The Botswana
GAZETTE

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APPEALS TO PARDON COVID-19 REGULATIONS VIOLATORS DISMISSED

- Minister says the convicts cannot be pardoned as this will set a bad precedence
- Over 6000 did not pay admission of guilt

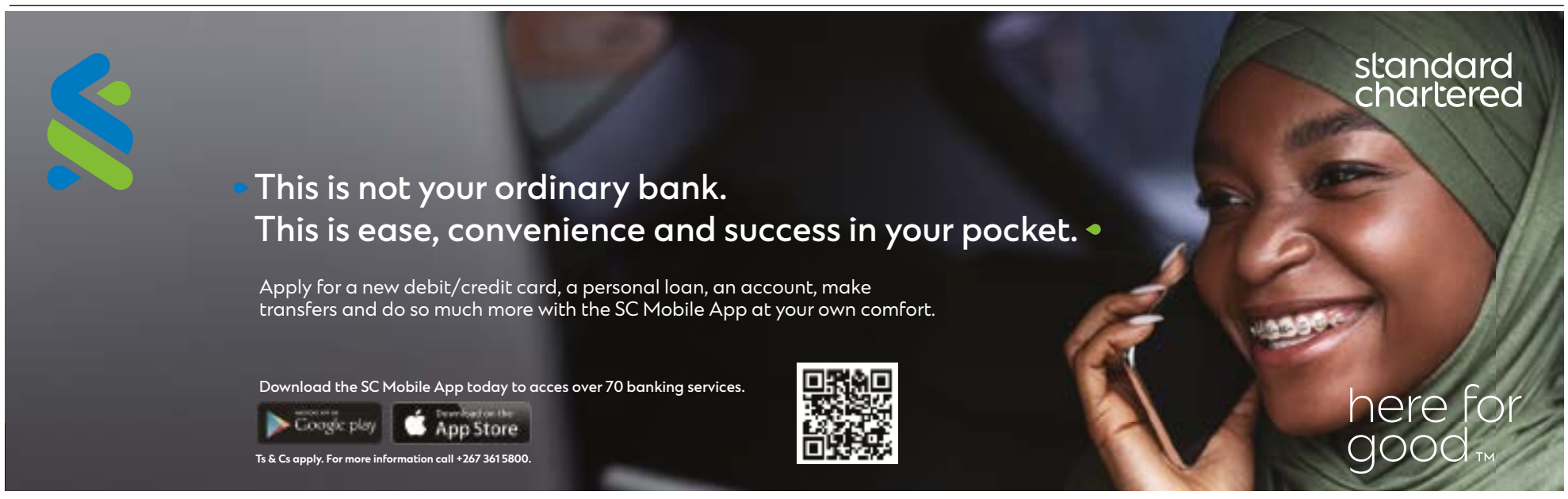
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Appeals To Pardon COVID-19 Regulations Violators Dismissed

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SESUPO RANTSIMAKO

The Assistant Minister of Presidential Affairs, Governance and Public Administration Dumezweni Mthimkhulu has poured scorn on the Members of Parliament (MP's) plea to have the 6185 COVID-19 regulations violators pardoned.

This comes after a total of 6185 COVID-19 regulations violators were found guilty before the courts following their charges. Dismissing the MP's plea in Parliament Mthimkhulu said that the government will not pardon the convicts as doing so will set a bad precedence to other offenders. The Assistant Minister said it is impossible to ask the Presidential pardon for the offenders as a group, as each has a peculiar case though they all involve violation of COVID-19 protocols. "In terms of sanctions there are procedures of the law that have to be adhered to, and these are processes that are followed as part of the consequences. Moreover, the laid down principles of law have to apply across all offenders. Therefore, other than that we will be setting a bad precedence to other offenders. It is worth noting that there are lot of criminal's offenders who also want to be pardoned, therefore once we pardon those who contravened the regulation the latter will also ask for the same treatment," Mthimkhulu told Parliament.

The Assistant Minister added that they will not consider advising President Mokgweetsi Masisi to pardon all those who contravened the COVID-19 regulations, adding that individuals are at liberty to lodge their requests personally for Presidential pardon. "President, relying on Section 53 of the Constitution, and in exercise of his executive powers may pardon any person convicted of any criminal offence after considering all relevant factors," Mthimkhulu stated.

Mthimkhulu was answering Parliamentary question posed by the Member of Parliament (MP) for Kanye South Thapelo Letsholo who wanted to know whether it is possible to pardon the violators, some of whom are first time offenders and some are breadwinners whose contravention was purely out of desperate life circumstances.

Mthimkhulu had indicated that 261 168 people were dealt with for contravening COVID-19 regulations. Out of this number 6212 violators did not pay admission of guilty and had their cases registered before courts. To date the Assistant Minister indicated that 6185 violators have been found guilty.

> "It is worth noting that there are lot of criminal's offenders who also want to be pardoned, therefore once we pardon those who contravened the regulation the latter will also ask for the same treatment"

In support of the plea were Mahalapye west MP David Tshere, Ghanzi South MP Sam Brooks and Takatokwane MP Friction Leuwe. The MPs argued that since COVID-19 regulations were specifically made to curb the disease during its peak period, the government should consider pardoning them as the regulations are no longer in use.

"Schizophrenia is on the Rise in Botswana"

- Expert blames socio-economic challenges
- Singles out the boy child for being particularly embattled
- Says poor parenting contributes to the "abandoned pandemic"

TEFO PHEAGE

Botswana is experiencing increasing cases of schizophrenia and an "escalating number and burden of (other) mental health illnesses", the Minister of State, Kabo Morwaeng, has revealed.

Presenting the draft Transitional National Development Plan's (TNDP) chapter on Human and Social Development to Parliament this week, Minister Morwaeng stated: "We experienced anxiety disorders and suicide cases, as well as a high prevalence of schizophrenia, especially during the COVID-19 pandemic."

Schizophrenia is defined as a serious mental disorder in which people interpret reality abnormally.

