It is this time of the year when Parents and graduates are beginning to focus more intensively than ever on what's required to land a great role in an exciting field. But this has never been always easy especially in Tanzania. Lack of employment has been one of the most pressing challenge in the country.

BuzzInsight was thrilled to catch up with Transport and Logistics Sector Skills Council Chairperson Eng. Tony Swai who has a lot to share in terms of advising both youth and training institutions that will transform into improving youth employability
Here's what Eng. Tony shares:



Eng. Tonny Swai

QN. What advise do you offer to youth on choosing the right carrier path with emphasize on soft skills.

- i. Youth should choose career path that lead to self-employment. They should find the opportunity /gap first before getting to certain career. For this case, even the vocational institutions, training centers and technical colleges should train students focusing on competences and needs of the society. Youth may look to the right training centers that train skills leading to self-employment.
- ii. The issues of capital should also be considered. Youth should consider how much capital is needed after acquiring certain skills. They should forecast on the ability of establishing their own investment rather than being employed.
- iii. In choosing careers, youth should assess themselves or be advised on their capability of acquiring certain skills. They should be familiar on prior knowledge basing on specific training they need. This is because certain training needs just standard seven or less, while other training needs students who completed secondary schools or higher level.

QN. You have been on the transport sector for more than a decade, what are the main skills challenges experienced so far?

The following are main skills challenges experienced in transport sector in Tanzania

- i. Traffic safety skills
Most transport operators in Tanzania have very little traffic safety skills that help the service provided to be correctly and efficiently utilized, they can help save lives, prevent accidents and injuries, and keep a society functioning in the most optimal way.
- ii. Computerized maintenance skills
Most of modern vehicles are equipped with software to assist troubleshooting of mechanical failure of the vehicle. This simplifies the diagnosis process of the problem to the technicians. But almost 90% of technicians are not capable to handle such pattern of maintenance

iii. fuel economic consumption skills

Fuel is the most costly element in transport sector operation, it takes more than 60% of total cost in the running of the transport business sector. However most of operators are lacking this technical skill of how economically consume the fuel during driving or operating the machine.

QN. Do training institutions involve the private sector on curriculum development and training delivery? Why is it important for training institutions to involve employers on curriculum design and training delivery?

- i. Yes! Most of training institutions involve private sector in curriculum development and training delivery. Recently Bandari College was developing its curricula of which conducted Stakeholders workshop to review and comment on the proposed three Curricula. The members of the Stakeholders workshop came from private, public and government sectors. This is a requirement by NACTE in order for the curricula to be validated.
- ii. During delivery, also many training institutions involve private sector by engaging Part time Instructors/Lecturers. A good example is from Bandari College where by 30% of its Instructors are part time from private sector.
- iii. It is important for training institutions to involve employers on curriculum design and training delivery simply because, these employers are the consumers of the products(students) from training institution, thus by involving them in curricula design and training delivery will justify the real required skills and competences in the working environment.

QN. The private sector contributes to skills development by paying 4% SDL and some go the extra mile by investing in job training and enterprise-based training, the Government on the other part has taken significant initiatives to address human capital development, some of them being NSDS and ESPJ, what different measures can be taken by the government and the private sector to tackle the skills challenge?

The following are measures to be taken by the government and the private sector to tackle the skills

- i. To develop the curricula that are competence based rather than knowledge based as it is by now. Competence based curricula provide more skills compared to knowledge ones but if and only if delivery and instructions are provided based on competence
- ii. Instructors/Lectures/teachers/Tutors should be trained how to delivery materials to students based on competence techniques.
- iii. Industrial Practical Training/Field to students should be given priority. A policy must be formulated to necessitate and enforce all private sectors to accept students to undergo IPT to their firms/companies/organizations. Unlike by now where as it is option for the company to accept students or not. A good example is German where it is a requirement by law to accept students to undergo field

TAFOPA signs MOU with Mbeya city council on the construction of the first SMEs Industrial Park 13rd August 2020

By Veneranda Sumila



The Mbeya City Council signed a Memorandum of Understanding (MoU) with the Tanzania Food Processors Association (TAFOPA) that will see construction of the first SMEs Industrial Park in the country.

Already TAFOPA has secured fund from Swiss based HELVETAS to construct the first industrial park aimed to be a centralized processing and storage hub for small holder farmers in Mbeya and neighboring regions.

The Mbeya City Council on its part has allocated five (5) hectares of land for the long-awaited industrial park which is expected to ease the challenge of lack of machines both for processing and packaging of agricultural produces for small holder farmers.

“For years, small holder farmers have been losing more than 30 per cent of their produce especially

horticultural products due to lack of storage facilities and processing machines,” said TPSF Chairperson Ms. Angelina Ngalula who attended the signing ceremony in Mbeya.

She said that the construction of the industrial park marks an important milestone towards ensuring that farmers especially women and youth have a one stop center full furnished with equipment to enable them process, package and store their products before reaching the market.

“At the industrial park farmers will also get logistics support and advice from experienced personnel” said Ms. Ngalula.

On his part Mbeya Regional Commissioner Mr. Albert Chalamila said the government is committed to empowering SMEs in Mbeya by ensuring that they process and package their products in good standards to meet both national and international markets.

“We have given these five hectares of land to show the government’s commitment towards SMEs development, I believe that the private sector will do justice to this land and that construction of the industrial park will take the shortest time so SMEs can start to benefit,” said Mr. Chalamila during the official signing ceremony.

According to TAFOPA Chairperson Ms. Suzy Laizer a major advantage of industrial parks is that they provide an institutional framework, modern services and a physical infrastructure that may not be available in the rest of the country.

“Industrial parks use modern services, such as information and telecommunications as well as extension services that are critical for innovation, technological learning and company growth,” said Ms. Laizer.

According to a UNIDO report, with industrial parks, costs are reduced through economies of scale in the provision of common services and facilities. Buyers, producers, and suppliers can operate in the same location, thus cutting the transaction costs of economic learning while establishing new standards and norms of entrepreneurial behaviour.

The construction of the industrial park is part of the implementation of a four-year EU funded project named “kilimo bora cha matunda na mboga mboga kwa wanawake na vijana (KIBOWAVI) The project aims at improving livelihood of

75,000 rural people, including 15,000 directly targeted poor small holder farmers (at least 70% women, 50 youth) by contributing to inclusive economic growth, promote private sector development and job creation in the horticulture sector and to increase food and nutrition security in southern highlands region. This project is implemented in collaboration by HELVETAS Tanzania and its partners CODERT, TAFOPA and ADP MBOZI.

The construction of the Industrial park will have key major benefits to the Southern Highland regions including

- i. To equip entrepreneurs both women and youth with a one stop center to process, package and store their products before reaching the market.
- ii. Contribute towards inclusive economy by spurring private sector development and hence contribute toward job creation
- iii. Have food sufficient among societies in southern highland Tanzania
- iv. Assist and simplify formalization of businesses
- v. Reduce post-harvest loss of horticultural produces which is currently estimated at more than 30 per cent.



Mbeya Regional Commissioner Mr. Albert Chalamila (left) discusses the matter with TPSF Board Chairperson Ms. Angelina Ngalula (right) immediately after the signing ceremony of the Agreement for Agricultural Processing Industries for Small and medium Entrepreneurs in Mbeya.

The Agriculture SSC participates in labor market survey in Morogoro

By Lokola Ndibalema

The Morogoro Region Profile (2018) highlights that although the youth age group (10-24 years) contribute significantly to family production, it is plagued by a high level of unemployment and with least skills. The 2012 Census indicated the youth group to represent about 30% of total population in Morogoro with their natural outlet being mostly agriculture.

Swisscontact in collaboration with Vocational Education Authority of Tanzania (VETA), Morogoro Vocational Teacher Training College (MVTTC) and public and private training providers in Morogoro (TPs) are implementing a four-year project on skills development and employment for youth, young women and mothers in Tanzania. The project responds to the unemployment and underemployment among the youth in Tanzania especially young women.

In August 2020, Swisscontact engaged TPSF through the Agriculture SSC to undertake the Labour (LMI) Market Information Assessment in eight districts of

Morogoro Region; Morogoro Urban, Morogoro Rural, Mvomero, Ulanga, Kilosa, Kilombero, Gairo and Malinyi.

