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## Dutch kidnappers demand tribal tradition: Blood, sternness and pardon

Tribal mediations that usually succeed in assisting the government to free foreign hostages have failed this time with the Bani Dhabyan Siraj clan. The reason is that the kidnappers' demands this time are somewhat different from those the government is used to granting.

By: Nadia Al-Sakkaf

SANA'A, April 8 — It has been ten days since Jan Hoogendoorn and Heleen Janszen were kidnapped just ten kilometers outside of Sana'a by five armed tribesmen. Access to the Dutch couple has been astonishingly easy as many media and socio-tribal figures have been able to visit them and talk with both them and the kidnappers.

Security is still surrounding the area and the government has so far rejected the kidnappers' three demands. Ali

Naser Siraj, leader of the kidnapping group demands "dam, hashm and affo" which literally translates into "blood, sternness and pardon."

The first refers to the Siraj tribesmen who were wounded in April last year when security attacked them in Marib. The kidnappers demand compensation for the men's injuries, either through medical treatment or cash.

The second part is retribution for the attacks, whether through the state's prosecution or tribal regulations. Finally, they ask for pardon for their kidnapping act, so that they do not have to fear being prosecuted or hunted down by the state after the hostages' release.

The tribal figures from the Bani Dhabyan tribe and from Dar Al-Salam, a non-governmental organization established to promote peace and non-violence, visited the Dutch couple to check on their wellbeing and to try and

convince the kidnappers to set them free. Tribal mediation focuses on Islamic and tribal principles of respecting "guests," as foreigners in Yemen are supposed to be considered as guests and should be honored and welcomed.

"After more than 32 hours talk with the kidnappers trying to convince them to release the hostages, we agreed that we, tribal mediators, are willing to leave four cars with the kidnappers as insurance that compensation for the attack and consequences against the attackers will be granted," said Sheikh Abdurrahman Al-Marwani, head of Dar Al-Salam. "As for the pardon, we have said that we would try to convince the state that it should not take measures against the kidnappers, but made no promises."

The government refused to negotiate anything unless and until the hostages are set free. Although it promised not to use force to free the kidnapped couple.

Tribal mediation included well-known tribal figures such as Abdurrahman Al-Marwani, Sheikh Al-Damani Al-Salami, Sheikh Abdulqawi Shareef, Sheikh Ali Hassan Al-Humaidi, Sheikh Naser Al-Hakimi, Sheikh Abdullah Al-Laeb, Sheikh Mohammed Al-Milqati, Sheikh Ali Mabhkhou Gharan, Sheikh Abdullah Ali Al-Taheri, Sheikh Ali bin Ali Najran and Sheikh Ahmed Nahshal.

Meanwhile, many members of Bani Dhabyan tribe are being arrested by the government, which hopes that their detention will encourage the rest of the tribe to exert pressure on the kidnappers to release the foreigners in return for their sons' and relatives' freedom. This strategy has been carried out several times by the state on previous occasions. But, although it has mostly proven to be effective and hostages

were generally released unharmed as a result, figures indicate that not all the detained relatives are then released.

This could be grounds for future kidnappings in order to secure their release.



Right-hand picture: Honoring and respecting foreigners is a part of Islamic and tribal tradition. Sheikh Al-Marwani apologizes to Jan for his and his wife's ordeal on behalf of the Yemeni people and promises that there are good tribesmen in Yemen who do not approve of the kidnapping. Left-hand pictures: Tribal figures such as Sheikh Abdulqawi Shuraif and Al-Damani Al-Salemi and Dar Al-Salam director Al-Marwani give hostages updates on the situation. Tribal leaders told the kidnappers that if they don't compromise they will not be there to assist them during the confrontation with the state security.

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National Water resources Authority – NWRA  
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## Announcement of Vacancy Procurement Specialist

### Terms of Reference for Procurement Specialist – National Consultant

The Water Sector Support Program (WSSP) is a multi-donor initiative designed to support the implementation of the National Water Sector Strategy and Investment Plan (NWSSIP). WSSP will provide financing of about US\$340 million on a Sector-wide basis over a five year period, from 2009-2014. The sub-sector Integrated Water Resource Management (IWRM) is one of the WSSP five components, it aims to ensure sustainable and economical water resources management with estimated cost of US\$27.0 million to be financed from the Government of Yemen and the Donors Core Group (WB – Germany and Netherland). The National Water Resources Authority (NWRA) would take the overall responsibility of managing the (IWRM) component.

Now NWRA invites qualified and experienced local specialists to apply for the post of Procurement Specialist to manage procurement issues of the (IWRM) component.

#### Tasks and Responsibilities

Under the direct supervision of NWRA director who will be responsible for the implementation of IWRM component, the procurement specialist will perform without being limited the following tasks responsibilities:

1. Ensuring for all procurement activities of the IWRM component such as goods, works, and consultant services, ensuring that established procurement guidelines of the Government and Core Donors are complied with.
2. Develop, coordinate, and implement a comprehensive procurement plan for the whole period and activities of IWRM component, such plan shall be deal out annually, revised and updated on regular basis.
3. Provide inputs into the IWRM component annual work plan and budget.
4. Work with the relevant Specialists to prepare and revise the different bidding documents of works and goods, call for Expressions of Interest and RFPs consultancy services, staff recruitment notices and obtaining the necessary clearance from Core Donors and ensure their safe keeping and recording.
5. Prepare the Terms of Reference (TOR) for the different consultancy services required by the component.
6. Prepare Bid opening, evaluation and contract award recommendation reports based on the Bid opening and Bid evaluation committee report.
7. Responsible for management and maintaining of proper records of all relevant procurement documentation.
8. Participate with the IWRM team in clearing procured items through customs and arrangements for the transport and supervise their custody.
9. Participate with the IWRM team in the random and annual physical count of the component warehouses and assets.
10. Prepare quarterly and annual reports regarding the progress of procurement matters.
11. Coordinate for review and internal audit conducted by WSSP procurement advisor.
12. Any other issues that are deemed necessary for IWRM procurement issues.

#### Qualifications and Requirements:

1. 7 years of work experience in the field of procurement operations and related issues, of which at least 4 years experience with procurement and procedures of Foreign Donors.
2. 3 years overall experience with Government procurement procedures and regulations.
3. University Degree in Engineering, Business Administration, Commerce, Law, Economics, or related fields.
4. Working knowledge of English and Arabic languages.
5. Computer literate with proficiency in Microsoft Office software.
6. Good interpersonal and communication skills.

#### Duration of assignment:

Initially for a probation period of three months, then annual contract will be offered thereafter.

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## Where terrorism comes from

By: Adel Al-Shuj'a

**W**e should not be silent about terrorism incidents that target security and tranquility in Yemen. Rather, it is important to talk about what happened after such incidents. It is a truth that everyone was greatly surprised by the acts of terrorism, but Yemen remains stronger in its defiance of such acts.

These incidents created both public and international solidarity. We can benefit from these lessons to create a new beginning in the country in order to avoid repeating such criminal acts.

Frankly speaking, there should be a new stage that makes us overcome all manifestations of relaxation on the levels of security, culture, and media. We need serious action. Furthermore, we need a law that convicts those who commit, assist with, cover up, or protect terrorism.

I would like to confirm that the reason behind terrorism and extremism is certain religious groups that receive funding to disseminate their brand of religion. Therefore, it is required to pull politics away from religion and expand the idea of a civil state and not a religious state.

Religious groups that received official encouragement trained their members, made them well-prepared, and readied them to sacrifice themselves at a moment's notice. We shouldn't ignore that there is more than one religious group in Yemen that practices religious work under the cover of politics. Many of these groups augmented conflicts in Afghanistan with a large

number of volunteers. These groups attempted to reach tribes here in Yemen, as the poorer tribes are the weakest circle that can be penetrated and attracted to such causes. The reason is simply that the culture of tribes instigates daily conflicts. Consequently, these tribes consider tolerance as neglecting their rights and rights of the group. Therefore, revenge is the master of the situation. One of them was asked, "Will you be pleased to attain paradise and be tolerant with those who offend you?" He answered, "No, I would rather take my revenge and enter hell!"