The affliction may result in a combination of hallucinations, delusions, and extremely disordered thinking and behaviour that impair daily functioning and can be disabling.

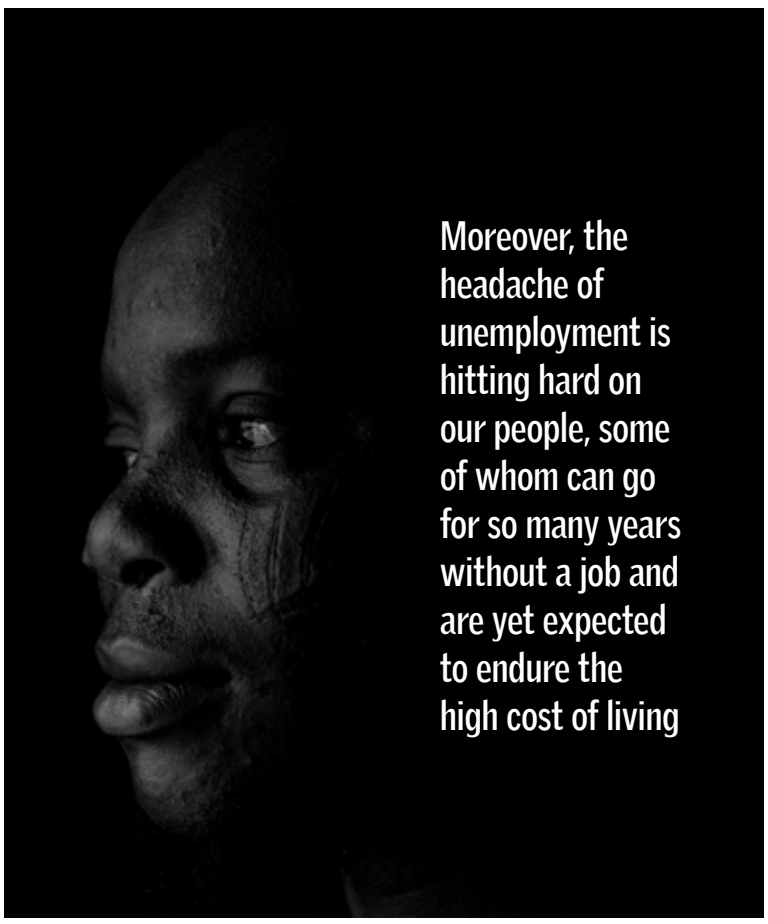
In an interview with *The Botswana Gazette* about what could be behind the increase in cases of the mental issue, the Managing Director of Joe Speaks, Dr Kgomotso Jongman, said it reflects the country's socio-economic challenges.

"Mental health is not addressed at the micro level of families and this attitude has escalated to macro levels of the policy level stages," said Dr Jongman, who is a social work scholar.

"So, the rise is not shocking because the problem is not being addressed in its entirety. It is an abandoned pandemic.

"Moreover, the headache of unemployment is hitting hard on our people, some of whom can go for so many years without a job and are yet expected to endure the high cost of living.

"This is hard, especially for the boy child. The other issue is in the form of problems imposed by social media, namely cyberbullying, fake expensive lives and peer pressure.



"All these, accompanied by poor parenting and our closed society, are contributing factors to an increase in mental health illnesses."

Magosi ignored Masisi-chaired Central Intelligence Community

- Magosi "never filed any report with the Central Intelligence Community" as the law required
- Declaring China Jiangsu a security threat and then lifting the status may haunt Magosi
- Leaked DCEC docket a double-edged sword that purportedly led to Katlholo's suspension



The head of the Directorate of Intelligence and Security Service (DISS) Peter Magosi, overlooked the Central Intelligence Community chaired by President Mokgweetsi Masisi in his controversial decision to declare a Chinese construction firm, China Jiangsu International (CJI), a threat to national security, in the process violating a requirement of the Intelligence and Security Service Act.

GAZETTE REPORTER

The head of the Directorate of Intelligence and Security Service (DISS) Peter Magosi, overlooked the Central Intelligence Community chaired by President Mokgweetsi Masisi in his controversial decision to declare a Chinese construction firm, China Jiangsu International (CJI), a threat to national security, in the process violating a requirement of the Intelligence and Security Service Act.

This is according to a leaked controversial docket prepared by the Directorate on Corruption and Economic Crimes (DCEC), which allegedly led to the suspension of DCEC director Tymon Katlholo following his recommendation for prosecution of the DISS director.

Not the case

According to the docket, the Central Intelligence Community Act stipulates that a national threat assessment has to be carried out by DISS but with the knowledge of the Central Intelligence Community.

However, according to the docket, in the case of China Jiangsu, this was not the case.

"Critically, evidence came to the fore that though it was a requirement of the Intelligence and Security Service Act to file the findings of a possible threat to national security for guidance by the Central Intelligence Community on what should thereafter be done, the accused, Peter Fana Magosi, never filed any report with the Central Intelligence Community," the docket reads.

Never filed

"The issue relating to China Jiangsu International or its director Cui Wanglin as a national security (threat) was never filed with the relevant authority but the accused person took a unilateral decision to label the company as such and proceeded to direct that no government entity should deal with CJI as this would be detrimental to national security."

Critically, and also worth noting, the docket says that at the time, the accused person had initiated an investigation into suspected corrupt practices by CJI and these had borne no fruit.

"The investigation of corruption does not fall within the mandate of the DIS," says the docket. "Despite this realisation by his own team, he still proceeded to label CJI as a national threat," reads the docket.

Regarding the move by Magosi to later revoke the status of national security threat from the company and clearing them, DCEC says the only plausible explanation is Magosi's perpetuation of abuse of his office and position.

> "The issue relating to China Jiangsu International or its director Cui Wanglin as a national security (threat) was never filed with the relevant authority."

