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HR Trends for 2023: Driving strategic impact through people

By **Uitnei Chamusso***

2023 is bringing a changed world of work. The pandemic has propelled digital transformation a few years into the future, and the employee-employer relationship has transformed. We believe that 2023 is HR's window of opportunity to reposition the function's value proposition in the post-pandemic reality. Human Resources professionals have played a significant role in guiding organizations through the storm of the pandemic. In other words, HR can make a tremendous impact on organizations if adequately enabled.

Here are 3 of HR trends we believe will be shaping 2023 in the workplace. Some trends have been ongoing for a while now, but recent developments have accelerated them. Many are the result of drastic changes that organizations have had to make and, in some cases, are still facing.

1. Redefining remote and hybrid work strategies

Work has changed in the course of the pandemic. The pandemic has sped up digital transformation in organizations by three to four years. And workers have adapted accordingly.

Not all organizations have realized this, and they continue to hold onto outdated strategies that previously made sense.

Employees want clear communication and modernized policies. We expect that in 2023, HR practitioners will set clear principles about how, where, and when work is done. They will facilitate internal conversations on this topic and push their organization to make decisions, even if they are temporary, as organizations explore different workplace strategies.

2. Reshaping workplace learning

2023 is also the year in which HR will reinvent employee development strategies and bring learning into day-to-day work. Lack of career development and advancement is the one of the top reasons for quitting a job. Closing the skill gap is one of the critical ways for HR to make a difference in their organization. However, doing this well requires initiative and reinvention of old learning approaches.

In 2023, we will see a focus on more strategic learning – the training of skills aligned with the capabilities the organization needs to be competitive. This can include hard skills, which are more technical, and soft skills, like communication, time management, and analytical and critical thinking skills.

As part of this trend, we predict that HR will invest in more personalized workplace learning that is linked to what people are interested in learning and the ways they prefer to learn. That way, HR can ensure that employees are learning what's relevant to them in an engaging manner.

3. Creating purpose-driven organizations

In 2023, we expect HR to help shape the company's purpose. Connecting the company's purpose to environmental, social, and corporate goals and making these goals a clear part of the (employer) brand is a valuable way for HR to make an impact on the world and attract better talent.

When done well, HR will be able to engage both younger and more experienced workers by offering a purpose-driven workplace, making this one of the key HR trends for 2023.

Purpose is a key differentiator for organizations to help to retain and attract talent. A clear purpose will also help engage existing talent and increase productivity.

It is time for HR to step up to the plate, capture the opportunities that 2023 brings, and reposition the function's value proposition as a leader of the business and a builder of competitive people capabilities. That is the true power of HR: driving strategic impact through people.

Which HR trends are a priority to your organization, when it comes to the wellbeing of your employees and helping your organization become ready for future challenges?

*People Solutions & Advisory Manager | RSM Mozambique





Time Value of Money

By **Sonia Mahendra***

The time value of money is a concept that might sound complex at first, but it's quite simple to understand. Essentially, it means that money today is worth more than the same amount of money in the future. This is because money can earn interest or other returns over time, which increases its value.

To understand this concept, let's consider an example. Imagine that you have MZN 1000 today, and you can either spend it or put it in a savings account that earns 10% interest per year. If you choose to spend the money, you'll have nothing left in the future. But if you put it in the savings account, after one year you'll have MZN 1100 (MZN 1000 plus MZN 100 in interest). This means that the MZN 1000 you have today is worth more than the MZN 1100 you'll have in the future, because you can do more with it today than you can in a year.

The opposite is also true. If you owe someone MZN 1000 and you must pay them back in a year, the MZN 1000 you'll pay in the future is worth less than MZN 1000 today. This is because the person you owe money could have put that MZN 1000 in a savings account and earned interest on it over the course of the year. By the time you pay them back, the MZN 1000 they receive will be worth less than it would be today due to inflation and the opportunity cost of not being able to earn interest on that money.

The time value of money is an important consideration in many financial decisions. For example, if you're considering taking out a loan, you'll need to factor in the interest you'll have to pay on the loan over time. Similarly, if you're saving for retirement, you'll want to invest your money in a way that will earn a return over time, so that your savings will grow and be worth more in the future.

The time value of money is a fundamental concept in finance that simply means money today is worth more than the same amount of money in the future due to the potential earning capacity of money over time. Understanding this concept can help you make

better financial decisions and achieve your financial goals.

"Make your money work for you, over time."

Skill Box Team

*Founder | Skill Box Consultoria

Mozambique Financial Markets

By Banco BiG Mozambique*

The inflation in Mozambique has registered a slowdown for the fifth consecutive month, decreasing to 9,78% in January below the bank of Mozambique's reference limit of 10%. The food and non-alcoholic beverages sector continue to register a positive increase. According to the Statistical Institute (INE), Quelimane province has been leading in pricing increase with an inflation of 13,05%, followed by Inhambane (12,40%), Beira (11,71%), Chimoio (11,07%), and Nampula (11,05%), the remaining provinces have presented an inflation below 10,0%.