As a result of this culture and psychology of conflict, such tribes are targeted either to provide protection or support for these religious groups. Those who carry guns against their relatives and cousins in a tribal or revenge war won't care about abiding by civil law, nor do they easily accept living under it.

In addition to this, these tribes don't understand the meaning of homeland or of religion, as there are no true religious jurists in the general sense of the word where these tribes live. Their understanding is simple, or they don't fully understand the concept of Islam. Therefore, they are easily infiltrated and deceived, and are taught to fight against the interests of the country.

What is more dangerous is that tribes legislate for the culture of violence both directly and indirectly. They target state interests and behave outside of the legitimacy of law. These tribes are assisted by some who use religion for their own twisted purposes. This is what happened when a man in the Ministry of Youth and Sports issued a

fatwa stipulating that celebrating Mother Day is illicit because it imitates Jews and Christians, as he said.

In addition, a preacher at a mosque considered the Parliament members to be unbelievers after they passed a law that determine the legal marriage age to be 17 years. He said that this act is blasphemy, as legislation comes only from God and not from human beings. Fatwas such as these prompt youths - particularly frustrated youths - to resort to violence and suicide.

In fact, the government's remissness with such people makes us suffer from a backward mentality that doesn't believe in reason. Rather, such a mentality believes in killing and destroying the laws, principles, and values that are the basis of solidarity in society. Security forces are aware of what is going on, yet they believe that such groups don't constitute a true security threat. However, many groups were weak in the past, but because they were left alone they turned into strong fanatics.

Therefore, we have to work on empowering the civil state. We shouldn't involve religion in state governance, as this will lead to violence which will result in repeating conflicts we've already had in the past.

What is mentioned above leads us to pose a question: Since Islam highlights tolerance and since it is the only religion that accepts religions - whose people are called 'People of the Book' - that contradict it, why do those who assume to be Muslims practice the worst acts of intolerance, including bloody violence? The problem with these people is not that they are intolerant of others; rather, it that they are not even tolerant of themselves and

people of the same religion, which makes us suffer all the more because of them.

As I already mentioned, these groups want to take us back to the past, which represents a kind of mythology for them. Mythology is, from their point of view, the best epoch that should be followed.

They don't refer to the past to read it and to infer the best lessons from it. Rather, they recall history in order to form the present and the future according to the image that the past has drawn for them.

This image calls for a truce with the ruler of a country until they are able to cast the ruler down, since he believes in democracy, has a parliament and, of course, might have intervened in affairs of God, the creator and legislator!

On this basis, these groups consider others who disagree with them to be unbelievers, whether they are Muslims or not. This tendency creates the framework of violence that we currently suffer from in Yemen.

In conclusion, the future should involve a review of our school curriculums and the eradication of naive compositional orations. We shouldn't allow subjects that encourage the culture of hatred against others to be taught to our children. We should teach children how to be global, how to understand other cultures, and how to appreciate their beauty and morals. We should make tolerance a part of education, as we all live in one world. We should coexist with each other on the basis that religion is for God and the homeland is for all.

Source: *alnotamar.net*

## COMMON SENSE

### Hopes and Challenges As Mr. Obama Tries to Tell It Like It Is



By: Hassan Al-Haifi

**O**ne cannot help but notice that at the least of what one is picking up from Mr. Barack Obama, there is a definite change of tone, if not attitude in the way the recently sworn in President of the United States is seeking to draw the forthcoming lines that the foreign policy of the United States should follow. Of course, it is difficult to assess if this new tone can translate into concrete changes in the effects such changes in tone will have on the outcomes that the changes Mr. Obama envisages for US foreign policy will have both on the United States and on the countries involved. It is indeed pleasant for one to hear an American President admit that there has been much wrong done by a sometimes egocentricity driven policy bolstered by the possession of the largest arsenal of military hardware and ordnances - and the most destructive - in the world. But to hear an admission of being the first to make use of such mass means of destruction as the Atomic Bomb surely reflects an effort to reflect some degree of sincerity in the desired course that the United States will tread on as it seeks to outdo much of the bellicose wrangling that characterized the foreign policy of his predecessor, Mr. George W. Bush.

What one cannot escape noticing is that there are those who actually find great discomfort in even such a change of tone and are already working day and night to seek to prove that this kind of thinking as portrayed by President Obama in his recent speeches, especially those concerning foreign policy is unforgivable. What one can certainly confirm is that Mr. Obama is speaking his mind without reluctance and without ignoring the significant change of tone that he must be conveying, which indeed can trigger the unleashing of a great campaign to bedevil the President as he seeks to show his people as well as the people of the world that, for all its calamities and fumbling, the US Cheney Clique policy of George Bush the Younger's Administration was far off course as far as serving US interests and confirming the United States as a responsible uncontested global power.

There is a strong possibility that such change in attitude may herald a diligent effort to bring to an end any drastic changes in US foreign policy by - God forbid - violently halting this ongoing expressions of the desired courses that the US should pursue in its dealings with the rest of the world, before any of the rhetoric could be tested in application. For this Mr. Obama could be viewed as expressing a courageous revolutionary change in the way the United States should behave. That in itself is worthy of commendation and certainly adds more to the respect that this young man of discernible and even likeable intentions deserves from even those of us, who have been erroneously labeled as "enemies of the American people", because we insisted that there is no way any astute observer could find sanity in the policies pursued by the Cheney gang over the last eight years, even from an American perspective. The resulting economic demise in the US and elsewhere has been the outcome of these policies, which set out to serve the interests of a few sleazy adventurers (Medoff and Stanford, just to name a few) in the world of finance, a few of whom rose to billionaire status by sleazing millions of Americans and others in bogus investment portfolios that made many people broke, in addition to the impact of the economic slump that destroyed their sources of livelihood. This was the kind of laissez faire capitalism greatly endorsed by the right wing establishment that held sway over the Republican Party and the disdain the latter had for any thought of the distribution of the resources and the harvests reaped by honest economic activity. Such fraudulent dealings could not be dismissed as not having been helpful catalysts for the economic demise now confronting the world economy. As the world business establishment seeks to come out of the near bankrupt situation they now face, one cannot help but wonder how such well run organizations such as AIG, Merrill Lynch, Citibank, General Motors, etc are now as anyone in the Bowery, until the sleaziness of their managements became apparent. The latter did not even hesitate to become the first beneficiaries of the bailout money doled out to them by the Government, in cash or in kind (bonuses or aircraft etc). Perhaps they presumed that the laissez faire attitude of the Bush Administration, which normally closes its eyes to such over extravagance, would continue on with the new Obama Administration, who would never care to delve into the intricate details of corporate accounting to see the great sense of irresponsibility that the Bush Administration has allowed to entrench itself in corporate conduct and to a considerable degree in the political fabric (Such as the excesses of politicians like the savvy Governor of Illinois, who felt that any appointments that emanate from him are good reasons for boosting one's net worth). Such kind of a venue has encouraged the already corrupt establishments that have implanted their feet in the corrupt countries of the Fourth World (let us leave the Third World for countries that have shown greater adherence to honest development pursuits that are filtered down to all the population). Where does Yemen fall? Many a Yemeni would be ready to actually place us in the Fifth World (which, in such a scale would mean countries that are hopelessly immersed in misery and hopelessness. The observer cannot but hope that Mr. Obama will also have an eye towards this sad lot of countries where despair seems to be an irreversibly enduring accompaniment to life.

Hassan Al-Haifi has been a Yemeni political economist and journalist for more than 20 years.