Planned for October-November 2020, this Labour Market Information Assessment seek to identify occupations that can provide greatest opportunities for youth employment in agriculture in Morogoro Region. The report will support in creating occupation profile and in identification of key duties and tasks associated with the studied agricultural occupations. The report will also assist in mapping the occupation to international standards (ISCO-08) and occupation skills standards (NOSS) and in completing functional analysis and functional map to identify the required NOSS for the selected occupations.

This LMI assessment will lead to the selection of one occupation to be fully developed as a pilot through creation of a full occupation profile and all related national occupations skills standards (NOSS) based on the duties and tasks required by the occupation.

The Agriculture SSC participates in the review of six curricula used in Ministry

By Lokola Ndibalema
Agriculture SSC Coordinator

Ministry of Agricultural Training Institutions (MATIs) were established to produce competent middle career technical extension experts by offering demand-driven courses for transforming agriculture in the country. The experts are trained for one year at certificate and two years for ordinary diploma levels. All ATIs in Tanzania are under the Ministry of Agriculture.

Currently, there are 29 Agricultural Training Institutions (ATIs) in Tanzania mainland including 14 public and 15 private ATIs. The training offered in MATIs include generalized and specialized courses tailored to address the knowledge and skills gaps demanded in the labor market. These courses include crop production, agriculture production, agro-mechanisation, irrigation, horticulture, land use planning, food production and nutrition. All curricula used in ATIs are prepared by the Ministry of Agriculture through its Directorate of Training and Research.



Whilst the National Council for Technical Education (NACTE) requires all curricula for technical education to be reviewed at least every after 4-5 years, six curricula used in MATIs for relevant courses of Agromechanisation, Land Use Planning, Irrigation, Horticulture, Food Processing and Nutrition and Crop Production expired since 2018. This prompted the need for the Ministry of Agriculture through its Directorate of Training and Research to review them.

In collaboration with Sustainable Agriculture Tanzania (SAT), the Ministry of Agriculture conducted a Situational Analysis in the period May-September 2020 to understand the current skills demanded in the market in view of sustaining and improving the quality of these six curricula in response to the market requirements. One of the important role of the Agriculture SSC is to participate in curriculum review processes in view of ensuring key skills issues demanded in the labor market are well addressed through Agricultural trainings.

The Agriculture Sector Skills Council was engaged in the internal review of the Situational Analysis Reports for the six curricula and in the initial validation session in Morogoro that involved tutors

The Agriculture Sector Skills Council was engaged in the internal review of the Situational Analysis Reports for the six curricula and in the initial validation session in Morogoro that involved tutors from ATIs. These sessions were key for the Agriculture SSC to ensure

key skills gaps for graduates in the six courses are included in the reviewed curricula. The initial findings from these Situational Analyses reports revealed the need for ATIs to continue to deliver courses under the six modules but indicated that there are a number of issues that need to be included in the reviewed curricula in order to equip graduates with key skills currently demanded in the labor market.

The Agricultural SSC advised that such skills should include those related to establishment and operationalisation of agricultural enterprises and how these enterprises should comply to various government requirements particularly on issues around tax and financial accountabilities.

The Director of Training, Extension Services and Research Division of the Ministry of Agriculture Dr. Wilhem Mafuru, acknowledged the active participation of the Agriculture SSC in the curricula review process and applauded the importance of the Agriculture SSC in bringing all important actors in the agricultural skills value chain to help in addressing skills issues in the agriculture sector.

Dr. Mafuru emphasized further that the role of the Agriculture SSC is increasingly becoming more important as the country strive to attain an Upper Middle-income status which prompted for increased need for human resource in the agriculture sector that is highly skilled and with ability to adapt to new technologies.

Agriculture and Livestock insurance

A tool to reduce economical loss for farmers

By Victoria Michael



Agricultural and livestock insurance is important in providing hedge against a variety of risks that farmers face through claim payments in the worst years and thus reduces vulnerability of farmers to such risks. Agriculture insurance not only stabilizes the farm income but also helps the farmers to initiate production activity after a bad agricultural year. It cushions the shocks of crop losses by providing farmers with a minimum amount of protection. It spreads the losses over space and time and helps farmers make more investments in agriculture.

Therefore, agriculture and livestock insurance are part of overall risk management strategy as recommended by the Technical Working Group formed by the Prime Minister's Office to investigate and recommend mechanisms for introduction of agriculture insurance in Tanzania by establishing an Agricultural and Livestock Insurance Scheme in Tanzania.

The broad objective of the National Agriculture and Livestock Insurance Scheme (NALIS) is to offer protection to the farmers from the effects of natural disasters and to ensure payment of appropriate compensation in the event of a loss.

This is why Tanzania Insurance Regulatory Authority (TIRA) and the Agriculture Non-State Actors Forum (ANSAF) organised a consultative meeting on the development of the national agriculture and livestock insurance scheme.

The meeting which was held in September saw various stakeholders discussing different improvement areas on the NALIS document including:

- i. The Ministry of Agriculture to consider expedite the process of farmers registration and have a database of the all farmers so as to inform the Insurance companies on the number of farmers in the country and the size of investments
- ii. The technical committee members shall consider gathering from all Ministries, agencies and Private sector all data to inform the development and shaping of the scheme.
- iii. Both Public and private sector Insurance companies to consider developing products Insuring the Agricultural sector.
- iv. Tanzania Insurance Regulatory Authority (TIRA) to recommend how Insurance companies should be required by law or voluntarily to develop products to Insuring Agricultural sectors.

TPSF nominated to be among members of the technical committee with the following roles:

- Work with other technical committee members to consolidate stakeholders' inputs and work further to shape the draft NALIS
- Data gathering from various Ministries, agencies and private sector
- Preparation of TOR for the technical committee
- Attending technical committee sessions in

BRIEFING OF ACTIVITIES UNDER THE POLICY UNIT

JUNE-SEPT 2020

MEETING BETWEEN EXPORTERS AND THE PERMANENT SECRETARY – MINISTRY OF INDUSTRY AND TRADE

Place: The meeting was held at TPSF offices in Masaki- Dar-es-salaam.

The meeting had two specific agendas; taking stock of the challenges facing exporters and where possible provide clarifications and possible solutions, also to discuss and plan on the modalities for future engagement between the Permanent Secretary and Tanzanian Exporters Opening of the meeting

Hon. Permanent Secretary Prof. Riziki Shemdoe, explained how he plans to engage with exporters on regular basis, at least four times a year so as to discuss and plan how to improve/ promote export trade. He further explained that the third phase, Five Year Development Plan which is themed Realizing Competitiveness - Led Export Growth “to be implemented from 2021-2025.fosuses on enhancing export business, in line with improvement of the country Middle income economy to a higher level.

Exporters had a chance to air out challenges their business, and also proposes recommendations that will promote export business in the country, some of the issues including:

- Exporters raised a concern on the delay of payments of VAT Refunds, as a result challenges in terms of financial liquidity and limits expansion of investments
- Missed opportunities to tap into the regional and Global Markets, it was suggested Tanzania to enter into new or capitalize on the existing Bilateral agreements with countries based on our comparative advantage to promote export trade.
- Lack of cold storage facilities for horticulture produces
- Unpredictability of Policies/ Laws/ Regulations that limits investments in priority sectors such as Agriculture
- Lack of logistics infrastructures, Poor coordination in the Poultry subsector

The Permanent Secretary thanked the exporters for a fruitful discussion and assured them that he will work on the proposed recommendations. He further assured them that there will be regular engagements/ meeting with exporters on a quarterly basis.

MEETING BETWEEN EXPORTERS AND THE PERMANENT SECRETARY – MINISTRY OF INDUSTRY AND TRADE

Place: The meeting was held at Serena hotel - Dar-es-salaam.

Director of planning in the PMO’s office, Packshard Mkongwa, hinted there is a number of success since the policy was introduced, but there are some facilitation challenges on the policies both domestic and foreign. A strong need for Tanzania to improve its investments policies so as to compete in the regional markers such as EAC, SADC and international markets. it is through investments that we can fully exploit the business potentials available in intra-regional trade.

What triggers the review of the Policy?