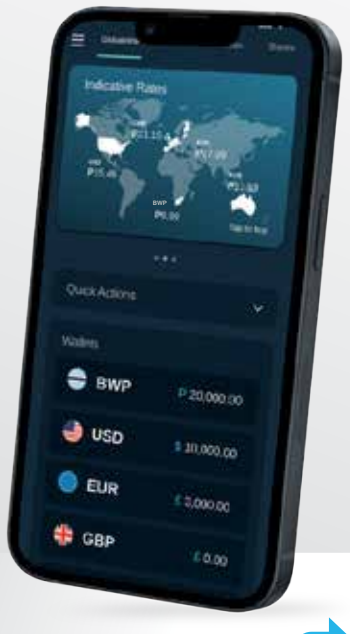
The DCEC investigators further wondered why Magosi withheld vital information relating to China Jiangsu's alleged threat to national security from other law enforcement agencies and concluded that he wanted to abuse his power and achieve his ends.

Magosi is on record saying he is innocent and that he is ready to defend himself in court should the matter be processed by the DPP.

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Board of Real Estate Institute of Botswana Toppled

- Controversial continuous assessment tool is the crux of the fallout
- Tool would have decided whether or not members continued to practise
- Board allegedly wanted to make the tool compulsory for members
- Members say inexperienced SA company was to run the tool

SESUPO RANTSIMAKO

Members of the Real Estate Institute Botswana (REIB) have used a motion of no confidence to topple the organisation's board for allegedly seeking to impose a tool for continuous assessment of members in an undemocratic manner and to make the tool compulsory for members, *The Botswana Gazette* has established.

Members called a Special General Meeting (SGM) over the weekend for the purpose.

According to inside sources, what prompted the fall of the board that was led by Sethebe Manake as Chairman was its desire to introduce a Continuing Professional Development (CPD) programme unconstitutionally to members.

Compulsory

It is alleged the board also wanted to make the CPD compulsory.

"The purpose was self-serving because they did not want to address the concerns raised by members," said one source.

"What fuelled the fall of the board was that they wanted to make the CPD programme compulsory, which meant those who failed to attend would not be allowed to practise or even renew their licences for 2023. We raised concerns about this but no one listened."

Members also discovered that a South African company incorporated only in 2021, Academy of Construction and Real Estate (ACRE), was to run the CPD.

Memo for SGM

"Constitutionally, the memo for the introduction of the CPD programme was supposed to have been read at the Special General Meeting earlier this year," said another source.

"However, that did not happen. Surprisingly, the board recently imposed the CPD programme on us without any consultation.

"Members were told to undergo this programme within a certain period for a certain amount of money. We raised concerns about this and asked the board to retract the decision but we hit a brick wall.

> "We did not have any problem with the programme but we had issues with how it was to be conducted."

"We did not have any problem with the programme but we had issues with how it was to be conducted. Because of that, an SGM was called over the weekend where the motion of no confidence was tabled and passed against the board."

Fighting back

Having removed the board, an interim one led by Chandada Masendu Kusane as president was elected.

But the old board is reportedly fighting back. Information reaching *The Botswana Gazette* is that those against the recent toppling of the board have formed a WhatsApp group to fight back and have the old board reinstated. The group is also reported to be taking legal advice.

While the Secretary General of the ousted board, Mothusi Lekgowe, did not respond to *Gazette* questions, his interim replacement, Ophaketse Gaemengwe, played her cards close to her chest.

She said members voted against the introduction of CPD because it was not provided for in the REIB constitution and wanted a constitutional review committee formed to facilitate such a provision.

In addition, Gaemengwe said members wanted a CPD policy for REIB formulated and a workshop run on it before members could approve the tool.

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Botho University is a dynamic University implementing programs that are unique and relevant to Africa. The University's mission is to provide quality education and produce globally employable and entrepreneurial graduates.

Botho University seeks to recruit a dedicated, ambitious, quality focused and systems driven candidates for the following Leadership positions:

1. HR Manager, Human Resource Department, Gaborone Campus -Ref 001/GBE/HRD2022

Vacancies – Gaborone (1)

Qualifications and Experience Required:
- Candidates must possess a Master's degree in Administration, Business Administration, Human Resources Management or a related field.
- A minimum of 10 years in a senior management role.

Job Responsibilities

Overall responsibility of providing guidance and advice in the implementation of the various human resource functions, as follows:

- Policy Development and Alignment with current market trends and labour requirements
- Payroll and Staff Benefits Administration
- Recruitment
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- Performance Management and Monitoring
- Disciplinary Matters and Staff Counseling
- Grievance Handling
- Management and maintenance of HR Systems

Competencies
- Demonstrate leadership abilities and use of initiative and resourcefulness in problem-solving.
- Knowledge of Botswana, Lesotho, Namibia, Eswatini and Ghana labour laws
- Knowledge of HR portfolios
- Excellent Knowledge of Payroll packages and MS Office tools and comfortable working with technology
- Familiarity with BU Recruitment Process Map
- Understanding of BU Quality policy
- Knowledge of HR Procedures and Key Performance Areas and Indicators
- Excellent people management skills
- Ability to deliver results, meet deadlines, meet people's goals and achieve employee satisfaction

2. Academic positions

1. Lecturer / Senior Lecturer in Mathematics (x1) - Ref 22FET021GBE
2. Lecturer / Senior Lecturer in Cyber Security (x1) - Ref 22FET022GBE
3. Lecturer / Senior Lecturer/ Assistant Professor in Computer Engineering (x1) - Ref
4. 22FET023GBE
5. Part Time Lecturer in Occupational Health and Safety (x1) - Ref 22FHE025GBE

Qualifications & Experience
1. A Ph.D or Master's Degree in Mathematics, Applied Mathematics. A minimum of 3 years' post qualification experience in the industry and at least 2 years' teaching experience at a tertiary level.
2. A Ph.D or Master's Degree in Cyber Security, Data Science, Computing, Information Systems. A minimum of 3 years' post qualification experience in the industry and at least 2 years' teaching experience at a tertiary level.
3. A Ph.D or Master's Degree in Computer Engineering. A minimum of 3 years' post qualification experience in the industry and at least 2 years' teaching experience at a tertiary level.
4. A Ph.D or Master's Degree in Occupational Health and Safety. A minimum of 3 years' post qualification experience teaching at a tertiary level.
5. Possession of a teaching qualification such as a Postgraduate Certificate in Higher Education (PGCHE), Post Graduate Diploma in Higher Education (PGDHE) or Masters in Higher Education (MHE) or a Master of Philosophy in Education and Training (MPhil LLL), is an added advantage.