## Qat stock market outside the financial crisis

By: Marouf Draein

**T**he world is undergoing a severe unprecedented financial crisis and economic recession. We occasionally hear about the collapse of world economic giants and great companies. The financial crisis includes all countries of the world with no exceptions. As a result, we hear that capitalists are retracting their projects and investments and are cutting their losses in the international stock markets. They are also backing out of their stalled projects in all different sectors and locations. Various mar-

kets and goods have sustained a painful blow whether their prices drew back or demand on them has grown weak.

However, the Yemeni market and goods were not affected by this global crisis, nor were demands retracted. On the contrary, we saw that the demand increased and prices rose in spite of the crisis, which obviously affected the entire world's markets. Any observer can realize in the Yemeni qat stock market (which is 100 % Yemeni) that the price of qat increased, even as the cold season finished and the world was affected by the wave of the global crisis. This brings to lights questions about the secret behind the high demand of the killer - I mean qat -

under these conditions in particular.

It is right that the government tries, or rather aims, to combat qat that consumes over 75 percent of income of the Yemeni family while simultaneously depleting water tables around Yemen. However, we don't see any tangible gestures on the ground for this governmental initiative. What we see is the opposite, whether in terms of the increasing area utilized for growing qat, or in terms of its high prices, or in terms of its spread to our cities and streets without monitoring and with little regard to public etiquette and the esthetic appearance of our Yemeni cities, our empty pockets, and our appearance as citizens.

There are really bizarre anomalies that we have here in Yemen alone. At a time when governments and citizens the world over are resorting to policies of austerity, we in Yemen tend to increase spending on qat at the expense of food that we need to survive. We can say the same thing about the 'effectiveness' of the government's policy, which so far hasn't even started to carry out its plan to reduce public spending by half.

There are fierce battles going on between ministers, deputy ministers, and financial officers in various ministries over the financial situation in Yemen. I believe that the first reason behind these battles and disagreements is that some parties in the government are not committed to or agree with the decision to reduce government spending.

I don't know how some people try to convince us that we were not affected with the global financial crisis even though we are poorer than other countries and have fewer resources than they do, as if we are living on another planet or we are infected with paralysis and we are unconscious. Otherwise, how can we account for these statements and such official and public practices?

Aside from those topics, a huge surprise occurred in qat markets. When I asked a number of qat sellers about the demand on qat, I was shocked by their answers. All of them confirmed that demand for qat didn't change. If anything, demand increased, and the price of qat is rising weekly. What this proves is that qat is not affected by the financial crisis. What this means is that we in Yemen are distinguished by the opportunity to invest in safe fields. Will businessmen head to the qat stock market and invest in it as it is the sole stock market which is less dangerous, more lucrative, and safer?



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# No development if there is conflict

By: Ali Saeed

Mansour, a well-qualified, hard working school headmaster with years of experience in teaching and management under his belt is suddenly confronted with lobbyists trying to remove him from his position. Motivated by personal interests, student parents are campaigning to replace him with another headmaster.

Mansour's relatives and those who oppose the idea of replacing the school headmaster form another group to support him. From the situation arose a conflict between parents and the headmaster's supporters. It spread to include students, who stopped focusing on their studies to follow the events with their parents, who also neglected their children's education.

As the conflict escalated, the director of the Education Office in the governorate interceded as a mediator and resolved the disagreement with wisdom. He set up a meeting between parents, teachers in the school, the current headmaster and the teacher who parents were encouraging to become headmaster.

During negotiations, the mediator explained that any new appointee to the position of headmaster should have the qualifications that meet the education criteria. Parents asked the director what these criteria were. He replied that the headmaster should have spent a certain number of years teaching and have good administrative skills.

Parents who were lobbying to replace the present headmaster came to the realization that it is unjust to demand substituting a principle for personal reasons.



This is just one example of how mediation can resolve conflict in Yemen.

## NGO trains Yemenis on conflict resolution

The only statistics available on the cost of conflict in Yemen date back to 2005. Around 612 deaths as a result of conflicts between 2000 and 2005 alone.

Islamic Relief (IR), a British non-governmental organization (NGO) working in Yemen, held recently a workshop in Sana'a to evaluate the success of their conflict resolution program which started two years ago. Throughout the program period, IR had trained 665 people in new ways of solving conflicts. The trainees were selected from four governorates, Sana'a, Sa'ada, Aden, and Lahj. Selection was based on the person's influential competence. Tribal leaders, senior military officers, university students, Imams and general members of the public have been selected to participate in up to 20 work-

shops over the past two years.

"For the workshops, local and foreign trainers were brought to train the participants on conflict resolution," said Khalid Al-Mulad, country director of the IR.

"After that, the IR organized this workshop to identify the most distinguished participants and network with them to apply what they have learned to become trainers too," explained Al-Mulad.

Very excited, workshop participants talked to each other to share what they have learned in previous workshops, and recount any personal experience in conflict resolution.

The trainer first divided them in to three groups to sit together to do some brainstorming on their conflict resolution knowledge and experience. Each group then listened to the others as they explained the skills and styles they had learnt. Most imparted the same knowledge.

## Understanding the nature of the conflict

The first thing in any conflict resolution, they said, is to understand the nature of the conflict. This step can be achieved by talking to both sides of a dispute to resolve the conflict in a neutral manner. The mediator also should listen to differ-

ent points of view about the conflict.

The second step in conflict resolution is negotiation. Conflicting parties should sit together with the mediator in order to come out with fair resolution. The mediator should be patient, seek mutual interests, and let them as much as possible resolve the conflict by themselves.

The final step is to make sure that conflicting parties are satisfied with the resolution that they or the mediator have suggested.

A mediator should be interested in conflict resolution and show initiative. Moreover, he should be desired by the conflict parties to avoid becoming an inflaming factor of the conflict. The mediator should address conflicting parties in their own language. If they are academics, language should be academic, but if they are tribes, language and mediation concepts should be tribal.

The mediator should be flexible and have good communication skills that enable him to manage the conflict properly. He should be wise in the style he chooses and modest so as not to upset either of the disputing sides. He has to show sympathy during negotiations and be pleasant when the two sides reach a solution.

The ideal mediating candidate should be an active member of society so that he is accepted by both parties. He or she should have a good reputation and be a role model in dealing with conflicts in his or her own life.

Al-Sheikh Abdullah Yahya Al-Qarash, Islamic scholar and preacher from Sa'ada joined the training before and said that he had learned many skills that regard conflict resolution: "Above all I learned the

skill of conflict analysis to understand if a conflict is founded or accidental," he said.

Al-Qarash said that he had resolved many social conflicts, an example of which was an incident that resulted in the accidental death of 9 year-old child.

"Although the victim's parents were insisting on blood money from the poor who caused the incident, I was able to convince them to take little money," said Al-Qarash.

## Conflict in Saada of religious nature

Al-Qarash is concerned by the conflict in the governorate of Sa'ada where he resides. He says the conflict is religious.

During the Yemeni Scholars Conference held during the first Sa'ada war, Al-Qarash suggested that the conflict be resolved according to lessons learned from Islamic history, but the conflict continued.

At the conference, he said that this conflict in Sa'ada is a catastrophe that had shaken up the tranquility of the community, and that those who encouraged it were Khawarej [dissidents], a group of people who first appeared during the time of the fourth caliph Ali Bin Abi Talib (Blessings Be Upon Him), rebelled against him, accused him of blasphemy and killed him.

According to Al-Qarash, the Houthis in Sa'ada are similar to the Khawarej since their ideologies are based on the Al-Khawarej ideology.

Al-Qarash went on to say that, as the Sa'ada conflict is a catastrophe, esteemed Yemeni scholars should deal with it according to God's Judgment through the Holy Quran and the Suna of the Prophet Mohammed (PBUH).

Al-Qarash said that he suggested at the

conference that the Houthis be dealt with as the fourth caliph Ali dealt with the Khawarej who outlawed him and accused him of blasphemy when he said, "Never take their women as prisoners. Never take their properties as booty. Never attack their injured. Never follow them when they escape."

Al-Qarash called on the government to prevent Yemeni bloodshed and bring about reconciliation, any Houthi who puts down his arms and returns home from must not be chased by the government, according to what the fourth caliph Ali said.