- Development in the regional and international integrations EAC, SADC, and the envisaged Africa Continental free Trade area (AfCFTA)
- Challenges in Investment coordination and facilitation
- Investment facilitation
- Investment incentives and financing-there is need to review the packages so as to attract more investment in key strategic sectors
- Land for Investment-challenges in acquiring land for investments
- Technological transfer and human resources developments.

WHAT ARE THE DELIBERATIONS;

Private sector gathered their inputs on the reviewed policy and submitted to PMO, s office for consideration during the review process,

TPSF PARTICIPATED IN THE NATIONAL STEERING COMMITTEE ON TRADE FACILITATION

Place: The meeting was held at Treasury square- Dodoma

The meeting is normally chaired by Permanent secretary Ministry of industry and Trade, and co-chaired by the Executive Director of TPSF

In attendance are permanent secretaries from select Ministries, and CEO's of Institutions and agencies that deals with trade facilitation

Main Agenda: Was for the committee to receive report of the implementation of WTO-Trade facilitation Agreement from the National Committee on Trade Facilitation (NCTF)and advise accordingly. Representing the private sector is TPSF, ZNCC, TCCIA&CTI

RWANDA HIGH COMMISSIONER COURTESY VISIT TO TPSF

Place: The meeting was held at TPSF offices in Masaki- Dar-es-salaam,15th September 2020

Hon. High Commissioner of Rwanda to Tanzania, Major General Charles Karamba, paid a courtesy visit to TPSF to discuss ways to strengthen the trade relationship between Tanzania and Rwanda by addressing cross border challenges faced by traders of the two countries in order to reduce their impact on economies of both countries.

WHAT ARE THE DELIBERATIONS;

- To revamp the relationship between the two countries Private sector apex bodies, TPSF and Private sector Federation Rwanda (PSFR)
- Convene Meeting between Tanzania & Rwanda at Rusumo border, Tanzania continues to face challenges trading with is Rwanda through Rusumo border. Following the issuance of a public announcement by the

Rwandese Authority on amendment of customs clearance process/guidelines in April 2020, goods which posed many challenges to Private Sector stakeholders particularly those in the transport and logistics sector as it restricts the movement of drivers, trucks and goods across the border.

- And further discuss the pending challenges that limit trade facilitation across the two countries and find concrete solutions that will enable smooth cross-border flow of goods and services so as to strengthen the trade and economic ties between the two countries.

PRIVATE SECTOR AND AGRICULTURE LEAD MINISTRIES AGREED TO JOINTLY ADDRESS INFRASTRUCTURE LOGISTICAL ISSUES HINDERING EXPORTS OF AGRICULTURAL PRODUCE.

Place: Series of meeting to include the last meeting held during Nane-Nane,

During the joint meeting between the private sector and the Agriculture lead ministries, Tanzania ports authority held during the farmers week fair celebration, stakeholders identified some of the logistical and infrastructures challenges in exports of perishable Agricultural produces.

A matrix of issues was developed with issues, timelines and responsible institution to champion implementation. Key issues highlighted, which needs immediate action including:

- Lack of airfreight for export of agricultural produces and this is due to limited cargo in the country
- Lack of cold storage facilities in our airports and ports
- VAT on cold storage facilities which makes them expensive
- Lack of accredited Agricultural laboratory
- Weaknesses on the TASAC-in provision of services and charges high fees in clearing goods.

WHAT ARE THE DELIBERATIONS;

- To formulate a technical team to develop ToR, and provide technical support to the service provider/ consultant in undertaking the comparative survey on ports logistics services on exports of perishable goods
- To conduct a comparative survey on ports logistics services on exports of perishable goods, the study is expected to come with the best experience drawn from the comparative visit from the competitive ports and airports on handling perishable goods. TAHA is taking the lead in supporting this activity.



Technical committee team meeting in Dodoma 24th Sept 2020

PRECISION AIR ‘THE PEOPLE’S AIRLINE’

By Hillary Mremi

Precision Air Services has earned the title ‘The people’s airline’ during the desperate times of the Corona (COVID19) Pandemic, which has left businesses, families and even countries with the strongest economies devastated.

It is during this time where Precision Air has emerged to be The People’s Airline by playing a crucial role of reuniting families with their loved ones through a number of repatriation flights that were operated by the airline.

As Prevention measures against the spread of the COVID19 countries locked their skies and borders, this left many stranded away from their homes and families and businesses, without knowing how and when they will join their loved ones once again.

It was soon after airlines suspended their scheduled operations, when repatriation flights became the new way and the only way to fly back home. Precision Air is among few airlines that had the opportunity to stay afloat and operate. To date Precision Air has operated about..... repatriation flights and still counting.

Using their ATR fleet Precision air has operated repatriation flights to and from South Africa, Zambia, Comoro, Lubumbashi–Democratic Republic of Congo (DRC), Madagascar and Malawi. Through these flights many have rejoined their families, homes and businesses.

Precision Air’s Managing Director and CEO, Mr. Patrick Mwanri said the airline is proud of its role in the society especially during these challenging times .

“We are overwhelmed by the trust that people have shown us during the COVID19 pandemic, moreover, we are so proud to be able to operate these patriotic flights to fly our fellow Tanzanians back home and rejoin with their families.”

On the other hand Precision Air continued to support Tanzania’s economy by offering reliable flights and transport services that support local economy such as fish bucket transportation from Mwanza, Rice from Mbeya and Parcels. These services facilitate trade within Precision Air’s network and hence cement its position as a true ‘People’s Airline’.

Established in 1993, Precision Air is a public listed airline that provides scheduled flights to 12 destinations within and outside Tanzania from its main hub in Dar es Salaam, including Arusha, Kilimanjaro, Serengeti, Mtwara, Kahama, Bukoba, Mwanza, Zanzibar and Dodoma. The company has also been operating to Entebbe and Nairobi. Other services provided by the company include Charter services and Cargo air services.



REMARKS BY THE TPSF CHAIRPERSON MS. ANGELINA NGALULA DURING THE SADC BUSINESS COUNCIL ANNUAL GENERAL MEETING 1ST OCTOBER 2020

Mr. Nilton Dos Santos, The incoming Chairperson of the SADC Business Council

Ms. Charity Mwiya, Outgoing Member of the SADC Business Council Executive Committee

Mr Peter Varndell, Executive Secretary of the SADC Business Council

Mr Tulo Makwati, from the SADC Business Council Secretariat

Mr Joseph Musariri, from the Federation of Clearing and Forwarding Associations of Southern Africa

Ms Zoe Isaacs, from SADC Private Sector Forum (SPSF)

Mr Norman Moleele, from the Association of Southern Africa Chamber of Commerce and Industries (ASSCI)

Ms. Maxine Hlaba, from the SADC Banking Association

Mr. Vusi Mabena, from the Mining Association of Southern Africa

Mr. Zachy Mbenna, Acting Executive Director of Tanzania Private Sector Foundation

Members of the SADC Business Council

Invited Guests

Ladies and Gentlemen

All Protocol Observed

I am honoured to welcome you all to the First SADC Business Council Annual General Meeting which we are participating virtually. I am greatly humbled and honored by your willingness to join us this meeting with the SADC Business Council Members and I hope that this is the first of many more engagements to come.

I would like to extend our sincere appreciation to the Heads of SADC Member States. We, the Business Community and the SADC Business Council, congratulate you for your outstanding co-operation. We also thank and congratulate you for ushering in extensive reforms, to create an attractive and enabling environment to invest and do business in our member states.

May I also take this opportunity to express our earnest appreciation to the SADC Business Council Secretariat for the work they have done in organizing this meeting and prepare the documents and all members of the SADC BC for being a great part of the milestone that we have made in the past two years, considering the privilege of Tanzania being the first chair of the SADC Business Council (SADC BC).

The SADC Business Council was founded in 2018 to act as a conduit between SADC Member States and the Private Sector in the region. During the review period, our focus has been to develop institutional documents that include the Heads of Terms (temporary constitution), Rules of Engagement and the Constitution.

In addition, we have run a series of Non-Tariff Barriers (NTBs) workshops in SADC Member States, aimed at identifying and solving recurring NTBs. Furthermore, we have worked closely with the African Union towards the formation of the Africa Business Council (AfBC) and the implementation of the African Continental Free Trade Area Agreement (AfCFTA).