Inflation

Date	Percentage	12 Month Average	Monthly	cumulative
jan/23	9.78%	10.44%	0.98%	0.98%
dec/22	10.91%	10.28%	1.35%	10.91%
nov/22	11.25%	9.97%	0.58%	9.43%
oct/22	11.83%	9.64%	0.19%	8.80%
sep/22	12.71%	9.23%	0.62%	8.59%
aug/22	12.96%	8.72%	0.59%	7.92%

jul/22	12.71%	8.15%	0.74%	7.29%
jun/22	11.49%	7.61%	0.74%	6.50%
may/22	10.07%	7.19%	0.87%	5.72%
apr/22	8.36%	6.87%	1.36%	4.80%
mar/22	6.65%	6.72%	0.86%	3.40%
feb/22	6.62%	6.73%	0.50%	2.52%
jan/22	7.79%	6.68%	2.01%	2.01%

Source: National Institute of Statistics of Mozambique

PRIMARY MARKET

In the long term bond market, two treasury bond auctions were held in February, issuing OT's 2023 S1 bonds (4 years) around MZN 5.800 million, registering an average rate of 21,15% on both auctions. The demand/supply ratio for these bonds were above 150% in both auctions.

Bonds	OT 2023 S1	OT 2023 S1 (R1)
Type	Opening	Reopening
Maturity	4 anos	4 anos
Coupon Interest Rate	19.00%	19.00%
Amount of Issue	3.800.000.000,00	2.000.000.000,00
Amount of Demand	6.101.000.000,00	4.328.000.000,00
Amount issued	4.059.000.000,00	1.452.000.000,00
Nominal Value	100,00	100,00
Minimum rate	19,00%	20,50%
Maximum rate	22,00%	21,75%
Average rate	21,15%	21,15%
Nº of bonds issued	43 005 745	15 383 146

OT BONDS ISSUED	13.000.773	13.303.170
Demand/Supply ratio	160,55%	216,40%

Source: BIG Mozambique and BVM

SECUNDARY MARKET

BVM – Shares

During February, the stock market has been market by an appreciation of the HCB and Emose shares closing at MZN 2,30/share (+15,0%) and MZN 18.0 / share (+5.9%) respectively. On the other hand, the CDM, CMH and Tropigalia shares have closed at MZN 69,0 (-1,4%), MZN 1.600 / share (-23,8%) and MZN 124.00 / share (-4,6%) respectively. The HCB and CDM where the shares with the most volume of transactions with MZN 1 million and MZN 920 thousand respectively.

Shares	Price	Volume (MZN)	Δ Weekly	Δ Monthly	Δ YTD
CDM	69.00	920,210.94	37.9%	-1.4%	18.9%
HCB	2.30	1,089,769.32	15.0%	15.0%	-2.1%
CMH	1,600.00	93,924.00	-15.8%	-23.8%	-23.8%
EMOSE	18.00	49,406.00	20.0%	5.9%	5.9%
TROPIGALIA	124.00	141,905.00	-4.6%	-4.6%	-23.8%

The table above shows the shares with higher transaction volume over the last (6) six months.

BVM – Bonds

During February in the stock market, around MZN 2.1 billion were transacted in treasury bonds (28.95% higher than the volume of transactions in January). The corporate bonds registered around MZN 4 million in volume of transactions.

Treasury Bonds

Bonds	Current Coupon	Type of Coupon	Next Coupon	Maturity	Yield
OT Suppliers 2019	9.44%	Inflation + 0.5%	29-jul-23	29-jan-29	20.84%
OT 2020 S3	17.06%	BT's + 1.50%	11-mar-23	11-mar-23	17.30%
OT 2020 S10	17.06%	BT's + 1.50%	07-apr-23	07-oct-24	18.45%
OT 2021 S1	19.31%	BT's + 1.50%	10-aug-23	10-feb-25	18.83%
OT 2021 S2	19.00%	BT's + 1.25%	24-aug-23	24-feb-26	19.98%
OT 2021 S4	17.63%	BT's + 1.00%	21-apr-23	21-apr-26	20.15%
OT 2021 S10	14.50%	Fixa	10-may-23	10-nov-25	19.66%

OT 2021 S1	17.00%	Fixa	10-may-23	10-nov-23	17.00%
OT 2022 S1	18.80%	BT's + 1.00%	09-aug-23	09-feb-27	21.03%
OT 2022 S3	15.25%	BT's + 1.75%	09-mar-23	09-mar-30	20.65%
OT 2022 S7	17.75%	Fixa	10-aug-23	10-aug-26	20.48%
OT 2022 S9	17.75%	Fixa	21-mar-23	21-sep-25	19.51%
OT 2022 S10	19.00%	Fixa	23-may-23	23-nov-26	20.80%
OT 2023 S1	19.00%	Fixa	08-aug-23	08-feb-27	21.15%
MOZAM (USD)	5.00%	Fixa	15-mar-23	15-sep-31	12.86%

