



Exploring the History of the Moors of Africa and their Impact on the World - In Architecture, Literature, Medicine, The Game of Chess, Cleanliness and more...

African Moors were known for their exceptional architecture and engineering skills, and they built numerous impressive structures, such as universities and mosques in Spain, which still stand to this day. They made significant contributions in various fields, including math, medicine, chemistry, philosophy, astronomy, botany, bricklaying and history.

The African Moors were the first to introduce the use of Arabic numbers in Europe, which are still used today. They also made significant advances in medicine, developed treatments for various diseases and created medical textbooks that were widely used. In addition, the African Moors were skillful astronomers and developed advanced techniques to measure time and determine the position of celestial bodies.

They also made important contributions to botany, introducing new plants in Spain and creating gardens admired by many. African Moors were also known for their expertise in bricklaying and built numerous impressive structures, such as Granada's Alhambra, considered one of the most beautiful and impressive buildings in the world. Finally, they also wrote extensively about their history, creating numerous historical texts that are still being studied today.

The term Moor is an exonym first used by Christian Europeans to designate the Muslim populations of the Maghreb, al-Andalus (Iberian Peninsula), Sicily and Malta during the Middle Ages. Moors are not a single, distinct or self-defined people. The 1911 Encyclopædia Britannica observed that the term had "no real ethnological value." Europeans of the Middle Ages and the early modern period variously applied the name to Arabs, Berbers, and Muslim Europeans.

The term has also been used in Europe in a broader sense to refer to Muslims in general, especially those of Arab or Berber descent, whether living in al-Andalus or North Africa. During the colonial era, the Portuguese introduced the names "Ceylon Moors" and "Indian Moors" in South Asia and Sri Lanka, and the Bengali Muslims were also called Moors. In the Philippines, the longstanding Muslim community, which predates the arrival of the Spanish, now self-identifies as the "Moro people", an exonym introduced by Spanish colonizers due to their Muslim faith.

In 711, troops mostly formed by Moors from northern Africa led the Umayyad conquest of Hispania. The Iberian Peninsula then came to be known in Classical Arabic as al-Andalus, which at its peak included most of Septimania and modern-day Spain and Portugal. In 827, the Moors occupied Mazara on Sicily, developing it as a port. They eventually went on to consolidate the rest of the island. Differences in religion and culture led to a centuries-long conflict with the Christian kingdoms of Europe, which tried to reclaim control of Muslim areas; this conflict was referred to as the Reconquista. In 1224, the Muslims were expelled from Sicily to the settlement of Lucera, which was destroyed by European Christians in 1300. The fall of Granada in 1492 marked the end of Muslim rule in Spain, although a Muslim minority persisted until their expulsion in 1609.

Moor, in English usage, describes a Moroccan or, formerly, a member of the Muslim population of al-Andalus, now Spain and Portugal. Of mixed Arab, Spanish, and Amazigh (Berber) origins, the Moors created the Islamic Andalusian civilization and subsequently settled as refugees in the Maghreb (in the region of North Africa) between the 11th and 17th centuries. By extension (corresponding to the Spanish moro), the term occasionally denotes any Muslim in general, as in the case of the "Moors" of Sri Lanka or of the Philippines. Today, the term Moor is used to designate the predominant Arab-Amazigh ethnic group in Mauritania (which makes up more than two-thirds of the country's population) and the small Arab-Amazigh minority in Mali.

The word derives from the Latin term Maurus, first used by the Romans to denote an inhabitant of the Roman province of Mauretania, comprising the western portion of

present-day Algeria and the northeastern portion of present-day Morocco.

The term is of little use in describing the ethnic characteristics of any groups, ancient or modern. From the Middle Ages to the 17th century, however, Europeans depicted Moors as being black, "swarthy," or "tawny" in skin colour. (Othello, Shakespeare's Moor of Venice, comes to mind in such a context.) Europeans designated Muslims of any other complexion as "white Moors," despite the fact that the population in most parts of North Africa differs little in physical appearance from that of southern Europe (in Morocco, for example, red and blonde hair are relatively common).