I would like to applaud our members and the SADC Business Council Secretariat for their continued commitment and support to the activities of the institution. I would also like to thank the SADC Secretariat and development partners working with us and those who have effectively supported the growth of the SADC Business Council over the past two years.

Ladies and Gentlemen

Since the establishment of SADC Business Council, a lot have been achieved despite the challenges on doing business brought by the Global Pandemic of COVID-19. The SADC Business Council have managed to Fast track and develop SADC Business Council Constitution, Fast Track the development of SADC-BC rules of engagement (how can the private sector engage with the SADC secretariat and member states) and has improved communication with member states organisations in all member states and hence participated in providing inputs to the SADC-BC Constitution.

Ladies and Gentlemen

As the World Health Organization declared COVID-19 a global pandemic on the 11th of March 2020 SADC Countries went on to adopt regional guidelines for harmonising and facilitating movement of critical goods and services across the region during COVID-19. This is because we needed coordinated regional response by Member States to the health and socio-economic challenges brought about by the outbreak of this pandemic. Despite the collective efforts to have a regional coordinated response to COVID-19, the situation on the ground indicates that these measures have been somewhat heterogeneously and variedly applied by the member states.

As the chairmanship was handed over to the Republic of Mozambique, I would like to urge the new Chair to further improve what has been established and on behalf of the Private sector in Tanzania, I pledge full support to the next chairing country, Mozambique in perpetuating the SADC BC agenda.

I once again welcome you to this meeting. I also thank you, Members of the SADC BC for sparing your valuable time in your busy schedules to attend this virtual meeting and it is my wish that one day we will be able to meet physically.

Thank you for your kind attention and I wish you very fruitful meeting.



A woman with dark hair, wearing a white polo shirt, is smiling and looking towards the camera. She is holding a small tool or part in her hands. In the background, there is a large, complex mechanical structure, likely an aircraft engine, with various pipes and components visible.

TPSF Women in Business.

By Shenina Mangula

Hello Tigresses,

Welcome to our new segment of #TpsfWomenInBusiness. In this segment we are going to talk all things women, we are going to celebrate women, inspire, empower, educate each other on different tips and feature our women crush #WCW.

For the grand opening of this segment, let's start off with our #WomenCrushWednesday Ms. Susan Mashibe. She is an example of women in business making great strides in breaking into the global aviation industry. Yes you read it right a Tigress in Aviation Industry.

She is a high-flying woman pioneer in Aviation Services, Founder and Executive Director of VIA Aviation. First company of its kind in Tanzania

She is the first woman in Tanzania to hold both a FAA certified commercial pilot and an aircraft maintenance engineering qualification. A passionate aviator, Mashibe left Tanzania for the US aged 19 to learn to fly jetliners. She studied Aviation at Western Michigan University. Mashibe was honoured as a World Economic Forum Young Global Leader in 2011, and consequently completed leadership modules at Oxford and Harvard University.

In 2002, Susan used all her savings to rent a small office in the Dar es Salaam airport to start her company TanJet which provided technical and logistical support to visiting private jets throughout Africa. Her first client was Jacob Zuma the fourth President of South Africa.

Today, VIA Aviation provides logistical support for corporate, diplomatic and private jets. Her clients include heads of state, monarchs, Fortune 500 executives, celebrities, and military flights.

Susan Mashibe has several other accolades. For instance, she became an Archbishop Tutu Fellow in 2009 and a 2011 Fortune Most Powerful Woman mentee in 2011.

"As a successful female entrepreneur, I recognize that I have a responsibility to support those following in my footsteps, and to give back to the community." - Susan Mashibe

5

Tips to Be a Successful Woman in Business

1. Intuition

Learning to trust your instincts is another important step along the entrepreneurship journey. Women are typically known to have a strong instinct or "gut feeling." We often use this to forecast or anticipate certain situations, and the more years of experience we have, the more harnessed this intuition. We employ this in aspects such as risk management, which is critical to successful project management.

2. Create Goal-Achieving Plans and Regularly Evaluate Your Progress

You need to create a step-by-step plan for each one of your business goals. Also, if your business goals are your destination points, you need to regularly evaluate how far you have moved toward them.

3. Know your numbers and Embrace new technologies.

You must know your business from your financial part of view, focus on using financial reporting to grow the business. Also, think of the distinction that allows you to succeed and how to sell it. Smart business owners should take advantage of new tools to manage their business.

4. Networking

Make contacts wherever you go and create a network full of like-minded, goal-oriented, passionate and hardworking individuals such as yourself. It is important to take every opportunity to learn from bosses, CEOs, team leaders, VPs, colleagues, etc. Remain teachable and hungry for knowledge.

5. Show Up with Integrity

Show up every day and give it your all. Having honesty and integrity will show your colleagues and your team how much strength and character you possess. Don't make it a habit to gossip, complain, or dwell on the negativity of others instead, display the traits of the best leaders.



An Interview with Mr Louis Accaro, the Second Executive Director for the Tanzania Private Sector Foundation (TPSF)

by Veneranda Sumila



Mr Louis Accaro is the Second Executive Director for the Tanzania Private Sector Foundation (TPSF). He saved TPSF in many positions for more than two decades before retiring in 2019.

BuzzInsight editor Veneranda Sumila got a chance to interview him on his Journey at TPSF and the immense impact attained during his presence at the organisation.

QN. 1. Since you were there when TPSF was established way back in 1998 can you kindly tell what was the situation by then? What triggered the establishment of TPSF?

-TPSF was established on 4th November 1998 for the purpose of becoming a platform for all private sector association in Tanzania to have one common voice when dialoguing with the government, focusing on convincing the government to draw business policies that favour the interest of the private sector.

-The situation prior to 1998 was that every business association was trying to dialogue with the government on its own, and often having conflicting positions between different sub sector association of the private sector, thus making difficult for the government to make decisions on any business policy that is developed by any ministry of the government

-It is important to note prior to 1998 the government had started to privatise its parastatal organisations. The privatisation process based on the advice of the world bank which had little consideration of the interest of the local people. The World Bank interest was focusing on privatising these government companies to foreigners who had experience of running similar organisation in their countries. So, there was a feeling from the local business people that the government was selling the country to foreigners with total disregard of the local private sector.

-The other factor to be considered is that, Prior to 1998 most government officials had socialist mindset that led to formulation of policies which focused on encouraging a state-led economy instead of free market economy. It is important to note that after Tanzania abandoned socialism in 1995 the new government spent the following 10 years trying to introduce a free market economy using the same government officials who had no prior experience of a competitive economy. These officials did not get any reorientation from the socialist policies in which they were used to manage vis-à-vis the new free market economy which was introduced by the support of the World Bank in the early 1990s.

-It is also important to note that there were less than 20 private sector associations in 1998 with the Tanzania Chamber of Commerce Industry and Agriculture (TCCIA) been the first to be established in 1988 followed by Confederation of Tanzania Industries in 1992. There was an old chamber of commerce established by the colonialist which was mainly dedicated to the interest of the foreign businesses and which had branches in the major towns in the country ,ie Mwanza, Arusha ,Mbeya, Tanga and Moshi.

-Hence the Private Sector in the country was very young and was struggling to learn from counterparts in neighbouring countries particularly Kenya and Uganda. It was then established that the best way to influence government policies toward business development was to have one umbrella organisation in which all private sector associations would meet, discuss and have a common voice to dialogue with the government.

-In addition to this, Uganda had already established this type of platform known as Uganda private sector foundation, and Kenya had a private sector council of all association managed by Kenya employer's association (KEA). It is this two which later became Private sector Uganda foundation and Kenya private sector alliance. It is also important to note that the manufacturers association in all the three countries including CTI of Tanzania, Kenya association of Manufacturers (KAM), and Uganda manufacturers association (UMA) had already formulated the East African Business Council whose aim was to have a shared policy intervention for all the three countries. It is from here and the experience from the neighbouring countries that the need for establishing TPSF was felt and 33 organisations from various sectors of the private sector met and decided to form TPSF on the 4th November 1998. The first offices were on a rented building owned by Akiba Commercial Bank along the Ohio street in Dar es salaam.

-When TPSF was established, Mr Louis Accaro was an employee of Tanzania Chamber of Commerce Industry and Agriculture (TCCIA) who was given an assignment to oversee the full registration of TPSF and regular oversight to see the implementation of its objective, organise the first meetings of the board members and to liaise with the chairman by then Mr. Arnold Kilewo who was also chairman of CTI.