"If the Houthis agree to return to their houses and put down their arms and any one of them is treated wrongfully, he should come to the Yemeni Scholars Association so that they can help him reclaim his rights," said Al-Qarash.

"If Houthis did not agree with this resolution, but wanted war, you should know that they are small group fomenting sedition in the Yemeni society, encouraged by foreign powers who want mutiny for our country," explained Al-Qarash.

Participants said these workshops should be pursued and spread to Yemeni governorates and districts as much as possible.

IR country director Khalid Al-Mulad said that the conflict resolution program will continue in different governorates, not because Yemen is a conflict state, but because conflict leads to violence, in which development cannot be achieved.

"The conflict resolution program would build up Yemeni capacities to deal with conflict wisely," said Abdulaziz Saeed, the Conflict Resolution Program Manager at IR.

## Breaking through the glass ceiling: Part 2

In recent years, Yemen has seen more women achieving high level positions in both public and private sectors. Some had to struggle hard before they were given a chance, despite the fact that they were more qualified than many of their male colleagues. And while all admit that these days are better for working women, the glass ceiling still very much exists.

By: Nadia Al-Sakkaf

Just a few months ago Nadwa Younis Al-Dawsari became the director of Partners for Democratic Change in Yemen, part of Partners for Democratic Change International. After a career of 12 years in the various fields of English media, development programs, and international organizations, she was able to lead the newest center of this international organization in the Middle East working to promote democracy.

Nadwa is a Chevening Scholar, holds an MA in Development Studies from the University of Leeds, is a Humphrey Public Policy Fellow, and has a Conflict Resolution certificate from Rutgers University in New Jersey.

When Nadwa was asked about the reasons behind her success, she said, "I have a wonderful and very supportive family and I have great friends. I think I also was lucky that I had the chance to study in UK and the US, and most of all to work in my country with local communities." Her intensive travelling inside Yemen exposed her to the challenges that Yemen faces and helped her to understand local communities and sensitivities and ways to work through them.

It was not easy, especially when a woman has to go to remote areas and deal with traditional tribal figures and conservative men. She worked with the National Democratic Institute for about six years during which she was promoted from Program Office Manager to Senior Program Manager. "In my work in conflict resolution, I faced less challenges than men normally do in my country," Nadwa explained. "As a woman, I enjoyed access and respect because of the fact that women are protected and are granted access during conflicts in the tribal culture.

"Yet one of the challenges I face is that, due to cultural reasons, I cannot attend mixed qat chews even though it is during qat chews where people discuss politics and public affairs issues," she continued. "Important meetings and decisions are made over qat chews as well. So as a woman I feel I am missing a lot because of that."

Nadwa received the Golden Star Award from the NCIV in DC in February, 2008 for the work she is doing in Yemen. The recognition she gained inside and



Arwa Yahya Al-Eryani

outside the country gave her additional inspiration to achieve and work even harder. And this is precisely what she advises women to do who want to be something. "I would encourage ambitious Yemeni women to work hard and to try to get support from their families, and not to give up easily," she said. "My family objected to my travel in the beginning. In fact, I had to take a male escort with me when I travelled on a business trip the first time in 1999, but then it all changed when they saw my success. My family now supports me and is very proud of the things I have accomplished."

On how Yemeni women can deal with bosses, especially men with traditional mentalities, she thinks it is important to try to build trust and positive communication with him or her. "Trust in yourself, be strong, understand your rights as an employee, and stand up for them. No boss would want to lose a smart and hardworking woman," Nadwa said.

Arwa Yahya Al-Eryani has been working as the head of the Quality



Assurance Unit of Saba Private University since 2004. She had been teaching at the university for over 12 years, and in 2000 she was appointed as acting dean of the Computer Sciences Faculty in Saba University.

"It was a challenging assignment as the university was still new at that time. My job was to establish and develop programs, new departments, and to set up regulations," she explained.

Arwa described her promotion as head of the Quality Assurance Unit as a very



Nadwa Younis Al-Dawsari

welcome change since this unit plays a vital role in academic affairs and develops outcome-basis programs.

Reaching a decision-making position in a private university was not as difficult as it might have been in public universities. In twelve years, Arwa was able to rise from a lecturer to the head of a unit. Despite the encouragement she received from the management, she admits that some of her colleagues gave her a hard time since her job meant scrutinizing their performance. As she put it, "They did not accept the idea of a woman in charge."

Being an active researcher in the field of quality assurance, e-readiness and e-learning gave her the power to perform her duty and hence silence anyone else who would want to put her down or criticize her ability to provide quality work in a high level position.

"I reached this position as a result of my career path; the decision makers in the university trust my way of dealing with work and my way in making decisions to improve work," she said.

Arwa advises ambitious women to first like what they are doing before they demand to be promoted. Ambitious women should know that success does not come without experiencing failure, and that there will always be problems in every job, yet one can and should always learn from the mistakes.

However, she thinks a woman should not let her career overshadow her personal life. Arwa is married and has three children, and has enjoyed the support of her parents and husband. "My late father encouraged us to be well-educated in order to improve ourselves. He always felt proud of us. He agreed to send my sister and me to study abroad at Kuwait University at a time when it was very difficult for women to be away from their families. I also had the opportunity to travel to London with my husband for higher education."

Her husband also works as a university professor and he has helped her throughout her career. However, because she chose to start a family and have children, she had to make sacrifices, like not being able to study for her PhD after she completed her master's degree in systems analysis and design from City University, London. Only now does she have time to do further study, as she is

currently in a PhD program in "e-readiness for e-government in Yemen."

"Your family should always come first, and that will maybe delay your career for some time. Do not overwork, and do not feel always you are tired. Things work out in the end."

The golden advice Arwa gives to working Yemeni women is to manage their time right so that they can have enough time for everything, including a

personal life.

"Always do something new you like to do; never say it is too late. Find out what you like to do besides your job, such as writing, drawing, or making arts and crafts. These things will renew your life," she advised.

Arwa aspires to become a well-known researcher in the area of e-readiness, e-learning, and quality in higher education. Arwa has participated in many

conferences and has published multiple papers. She has even published two textbooks in databases and system analysis.

Women such as Nadwa Younis Al-Dawsari and Arwa Yahya Al-Eryani serve as shining examples for any Yemeni woman who wants a meaningful career. Women like these prove that almost anything is possible for hardworking women here in Yemen.



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Government of Yemen  
Ministry of Water and Environment — Ministry of Agriculture and Irrigation  
WATER SECTOR SUPPORT PROGRAM

**Terms of Reference for M&E Specialist**

**Background:**  
The Water Sector Support Program (WSSP) is a multi-donor initiative designed to support the implementation of the National Water Sector Strategy and Investment Plan (NWSSIP). WSSP will provide funds of about US\$340 million on a Sector-wide basis over a five year period (2009-2014) to be financed from the Government of Yemen and their Development Partners (WB — Germany — Netherlands). Under the WSSP, the Executive Secretariat will establish an M&E Unit. Data collection will be based on a participatory approach, where sub-sector groups and representatives are responsible for M&E functions for their respective sub-sector. Staff at each level are responsible for M&E. WSSP's institutional strengthening and capacity building component will provide needed training and technical support.

**Objective and Scope of Work**  
The purpose of M&E Unit is to assist the WSSP Executive Secretariat in design, implementation and coordination of the M&E activities in the Water Sector Support Program and build capacity at the M&E Unit for long term monitoring, evaluation and management information systems. The prime objective of the M&E Unit is to keep decision makers informed of the progress on WSSP activities. Assessment criteria and qualitative and quantitative progress indicators will need to be either refined or newly developed during this period to help clarify achievable goals. The WSSP M&E Specialist will coordinate with the sub-sector working groups, the sub-sector mandated agencies and the core donor group on regular basis to collect, compile and analyze M&E data. This information will be compiled in progress reports to be published on quarterly basis. The quarterly data will feed into Joint Annual Review (JAR) to be held in June-July each year.