Moor Architecture

Moorish architecture is the articulated Islamic architecture of northern Africa and parts of Spain and Portugal, where the Moors were dominant between 711 and 1492. The best surviving examples of this architectural tradition are the Mosque-Cathedral of Córdoba and the Alhambra in Granada (mainly 1338–1390), as well as the Giralda in Seville (1184). Other notable examples include the ruined palace city of Medina Azahara (936–1010) and the Mosque of Cristo de la Uz, now a church, in Toledo, the Aljafería in Zaragoza and baths such as those at Ronda and Alhama de Granada.

The term Moorish continues to be widely used to describe the art, architecture, and high culture of Muslim Andalusia and North Africa dating from the 11th century onward.

The Moors were a group of North Africans who conquered and ruled Spain for nearly 781 years, from 711 to 1492. They entered the Iberian Peninsula, Spain, after crossing the Strait of Gibraltar, passing through Morocco.

Moors is a term generally used by Europeans to describe the Muslim people of North Africa and the Iberian Peninsula during the Middle Ages. Between 711 C.E. and 1492 C.E. They were Muslim people of African descent who controlled parts of Iberia which consist of modern-day Spain and Portugal. Because they were there so long, they had a long-lasting impact on Spanish culture as well as the European relationship with Islam.

Moorish buildings have influenced architects around the world, the Spanish language has countless words of Arabic origin, and Moorish characters were included in European literature for centuries.

This term typically refers to this historic group of people and their culture lives on in North African countries like Morocco. However, Europeans tended to use the word Moor in a broader sense to denote simply anyone who was Muslim.

Moors Origin

In 7th century when new religion of Islam was born in the Arabian Peninsula. Followers established a religious government and began to expand the empire into old weakened empires such as the Byzantines. Within 100 years this Islamic empire stretched from modern-day Morocco in North Africa to eastern Iran. The Moors left a significant mark on medieval Europe, especially with their conquest of the Iberian Peninsula in 711 AD. They ruled over Spain for several centuries, transforming it culturally, socially and politically. However, the term "Moors" does not refer to a single, homogenous group, but rather to the medieval Muslim inhabitants of various regions, including Sicily, Malta, the Maghreb and al-Andalus.

Despite their influence on Europe, there is still a lot we don't really know about the Moors and the time when they were a powerful contender within Europe. In this article, we will delve into 15 lesser-known facts about the Moors that shed light on their history, providing a deeper understanding of the Moors' impact on European history and their enduring legacy.

Some distinctive feats and achievements of the Moors include:

- 1. The 711 AD Moorish Invasion Was a Major Clash of Cultures**
The threat faced by Christian Spain across the Strait of Gibraltar was vastly different from anything they had encountered before. The Muslim Moors represented a distinct and unfamiliar culture, completely separate from the European Christian world. As a result of this clash of cultures, a new and distinct set of traditions and customs quickly emerged. Even today, the Moors' influence on Spain is palpable, with traces of their culture evident in everyday aspects including language, food and architecture. Though the initial clash between Islam and Christianity was hostile, it ultimately served as a wellspring of inspiration, leaving an enduring legacy that continues to shape Spanish culture to this day.
- 2. The Lead Character of Shakespeare's Othello Is a Moor**
Shakespeare's Othello, also known as the Moor of Venice, centers around a noble Moorish General in the employ of the Venetian army. This play demonstrates that even during Shakespeare's time, the Moors remained an object of fascination in Europe due to their exotic appearance and distinct culture. Moreover, the historicity of Othello suggests that the Moors were highly skilled and cap.

For more on the more stories on the Moors of Africa stay tuned for subNewsletter Edition 8 to be published on our website www.globalafricantimes.com

Source: Ruth De Jager, www.ancient-origins.net, www.wikipedia.com





Rwanda Marks 30 Years Of The Genocide

"The International community failed all of us" - Rwanda's President Paul Kagame

The world joined Rwanda to mark 30 years since the 1994 genocide that saw about 800,000 people lose their lives. Dignitaries from across the world gathered in Kigali to commemorate the day. Some dignitaries in attendance were, French Foreign Minister Stéphane Séjourné, former US President Bill Clinton, Ethiopia's Prime Minister Abiy Ahmed, South Africa's President Cyril Ramaphosa, and Israel's President Isaac Herzog.