QN.2. Kindly tell us when did you join TPSF and at what position? How was the situation of the organization by then in terms of membership size, capacity to influence policy development?

-Mr. Louis Accaro joined TPSF December 2002 as its Second fully employed Executive Director after the

resignation of the first fully employed director Mr. Dan Mrutu who was employed in the year 2000 but decided to join Tanzania National Business Council (TNBC) that was established in the year 2001 which was also established by the efforts of TPSF as a consultative platform for dialoguing with the government on all business-related policies. It is also important to note that Mr. Louis Accaro continued to have an oversight on TPSF despite the fact that a temporary executive director was engaged in support of the World Bank till the year 2000 when his contract ended. However, since TPSF had no good financial position and depended on grants from various donors, the newly employed executive director Mr. Dan Mrutu found himself in difficult situation to meet the operational expenses of the foundation, and Mr Accaro was again called in to have an oversight of the foundation to support its management and daily operations.

When Mr Mrutu resigned the position was advertised in the year 2002. Mr Accaro been the senior executive officer of TCCIA applied for the position and was selected to take up the position. After joining TPSF Mr. Accaro's first task was to start looking for new members and by the end of the year 2003 he already had 64 members from 33 members.

It is important to note that the government after accepting the establishment of TNBC as a public/private dialogue platform, the then President of the United Republic of Tanzania H.E the late Benjamin William Mkapa allocated one government building to house the offices of TNBC in 2001. And since the executive director of TNBC and TPSF was the same person at that time, he shifted both offices into this new building.

Since the government building was too small to accommodate offices of two organisations, my second task for was to look for a new office for TPSF. It was therefore decided by the board of TPSF to collect donation from members in order to secure fund for constructing a new office at the same plot near the TNBC offices after getting clearance from the government. By the end of 2003 TPSF had already collected enough money from its members to construct the building that was ready by June 2004

After constructing this office building Mr Accaro approached the donor community for financial support which was accepted by introducing a program managed by the donor themselves known as Business Environment Strengthening in Tanzania (BEST) a program which lasted for up to 2019. The program was also housed in the TPSF building for all that period. This program aimed at strengthening TPSF capacity in the public / private dialogue process. This donor support enabled TPSF to successfully influence government policies since the year 2004 to June 2019. To me this is a very big achievement because it enabled the private sector to dialogue with the government at the national level, regional level and district level.

QN 3. What do you see as the topmost priority in private sector development going forward?

-The most important priority in the development of private sector at present is to get the TNBC to be operational so that the private sector can be able to understand the interest of the government as far as business policy is concerned. The government need to listen to the advice of private sector if it wants the private sector in Tanzania to become the engine of growth. If the regulatory bodies and government agencies will be allowed to do business and compete with the private sector as it is now, it will be difficult for the private sector to forge again because one cannot become a regulator while doing actual business. So far, the government has done so well in addressing the infrastructural issues like roads, railways, air transport, marine transport and water projects and ICT infrastructures which are the basis for any economic take off, but the private sector is not sufficiently enabled to take opportunities that arise out of these developments. It is therefore important for TPSF and its members to see how the private sector in various sectors both large and SMEs can take up these business opportunities. Otherwise the private sector will remain as spectators of what is happening in the economy because there will be no spin-off business arising out of these infrastructural developments.

The second most priority for TPSF now is to address the challenges of the business people at the grassroot level mainly looking for markets for their products

and services. Currently, the linkage between TPSF and the grass roots producers and service providers in all its sub sectors it's not strong enough to make them and the government to feel that TPSF is of any help to them. All grass root business associations in Tanzania are extremely very weak financially and which lack capacity to look for local and foreign markets of its members products. Therefore, the dialogue process now should focus on engaging the government to enable farmers and producers to access markets for their products and services.

QN 4. Skills have remained to be one of the most pressing issues among youth in Tanzania, What advice do you offer to youth on choosing the right career path with emphasis on soft skills?

It is true that skills development has been the most pressing challenge in our country and unfortunately neither the private sector nor the academia understands how to advance skills development in the country.

Skills development goes hand in hand with educational development. Mistakes made in the education sector of emphasizing more on theories than on practical education has left the country in a situation whereby its youth are unable to cope with the skills development in the world.

Skills development in any country requires multiple sector programs that addresses skill at all levels from the primary school, tertiary school and university level with both classroom and industry linkages that have to be formalised by the government policies, laws and regulations. In the absence of the above talking, skill development is a night mare that requires a total U-turn and that need a national martial plan to catch up with global skill development in the world.

My advice to youth is to understand that job opportunities are plenty in all the sub sectors of the economy and that knowledge of various skills are available online. Youths need to learn the skills online through ICT online systems. The other thing that is important for the youth is to be innovative in all aspects to cope with competitive nature of the skills development in the world. The innovative process must be acclimatised to the Tanzania situation for achieving successful skill development.

QN 5. The private sector contributes to skills development by paying 4% SDL and some go the extra mile by investing in job training and enterprise-based training, the Government on the other part has taken significant initiatives to address human capital development, some of them being NSDS and ESPJ, What different measures can be taken by the government and the private sector to tackle the skills challenge?

As I have said above skill development is not a onetime/project intervention, it needs multisectoral approaches that are linked with innovative thinking. The World Bank skill development that is been implemented by ministry of education and TPSF is just one intervention and it may benefit very few individuals if the programs are not sustainable. The funds provided for the skills council are just a drop in the ocean and it requires huge amount of funding by the government to make the skill councils, skill centres to be operational in a sustainable way that can impact the youth in various sector of the economy.



Different photos of Mr. Louis Accaro during his time in the office

TPSF COURTESY VISIT TO ZANZIBAR

By Mwamini Mohamed

BACKGROUND

TPSF is currently implementing a TMEA funded project titled, 'Public-Private Sector Dialogue (PPD) for Trade and Investment' which focuses on direct, indirect and invisible costs of energy, transport and logistics, poor infrastructure, regulation & compliance, taxes, sector and investment-specific incentives. The project is designed as a cross-cutting component to support reforms towards multiple PPD frameworks that work towards resolving business environment issues.

A 3 man delegation from TPSF Secretariat visited Zanzibar from 12th July 2020 – 19th July to undertake a 7 day activity that aimed to comprehend in depth the state of dialogue in Zanzibar i.e. Public-Private Dialogue and Private-Private Dialogue, Investment opportunities, Trade (with a special outlook of interstate NTBs), Public Online platforms that complement business operations and investment promotion, Corporate Social Responsibility (this is an area of interest for the Revolutionary Government of Zanzibar) and general state of affairs in what it is politically referred to as the “post-COVID-19 assessment” in Zanzibar. The visit is also meant to exchange experience and expertise between TPSF and ZNCC on day to day operations, policy engagements and governance matters.

Objectives of the Activity

- Develop a commitment charter with PSOs in Zanzibar
- Identify gaps in the state of dialogue in Zanzibar (Engagement with PSOs and Public sector representatives e.g. ZNBC)
- Gain insight on existing Investment opportunities in Zanzibar and take stock of present operating electronic platforms that complement Investment attraction in Zanzibar . This includes electronic platforms operated by the Government that the private sector should be aware of
- Enhance private – private engagements on Trade and PPDs (PSO and CEO quarterly roundtable)
- Share experience with private sector stakeholders through private to private engagements
- Evaluate the need to establish and operationalise an annual Investors Roundtable in Zanzibar

Some of the meetings held include:

PEER TO PEER CHAT BETWEEN ZANZIBAR NATIONAL CHAMBER OF COMMERCE AND TANZANIA PRIVATE SECTOR FOUNDATION

Monday, 13th July 2020, Tanzania Private Sector Foundation (TPSF) secretariat visited Zanzibar National Chamber of Commerce (ZNCC) and had a peer to peer exchange on the state of dialogue, governance and investment.

The discussions briefly touched on investment opportunities present in Zanzibar and it was noted that the pace of the government going digital has significantly improved over the past years hence supporting investment promotion initiatives.

