NATIONAL NEWS

Group seeks better environment, remuneration for domestic workers

By Guardian Reporter

EMPLOYERS of domestic workers have been urged to value contribution of the house helps by respecting and compensating them fairly. Wagala Shungu, secretary of

the Conservation, Hotels, Domestic and Allied Workers Union (CHODAWU) made the call in Dar es Salaam recently at a stakeholders' meeting called to discuss and push for the ratification of the International Labour

Organisation (ILO)'s convention number 189.

She said that domestic workers play a very big and important role in ensuring that families are safe and healthy for many years, the group is yet to be given much needed recognition

Shungu said the union works hard to provide awareness to the society about domestic workers to help change people's negative perception about them, which leads to cruelty and other forms

of abuse.

To further enable domestic workers enjoy their roles and fulfil their dreams, Shungu underscored the need for the government to ratify the ILO's convention number 189 in order to help improve working conditions for the group.

She said the ILO adopted its convention number 189 in June 2011, which is the first time the rights of domestic workers were recognised and some countries currently take efforts to ratify it.

According to Shungu, ratifying the convention will formalise domestic work, adding that the same will give workers respect like other fields.

"In addition to being underpaid, domestic workers in the country are still not given contracts of employment, not handed payslips, not registered for injuries on duty, not registered for health insurance and not extended leave benefits, among other violations," she explained. Zanini Athuman, national

domestic workers chairperson said: "Domestic workers do the indispensable work of caring for children, families and communities and help many meet essential household care needs. Unfortunately, many of them often face barriers to decent work such as poor working conditions, low pay, wage theft, exploitation and other violent actions."

Athuman said that ratification of the convention will be an important and welcome step to

protect the rights of all workers to be free from workplace violence and harassment.

She further said that the convention insists on the right to privacy for domestic workers which include providing the workers with a safe and private room for them to stay. Currently, she many employers put them in unpleasant places such as kitchen, corridors and sitting rooms.

underpaid, domestic workers in the "Being a woman and a docountry are still not mestic worker here is a double given contracts

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Guardian

Institute starts project to support special needs students

By Correspondent Valentine Oforo, Dodoma

THE Dodoma-based Institute of Rural Development Planning (IRDP) is implementing a project meant to build an enabling learning environment for its students with special needs.

The initiative which focuses on attaining inclusive education at the institute is being executed with financial support from Higher Education for Economic Transformation (HEET) project as well as the institute's internal sources.

IRDP Rector Prof Hozen Mayaya told this writer in an interview recently that the institute which operates under the Ministry of Finance decided to implement the project in order to ensure that students with special needs get their rights for better education just like others.

"In our document pertaining to the institute's scheme of service, we have





Mara regional commissioner Said Mtanda inspects a ceremonial guard mounted by police officers in the Tarime/Rorya Special Police Zone at the weekend to mark Police Family Day. Photo: Guardian Correspondent

requested to recruit professionals for mentoring students with special needs. We have already dispatched it to the President's Office (Public Service and Good Governance)," he said.

Through the project, he said that the institute is working to identify students with different forms of disabilities in order to assist them as per their relevant physical impairments.

"The vision is to ensure the institute becomes a better and friendly place for sheltering and providing equal quality education for all enrolled students irrespective of their physical status," he said.

Dr Sagumo Malenda, Inclusive Education Coordinator at HEET project said that there are 27 students with special needs at the fast-growing institute.

According to him, the groups include those with hearing impairment, different forms of physical disabilities, poor vision as well as albinism.

"During the first phase, IRDP received 7m/- from HEET for caring for students with special needs and the first step was to identify them at our two campuses of Mwanza and Dodoma and give them basic assistance," he said.

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tragedy. Despite grappling with negative attitudes and ridicule that domestic workers face from society, they also have to endure sexual harassment, demeaning name-calling and many others," she said.

