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Health - Life - Pensions

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The Challenges for Organizations in

Hiring Millennials in the Era of Strategic HR Management

By Chelsea Capece*

The success of organizations is strictly linked to how the resources they have available are managed. In this article, we intend to address the virtualities and potentialities of Human Resources of the Millennials' Generation.

Much has been said about Generation Y, which is the Millennials Generation. A generation that aspires for balance between personal and professional life, is always looking for recognition, is impatient, is informed and with great ease in the use of new technologies and means of communication.

Some of the main characteristics of generation Y are:

- ⇒ Desire for flexibility and autonomy at work;
- ⇒ Valuing the balance between personal and professional life;
- ⇒ Need for purpose and meaning at work;
- ⇒ Preference for teamwork and collaboration;
- ⇒ Intensive use of technology and social networks.

Given these characteristics, organizations need to position themselves in order to offer conditions and benefits that attract and retain Millennials.

Some of the best practices that can be adopted are:

1. **Offer flexible hours and/or home office:** many Millennials value flexibility at work and may feel more motivated and productive if they could work different hours and locations.
2. **Invest in development and training programs:** Millennials are constantly looking to learn and grow professionally, so companies that offer training and development opportunities are more likely to attract and retain these professionals.
3. **Value diversity and inclusion:** generation Y is usually more committed to social and humanitarian causes. Companies that adopt inclusion and diversity policies can gain positive points with these professionals.
4. **Provide a collaborative and innovative work environment:** Millennials like to work in teams and exchange ideas and experiences. Companies that encourage collaboration and innovation can attract and retain these professionals.
5. **Adopt modern and integrated technologies:** Millennials are digital natives and highly value the use of modern and integrated technologies at work. Companies that

offer efficient work tools that allow interaction and efficient communication have a better chance of attracting and retaining these professionals.

With Millennials entering the labor market, several questions arise, around their values and how these values can influence organizations, very marked by a strong formalism.

Organizations need to give space to these people. One of the ways to create this space is to give internship opportunities to those who have no experience, to offer conditions for a bigger and better involvement and confidence to those who are already in the market, encouraging them to expose their perspectives and innovations. This way they will be able to confirm all these characteristics that, well used, explored, and recognized, can add a lot of value to the world of People Management and to Organizations in general.

In short, companies need to adapt to the values and demands of Millennials to attract and retain them in the labor market. This may require significant changes from the traditional practices and policies of organizations, but investing in this generation can bring important benefits for companies, including greater innovation, productivity and competitiveness.

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Your Personal Guide to Online Shopping

By **Sonia Mahendra***

Online shopping has become an essential part of our lives. With the convenience of being able to shop from the comfort of our homes, it's no surprise that online shopping has become increasingly popular. However, it's important to remember that shopping online does come with risks, such as scams and identity theft. To ensure you have a safe and successful online shopping experience, we've compiled a list of best practices and a personal guide.

These are the main aspects you should take into account when embarking on an online shopping journey:

- 1. Shop from trusted websites:** Before making a purchase, ensure that you are shopping from a legitimate website. Check for HTTPS encryption in the website's URL and look for reviews from other customers. Be wary of websites that offer deals that seem too good to be true, as they may be scams.
- 2. Use strong passwords:** Ensure that you are using a strong password for your online shopping accounts. Avoid using the same password for multiple accounts and change your password regularly.
- 3. Keep your personal information safe:** When making a purchase, only provide the necessary personal information. Never provide your social security number or other sensitive information. Additionally, be cautious of phishing scams that may ask for your personal information through email or other communication channels.
- 4. Be aware of your surroundings:** Avoid making purchases on public Wi-Fi networks or on shared computers. These networks may not be secure and can leave you vulnerable to hacking and identity theft.
- 5. Keep track of your purchases:** Keep a record of your online purchases, including the date of purchase, the amount spent, and the website where you made the purchase. This will make it easier to keep track of your expenses and will be useful in case of any issues with the purchase.