**Tasks and Responsibilities**  
The WSSP M&E Specialist shall have knowledge and experience in the areas of monitoring & evaluation of water and agriculture sectors in Yemen using results-based methodology. He/she shall have the ability to produce quality outputs in a timely manner, ability to work under heavy pressure, excellent organizational skills and sound judgment, ability to communicate with different levels of targeted populations, professionals and civil servants. He/she shall be fluent in English and Arabic.

The M&E Specialist would work within the WSSP Executive Secretariat, and report to the Head of that unit. He/she will execute the following tasks:  
 \* Review related NWSSIP and WSSP documents and participate directly in the WSSP implementation exercises;  
 \* Prepare the required analytic background for the institutional implementation arrangements based on the M&E knowledge;  
 \* Plan, design, and organize the proposed WSSP M&E system and draw useful lessons and recommendations from previous NWSSIP JAR exercises;  
 \* Develop a detailed work plan for the existing M&E Unit at WSSP Secretariat and the human and financial resources requirements to sustain the Unit;  
 \* Through effectiveness, finalize all baseline indicators;  
 \* Build capacity within the M&E Unit based on needs as they arise;  
 \* Assist in the preparation and review of TORs for local staff for the M&E Unit;  
 \* Upgrade skills in the design of indicators and reporting systems, socio-economic data collection, data analysis, and design;  
 \* Develop TORs and action plans for data gathering, needed surveys, data analysis, and computerization of the system;  
 \* Analyze regularly the results from the M&E system, reporting major findings to the project management and formulate options and recommendations for improvements;  
 \* Work closely with all water authorities as well as the Ministries of: Agriculture and Irrigation, Planning and International Cooperation, and Finance;  
 \* Work closely with civil society, and the core group of donors in all tasks;  
 \* Coordinate work with on-going development work by others;  
 \* Assist in discussing recommendations with GOY Counterpart Committee (MOF, MOPIC, MWE and MAI)  
 \* Work on other related tasks for WSSP as may be requested to support the M&E component; and  
 \* Assist in the M&E information preparation and conduct of presentations for stakeholders and donors in the Joint Annual Review (JAR) process.

**Outputs**  
The major outputs will be documents on WSSP M&E Implementation Program:

WSSP M&E Implementation Workplan — during the first part of the consultancy.  
 WSSP M&E Implementation Guidelines — living document prepared throughout the consultancy period.  
 WSSP M&E Quarterly Progress Reports — living document prepared each quarter.  
 WSSP JAR M&E Document — living document prepared each year before JAR.  
 M&E Unit staffing and Financial Plan — during the last part of the consultancy.

**Qualifications:**  
 \* University Degree in a relevant discipline.  
 \* A minimum of 5 years of professional work experience of which at least 2 years shall be in the field of Results-Based M&E Framework in water /irrigation/ agricultural sector in Yemen.  
 \* Good communications skills and a working knowledge of English.  
 \* Computer knowledge with expertise in Microsoft Office tools.  
 \* Good inter-personal skills and demonstrated ability to work closely with professionals from other disciplines.

**Duration of assignment:**  
Initially for a probation period of three months, then annual contract will be offered thereafter.

Interested applications, who strictly meet above requirements, may submit their applications with CVs and supporting documents during working hours to the address below by (April, 29, 2009)  
**Dr. Abdul Wahed Mukrd — WSSP ES Team Leader (Office within Sana'a Basin Project)**  
 West Wide of Al-Seteen Street at end of 20th. Street  
 Tel. +967 1 469156/7/9 Fax +967 1 469158 Mobile +967 733725348  
 Email: awmukred@yemen.net.ye

Only short-listed candidates will be contacted for interviews.

Government of Yemen  
Ministry of Water and Environment — Ministry of Agriculture and Irrigation  
WATER SECTOR SUPPORT PROGRAM - WSSP

**Terms of Reference for Procurement Advisor - Local Consultant**

To follow up and support the preparation of (WSSP) Procurement Plan prior to Program Effectiveness and review and support procurement issues during program Implementation

**1) Context**  
The Water Sector Support Program (WSSP) is a multi-donor initiative designed to support the implementation of the National Water Sector Strategy and Investment Plan (NWSSIP). WSSP will provide funds of about US\$340 million on a Sector-wide basis over a five year period (2009-2014) to be financed from the Government of Yemen and their Development Partners (WB — Germany — Netherlands). For the purpose of ensuring the proper coordination and execution of the Program, the Government shall maintain (Inter Ministerial Steering Committee) assisted with an Executive Secretariat in carrying out its duties. the Procurement Advisor would be a member of the Executive Secretary. Now WSSP Executive Secretariat invites qualified and experienced local consultants to apply for the post of Procurement Advisor, within the team of program Executive Secretariat.

**2) Tasks and Responsibilities**  
Under the supervision of WSSP team leader, and observing the procurement directives, the nominated (PA) would achieve the following tasks:  
 \* Act as WSSP Coordinator for Procurement aspects .  
 \* Develop, coordinate, and implement a comprehensive procurement plan for the whole WSSP period and include the whole sub-sectors activities, such plan shall be deal out annually and updated on regular basis.  
 \* Provide inputs into the WSSP annual work plan and budget .  
 \* Follow up on the execution of the WSSP procurement plan and develop related procurement reports .  
 \* Review and endorse the sub-sector procurement plans.  
 \* Support and assist the procurement specialists on the sub-sector level to prepare their plans and apply procurement guidelines of the Bank, Donors, and the Government .  
 \* Follow up with the regional consultant the preparation of the Procurement Manual of Practices (PMP) for WSSP to be adopted before program effectiveness.  
 \* Define management reporting tools for monitoring procurement activities on the sub-sector level .  
 \* Carry out procurement needs of the Program Executive Secretariat .  
 \* To be responsible of the procurement matters during the program review missions from the Donors and Government.  
 \* Any other issues that are deemed necessary for the program procurement issues .

The consultant will liaise his work with the sub-sector procurement specialists and submit monthly reports to the Executive Secretariat Team Leader on the procurement achievements and the arrangements applied .

**Qualifications and Requirements:**  
 \* 10 years of work experience in the field of procurement operations and related issues.  
 \* 7 years relevant experience with procurement and procedures of Foreign Donors.  
 \* 5 years overall experience with Government procurement and procedures and regulations.  
 \* University Degree in Business Administration, Commerce, Law, Economics, Engineering, or related fields.  
 \* Good knowledge of English and Arabic Languages .  
 \* Computer literate with strong skills in Microsoft Office and related software.  
 \* Good command with professional skills in transferring the knowledge.

**Duration of assignment:**  
Initially for a probation period of three months, then annual contract will be offered thereafter. Interested applications, who strictly meet above requirements, may submit their applications with CVs and supporting documents during working hours to the address below by (April, 29, 2009) .

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Government of Yemen  
Ministry of Water and Environment — Ministry of Agriculture and Irrigation  
WATER SECTOR SUPPORT PROGRAM

**Terms of Reference for ACAP Advisor**

**Background**  
The Water Sector Support Program (WSSP) is a multi-donor initiative designed to support the implementation of the National Water Sector Strategy and Investment Plan (NWSSIP). WSSP will provide funds of about US\$340 million on a Sector-wide basis over a five year period (2009-2014) to be financed from the Government of Yemen and their Development Partners (WB — Germany — Netherlands). Under the WSSP, the Government has prepared an Anti-Corruption Action Plan (ACAP) to help ensure the funds provided under this program are used for the intended purposes, and contribute to the achievement of the development objectives of the NWSSIP.

The ACAP consists of seven components, to be implemented over the five years of the WSSP, with a total estimated cost of about US\$3.0 million, as follows:

- Procurement Reform and Capacity Development.
- Financial Management Reform and Capacity Development.
- Enhanced Information Disclosure.
- Education and Awareness.
- Community Participation and Consultation.
- An Anti-Corruption "Hot Line" Program.
- Investigative Capacity Development.