In addition to being



Issued pursuant to regulation 7 of the Banking and Financial Institutions (Disclosures) Regulations, 2014

PUBLICATION OF FINANCIAL STATEMENTS

CONDENSED STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023 (Amounts in million shillings)	Current Quarter 31-Dec-2023	Previous Quarter 31-Sep-2023
A. ASSETS:		
1. Cash	708	617
2. Balances with Bank of Tanzania	6,843	14,576
3. Investments in government securities	-	-
4. Balances with other banks and financial institutions	63	54
5. Cheques and Items for clearing	9	(53)
6. Inter branch float items	-	-
7. Bills negotiated	-	-
8. Customers' liabilities for acceptances	-	-
9. Interbank loans receivables	7,372	6,371
10. Investment in other securities	-	-
 Loans, advances and overdrafts (Net of allowance for probable losses) 	62,476	61,859
12. Other assets	2,555	2,050
13. Equity investments	-	-
14. Underwriting accounts	-	-
15. Property, plant and equipment (net)	1,057	962
16. TOTAL ASSETS	81,083	86,436
B, LIABILITIES:	-	
17. Deposits from other banks and financial institutions	2,400	4,038
18. Customer deposits	58,709	59.320
19. Cash letters of credit	-	-
20. Special deposits	· ·	-
21. Payment orders/transfers payable	-	-
22. Bankers' cheques and drafts issued	-	-
23. Accrued taxes and expenses payable	2,503	1,844
24. Acceptances outstanding	-	-
25. Interbranch float items	607	3,287
26. Unearned income and other deferred charges	-	-
27. Other liabilities	1,213	2,433
28. Borrowings	-	-
29. TOTAL LIABILITIES	65,432	70,922
30. NET ASSETS/(LIABILITIES) (16 minus 29)	15,651	15,514
C. SHAREHOLDERS' FUNDS:	1	
31. Paid up share capital	30,912	30,912
32. Capital reserves	17	17
33. Retained Earnings	(20,302)	(20,302)
34. Profit (Loss) account	24	(114)
35. Others capital accounts (Advance towards share capital)	5,000	5,000
36. Minority interest	-	-
37. TOTAL SHAREHOLDERS' FUNDS	15,651	15,513
38. CONTINGENT LIABILITIES		
39. Non performing loans & advances	1,111	1,200
40. Allowances for probable losses	(601)	(592)
41. Other non performing assets	-	-
D. SELECTED FINANCIAL CONDITION INDICATORS		
- Shareholders' Funds to Total Assets	19.3%	17.9%
- Non Performing Loans to Total Gross Loans	1.8%	1.91%
- Gross Loans and Advances to Total Deposits	101.3%	96.7%
- Loans and Advances to Total Assets	76.3%	70.9%
Earning Assets to Total Assets	86.1%	78.9%
- Deposits Growth	-3.6%	-6.1%
	0.0/0	0.170

CONDENSED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE	Current Quarter	Comparative	Current Year	Comparative Year
INCOME FOR THE PERIOD ENDED 31 DECEMBER 2023 (Amounts in million shillings)	31-Dec-2023	Quarter 31-Dec-2022	Cumulative 31-Dec-2023	Cumulative 31-Dec-2022
1. Interest income	2,574	2,538	10,285	8,641
2. Interest expense	1,193	879	4,580	3,192
3. Net interest income (1 minus 2)	1,381	1,659	5,705	5,449
4. Bad debts written-off				
5. Impairment losses on loans and advances	77	45	283	45
6. Non- interest income:	582	480	1,915	1,996
6.1 Foreign currency dealings and translation gains/(loss)			(8)	5
6.2 Fees and commissions	537	367	1,696	1,771
6.3 Dividend income			-	
6.4 Other operating income	45	113	227	220
7. Non interest expenses	1,710	2,027	7,240	7,304
7.1 Salaries and benefits	651	755	3,028	3,113
7.2 Fees and commission				
7.3 Other operating expenses	1,059	1,272	4,212	4,191
8. Operating income/(loss)	176	67	97	96
9. Income tax provision	(40)	(15)	(74)	(15)
10. Net income/(loss) after income tax	136	52	23	81
11. Other Comprehensive Income				
12. Total comprehensive Income/(loss) for the year	136	52	23	81
13. Number of employees	67	58	67	58
14. Basic Earnings Per Share	3	1	1.6	1.6
15. Number of branches	2	2	2	2
SELECTED PERFORMANCE INDICATORS				
(i) Return on Average Total Assets	0.2%	0.1%	0.0%	0.1%
(ii) Return on Average Shareholders' Funds	0.9%	0.3%	0.2%	0.5%
(iii) Non Interest Expense to Gross Income	87.0%	94.8%	95.0%	98.1%
(iv) Net Interest Income to Average Earning Assets	2.0%	2.4%	8.2%	7.8%