With regards to good governance practise, ZNCC has a Memorandum of Understanding with Zanzibar Anticorruption and Economic Crimes Authority (ZAECA) with aim to strenthen the Public Private Partnership (PPP) in the combat and prevention of corruption and uphold good governance practice. It was agreed that this is an area of further benchmarking and wrapped up by agreeing to share avenues that each institution participates in matters related to good governance.

COURTESY VISIT TO MINISTRY OF FINANCE AND PLANNING – PPP UNIT – (15th July, 2020)

TPSF met the Head of PPP Unit and his team to understand PPP development in Zanzibar.

Currently, Zanzibar has developed a Policy, Guideline, Regulation and Act to support PPP. The law in Zanzibar allows for a consortium of bidders. There are 13 feasibility studies which will soon be disclosed to the public for tendering processes.

The Ministry of Finance and Planning expects to conduct the first Market Sounding Event to test the private sector's appetite for PPP projects and assured that Zanzibar has made enough preparations for PPP.

COURTESY VISIT TO ZANZIBAR INVESTMENT PROMOTION AUTHORITY (ZIPA) – (15th July, 2020)

TPSF met with the Ag, Executive Director of Zanzibar Investment Promotion Authority.

ZIPA works to promote and facilitate investment on Zanzibar through encouraging private capital rather than government capital. ZIPA works closely with TIC and private sector stakeholders in Zanzibar such as ZNCC.

COURTESY VISIT TO ZANZIBAR BUREAU OF STANDARDS (ZBS) 15th July 2020

TPSF and ZNCC met with Zanzibar Bureau of Standards and discussions dwelled on private sector competitiveness, pace of harmonisation, digitalisation, SME support and on going operations.

ZBS has significantly worked with EAC partner state institutions in ensuring harmonization of standards.

- ZBS has a better technique for lubricant testing – currently TBS is benchmarking this method from ZBS
- ZBS provides feedback to businesses that do not conform to standards, this has helped businesses improve in standards
- Currently, ZBS is a shadow member of ISO ARSO EAC – and assured the meeting that the ZBS standard is globally recognised e.g there are products from UAE that have the ZBS standard mark
- Some famous products such as YamiYami and Ubuyu wa Babu Issa have requested standard from ZBS
- Innovation corner – ZBS is the first to make the standard for the Boflo bread
- To date, there are 35 products that hold the ZBS mark

COURTESY VISIT TO ZANZIBAR FOOD AND
DRUG AUTHORITY (ZFDA) 16th July 2020

ZFDA conducts 3 main activities namely product inspection & enforcement, evaluation & registration and analysis & testing. ZFDA transformed from a board and currently operates as an agency.

PEER TO PEER CHAT WITH ZANZIBAR FREIGHT
FORWARDERS BUREAU (ZBF) 16th July 2020

COURTESY VISIT TO ZANZIBAR REVENUE
BOARD (ZRB) 17th July 2020

TPSF WELCOMES NEW MEMBERS

1. Shikana Law Group
2. Communal Shamba Ltd
3. Tanzania Environmental Expert Association (TEEA)
4. China Tanzania Agricultural Association
5. Association of Real Estate Professionals in Tanzania (AREPTA)
6. Tanzania Startup Association (TSA)

Agricom signs Pact with CRDB Bank to help Farmers

Agricom Africa Ltd signed a partnership agreement with CRDB bank Plc for the provision of soft loans that will enable farmers to access modern agricultural equipment.

The pact aims to equip farmers with modern tools that will ease agricultural activities and increase productivity hence bring about an agricultural revolution in the country.



Minister of Agriculture Mr. Japhet Hasunga testing one of the tractors after witnessing a signing ceremony of MoU between CRDB Bank and Agricom Africa in Dar es Salaam. To the left is Agricom CEO Ms. Angelina Ngalula and CRDB Managing Director Mr. Abdulmajid Nsekela.



CAR SAFETY TIPS

By Anold Katembo

Hi... I am Arnold Katembo an independent Transport Officer who works at TPSF. Today I will share safety procedure of checking your car before ignition.

- ✓ You must view your car and insure that it is your real car.
- ✓ Open the door and switch on hazard light.
- ✓ Cross check both sides of the car.
- ✓ Check to ensure tires have enough pressure and bolts are tightened well
- ✓ Clean car wiper
- ✓ Check spare tire and establish if it is in good condition.

✓ Open your car bonnet and check the following things.

- ✓ Check if the engine is there.
- ✓ Measure engine oil
- ✓ Check coolant in the radiator pot.
- ✓ Check wipers jaw if water is enough.
- ✓ Check hydraulic fluid.
- ✓ Check brakes fluid.
- ✓ Check if there are any leakages.
- ✓ Close your car bonnet.
- ✓ N:B Before you leave the front part of your car bend down to check if there are any leakage or drops of engine oil, fuel or water.

✓ Other things to be checking includes:

- ✓ Jack.
- ✓ Spare tire.
- ✓ Car manual book.
- ✓ Two pairs of reflectors.
- ✓ Wheel spanner.
- ✓ Tire lock (used to put a back tire if you want to exchange tires.)
- ✓ Emergence complete first aid kit.
- ✓ Insurance if it is valid.
- ✓ Your licence

You must use your left leg to enter the car and remember to wear a seat belt before starting the engine.

Thank you for following up on this useful topic, next topic we will discuss safety measures to start the engine.

Keep in touch.

BENEFIT OF WEARING SEAT BELT

By Anold Katembo

After you get into your car make sure you properly fasten your seat belt and ensure that passengers on the car have fastened their seat belt. Close the car door and lock your car. Put ignition **on** and different signs will appear on the dashboard such as battery, engine, airbag, and others. However, you should ensure that everything goes back to normal with no flash lights or signs on the car dashboard after the ignition.

✓ It provides safety to everyone in the vehicle and other motorists.

Seat belts save lives, and this is a fact that has been proven through countless studies and researches, even if you have an older model vehicle without airbags a fastened seat belt will assist to protect you during accidents. Researches show that millions of lives over the world were saved by seat belt use, and as usage increases, traffic fatalities decrease.

•Keeps you in place during impacts (Ejection)

In most cases, wearing a seat belt prevents ejection from the vehicle. Statistics show 75 percent of drivers ejected during a car accident were killed. Only one percent of them were wearing a seat belt.

The seat belt keeps you in your seat position, not thrown through the windshield, or thrown loose in the vehicle. Most people do not realize the forces created during impacts. But seat belts place you on the same position despite the accident.

•It is designed to work with your airbags.

Airbags are designed to help keep you in place, along with your seat belt. If you are not wearing it, then the airbag system is ineffective.

✓ Keeps you from receiving a fine for not wearing one.

As already mentioned, there are seat belt laws and, if you are caught not wearing one, you could be issued a traffic ticket, be required to pay a fine, and end up with the violation on your driving record.

✓ Reduces the risks of serious injuries and death.

There are people who have survived minor injuries when their cars crashed because they were wearing their seat belt. If they had not, they could have been seriously injured or, died.

Wearing a seat belt minimizes the body's contact with the interior of the car resulting in fewer injuries. According to researches, seat belt usage reduces the chance of being injured by up to 50 percent.

✓ Prevents your auto insurance from declining to cover damages in an accident for not wearing a seat belt.

If you are in an accident, regardless of fault, your insurance policy may have a clause that states you will not be reimbursed for any damages, both personal injury, and vehicle damage, if you were not wearing seat belt.