The underlying principle of the ACAP is that this will be a learning-oriented exercise for everyone concerned on both the GoY side and the donor side. Most of these activities will be introduced on a pilot basis. Monitoring and evaluation of results on an on-going basis will be critical in order to adjust the program in real time to opportunities and constraints encountered during implementation of the Plan.

A detailed Implementation Plan has been prepared which sets out the arrangements for coordination of the proposed activities. A key element of implementation will be the role played by the ACAP Advisor, to be located in the WSSP Executive Secretariat.

**Role and Responsibilities of the ACAP Advisor**  
The ACAP Advisor would work within the WSSP Executive Secretariat, and report to the Head of that unit. His/her primary responsibility will be to oversee the implementation of proposed activities under the seven components of the ACAP. Specifically, he/she will:

\* Prepare Annual Work Plans and budgets for the ACAP components, and produce regular reports to government and the donors on the progress of implementation — including progress against plans and issues requiring attention.  
 \* Take the lead in initiating work in each of the components of the ACAP, including the finalization of detailed Terms of Reference for technical assistance and studies to be carried out under various components, and managing the procurement process for the required inputs.  
 \* Work closely with the other WSSP advisors and relevant units in MWE, MAI, SNACC, COCA, the High Tender Board, and other relevant agencies to ensure close coordination of activities under the ACAP with the mainstream activities of WSSP, and to avoid duplication of initiatives planned or already underway.  
 \* Serve as the focal point for receipt of complaints and allegations from the independent operator of the proposed "Hot Line" program, referring those cases to the appropriate agencies/units, maintaining a database on the status of all such cases, and preparing regular reports on that program to government and donors.  
 \* Monitoring progress of individual activities under the ACAP, recommending successful activities for possible "scaling up", suggesting adjustments in activities that are not meeting expectations, and proposing new activities for consideration, in line with the overall principles and priorities of the ACAP and within the scope of the funds available for such activities.  
 \* Any other issues that are deemed necessary for the ACAP matters.

**Qualifications:**  
 \* University Degree in a relevant discipline.  
 \* A minimum of 15 years of professional work experience.  
 \* Good communications skills and a working knowledge of English.  
 \* Familiarity with major issues facing the water sector in Yemen.  
 \* Professional expertise with at least one of the major components of the ACAP, with a preference for procurement or financial management.  
 \* Good inter-personal skills and demonstrated ability to work closely with professionals from other disciplines.  
 \* A reputation for personal and professional integrity.

**Salary and Benefits:**  
Annual salary within the range of (\$14,400 to \$18,000) with annual increment of 10% on satisfied performance. Other benefits according to the applicable laws and regulations in force.

**References:**  
A minimum of three references required

**Duration of assignment:**  
Initially for a probation period of three months, then annual contract will be offered thereafter. Interested applications, who strictly meet above requirements, may submit their applications with CVs and supporting documents during working hours to the address below by (April, 29, 2009) .

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# Yemenia organizes a visit to Lebanon to honor its top agents in Yemen

The Yemen Airways honored its top agents in Yemen for the year 2008 through organizing a field visit to Lebanon for six days. During this period, agents got to know about Lebanese cities, tourist locations and archeological sites. During the visit, Yemenia held an evening party during which the top agents in Yemen and Lebanon for the year 2008 were honored. In addition, the Yemenia ideal employees were honored in Lebanon. Shields and cer-

tificates of recognition were distributed among the awarded agents and employees.

The ceremony was attended by Mr. Muhiaddin Al Dhebbi, Deputy Minister of Foreign Affairs, Mrs Nada Al-Sarduk, General Manager of Tourism Authority in Lebanon, Mr. Faisal Abu Rass, Yemen's Ambassador to Lebanon, Mr. Melhem Karam, Director of the Journalists and Editors in Lebanon, Mr. Mohammed Yusuf Baidhon, Ex-minister and Member of the Parliament, Mr. Khair Allah Khair

Allah, the well-known writer, Othman Al-Qubati, Representative of the Yemen Airways and deputy general manager of the trade affairs, Abdulla Qassem, manager of sales administration, Ahmed Ahmed Al-Haddi, manager of revenues administration, Mohammed Al-Arashi, director of the Yemen region, Fuad Abdurabbu, director of the Middle-East and Africa region, Saddam Al-Jayfi, manager of public relations, Alawi Al-Seba'ei, manager of Lebanon region, a number of members of the embassy, journalists

and media people as well as those who are concerned with the field of travel and tourism. Mr. Fahd Al-Ariqi, manager of Sana'a administration who is also the organizer and coordinator of the journey, delivered a word in which he welcomed the attendees and thanked the topper agents of 2008 in Yemen and Lebanon for their efforts and accomplishments in raising the level of sales. He demanded them to raise revenues, exert more efforts, and withstand with their national company, Yemen Airways, under the increasing competition of the other companies. He further requested the official activities that attended the party to translate the political initiatives of leaderships of the two countries through activating tourism and visits and removing obstacles to facilitate entry of citizens of the two countries in Yemen and Lebanon. Following that, Yemenia organized a training field visit for employees of the Yemen region to Lebanon during which they recognized activities of the Middle East Airways and the Beirut International Airport.



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## German cruise ships continue to visit Hodeida

By: Hussein Tanam  
For The Yemen Times

Tourism continues to be an important source of national income for Yemen and, despite security issues, foreigners continue to flock to the country eager to explore all that the historical country has to offer.

Since the beginning of 2009, about four cruise ships have arrived in the port of Hodeida to visit the historical sites of the city, including Al-Metraq, Bab Moshrif, and the fish market. Many spend a day in the ancient town of Zabid, a mere two-hour drive away

from Hodeida. The Yemeni guides they travel with double up as security.

Last March, a cruise ship called Astor sailed arrived in Hodeida waving the Bahamas' flag, with 451 German passengers on board. Their stopover in Yemen was organized by the Abu Talib tour group located in Sana'a.

Although eager to start exploring, the tourists spent the first night resting after their journey to Yemeni shores. The following morning buses were waiting to take them to explore the city.

Drivers noisily compete for the tourists' attention. A two-way trip costs USD 5 per head, and the tour includes a visit to the fish market and the souq in the city center. Each driver is responsi-

ble for bringing back the same tourists he left with, according to the port's security system.

Other trips are offered to Manakha. In the mountains of Sana'a, they visit the traditional village of Al-Hegira, where ancient artifacts and manuscripts have been found. Just recently a Dutch cruise ship carrying 135 tourists also visited Manakha, according to Mohammed Abulghani, the tour agent of Abo Talib Tour Group.

Near the ship, a small post office has beautiful postcards of Yemeni landscape, exotic fruit and people on display. Tourists buy these cards to send home to their relatives as well as to keep for themselves.

Their tour originally started in Dubai, from where they sailed to Oman and on to Yemen to visit Hodeida and Sana'a. From Yemen, the ship will sail on to Aqaba, Jordan. The package costs about US 3,000 dollars, according to Brian Dove, the cruise liner's agent.

Rudolph, a German tourist from the cruise ship, said that it was his second time to visit Yemen and Hodeida: "The Yemeni people are friendly and helpful, and I would not hesitate to come back to Yemen."

Tanja Guaffer, 25, a nurse, and her girlfriend Heidi Siebold, 3, a spa manager, both working on a ship called Amadea, agreed that Yemen is a very friendly country.

"Yemen is not dangerous; nobody has to fear the Yemenis. It is just a different culture," said Guaffer who had already visited Yemen once before.

"People in the south are very safe, but there are a few problems in the north," said another staff member from the ship. "But the Yemenis are very friendly: Yemen is one of my favorite places to visit, and the capital Sana'a is breathtaking."