Corporate Bonds

Bonds	Current Coupon	Type of Coupon	Next Coupon	Maturity	Yield
Bayport 2019 S1	20.00%	Fixed	12-apr-23	12-apr-24	20.58%
Bayport 2019 S2	19.00%	Fixed	21-apr-23	21-oct-24	21.00%
Bayport 2020 S1	16.00%	Fixed	27-mar-23	27-mar-25	21.34%
Bayport 2020 S2	21.53%	BT's + 6.00%	30-mar-23	30-mar-25	21.35%
Bayport 2021 S1	22.15%	BT's + 4.50%	21-may-23	21-may-26	22.25%
Bayport 2021 S3	22.23%	BT's + 4.50%	27-jul-23	27-jul-25	21.60%
Bayport 2021 S4	20.03%	BT's + 4.50%	16-mar-23	16-sep-26	22.50%
Bayport 2022 S1	22.00%	BT's + 4.50%	13-apr-23	13-oct-28	22.64%
Visabeira 2020	25.00%	FPC + 4.75%	23-mar-23	23-mar-26	-

Source: Mozambique stock market and Banco BiG Mozambique, S.A

Total Transactions on the Secondary Market

Around MZN 3.8 billion, were transacted in the secondary market, as at the end of February, a volume of transactions which corresponds to +61.32% vs. the volume of transactions on the corresponding period.

*Investment Banking

News

Fidelidade Speaks up for Micro-insurance in Mozambique

Source: **Eco Seguros**



On Monday, the Fidelidade Ímpar's chairman of the board of directors in Mozambique, spoke up for the legislative review to bring up solutions to the informal sector on the market, through micro-insurance.

"It is necessary to undertake a review of the law based on local reality. It is important to work on international parameters, however we have to have a very realistic component: our economy is informal," declared Manuel Gamito to the media during an insurance campaign in Maputo.

To the president of Fidelidade Ímpar, the informal sector dominates the Mozambican economy, generates income and, consequently, its workers are entitled to insurance within their activities.

"The legislative revision should take into account that the following informal employees (carpenter, fisherman or other) are entitled to access to banking services in the same way that they are entitled to insurance. "Let the man of the village, with his resources,

be able to have access to insurance from his boat engine, ship or his personal insurance," said Manuel Gamito.

Among the key elements that outcast the informal workers on the market are the "dispersed legal framework", bureaucracy and the lack of solutions that suit the financial conditions of these workers.

The campaign launched by the insurer called "Together We Are Safer" aims to strengthen the company's inclusion policy, highlighting services and products "adapted to the needs of each client".

In December 2021, Fidelidade, which had been in Mozambique since 2014, announced the acquisition of 70% of the capital of the Mozambique International Insurance Company (SIM), which operated under the Ímpar Seguros, in a transaction around at 46.8 million euros.

The insurer pointed out that the first year of operations with the new Brand Fidelidade Ímpar was positive, registering a growth and increase in the number of employees by 10%, rising to a total of 216 employees.

In Mozambique, the insurer has branches in 8 provinces, with more than 330,000 customers.

Founded in 1808, Fidelidade is one of the leading market insurers in Portugal, Angola, Cabo Verde, Spain, France, Macau, Peru, Bolivia, Paraguay, Chile and Mozambique.





Tips for good health

Healthy eating and drinking

Healthy eating is important as the food you eat can have a huge impact on your health. A nutritious, balanced diet rich in fibre, fruits and vegetables is essential for maintaining a healthy gut, body and mind, especially in later life. Cut down on fat, sugar and salt to avoid diseases and avoid shortening your life expectancy.

Keeping physically active

Activity and exercise doesn't have to be anything strenuous. Walking is one of the best forms of exercise, it costs nothing and it will help to improve your health and general wellbeing and help with weight loss. Your fitness levels will improve and problems such as high blood pressure, depression and joint problems can be prevented.

Get plenty of fresh air

Getting out in the fresh air is not only good for your physical health, but for your mental health too. Exposure to sunlight boosts your vitamin D levels, which is essential for your teeth and bones and also makes you feel happier. Going outdoors as often as possible, for example to walk your dog, is also a great way of meeting people and improving your social life.

Drink plenty of water

Healthy drinking is important to keep enough fluids to flush toxins from your body and keeps you hydrated. The recommended amount of fluid you should aim to drink every day is 6 to 8 glasses, but you should increase this amount in hot weather or when you are exercising.

Keeping your brain active

There are lots of easy ways to help to keep your brain alert as you get older. Certain foods can help to increase your brainpower, as well as simple activities such as doing a

crossword or quiz, reading a book or having a lively debate! .

Source: InformationNOW

Post of the Month



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