Skills and Competencies required for each job:
- Must be a registered and qualified Assessor or Moderator.
- Must have 3 years of experience in programme / curriculum development.
- Excellent digital analytics skills
- Ability to inspire and motivate students.
- Excellent communication and presentation skills with a good command of English.
- Good Organizational skills.
- Ability to coordinate and mentor projects and internships for students including liaison
- with local Science Institutions and Business industry.
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- involved with teaching.
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- Be a constructive member of Botho University team.
- Research and publishing.
- Ability to fully navigate online learning platforms

To apply for these vacancies please follow the link below:
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Closing date for this vacancy is **December 26, 2022.**

Please note that only applications submitted through **JazzHR** link will be accepted. Short-listing of candidates will be based on academic qualifications, relevant experience and general disposition. Only the shortlisted candidates will be called for an interview.

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Botho Education Park, Kgale, Gaborone, Botswana

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Maseru Mall, West Wing, Thetsane, Lesotho

ESWATINI Manzini Campus: Tel: +268 2505 2288 Fax: +268 2505 2299
Riverstone Mall, First Floor, Manzini, Eswatini

NAMIBIA Ongwediva Campus : Tel: +264 65 230227 / 230228
RF3296, Mandume Ndemufayo Street, Maroela Mall, Ongwediva, Namibia

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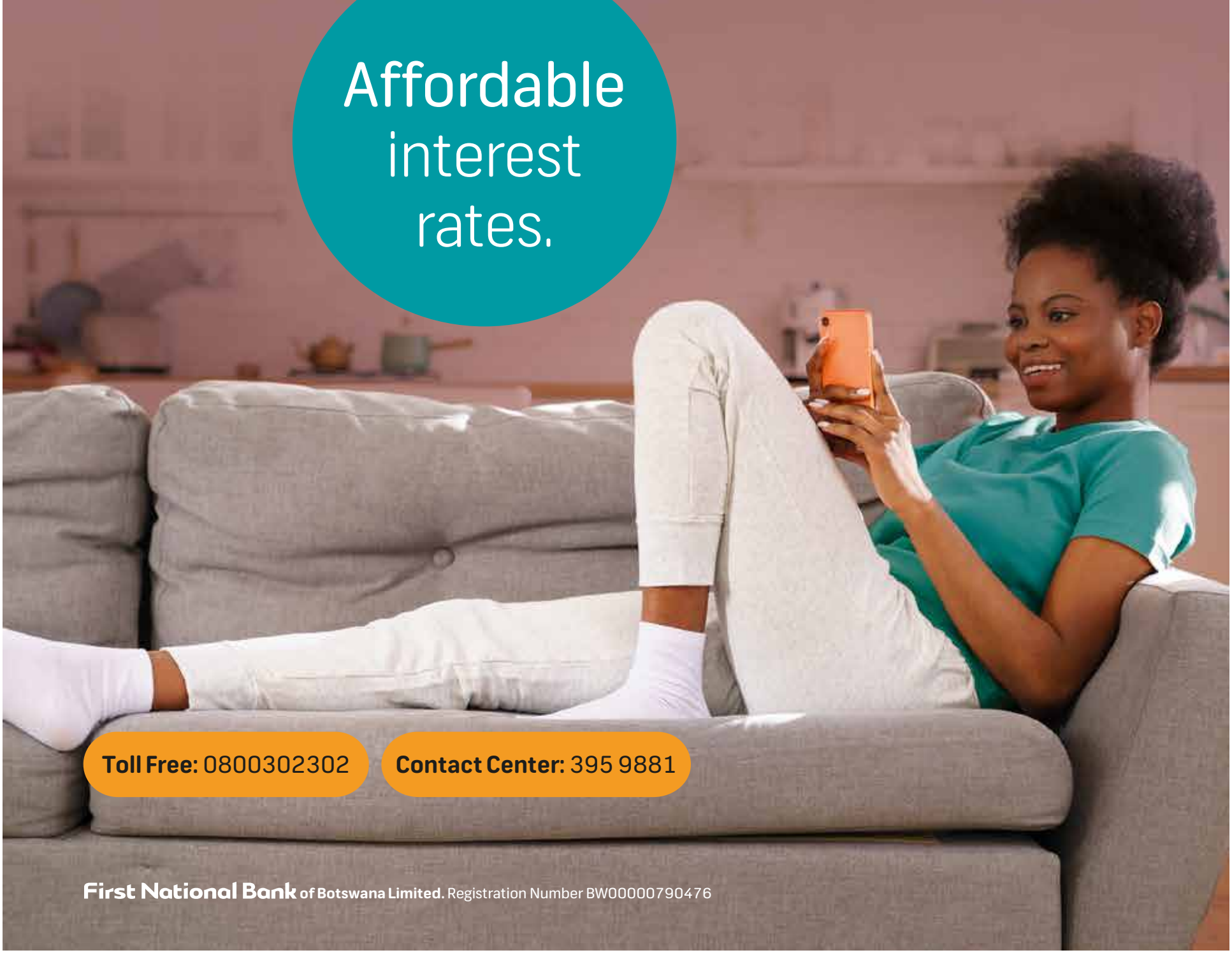
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BURS takes BAIA on Tour of SA Liquor Plants

Tour of Heineken and Distell plants a step in forging ahead with controversial tax stamp system

GAZETTE REPORTER

Botswana Unified Revenue Services (BURS) is forging ahead with affixing tax stamps on alcohol and tobacco products despite protestations from Business Botswana (BB) and the Botswana Alcohol Industry Association (BAIA) that the decision was baseless and may result in skyrocketing prices, ***The Botswana Gazette*** has established.