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## ELT Panorama

## Acquisition of English vocabulary



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**W**hen learning a foreign language, one of the most difficult objectives to accomplish is vocabulary building. All learners of English know that words they come across in a reading text are not necessarily remembered and recalled when needed for spoken or written expression. Studies show that the learner has to encounter a word at least 14 times before it enters long-term memory. This is why the learner should expend more effort to remember lexical items than what he/she does with grammar, for instance. Actually, the learners of English in Yemen face this difficulty during reading textbooks, listening to lecturers and radio programs, watching English movies or TV in English, speaking with tourists and native speakers of the language.

As a matter of fact, no one can

achieve optimal proficiency in a foreign language in a short period of exposure to it. No one can memorize all the English words even in a year. The learner needs two things: time and effort. Here in this article I want to suggest some strategies to learn vocabulary efficiently in English or any other language.

Using notebooks is a very good method to collect new vocabulary. The learner writes down the difficult vocabulary in his/her notebook, sometimes with some explanations, synonyms, antonyms, definition, drawings, pictures, etc. Then he/she reads them and uses them in sentences in a variety of contexts.

The second strategy, the student should read articles and stories to improve reading comprehension. Don't try to know the mother tongue equivalent of every word. Getting the general meaning of the paragraph or the text is enough. Taking new words and expressions out of the context of an article is actually one of the best ways to remember vocabulary because you can use the word list as a memory aid to reconstruct the text. The separate words are part of the bigger story, and we all find it easier to remember stories than word lists. Try not to disturb your reading by checking up the new words in the dictionary. You can use the dictionary after finishing your reading. Moving on, as you read a text, mark new or interesting words and expressions, and continue reading. For understanding the paragraph's main idea

you do not have to know every word.

As words have different meanings in different contexts, do not just copy words in isolation but use the full phrases as used in the source, for example the verb 'take' has many meanings that go beyond its basic denotation. We can see the following:

Take up = start

Take off = the plane soared to the sky

Take on a new teacher = to employ a new teacher

The learner can learn the words in sets (group words), for instance, colours, clothes, diseases, drugs, buildings, insects, animals, plants, metals, etc.

The student of a foreign language is supposed to know the derivations of the word, called the 'branch word', i.e. the infinitive form of verbs, the third person singular, the first person singular, the second person; then the noun of the verb; then the adjective; and the adverb. Sometimes we can see two different nouns for the same word, such as 'vaccine' and 'vaccination' are two nouns for the verb 'vaccinate'; we also can see 'immunity' and 'immunization' for the verb 'immunize'. Furthermore, the same word can be a verb and a noun at the same time, for instance 'hurt, fish, water, can, ride, taste, ...'. The meanings can be understood through the sentences. *I fish the fish. I taste the food, and its taste is good. We must water the plants, because water is life.*

Here the words 'fish, taste and water'

can be nouns and verbs according to their place in the sentences. In the funny sentence *I can can the can, but the can can not can me.* The word 'can' is used as a modal verb, a main verb, and a noun.

Besides, words can be learned with prepositions. The same word has different meanings when it is followed by different prepositions. *This car is made in Japan. This car is made of metal.* The meaning of the two verbs 'made in' and 'made of' are different because of the different prepositions.

In addition, knowledge of prefixes and suffixes and word roots (often Latin and Greek roots) will help you both decipher and memorize a word, as you analyze the word into its constituent elements (prefix, prefix, root, suffix, suffix).

A key factor contributing to the success of language learners is creativity and imagination. You can yourself start thinking a little bit about how you remember the words you study in English. These strategies derive from different learning styles people use. Learning styles open new channels to learning. Mastering the grammar of the language is not enough to master the language. In the long run, it is your level of vocabulary and how you use it in your writing, which determines how well you are at English. Whether you need English for personal, academic, or business purposes, always use any opportunity to acquire more and more words.

## Sharing Experience

**I**f seeing is believing, experiencing is realizing. So what one could realize would be a valuable lesson that could be shared with those who wish to. Here, I simply share my teaching experience which has been gained both in India and abroad.

It is well known that English, in schools and colleges of India, has been taught as a second language and the same, is taught in Republic of Yemen and Libya as a foreign language. In fact, it is the Arabic language that influences (mother tongue interference) the learners and they take it as a challenge to study English. The improvement is slow



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but steady. They concentrate and never leave until they understand the concept clearly.

In Hodeidah University where I happened to teach I had enough satisfaction of having taught the students of Faculty of Arts and Education. As part of teaching practice I went to a school. The help students need from the teacher is drill and confidence which goes a long way to ensure learning. Of course each teacher is born with a gift of his own teaching techniques.

In Garyounis University of Libya (Africa) also English is taught as a foreign language. The students are almost

similar to the students of Yemen and the Italian influence could be seen here and there in their daily conversation. As pointed out, the Arabic influence makes learning little slow but it is not a deterrent factor. The drills in pronunciation, stress, intonation are all learnt with all avidity besides study of grammar and literature.

To conclude, English that the students learn is well received and the interest the learners evince is encouraging in Yemen and Libya. So teachers with real dedication can not only derive satisfaction but get nice experience of transferring the foreign language skills to them

Shakespeare's Macbeth:  
A challenge to the metaphysics of anthropocentric presence (Part 4)

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**R**osse and the Old Man obviously point out to the ecological balance that is disturbed and as a result "threatening" the scene in which "the travelling lamp" is the sun, which is "strangled" or killed by the darkness "as troubled with man's act". Shakespeare's *Macbeth* furnishes a vision that is profounder than the anthropocentric conception "releasing a vision of the sacredness and miracle of the created world, the ecosystem upon which mankind wholly depends". Shakespeare's *Macbeth* questions about the proper role of the human beings in the cosmic scheme of things emphasizing the ethical propriety of the individual action.

The question of value is linked with the propriety of the individual action of the doer because of his hubristic pride which he considers "outside of and superior to the natural world". Throughout the play it is expressed through such binary oppositions as: lost/won, foul/fair, black/white,

night/day, kill/heal, hide/know, good/bad, friends/foes, heaven/hell, holily/fouly, done/undone, welcome/unwelcome, darkness/light which reflect a register of difference pointing to a larger scheme of things which are beyond the human-centered theory of value. In biocentric terms Macbeth's and Lady Macbeth's actions are unjustifiable (Lady Macbeth's character is not discussed separately in this paper because I agree with Sigmund Freud (1916:137) when he says that they are "like two disunited parts of a single psychical individuality..."). In biological terms Scotland, the living place must be purged:

Meet we the medicine of the sickly weal;  
And with him pour we, in country purge,  
Each drop of us. (Act V, Scene II ll. 26-28)

It is as if "they" are medicine going to be poured into the country to cure it. This image of cure for an illness is continued in the succeeding lines with the use of the words: *pour, purge, drop*, in the process of cleansing the country which is a living entity. The image of healing continues in the following speech of Lennox in the same Act and Scene:

Or so much as it needs  
To dew the sovereign flower and  
drown the weeds.  
Make we our march towards

Birnam. (ll. 29-31)

With dew, and water they hope to make grow the new king of Scotland, Malcolm, the "sovereign flower" (In Modern English we speak of a "sovereign remedy") and "drown the weeds", Macbeth and his followers (see *New Swan Shakespeare* notes on page 204). Macbeth, the "untitled tyrant" as Macduff calls him, in his madness has caused the sickness of the country. Here the political crisis is linked with the ecological disturbance in the state as Malcolm speaks of its plight in Act IV, Scene iii - "It weeps, it bleeds; and each new day a gash/ Is added to her wounds" (ll.39-40). The normalcy in Nature will be restored after "Nature here is torn into fragments" by the witches "symbolizing the nauseous violation" (Long 1989: 13) of the ecological order "even till destruction sicken". With the symbolism of the returning spring, renewal of nature was evoked by the "sacred-magical advance of the forest's 'leavy screens'. Here is what Northrop Frye calls Shakespeare's "green world" emerges... to repossess a human house fallen into sickness" (Ibid: 13).