It is also helpful to conduct a basic research of the item you are purchasing to ensure that you get a fair deal:

- 1. Research before purchasing:** Before making a purchase, research the product and the seller. Read reviews from other customers and ensure that the product

meets your requirements. Additionally, research the seller's reputation and ensure that they have a good track record.

2. Compare prices: Compare prices from different websites to ensure that you are getting the best deal. Look for discounts and coupons that can help you save money.

3. Check the shipping and return policies: Before making a purchase, ensure that you understand the shipping and return policies. Check for any additional fees that may be charged for shipping and ensure that the seller has a return policy in case the product is defective or does not meet your expectations.

4. Use a credit card: Use a credit card for online purchases instead of a debit card. Credit cards offer more protection against fraudulent charges and offer better options for disputing charges.

By following these best practices and personal guidance, you can have a safe and successful online shopping experience. Happy shopping!

“Life is better when you have an online order on the way...” - Unknown

Skill Box Team

*Founder | Skill Box Consultoria

Mozambique Financial Markets

By Banco BiG Mozambique*

The inflation in Mozambique has increased to 10,82% in March. The food, transport and non-alcoholic beverages registered a higher increases. The monthly inflation was 1,33%, a cumulative inflation of 1,96% in February to 3,32% in March. According to the National Statistical Institute (INE), the province of Inhambane has been leading in pricing increase with an inflation of 15,27%, followed by Quelimane (13,67%), Tete (12,91%), Chimoio (10,62%) and Xai-Xai (10,07%), and the remaining provinces have presented an inflation below 10,0%.

Inflation

Average

Date	Percentage	12 Months	Monthly	Cumulative
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	Month	1M	3M	5M
Mar-23	10.82%	11.08%	1.33%	3.32%
Feb-23	10.30%	10.74%	0.97%	1.96%
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%

Source: National Institute of Statistics of Mozambique

PRIMARY MARKET

During Abril, two treasury bond auctions took place, despite the first one being cancelled due to the lack of demand due. On this action were issued OT's 2023 S3 (5 year) bonds, equivalent to MZN 738 million, corresponding to 18% of the issuing amount (MZN 4.000 million) at a medium rate of 22%.

Title	OT 2023 S3
Type	Opening
Maturity	5 Years
Coupon Interest Rate	19.00%

Amount of the Issue	4.000.000.000,00
Amount from Demand	994.000.000,00
Amount Issued	738.000.000,00
Nominal Value	100,00
Minimum Rate	22,00%
Maximum Rate	23,75%
Average Rate	22,00%
Nº of Bonds Issued	8.095.111
Demand/ Supply Ratio	24.85%

Source: BIG Mozambique and BVM

SECUNDARY MARKET

BVM – Shares

The stock Market has been market by an appreciation of the CDM, HCB and TROPIGALIA, closing at MZN 55 /share (+22,1%), MZN 2,5 / share (+33,0%, and MZN 124.99 /share (+25,0%), respectively. The shares with higher volume of transactions have been the HCB, with MZN 1,8 million, followed by the CDM MZN 1,7 million and CMH with MZN 1,2 million.

Shares	Price	Volume (MZN)	△ Weekly	△ Monthly	△ YTD
CDM	55.00	1,745,717	3.2%	22.1%	-5.2%
HCB	2.50	1,822,847	0.0%	33.0%	6.4%
CMH	2,100.00	1,203,759	-19.2%	0.0%	0.0%
EMOSE	19.00	14,982	0.0%	2.7%	11.8%
TROPIGALIA	124.99	248,693	0.0%	25.0%	0.0%

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

News

AMS: "Insurers Want Incentives and Progressive Legal Framework"

Source: **Diário Económico**



The Mozambican Association of Insurers (AMS) called for the establishment of a legal regime that promotes competitiveness, growth and sustainability, so as to encourage insurers to operate in an innovative way, opening space for financial inclusion.

According to Ruben Chivale, AMS president, quoted by *Semanário Económico*, in the country there is a promising market for insurers, but, on the other hand, the growth opportunities are not yet being properly taken advantage of.