According to sources, the latest development to that end entailed BURS taking a contingent of BAIA representatives on a tour of Distell and Heineken plants in South Africa last week.

In full swing

A few months ago BURS signed a 10-year contract with US-based company, Authentix, for the fiscal marking and digital tracking system for tobacco and alcohol products entering Botswana.

The pilot project, reportedly valued at over P750 million, is now in full swing despite unfulfilled requests for further consultations by BAIA and Business Botswana.



Botswana Unified Revenue Services (BURS) is forging ahead with affixing tax stamps on alcohol and tobacco products despite protestations from Business Botswana (BB) and the Botswana Alcohol Industry Association (BAIA) that the decision was baseless and may result in skyrocketing prices, *The Botswana Gazette* has established.

BAIA had proposed institution of a multiple-stakeholder taskforce involving government agencies and alcohol industry players with a view to establishing a comprehensive and coherent anti-smuggling programme.

> "To-date BURS has not provided us with any information on the size and impact of illicit trade in alcohol."

"It is vital to first understand the size, shape and drivers of the illicit market in the country in order to design an effective and targeted campaign without penalising legitimate players in the market," said the Chairman of BAIA, Tsaone Semausu, in an interview.

P0.15 per stamp

BURS has capped the tax stamp price at P0.15 on each alcohol product entering Botswana. According to data provided on the Authentix website, over 500 million alcohol and tobacco products enter Botswana borders annually.

This means Authentix will rake in over P750 million per year from its deal with BURS.

The tax authority has been at pains to explain the relatively high cost of the tax stamps. At P0.15 for one such Authentix stamp, 1 000 stamps will cost P200 or USD11.98. Comparatively, countries like Equador charge USD2.00 for 1 000 stamps.

The industry has not only questioned the prudence of this particular track-and-trace system, as well as BURS's readiness and capacity to implement and keep the system running continuously the.

The Gazette is informed that BURS has snubbed requests by Business Botswana and BAIA to be furnished with data and evidence that proves that illicit trade in alcohol is rampant in Botswana.

Said BAIA: "To-date BURS has not provided us with any information on the size and impact of illicit trade in alcohol. Why the reluctance to share this information?"

To no avail

The Director of Policy Advocacy at Business Botswana, Dichaba Molobe, has also expressed serious concerns about implementation of the system because they have not seen any data justifying it.

"We did ask them to share the study that they claim to have conducted but they refused," he in an earlier interview. "We asked them to share the data and at least take the industry on board but to no avail.

"They claim there is a problem but they are not telling us what the problem is. The industry needs to understand the scale of the problem.

"We expect a public office like BURS to be transparent because implementation of such a system means that prices are going to increase and consumers will bear the cost."

In addition, BB and BAIA previously wrote to the Minister of Finance and Economic Development, Peggy Serame, expressing their concerns about introduction of the tax stamp. Minister Serame has yet to respond to the letter.

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Botswana Rules Out Possibility of Industrial Hemp Cultivation

- Minister of Agriculture says there are no plans to explore industry around cannabis sativa production and utilization in Botswana
- Says growing the plant as well as its usage is prohibited
- LOO accuses the Ministers of trivializing of serious issues that could change lives
- Says Botswana only features as a miniscule consumer of hemp products found

SESUPO RANTSIMAKO

Despite its multi economic benefits, the government of Botswana has ruled out any possibility of legalization of cultivation of the controversial plant cannabis sativa commonly known as industrial hemp.

Responding Parliamentary on whether the government is not considering exploring the industry for development industrialization and job creation through policy reforms and not missing out opportunities in the industry, the Assistant Minister of Agriculture and Food Security Molebatsi Molebatsi stood firm on the prohibition of the plant. Commenting on the plant that is used to produce a variety of industrial and consumer products the Minister said it is prohibited in the country according to First Schedule of the Plant Protect Act and Illicit Traffic Narcotic Drugs Act. "Therefore, at this stage there are no plans to explore industry around cannabis sativa production and utilization in Botswana," he said.

Molebatsi added that government is aware of its value as reported by different sources but its use and sale in Botswana remain prohibited. The Minister however could not be brought into discussion on whether the country is not missing out the opportunity in the industry safe to say he is unable to determine that.



Production of Industrial hemp is legal in 13 of the 54 African nations. About five from those 13 are from the Southern African Development Community (SADC). *Photo Credit:.healthline.com*

Production of Industrial hemp is legal in 13 of the 54 African nations. About five from those 13 are from the Southern African Development Community (SADC). Besides that, a 2019 report by New Frontier Data indicates that 50 countries in the world have legalized hemp production.

Legalizing of industrial hemp in the country sparked debate ahead of the 2019 general elections after former Minister responsible for Agriculture Patrick Ralotsia gave its cultivation a greenlight in his farm. Later, Ralotsia gave Fresh Standard Director, Daniel de Beer exclusive right to grow the plant for medicinal and industrial purposes. Consequently, his farm was raided by the police who uprooted the plant declaring it a cannabis.

While the opposition parties have been advocating for the legalization of the plant, the ruling party authorities have been resistant indicating that it's a prohibited drug. In 2021 by then Minister responsible for Agriculture Dr Edwin Dikoloti also warned against hemp in Parliament after debate over its production sparked. Dikoloti warned that any person who cultivates any plants which can be used or consumed as a narcotic drug substance shall be liable to a fine not exceeding P500 000 or imprisonment for term not exceeding 20 years. Dikoloti further threatened that if there is anyone selling hemp products police will be given authority to take proper actions.

In an interview with the Leader of the Opposition (LOO) Dithapelo Keorapetse who posed the Parliamentary question about hemp, he expressed disappointment over Molebatsi's response. Keorapetse however accused the Ministers of trivializing of serious issues that could change lives. "The said reality is that Agriculture is still getting very low allocation of developmental budget despite its miniscule contribution to GDP and despite Botswana signing Malabo declaration on funding of the sector at least 10 percent. We are overdue as the country on exploiting the economic benefits of industrial hemp and marijuana. The hemp industry was estimated to be about US$3.6 billion in 2020 by Bright Field Researchers and expected to expand at a compound annual rate of 16.2 percent from 2021 to 2028," Keorapetse said.