A seat belt is a safety harness designed to hold you in place in the case of an accident or abrupt stop. It is intended to reduce injury or prevent death during a motor vehicle crash. It is a proven fact that seat belt use saves lives each year. However, many people prefer not to wear a seat belt



Demonstration on how to properly fasten your belt

PICTORIAL STORIES

Meeting between the TPSF Secretariat headed by the Chairperson Ms. Angelina Ngalula & Italian Ambassador Roberto Mengoni. The discussion was around areas of collaboration between Tanzania and Italy and strategies on how the private sector of the two countries will work together especially those in agribusiness. In attendance, TAFOPA Chairperson Susan Laizer, Chief of Party Aspires-TZ Prof. Nyange & TPSF Secretariat. (July- 17 -2020)



The Construction Sector Skills Council paid a courtesy visit to the Salender Bridge Project. The aim was to explore ways of promoting enterprise-based training, through linkages between the project and selected training institutions. (July- 22 -2020)





The Chairperson of the Tanzania Private Sector Foundation (TPSF) Ms. Angelina Ngalula led members of the Board of Directors of TPSF, Private Sector Leaders, Executive Directors of Companies, Senior Officials of Private Organizations and Private Sector Stakeholders in Tanzania to pay last respects to the former President of the United Republic of Tanzania Phase III, the late Benjamin William Mkapa who passed away on the eve of 24/7/2020. (July-27-2020)



Meeting held at Serena Hotel Dar es Salaam, between TPSF and Private Sector Stakeholders to discuss key issues affecting their day to day operations. The meeting discussed issues that will boost business growth, job creation and increase government revenue in order to expedite private sector led socio-economic development in Tanzania. (August-3-2020)



TPSF held a capacity building session for Sector Skills Council (SSCs) Secretariat focusing on how to develop National Occupation Skills Standards (NOSS) & Labor Market Intelligence. Facilitated by SwissContact Country Director Stephen Morley. (August 4 2020)



Sector Skills Council secretariat engagement with officials from TRA, OSHA, WCF, TCU and NACTE to discuss on provisions/guidelines that allow and support employers in conducting enterprise-based training (internships & Field attachments) at ease. The ultimate goal is to ensure enterprise-based training benefits many students. (August 6 2020)

TPSF conducted a training on basic business management to UWAVIUTE, Women with Disabilities who have employed themselves in tailoring mart. This is part of TPSF efforts to support community and special marginalized groups. (August 6 2020)



TPSF attended the first National Kaizen Day 2020 in Dodoma. During the event two key documents were launched namely National Framework for Quality and Productivity Improvement in Manufacturing Sector (FKM 2020 -2030) and Industrial Cluster Development Manual. (August 19 2020)



TPSF participated on the National Committee on Trade Facilitation Meeting. The discussion was on accessing the Country's Implementation of the WTO Trade Facilitation Agreement following the ratification and Review of the Tanzania draft Trade Facilitation road map and development of the action plan for the same. (August 26 2020)



Sector Skills Council Coordinator Ms. Jane Gonsalves (right) participated in Skills for Employment Tanzania (SET) Technical Committee meeting. Among the things the meeting aimed at expanding areas of collaboration. (August 26 2020)

TPSF in collaboration with UN Global Compact had a consultative meeting that aimed at gathering Private Sector recommendations to be considered on the Development of Five Year Development Plan III.



TPSF participated on a Non Tariff Barriers to Trade meeting (via video conference) Organized by the EAC Regional Committee. The meeting was around Addressing NTBs reported in the Time Bound Matrix & seek elimination measures for the same. And, Updates on the study on impact of NTBs in EAC. (September 2 2020)



TPSF visited Tanzania Shipping Agents Association (TASAA) offices to discuss skill issues in the Shipping Sub-Sector. TASAA Vice Chairman Mr. John Massawe explained many things including the Maritime Education Trust Fund which was legally created in 2011 to help solve technical challenges in the Maritime sub-sector and provide solutions. (September 2, 2020)



Acting Chairperson Ms. Angelina Ngalula hosted a delegation from Prime Minister's Office to discuss various Private Sector issues with the aim of coming up with better strategies to strengthen Private Sector Development. (September 3 2020)



TPSF attended the Dar es Salaam Regional Business Council. Chaired by the Regional Commissioner Abubakar Mussa Kunenge the meeting aimed to discuss challenges affecting business operations and propose mitigation factors that will spur business prosperity in the region. TPSF Chairperson Ms. Angelina Ngalula participated to this important event. The meeting brought together different public and private sector stakeholders (September 3 2020)



TPSF Transport and Logistics Sector Skills Councils officials visited CMA CGM to explore different skills related issues and opportunities available for enterprise-based training. Among issues discussed was the need for employers to be involved in Curriculum development of Transport & Logistics related courses so it can result into having the relevant human capital to suit different work positions. (September 4 2020)



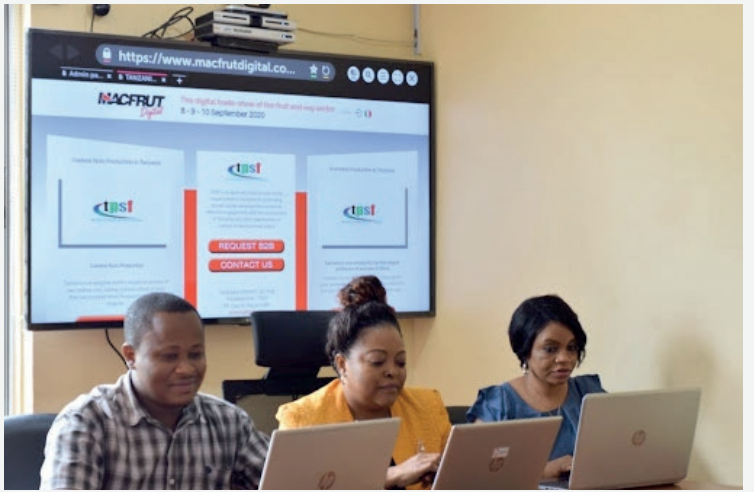
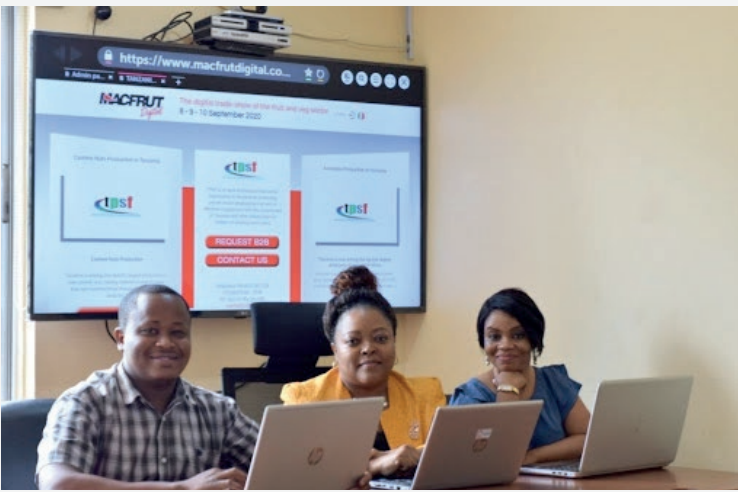
Transport and Logistics Sector Skills Councils Coordinator Ms. Vestina Marcelino visited Precision Air (one of our members) to explore different skills related issues and opportunities available for enterprise-based training. She was hosted by Precision Air’s Managing Director and CEO, Mr. Patrick Mwanri (September 4, 2020)



TPSF Chairperson Ms. Angelina Ngalula had a consultative meeting with the Permanent Secretary Ministry of Industry and Trade Prof. Riziki Shemdoe and members from The Tanzania Truck Owners Association (TATO) & Tanzania Association of Transporters. The meeting aimed at discussing the current situation of trade across borders and other challenges which transporters face. The Permanent Secretary promised to meet stakeholders on the transport and logistics sector once each quarter (September 8 2020)



TPSF in collaboration with Tanzania Exporters Association (TANEXA) organized a Breakfast Meeting between Permanent Secretary from the Ministry of Industry and Trade Hon. Prof. Riziki Shemdoe and Exporters. The meeting aimed at Taking stock of the challenges facing exporters and where possible to provide clarifications and possible solutions. And to discuss and plan on the modalities for future engagement between the Permanent Secretary and Tanzanian Exporters. (September 9, 2020)



TPSF participated in an Online Macfrut Digital Trade Fair, on Fruits and Vegetable Sector. It was a Three-day event for Fruit and Vegetable Sector Professionals with B2B meeting from all over the world. (September 9, 2020)



TPSF and some of its members in the Oil & Gas cluster actively participated in the stakeholders' consultation meeting that was organized by EWURA on the review of Bulk Procurement System for the Harmonization of landed costs of petroleum products. (September 9 2020)



TPSF Acting Executive Director Mr. Zachy Mbenna paid a courtesy visit to TIC where he met Executive Director Dr. Maduhu Kazi. Among the many issues discussed was exploring areas of collaboration. The two institutions agreed to work more closely to spur and complement each other in investment promotion and Private Sector development initiatives in the country.(September 9 2020)