"There are several constraints, from the legislative framework that needs a broad reform. While these changes do not happen, the sector will continue its activities, although in a relatively conditioned way", said Ruben Chivale, on the last day (26), during the signing of a memorandum of agreement, with the Institute of Corporate Governance of Mozambique (IGCM).

According to the source, the law that was approved in 2010 for the insurance industry is outdated and disjointed. "We are talking about a law that is already 13 years old. But we cannot forget that the situation and the real needs, whether of consumers, insurers and also the evolution of the regulation itself by the Insurance Supervision Institute of Mozambique (ISSM) has changed a lot. So there is a need for revision", explained Ruben Chivale.

The responsible also advanced that "AMS has a wish list of what we would like this legal regime to incorporate and reflect. If we have a more inclusive legislation, that looks at our reality, at the small centers, we can have, in fact, significant gains".

Ruben Chivale also mentioned the relevance of giving more opportunities to microinsurance, so that it can be a contributing element to the improvement of financial inclusion in the country, removing the perception that insurance is still an elitist product or service.

Are you exploring the possibility of implementing a pension fund in your company?





- **Fund Implementation:** our knowledge and expertise of the regulatory framework allows us to assist our clients when it comes to negotiating terms, signing Service Level Agreements and implementing Funds.
- **Fund Consultancy:** for existing pension funds, we provide admin support, establishing a bridge between Managing Entities and Employers/Trustees.
- **Investment Advisory:** through strategic partnerships, we help Trustees and Investment Committees monitoring Fund's investment performance and looking for the best investment opportunities available.
- **Member Communication:** member communication is an important part of a Pension Fund implementation process, we provide support to our clients in this regard.

As presented above these were just a few of our services.

Find below a link to a quick pension fund survey. The survey was designed to be short and easy to complete, and we would appreciate your time and contribution.

Take a minute to complete the survey below.

Carlyle Partners
Health - Life - Pensions

Pension Fund Implementation Survey

To help us better understand you and help you, please answer the following questions:

Name: _____

Email: _____

Your answer:

Pension Fund Implementation Survey

To help us better understand you and help you, please answer the following questions:

**Take Control of Your Family's Future:
Explore Our Life Insurance Solutions**



Life is unpredictable, but your family's financial security shouldn't be. That's why we're reaching out to you with an exclusive offer to protect your loved ones.

We understand the importance of providing for your family's needs even when you're no longer around. Our life insurance policies offer a range of benefits that can give you peace of mind:

- 1. Financial Protection:** Our life insurance coverage ensures that your family will be financially supported in the event of your untimely demise. They can rely on a lump sum payout that can help cover outstanding debts, mortgage payments, education expenses, and daily living costs.
- 2. Income Replacement:** With our life insurance, you can replace your lost income, ensuring your family's lifestyle and future goals are not compromised. They can maintain their standard of living and continue pursuing their dreams even without your financial contributions.
- 3. Peace of Mind:** Knowing that your family is financially protected provides you with invaluable peace of mind. It frees you from worrying about their future, allowing you to focus on making the most of every moment with them.

We offer flexible life insurance options tailored to your specific needs and budget. Our experienced team of professionals will guide you through the process, helping you choose the right policy that aligns with your unique circumstances.

Don't delay securing your family's future. Find plans starting from 700 MZN, Contact us today at **[+258 85 690 3998]** or visit our website at [\[carlylepartners.llc\]](http://carlylepartners.llc) and receive a personalized quote.

Invest in your family's well-being and ensure they are protected, no matter what the future holds. Act now and take the first step towards providing the financial security they deserve.

Plan option	Benefit	Monthly premium
Option 1	500,000.00 MZN	700.00 MZN
Option 2	1,000,000.00 MZN	1,300.00 MZN
Option 3	1,500,000.00 MZN	1,850.00 MZN
Option 4	2,000,000.00 MZN	2,350.00 MZN



Post of the Month

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Health - Life - Pensions



Our Values



SPEED



**FREEDOM
&
RESPONSIBILITY**



TRUST



EMPATHY



INNOVATION

Carlyle Partners is an insurance advisory brokerage specialized in Health, Life and Pensions, licensed under the Insurance Supervision Institute of Mozambique (ISSM).

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