In his address, Rwanda's President Paul Kagame said that his country was completely humbled by the magnitude of their loss.

On the day, April 7, 1994 (30 years ago), extremists from the Hutu ethnic group launched a killing spree which saw members from both the Hutu group and the Tutsi minority lose their lives. Following the genocide, the Tutsi group which took over power were alleged to have killed thousands of Hutus.

President Kagame with a group of dignitaries placed wreaths on mass graves at the Kigali Genocide Memorial on Sunday. The president also lit a remembrance flame.

In the President's words "Many of the countries representing here also sent their sons and daughters to serve as peacekeepers in Rwanda. Those soldiers did not fail Rwanda. It was the international community which failed all of us. Whether from contempt or cowardice. The failure of other nations to intervene has been a cause of lingering shame", said President Kagame. He also thanked other African nations such as Uganda, Ethiopia and Tanzania for accepting the Tutsi refugees and for helping to bring an end to the genocide.

Former US President Bill Clinton who was also in attendance, said that the genocide is the biggest failure of his administration.

In a recorded video by French President Emmanuel Macron, he also acknowledged that France and its allies could have put an early end to the genocide but lacked the will to do so. Rwanda accused France of ignoring warning signs and of training militants of who carried out the attacks under former president François Mitterrand, a close ally of the Hutu-led administration.

The genocide started on the night of April 6, 1994 when Hutu President Juvenale Habyarimana was assassinated by a shooting down of his plane while on board. Hutu extremists accused Tutsi RPF rebel group and retaliated with a launch of a campaign of slaughter. Several thousands of Tutsi women were abducted and kept as sex slaves.

After 100 days of violence, the Tutsi RPF rebel militia led by Mr. Paul Kagame overthrew the Hutu extremists to end the genocide.

Several months after the genocide, the International Criminal Tribunal for Rwanda was set up in Tanzania. The move saw several officials in the former regime convicted of the genocide, all of who were Hutus. Community courts in Rwanda known as as Gacaca were also set up to facilitate the prosecution of all the genocide suspects who were awaiting trial.

The week-long mourning period across Rwanda means that music, sports, films etc. will not be broadcasted on radio or on TV. Also, national flags will be hoisted at half-mast.

New mass graves are still being discovered around the country. Till today, hundreds of

suspects remain at large in countries such as DR Congo and Uganda.

Since the end of the genocide, President Paul Kagame has been praised for his rapid transformation of Rwanda through pragmatic policies which has boosted rapid economic growth. His critics have however argued that the President only tolerate assents as several opponents of his policies have met unexplained deaths.

The 1994 genocide in Rwanda remains a highly sensitive issue as it has become illegal to talk about ethnicity.

About the Rwandan Genocide The Rwanda genocide of 1994 was a planned campaign of mass murder in Rwanda that occurred over the course of some 100 days in April-July 1994. The genocide was conceived by extremist elements of Rwanda's majority Hutu population who planned to kill the minority Tutsi population and anyone who opposed those genocidal intentions. It is estimated that some 200,000 Hutu, spurred on by propaganda from various media outlets, participated in the genocide. More than 800,000 civilians—primarily Tutsi, but also moderate Hutu—were killed during the campaign. As many as 2,000,000 Rwandans fled the country during or immediately after the genocide.

The major ethnic groups in Rwanda are the Hutu and the Tutsi, respectively accounting for more than four-fifths and about one-seventh of the total population. A third group, the Twa, constitutes less than 1 percent of the population. All three groups speak Rwanda (more properly, Kinyarwanda), suggesting that these groups have lived together for centuries.

The area that is now Rwanda is believed to have been initially settled by the Twa, who were closely followed by the Hutu, probably sometime between the 5th and 11th centuries, and then by the Tutsi, likely beginning in the 14th century. A long process of Tutsi migrations from the north culminated in the 16th century with the emergence of a small nuclear kingdom in the central region, ruled by the Tutsi minority, that persisted until the arrival of Europeans in the 19th century.