TPSF held the Private Sector consultative meeting with a team of experts from the Ministry of Finance and Planning to discuss the recently proposed TASAC Fees. The meeting aimed at providing a platform where members from the private sector reviewed, commented and provided recommendations on the proposed fees. (September 11 2020)



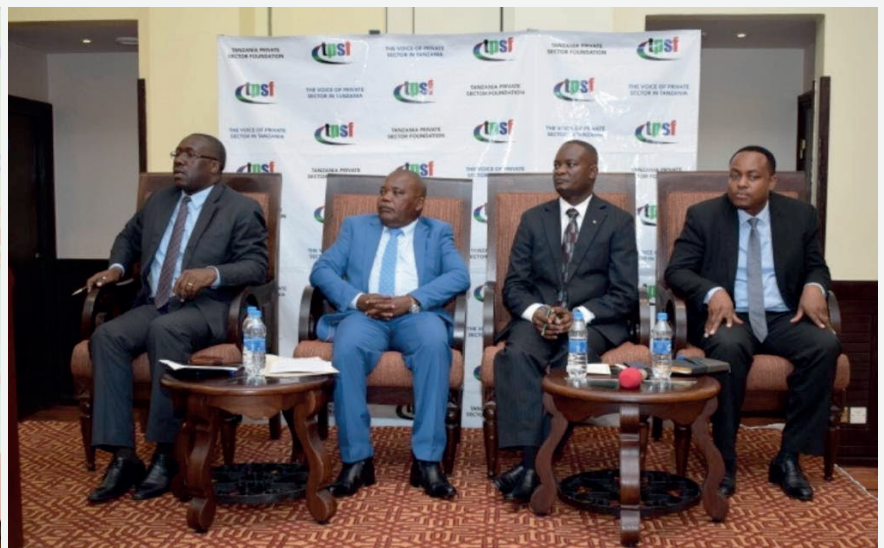
TPSF Acting Executive Director Mr. Zachy Mbenna hosted the Rwandan Ambassador to Tanzania Ambassador, HE Maj. Gen. Charles Karamba to discuss different bilateral trade and investment relations that will spur business between Tanzania and Rwanda. (September 15 2020)



TPSF Ag. Executive Director Mr. Zachy Mbenna hosted a delegation from Ward Holdings International, a USA based capital partner firm that builds bridges among entrepreneurs and businesses in the United States, Africa, China & India. The purpose of the visit was to explore investment opportunities along the value chain of cashew nuts and horticulture in Tanzania. (September 16 2020)



TPSF attended the Policy analysis Group Retreat at Gran Melia Hotel in Arusha. Discussion was around Agricultural Reforms strengthening to include developing a communication strategy on reforms, Monitoring of reforms, and raising public awareness on reforms. (September 17)



TPSF in collaboration with the Prime Minister's Office organized the consultative session on the National Investment Promotion Policy of 1996 at Dar-es-Salaam Serena Hotel. The NIPP is set to ensure business environment reforms are aligned with the needs of the private sector. (September 21 2020)



TPSF in collaboration with the Chief Secretary's office held a Breakfast Meeting on NACSAP III. The meeting was chaired by Temeke PCCB Chief Mr. Donasian Kessy. NACSAP III is the continuation of the Government's efforts in preventing and combating corruption and strengthening good governance across all sectors of the economy. (September 22 2020)



TPSF chairperson Ms. Angelina Ngalula paid a courtesy visit to one of TPSF member Oil & Gas Association of Tanzania (OGAT) where she met the Chairperson Mr. Andrew Hanna. The visit is part of TPSF initiative to visit members for building & strengthening robust relationship. (September 23 2020)



TPSF held a Private Sector consultative forum on establishment of the Judiciary Roundtable at Four Points by Sheraton Dar-es-Salaam- New Africa Hotel. The aim of the meeting was to Share summary of engagements conducted by TPSF to compliment establishment of Private Sector – Chief Justice Consultative Forum 2 and Align short term, mid-term and Long-term agendas of the Forum (September 23 2020)



Energy Sector Skills Council (ESSC) Coordinator Ms. Rehema Mbugi attended a Renewable Energy stakeholders Forum as part of SSCs initiative to support private sector participation on curriculum development and review. (September 24 2020)



TPSF through Sector Skills Councils (SSCs) attended a meeting with NBS in Morogoro. The meeting focused on finalizing Baseline Survey Tools and Sampling for a Labour Market Information Survey to be conducted in October. (September 24 2020)



TPSF participated on a technical committee Meeting to discuss the designing of a comparative study on port logistics for perishable goods. (September 25 2020)



ICT Sector Skills Council in collaboration with the ICT COMMISSION OF TANZANIA held a meeting with Heads & Principals of ICT training providers. The meeting aim was to discuss effective approaches that the ICT SSC and ICTC can intervene to assist and support ICT higher learning institutions improve efficiency of the curriculum review and development process.(September 25 2020)

TPSF, through the Tourism Sector Skills Council paid a courtesy visit to the Permanent Secretary of the Ministry of Natural Resources and Tourism, Dr. Aloyce Nzuki to discuss on the ongoing skills Development Initiatives and how effectively the two can work together to develop employability skills in the tourism Sector and achieve intended objective of reducing skills gap and mismatch in the country.

TPSF delegation was led by Tourism Sector Skills Council Chairperson, Mr. Richard Rugimbana who was accompanied by Tourism SSC Coordinator, Ms. Mwanaarabu Sibuma, Director of Finance Mr Mbosela Mbosema, M&E Specialist, Mr. Richard Komba and Communications Manager, Ms. Veneranda Sumila.

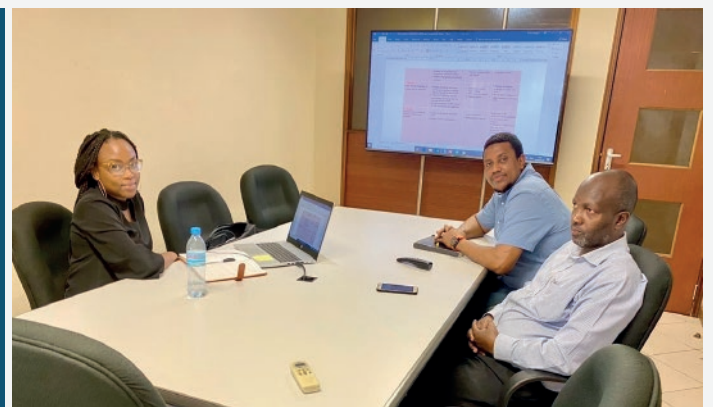


TPSF Acting Executive Director Mr. Zachy Mbenna hosted the Embassy of Egypt First Secretary Head of Economic and Commercial Bureau Mr. Mohamed Ibrahim to discuss ways that will promote business relationships between Tanzania and Egypt. Among the things urged is the Private Sector to be proactive in promoting available opportunities for the sake of seeking business partnerships in & outside the country. (September 25 2020)



TPSF, through the Agriculture Sector Skills Council paid a courtesy visit to the Permanent Secretary of the Ministry of Agriculture, Mr. Gerald Kusaya. The meeting aim was to discuss the ongoing skills Development Initiatives and how effectively the two can work together to develop employability skills in the Agriculture Sector and achieve the intended objective of reducing the skills gap and mismatch in the country. (September 28 2020)

Construction Sector Skills Council (CSSC) Coordinator Eng. Prisca Magori paid a courtesy visit to Norplan Tanzania Ltd, one of CSSC member who is also a corporate member of TPSF. Discussions dwelled on best modalities to promote enterprise-based training for construction cadres.



Acting Director of TPSF Mr. Zachy Mbena led a delegation of TPSF (Sectoral Skills Councils) to visit three major Government Ministries. The delegation was hosted the highest level executives in those Ministries which are:

1. Prime Minister's Office Labor, Youth, Employment and Persons with Disability, where they were hosted by the Director of Labor and Skills Mr. Ali Msaki.
2. Prime Minister's Office Policy, Coordination and Investment where they were hosted by the Permanent Secretary Dr. Doroth Mwaluko.
3. Ministry of Education where they were hosted by the Deputy Permanent Secretary Prof. James Mdoe

The purpose of the meetings was to present a progress report for the implementation of the Sector Skills Councils (SSCs) component of the ESPJ



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