CONDENSED STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2023 (Amounts in million shillings)	Share Capital	Retained Earnings	Advance towards share capital	Provision General Reserve	Total
Current Year					
Balance as at the beginning of the year	30,912	(20,254)	5,000	-	15,658
Profit for the year	-	23	-	-	23
Provision General Reserve	-	-	-	17	17
Others	-	(48)	-	-	- 48
Balance as at the end of the current period	30,912	(20,279)	5,000	17	15,650
Previous Year					
Balance as at the beginning of the year	30,912	(19,895)	5,000	-	16,017
Profit for the year	-	(331)	-	-	- 331
Provision General Reserve	-	(17)	-	17	-
Others	-	(11)	-	-	- 11
Balance as at the end of the previous period	30,912	(20,254)	5,000	17	15,675

CONDENSED STATEMENT OF CASH FLOW FOR THE QUARTER ENDED DECEMBER 2023 (Amounts in million shillings)	31 Current Quarter 31-Dec-2023	Previous Quarter 30-Sept-2023	Current Year Cumulative 31-Dec-2023	Comparative Year Cumulative 31-Dec-2022
I. Cash flow from operating activities:				
Net (loss)profit before tax	233	(136)	97	96
Adjustment for:	-	-	-	-
 Impairement/amortisation/depreciation 	453	496	949	1,244
- Net change in loans and advances	3,790	(5,408)	(1,618)	(23,944)
Net change in deposits	(3,514)	(2,903)	(611)	21,459
 Net change in short term negotiable securities 	-	-	-	-
- Net change in other liabilities	(3,168)	73	(3,241)	3,670
 Net change in other assets 	(2,762)	2,544	(218)	(221)
- Tax paid	-	-	(34)	-
- Others	5	65	70	(300)
Net cash provided (used) by operating activities	(4,963)	(5,269)	(4,606)	2,004
II. Cash flow from investing activities:	-	-	-	-
- Dividend received	-	-	-	-
- Purchase of fixed assets	(89)	(120)	(209)	(229)
 Proceeds from sale of fixed assets 	-	-	-	-
 Purchase of non-dealing securities 	-	-	-	-
 Proceeds from sale of non-dealing securities 	-	-	-	-
- Others	-	-		
Net cash provided (used) by investing activities	(89)	(120)	(209)	(229)
III. Cash from financing activities:	-	-	-	-
- Repayment of long term debt	-	-	-	-
- Proceeds from issuance of long term debt	-	-	-	-
- Proceeds from issuance of share capital	-	-	-	-
- Payment of cash dividends	-	-	-	-
Net change in other borrowings	-	-	-	-
- Others	-	-	-	-
Net cash provided (used) by financing activities	-	-	-	-
IV. Cash and cash equivalents:	-	-	-	-
- Net increase/(decrease) in cash and cash equivalents	(1,951)	(5,421)	(4,815)	1,775
- Cash and cash equivalents at the beginning of the quarter/year	5,424	10,845	5,424	6,051
- Cash and cash equivalents at the end of the quarter/year	3,473	5,424	609	7,826

SELECTED EXPLANATORY NOTES FOR THE QUARTER ENDED 31 DEC 2023

In preparation of the quarterly financial statements, consistent accounting policies have en used as those applicable to the previous year audited financial state

Name and Title	Signature	Date
Richard L. Makungwa (Chief Executive Officer)	(signed)	29 January 2024
Mau li d M. Tarimo (Ag Head of Finance)	(signed)	29 January 2024
Joanitha Mashulano (Head of Internal Audit)	(signed)	29 January 2024

We, the undersigned directors, attest to the faithful representation of the above statements. We declare that the statements have been examined by us and, to the best of our knowledge and belief, have been prepared in conformance with international Financial Reporting Standards and the requirements of the Banking and Financial Institutions Act, 2006 and they present a true and fair view.

Name		Signature	
1/	Francis Ramadhani (Chairman)	(signed)	29 January 2024
2/	Berthasia L Patrick (Director)	(signed)	29 January 2024

Mwalimu Commercial Bank Plc



Mkopo wa haraka kwa ajili ya ada ya shule kwa waajiriwa wanaotaka kujiendeleza kielimu au kwa ajili ya kulipa ada za wategemezi wao