Social differences between the Hutu and the Tutsi traditionally were profound, as shown by the system of patron-client ties (buhake, or "cattle contract") through which the Tutsi, with a strong pastoralist tradition, gained social, economic, and political ascendancy over the Hutu, who were primarily agriculturalists. Still, identification as either Tutsi or Hutu was fluid. While physical appearance could correspond somewhat to ethnic identification (the Tutsi were generally presumed to be light-skinned and tall, the Hutu dark-skinned and short), the difference between the two groups was not always immediately apparent, because of intermarriage and the use of a common language by both groups.

During the colonial era, Germany and later Belgium assumed that ethnicity could be clearly distinguished by physical characteristics and then used the ethnic differences found in their own countries as models to create a system whereby the categories of Hutu and Tutsi were no longer fluid. The German colonial government, begun in 1898 and continuing until 1916, pursued a policy of indirect rule that strengthened the hegemony of the Tutsi ruling class and the absolutism of its monarchy. That approach continued under Belgium, which took control of the colony after World War I and administered it indirectly, under the tutelage of the League of Nations.

Some Hutu began to demand equality and found sympathy from Roman Catholic

clergy and some Belgian administrative personnel, which led to the Hutu revolution. The revolution began with an uprising on November 1, 1959, when a rumor of the death of a Hutu leader at the hands of Tutsi perpetrators led groups of Hutu to launch attacks on the Tutsi. Months of violence followed, and many Tutsis were killed or fled the country. A Hutu coup on January 28, 1961, which was carried out with the tacit approval of the Belgian colonial authorities, officially deposed the Tutsi king (he was already out of the country, having fled the violence in 1960) and abolished the Tutsi monarchy. Rwanda became a republic, and an all-Hutu provisional national government came into being. Independence was proclaimed the next year.

The transition from Tutsi to Hutu rule was not peaceful. From 1959 to 1961 some 20,000 Tutsi were killed, and many more fled the country. By early 1964 at least 150,000 Tutsi were in neighboring countries. Additional rounds of ethnic tension and violence flared periodically and led to mass

killings of Tutsi in Rwanda, such as in 1963, 1967, and 1973.

Tension between Hutu and Tutsi flared again in 1990, when Tutsi-led Rwandan Patriotic Front (RPF) rebels invaded from Uganda. A cease-fire was negotiated in early 1991, and negotiations between the RPF and the government of longtime president Juvénal Habyarimana, a Hutu, began in 1992. An agreement between the RPF and the government, signed in August 1993 at Arusha, Tanzania, called for the creation of a broad-based transition government that would include the RPF. Hutu extremists were strongly opposed to that plan. Dissemination of their anti-Tutsi agenda, which had already been widely propagated via newspapers and radio stations for a few years, increased and would later serve to fuel ethnic violence.

To be continued in the next edition of our weekly Newsletter

Source: www.bbc.com, www.britannica.com

Managing Workflow and Productivity During African Technology Blackouts

by Esther Fefoame



In recent days, some African countries have experienced widespread internet blackouts, disrupting the operations of numerous businesses heavily reliant on technology. Such disruptions pose significant challenges for companies striving to maintain productivity and workflow continuity. As company owners and Human Resource Managers, it's imperative to strategize and implement measures to mitigate the impact of these emergencies. Here are detailed insights on how to navigate technology blackouts and keep your team productive:

Establish Clear Communication Channels:

- Encourage the use of mobile networks, SMS, or voice calls for communication.
- Implement communication tools with offline capabilities, such as Slack's offline mode or Microsoft Teams' offline access.

- Provide guidelines on alternative communication methods, such as setting up phone trees or using walkie-talkies for on-site teams.

Prioritize Essential Tasks and Processes:

- Identify critical tasks essential for business continuity, such as customer support or production.

- Allocate resources and manpower to ensure these tasks receive priority attention.

- Consider implementing task management tools like Trello or Asana to help teams organize and prioritize tasks effectively during blackouts.