He added that Botswana only features as a miniscule consumer of hemp products found in supermarkets, pharmacies, natural health related stores and beauty shops. "We can generate so much wealth with medical marijuana ploughing, research and development. But we have a government that chooses to look the other way when they can create jobs," he added.

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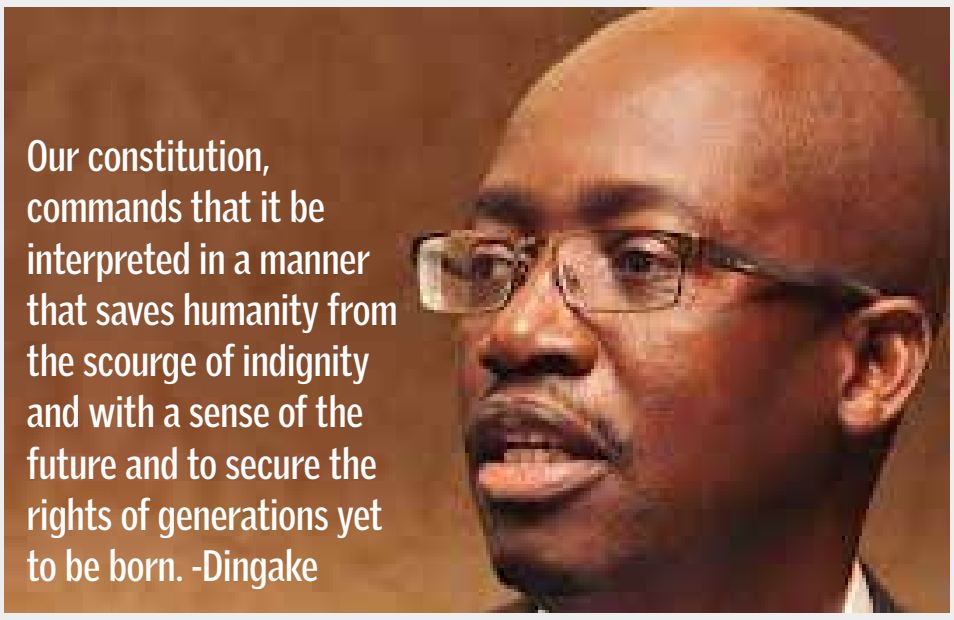
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Justice Dingake Implores Judges to Reject the Tyranny of Majority

- It is always the duty of judges to breathe life into the constitution
- Interpret constitution to save humanity from the scourge of indignity



TEFO PHEAGE

A law expert and judge, Oagile Key Dingake has implored his counterparts in the judiciary to free themselves from the tyranny of the majority saying it is always the duty of judges to breathe life into the constitution and to effect the promise of the constitution by among other things rejecting the tyranny of the majority.

Our constitution, he said, commands that it be interpreted in a manner that saves humanity from the scourge of indignity and with a sense of the future and to secure the rights of generations yet to be born.

Dingake who was giving a speech recently on decriminalization of same sex sexual relationships in Botswana at the 4th caribbean judges forum on HIV, Human Rights and the Law applauded the Botswana Court of Appeal for decriminalizing homosexuality saying it is a solid contribution to a rights-based society in which the right to be different is recognized and even celebrated.

"This judgement will always stand out in history as signaling an important shift in the way a constitution should be read, understood and interpreted in Botswana, Dingake said.

"This judgement will always stand out in history as signaling an important shift in the way a constitution should be read, understood and interpreted in Botswana, Dingake said.

"It was by all accounts a revolutionary judgment that advanced the rights of sexual minorities. This judgment vindicates my central thesis that in the hands of men and women of goodwill, integrity and learning society is much safer and much more protected."

According to him, the decision is important in that it reinforces the need to respect our diversity and plurality. "Essentially the Court affirmed that everyone has a right to be different. In my respectful view, the right to be different is a rejection of the notion that heterosexuality is normal and same sex love is not. In a society that subscribes to rights what would be normal in such society is the difference," he stated.

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Code: 131 Sub code:03

- The physical address for delivery of tender documents is BAMB, Plot 14395, New Lobatse Road, G/West industrial. Next to cash build.
- The physical address for collection of tender documents is: BAMB, Plot 14395, New Lobatse Road, G/West industrial.
- Tender documents can be obtained in soft or hard copies upon provision of proof of payment
- Soft copies will be emailed once proof of payment has been sent to the following email address; **procurement@bamb.co.bw**

- A non-refundable deposit of **P500.00** payable by cash, bank guaranteed cheque or by bank transfer made out in favor of Botswana Agricultural Marketing Board is required on collection of the tender documents.
  Banking details:
  Bank Name: Bank Gaborone
  Account Name: BAMB
  Branch: CBD Commercial
  Account Number: 8001151417

- Queries or clarifications relating to the issuance of these documents may be addressed in writing not later than seven (7) days before the tender closing date to Ms. Alebakwe Kgasa Tel No. +267 3922826 / Fax No. +267 3182461 or AKgasa@bamb.co.bw
- The closing date and time for receipt of sealed tender offers is 10:00hrs hours on **12th of January 2023**.
- Late tender offers will not be accepted.
- The Bid Submission Method is: Two Envelope Submission Method in which the sealed original and all the sealed copies of the Technical Offer are placed in one separate sealed envelope, whilst the sealed original and all the sealed copies of the Financial Offer are enclosed in another separate sealed envelope. The two sealed envelopes are then placed in one outer securely sealed envelope.

- Bidders shall submit (1) original tender document marked ORIGINAL and 3 c duplicate copies of the original
  Document marked copy in one sealed envelope clearly marked:
  "Tender Reference No. BAMB/ 001/2022 of Managed printing services for a period of 36 months" shall be delivered to BAMB offices in Gaborone Physical **address** Plot No 14395, New Lobatse Road, G/West Industrial
- The name and address of the bidder should be clearly marked on the envelope.