Locations and terrains are never accidental matters in *Macbeth* (Ibid. 16). In the very Act I, Scene i of the play we meet the three witches who are planning to meet Macbeth "In thunder, lightning or in rain?" "Upon the heath". They introduce the present confusion and point to the confusion that is going to come. His meeting

with the "weird sisters", the "instruments of darkness" is instrumental in instigating him on the path of the "bloody business" with the "every possible resonance of the verb 'to do' with the repetitions of "Do", "Did", "done", and the cognate noun "deed". In this connection it has been rightly remarked that they "carry the play's cogent exploration of what it is to be a separate, acting individual rather than an unperturbed particle of social acquiescence or the breath of nature's quiet" (Ibid: 32).

His separation from others and even from his wife, after the murder of the king, as a result like the sailor described by the witches he shall sleep "neither night nor day", "He shall live a man forbid". For he chooses the path of violence and destruction causing "breach in nature" with his bloody acts of tyrannical intentions. In Act III Scene i, at Forres, in a room in the palace he feels "cabined, cribbed, confined bound in/To saucy doubts and fears (ll.23-24) and realizes the barrenness and fruitlessness of his "deed". The "hurlyburly" of the heath has entered the room of Macbeth's castle at Inverness "with great news" of Duncan's arrival. Act I Scene vi unfolds the complexities of man and his environment with the images of paradisiacal bliss and procreation.

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A letter to the learners of English: 20  
Be careful about your English!

**E**very one wants to speak English well; whenever I asked my learners of English what they wanted to learn in English. They always said it was spoken English, they were so much in love with spoken English, though they didn't understand that it was the most difficult skill to learn and moreover they didn't have many opportunities to speak with others in English. Yet their love for spoken English is undying.

One way to learn spoken English is to practice speaking English with someone you have trust in such as your friend and classmates. There is no short cut at all. You should also learn to avoid mistakes which are common in the use of English of people around us. In this letter, I am providing a few examples of common mistakes in the use of English. Try to identify the mistakes in each excerpt and avoid it in your use of English:

Excerpt 1\*

It was very hot in the afternoon when the teacher entered and tried to switch the fan on but there was some problem. Then she said  
'why is fan not oning' (ing form of on).

Excerpt 2

Our class teacher once said: 'pick up the paper and fall in the dustbin!'

Excerpt 3

"shhh... quiet... the principal is revolving around college" someone said.

Excerpt 4

"I'll illustrate what I have in my mind" said the professor and erased the board.

Excerpt 5

Our chemistry HOD comes and tells us...  
'My aim is to study my son and marry my daughter'.

Excerpt 6

'Why are you looking at the monkeys outside when I am in the class?!" shouted the teacher angrily.

Excerpt 7

Our computer lab assistant said this when my friend wrote the wrong code...  
'I understand. You understand. Computer how understand?'

**The earth tolerates those who dig it;  
you do so with your critics. (Kural)**

(\* these excerpts are a part of a forwarded mail from a friend of mine in India) In these episodes, you could have noticed that the speakers have either used the wrong words in the wrong places or used the expressions wrongly in situations, may be because of the influence of the mother tongue. This has resulted in mistakes, most of which create laughter. Avoid them in your use of English, will you?

## ANY GUESSES?

1. What is the meaning of 'full of beans'?
2. What does a 'nit-picker' mean?
3. How to use 'upstage'?
4. What is 'lingua franca'?
5. What is the meaning of 'plethora'?

## Suggested answers to the previous issue's questions

1. Both 'administer' and 'administrate' are correct. *Administrate* was used in Britain as early as the 17th century. 'Administrate' is not used as frequently as 'administer.' *Administrate* is increasingly used in business correspondence.
2. A lot of people use 'waste' and 'wastage' as if they were synonymous. They have different meanings. 'Waste' means 'rubbish', 'useless excess material.' Example: *These are the waste products.* It is a waste of precious time and energy. 'Wastage' means 'amount that is wasted.' It also means 'loss by use, wear or leakage.' *Wastage is the result of natural causes.* When a person is told that he has wasted something, there is tone of criticism. 'Waste' implies moral censure. 'Wastage' has no such moral undertones.
3. 'Early' and 'early on' do not mean the same. 'Early on' means 'soon after the start of a past event.' It refers to 'an early point or stage in a process or course of event. Example: *Early on, his father told him that he would be a poet.* 'Early' means 'before the appropriate time.' Example: *He gets up early.*
4. 'Clue someone in' is an informal expression. When you clue someone in on something 'you inform someone of something.' Example: *The President's chief advisor clued him in on what was happening in the rebel camps.*
5. 'Bomb along' means 'to move very fast (usually in a vehicle in the specified direction. Example: *He bombed along the highway at 100 miles per hour.*

English language teaching in Yemen



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This brief study is an attempt to highlight some of the negative aspects and problems in teaching and learning of English in the Yemeni EFL situation.

with but a poor level of English. The majority of the students are not able to write or speak some correct sentences or even to introduce themselves to someone else.

encourage them learn actively. Teaching is not only teaching grammar, vocabulary or as some do summarizing the English pupil's books (synonyms, antonyms, rules) in the form of a small handout.

creativity by engaging them in many language games, activities, puzzles and competitions. Students should be motivated and encouraged. Good and hard working students should be rewarded.

Yemeni public schools are found useful for teaching and learning in Yemeni situations. The CECY materials for the preparatory and secondary schools contain cassettes for each class with the listening materials (cassettes are not accompanied with the books in public schools).

course books are provided with class cassettes, the classrooms are also provided with recorders, maps. There are no crowded classrooms (no more than 20 students in the class).

Training workshops for English language teachers



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It is heartening to note that the Ministry of Education is doing its best to improve the quality of teaching learning in Yemen. One of the current strategies being adopted is to offer educational training workshops for all teachers around Yemen in urban and rural areas.

shape the way they teach English and how to improve classroom practices. I summarize below the most important topics covered in the workshop. Using contextualized language It's the meaningful use of language for communicative purposes. It helps students to construct language in a given context by involving them in interactive activities, language games and dramatization or presentations.



Deliberations in the training workshop.



management practices to maximize the amount of students learning in large classes. Teachers may give diagnostic tests at the beginning in order to discover each student's strengths and needs. They may design purposeful activities that keep learners involved in the tasks.

to attract the students' attention. There are different kinds of materials that are easy to get, such as realia (objects), printed texts (books, newspapers), images (photographs, posters) and multimedia materials (audio tapes, CD, computer-based programs).

a wide variety of different tasks and activities that focus on the integration of language skills. Peer observation This kind of observation is useful especially for fresh teachers who have graduated from college recently. There are two kinds of observation: formative observation through which teachers observe each other to improve their teaching.

Why should teachers be big mouthed? Teaching intelligence



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Intelligence of the teacher plays a very crucial role not only in the field of building up his personal qualifications but also in widening the room for more meaningful learning. Thus, those who are most concerned to

educate are supposed to have multiple abilities that can be appropriately utilized. Intelligence of the teacher is activated not only when he follows a pre-planned pattern of teaching but also when he uses his mind in creating and responding to new ways that suit the situations in the classroom.

learners. Thus, teaching should have certain degree of routine but it should not be overroutinised. Sometimes a pattern of routine is given to a group just for learning to become flexible. Teaching intelligence is concerned with augmenting what the teacher possesses in terms of creative skills and abilities. They help the teacher not only to be in control of the class but also in caring for the recurrent responses, pits and moments. That is to say, a part of the teacher performance is conscious in so far as it is pre-planned, but a large section of it is semi-conscious.

SCIENCE QUIZ LINE Tick (✓) the most appropriate choice 1. Why do we hear roaring when a sea shell is placed near the ear? 3. The most abundant polymer present on our planet is 5. The immediate environment of organism is called

Continued from page 1 Human and machine translation Indeed, it is only the human translator who is capable of interpreting certain cultural components that may exist in the source text and that cannot be translated in equivalent terms into the language of the target text.