Implement Offline Work Solutions:

- Provide access to offline versions of essential software tools like Microsoft Office or Google Workspace.

- Encourage employees to download necessary documents and resources in advance for offline access.

- Explore offline project management solutions like Freedcamp or Bitrix24 for tracking progress and collaboration without internet connectivity.

Encourage Flexibility and Adaptability:

- Foster a culture where employees feel empowered to adapt to changing circumstances.

- Encourage brainstorming sessions to generate creative solutions for working without internet access.

- Implement flexible work arrangements, such as allowing employees to work from alternative locations or adjusting work schedules to accommodate connectivity challenges.

Provide Training and Support:

- Conduct training sessions to familiarize employees with offline work solutions and alternative communication channels.

- Offer technical support and troubleshooting resources to help employees overcome challenges related to technology blackouts.

- Create a knowledge base or FAQ document addressing common issues and solutions for working offline.

Develop Contingency Plans:

- Establish comprehensive contingency plans outlining procedures for managing workflow during technology blackouts.

- Define clear roles and responsibilities for employees, including backup personnel for critical functions.

- Test contingency plans regularly through simulations or drills to ensure readiness and effectiveness in real-life scenarios.

Maintain Employee Morale:

- Acknowledge the challenges posed by technology blackouts and express appreciation for employees' efforts to overcome them.

- Organize team-building activities or virtual gatherings to boost morale and foster a sense of camaraderie.

- Provide additional support resources, such as counseling services or wellness programs, to help employees manage stress and anxiety during disruptions.

For those who may not be acquainted with project and task management tools, this is a brief introduction. Project management solutions are software platforms that assist teams in planning, executing, and overseeing projects comprehensively, offering features like task scheduling, resource allocation, and communication tools. Within this realm, task management tools specialize in organizing and tracking individual tasks within projects.

Some popular examples include Trello and Asana, which feature user-friendly interfaces and comprehensive functionalities for task creation, assignment, and progress tracking. Likewise, Freedcamp and Bitrix24 offer intuitive interfaces and robust capabilities, allowing teams to efficiently manage tasks within projects or workflows, thereby enhancing collaboration and productivity.

Moreover, for HR managers who recognize that their teams may not be familiar with these management tools, it's crucial to start training initiatives immediately. By proactively educating teams on these tools, HR managers can equip their staff with the necessary skills to navigate emergencies such as internet blackouts effectively.

In conclusion, navigating technology blackouts requires careful planning,

proactive measures, and a resilient mindset. By establishing clear communication channels, prioritizing essential tasks, implementing offline work solutions, fostering flexibility, providing training and support, developing contingency plans, and maintaining employee morale, companies can effectively manage workflow continuity and productivity during emergencies in African countries.

Thank you for embarking on this journey with us to explore collaboration within organizations. We trust that this edition ignites valuable contemplation and inspires proactive measures towards fostering stronger alliances in your workplace.

Connect with Us: For further insights or inquiries on labour-management strategies, we invite you to reach out through our designated contact form on our company website or connect with us through our official communication channel, efandassociatesgh@gmail.com. Facebook: Esther Fefoame or EF & Associates

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REAL ESTATE INVESTMENT OPPORTUNITIES IN AFRICA: A SYSTEMATIC SERIES ON THE GHANAIAN SECTOR-PART-1.

By Daniel Kontie



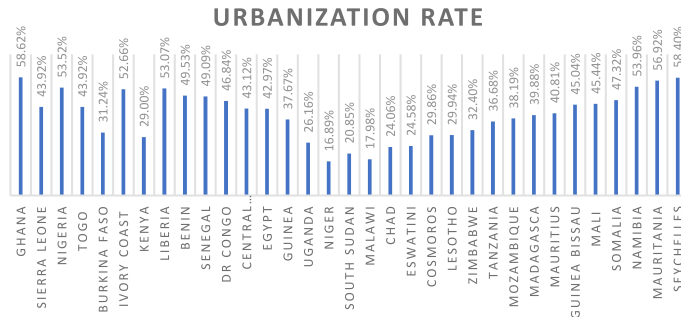
Real estate investment in Ghana has become an increasingly attractive option for investors looking to diversify their portfolios and tap into the country's promising real estate industry, the country with a stable political environment, a young and rapidly urbanizing population, and rising incomes, Ghana's real estate sector presents exciting opportunities in all categories of real estate, the residential, commercial, and industrial properties. This is a series that seeks to provide a systematic exposition on the real estate investment opportunities in Africa.