BFTU Worried By Exclusion Of Judiciary Recommendations

Says the judiciary should have been one of the key issues



The media at the First Capital Bank, A Zero Cost Savings Account Launch

SESUPO RANTSIMAKO

Botswana Federation of Trade Union (BFTU) has expressed concerns on why the Presidential Commission on constitutional review overlooked the judiciary section when making recommendations, despite the fact that it's a wing currently subjected to heavy controversy.

In an interview with *The Botswana Gazette* following the release of the Presidential commission report on constitutional review, BFTU Secretary General Thusang Butale wondered why the subject was omitted despite it being a burning issue in the country at the moment. Butale said that although they shared the federations position paper on the subject, the commission did not make recommendations as opposed to other issues. "Judicial service was one of the key issues in our position paper that we submitted to the Presidential commission, however, despite this no recommendations were made on the proposed amendments. This means that the new constitution is likely to remain unchanged under section 103 (1)," Butale said in an interview.

In their position paper Butale said they posited that there is need to review the appointment of Judicial Service Commission (JSC). "All members of the JSC, except for a member appointed by the Law Society, are all appointed by the

Justice Dingake

From Page 8

The Motshidiemang case, Dingake said, helped in advancing freedom and liberty in Botswana. "In a stroke of a pen, the Court ended the long and tortuous road to equality of gay people," he noted.

The truth of the matter, according to Dingake, is that our constitution never denied gay persons the rights to equality and the right not to be discriminated against. Some sections of society (may be the majority) and the bench did so. The bench did so because of the choices it exercised. They chose to interpret the constitution restrictively, which is not permissible; they chose to be blown away by public opinion, which was not right, and they chose not to read: sexual orientation, into section 15 of the constitution, which they could have done."

Said Dingake: "Section 3, the principal section conferring fundamental human rights in Botswana has always been there. It was ignored in *Kanane*, and thankfully given effect to in *Motshediemang*. A big lesson here is the often-overlooked fact: judges' matter! Who the judge is may be life changing in any given matter."



There is an exciting career opportunity available at Access Bank for a self-motivated individual with outstanding integrity, a good track record of performance, excellent oral and written communication as well as strong interpersonal skills. As part of its growth strategy, the bank is looking for an experienced candidate with suitable technical competencies to take up the following opportunity:

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- Manage/ drive enhancements requests on Core Banking and Applications among the team members.
- Ability to translate business designs and expectation to Core Banking and Applications solutions.
- Knowledgeable in Product setup across all the modules in the Core Banking and Applications.
- Must have experience in system combination involving core banking applications, preferably Flexcube and other applications.
- To Provide End of Day/Month/Year Process' co-ordination/ supervision.

Key Requirements for this role

- Bachelor's Degree in Computing, or related IT discipline.
- 5+ years in a banking or equivalent environment supporting core banking, payments, customer digital channels and reporting systems.
- Sound knowledge of core banking preferably Oracle FCUBS or Finacle, inter-bank payments, customer channels and other systems including the technical skills required to support them.
- Project management capability and experience.
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- Knowledge of Oracle FLEXCUBE Universal Banking System (FCUBS), Core Banking systems and Sybrin payments systems will be advantageous.
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- Risk frameworks and processes knowledge.

Access Bank (Plc) Botswana provides a competitive package and will offer the successful candidate a salary commensurate with the person's qualifications and experience.

If you believe you are the right candidate for this position, please send your application, cover letter, detailed curriculum vitae, certified copies of academic certificates, Omang and contacts of three referees to **botswana-careers@ accessbankplc.com**

To be considered, your application must be received by **25th December 2022**. Only short listed candidates will be contacted.

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GA103349

First Capital Bank Launches A Zero Cost Savings Account





First Capital Bank has launched a zero-cost savings account called the Lefika Savings Account. The product which has been designed with Personal customers' needs in mind, aims to support their savings goals, whilst building and encouraging a culture of savings. The account offers customers the opportunity to save on a recurring basis in the medium term and access funds only in times of need. The Lefika savings account is one of the many customer solutions in the pipeline from the bank to address existing customer needs in the market in efforts to offer them relevant solutions that are focused on their financial needs.

"The launch of Lefika Savings account is testament to our commitment to walk the journey with our customers as their trusted financial advisors. Our aim is to make banking as convenient and simple for customers, so that they can have peace of mind knowing that their future is secured. As First Capital Bank we are focused on our customers' financial needs and we are introducing relevant products that help our customers to grow not only their businesses, but their personal savings too", said the Country Manager for Retail Lending, Mr. Thatayaone Matlapeng.

Speaking at the product launch the Head of Retail Liabilities, Ms Lonyalo Seabe mentioned that "Lefika savings account will give customers the opportunity to save at ease and get the most out of their savings, with an added benefit of free P5000 funeral cover". The Lefika savings account has been developed in response to the voice of the customer. It offers customers the opportunity to save at no cost. "As we support our customers to achieve their ambitions, no fees will be levied for monthly maintenance as well as for both deposits and withdrawals on all Lefika savings accounts," Seabe added.

"The launch of Lefika Savings account is testament to our commitment to walk the journey with our customers as their trusted financial advisors. Our aim is to make banking as convenient and simple for customers, so that they can have peace of mind knowing that their future is secured.

BFTU Worried By Exclusion Of Judiciary Recommendations

From Page 9

President. It is for this reason that it is argued that as currently constituted, the JSC can be characterised as being executive-minded. In our view as BFTU, this is where Executive capture of the Judiciary lies. There is need to bolster public confidence in the judiciary by opening up the appointment of judges to public participation and scrutiny. The JSC interviews are secretive and inconsistent with entrenching a culture of constitutionalism. The constitutional review process must speak to this issue and address it in clear terms," BFTU submitted in the position paper.

The BFTU SG expressed concerns that overlooking of the section is likely to leave the constitution unchanged as no recommendations were made by the Presidential Commission.