In this article and subsequent ones, we shall be examining five (5) fundamental factors (indices) that positions Ghana strategically, as the most preferred destination for real estate investment in Africa. The Ghanaian political environment, rate of urbanization, middle class growth, Ghana as the African hub for tertiary education and most importantly, Ghana's housing deficit. The purpose is to help potential investors make informed decisions in the event they so wish to venture into the African real estate market, for that matter the Ghanaian market. Now, take a seat, grab a glass of chilled drinks and come along with us as we run you down a data driven analysis on the prospects of real estate investment in Ghana.

First and foremost is the Ghanaian political environment, since the adoption of the 1992 constitution, Ghana has enjoyed political stability and have become a global center of attraction and a case study for many African nations and beyond. It is therefore not by chance that the Global Peace Index (2022) ranked Ghana as the 2nd most peaceful country in Sub-Saharan Africa among 46 others, top six (6) most peaceful countries in Africa and the 40th most peaceful country in the world out of 163. This guarantees security at all levels and gives confidence to the investor community that every dollar worth of investment within the shores of Ghana is secured regardless of which political party is in government. The supremacy of the constitution and the rule of law ensured the checks and balances among the arms of government. The Police Service, the Army, the National Security and all other state institutions mandated to keep democratic balance and political stability have always worked in synchrony, thereby placing Ghana ahead of its peers in Africa to emerge as the most preferred African state for both local and foreign direct investment, of which real estate investment is not an exception.

In addition to the stable political environment, the Ghana Housing Deficit presents a profound real estate investment opportunity. According to the Ghana Statistical Service (2022), Ghana's housing deficit stood at a staggering rate of 1.8 million. This has made the provision of more affordable housing options for urban dwellers a big challenge for the Ghanaian government. The state has over the years undertaken a few housing projects and policy interventions in attempt to bridge the gap, however, this was quite unsuccessful as the deficit continue to grow with time. Efforts have been made by private individuals which contributes but little to closing the gap, leaving the few private institutional developers a huge housing supply gap to meet. GREDA (Ghana Real Estate Developers Association) appears to be the only beacon of hope if the housing supply will ever meet the demand. But for potential investors to appreciate where the investment jackpot lies within the property supply landscape in Ghana, we would like to run you through a brief but empirical analysis. There are currently about one hundred and forty (140) private real estate developers in good standing in Ghana according to GREDA real estate journal (2023). The 140 have various specialties within the sector, that is to say it is not all of them that are into residential property development. However, for the purpose of this analysis, we shall assume that all of them develop residential properties. What this implies essentially is that, each developer will have to develop approximately thirteen thousand (13,000) housing units, though not feasible, within the year to be able to bridge the 1.8million gap. This shows how huge the real estate investment opportunity is, in Ghana that cannot be compared to any other destination in Africa.

Moreover, another index worth mentioning is Ghana's increasing rate of urbanization, according to Urban Land Institute, London (2018), urbanization leads to high demand for housing in urban centers thereby putting pressure on residential properties and consequentially leading to high rates of rent in the urban centers across the world. It was against this backdrop that we decided to explore the rate of urbanization in Ghana and its impact on real estate investment opportunities. Ghana's increasing rate of urbanization is another index that gives prospects to real estate investment particularly in Ghana's urban centers across the country. A recent observation made by our outfit, the Africa Continental Engineering & Construction



Network (ACECN) on some selected African countries points to the fact that Ghana has the highest rate of urbanization, (ACECN, 2024). This again positions Ghana as the most preferred destination for real estate investment in Africa. The figure below is the graphical representation of the rates of urbanization with Ghana topping the list with 58.62% in 2022.

Figure 1 (Data source: Statista, 2022)

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