In the released report, under judiciary section, it was submitted that to ensure impartiality of the judiciary, the appointment of the Chief Justice, President of the Court of Appeal and Judges should not be made by the President. Some recommended that the President should provide a list of preferred candidates for consideration by the Parliament, following which the latter will make recommendations to the President. On the other hand, some proposed that the Parliament should determine the appointments.

In reaction to the submission, the Presidential Commission stated in the report that although the appointment by the President helps curb the possibility of appointment of inexperienced, immature, unqualified and untested people it is possible that the judiciary get political appointees who are appointed solely for the political correctness of the and loyalty to the ruling party.

Since last year the judiciary has been in the news for all the wrong reasons with accusation on interference pointed to President Mokgweetsi Masisi while on the other hand allegations of forum shopping were levelled against the Chief Justice. To this regard the Vice President Slumber Tsogwane recently told Parliament that the JSC has launched investigations on the allegations surrounding the Judiciary. "All the allegations that have been circulating in the media are subject to investigation by the JSC. The Judiciary acknowledges the seriousness of all the allegations hence the investigations," Tsogwane told Parliament adding that there are cases that have been registered with the Courts pertaining to these allegations.



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DITSHWANELO Press Statement on Human Rights Day

The Botswana Centre for Human Rights joins the world in commemorating Human Rights Day 2022. Human Rights Day is celebrated on the 10 December annually across the world. The theme for this year is "Dignity, Freedom, and Justice for All."

The day was chosen in honour of the United Nations General Assembly adoption and proclamation, on 10 December 1948, of the Universal Declaration of Human Rights (UDHR). The UDHR provides "a common standard of achievement for all peoples and all nations".

As the title suggests, it is universal. This means that it applies to all people in all countries worldwide.

This day also marks the end of the 16 Days of Activism Against Gender-Based Violence which started on 25 November. This national, regional and international commemoration calls upon all actors, including governments, the private sector, civil society, churches, as well as community and youth organisations, to collectively condemn and address any form of gender-based violence.

The 16 days end on 10 December, the Human Rights Day.

Other human rights days recognised during the 16 Days of Activism are:

- 25 November – International Day for the Elimination of Violence Against Women
- 29 November – International Women Human Rights Defenders Day
- 1 December – World AIDS Day
- 5 December – International Volunteer Day for Economic and Social Development
- 10 December – International Human Rights Day and the 74th anniversary of the Universal Declaration of Human Rights.

December 10 is recognised as a day for reaffirming the basic rights to which everyone is inherently entitled as a human being irrespective of their race, colour, religion, sex, language, political or other opinion, national or social origin, property, social standing, birth or any other status.

It also reaffirms the responsibility of the states to protect human rights. Such responsibility includes condemning and addressing corruption, encouraging equal work opportunities, enabling access to education and holding governments accountable to their citizenry.

DITSHWANELO works with marginalised groups, including prison inmates and detainees, indigenous peoples, domestic workers, undocumented migrants and others who are at risk of having their rights violated through both advocating for their rights and protections, as well as addressing their immediate needs. This we do through provision of food hampers and clothing.

Both activities are aimed at ensuring that they are able to live their lives with dignity. Our Access to Justice programme provides paralegal assistance to marginalised groups and individuals.

The International Day of Human Rights is an opportunity to reaffirm the importance of the right to dignity, to freedom and access to justice.

In our joint submission (with the UPR NGO Working Group) to the Presidential Commission of Enquiry into the Review of the Constitution, we called for the incorporation of socio-economic and cultural rights in the Constitution of Botswana, without discrimination of any kind as to race, colour, sex, sex characteristics, gender, marital status, sexual orientation, gender identity and expression, cultural identity, disability, language, religion, political or other opinion, national or social origin, property, birth or other status.

This is because such inclusion and protection will promote the human dignity of all – both citizen and non-citizen.

The socio-economic and cultural rights we called for include the right to education, the right to affordable healthcare, the right to food, the right to water, the right to adequate housing, the right to equitable access to land, protection of cultural identity and the right to social security (including a basic income grant).

In the report of the Presidential Commission of Enquiry into the Review of the Constitution of Botswana, the Commission recommends that the right to health, the right to land and the right to education should be enshrined in the Constitution of Botswana.

DITSHWANELO calls on the Government of Botswana to ensure that everyone has dignity, freedom and access to justice through constitutionally protected provisions.

We also urge the Government of Botswana and other stakeholders to act now, in unity, to end violence against women and show their solidarity with women's rights movements and activists through promoting the leadership and participation of women and girls in political, policy-making and decision-making spaces.

The Constitutional Review Facade

We are taking urgent legal advice with the view to consider whether to interdict the process, writes the Secretary General of the AP, PHENYO BUTALE

The Alliance for Progressives (AP) rejects in the strongest terms the condescending approach that President Mokgweetsi Masisi is adopting for the much-awaited and anticipated National Constitutional Review.

We have advised for time without measure that a constitutional review process has to be inclusive from the onset. The President's appointment of the so -called commission is at best unilateral and therefore unacceptable.

We wish to put it on record that our immediate reading of the President's move is that it is immoral and unconstitutional. The President has no power to amend the constitution because that power is expressly given to Parliament under Section 86 of the constitution.

Gain advice

Shockingly, the President resorted to the Commission of Inquiry Act for an ulterior motive contrary to what the act envisages, which is that he can appoint such a commission to gain advice for public welfare. What public good or welfare can accrue from a process that does not have the blessing of all stakeholders?

The notice says the commission will submit its recommendations, making the whole thing an exercise in futility because as already stated here, the President, a member of the Executive, doesn't have the power to alter the constitution even after receiving recommendations.



The Alliance for Progressives (AP) rejects in the strongest terms the condescending approach that President Mokgweetsi Masisi is adopting for the much-awaited and anticipated National Constitutional Review.

In this regard, we as the AP are taking urgent legal advice with the view to consider whether to interdict the process or not. We therefore wish to call all stakeholders, among them all opposition political parties, churches, civic organisations and other not-for-profit-entities to reject this move and demand a consultative process from the beginning.

Half-hearted

Benchmark from progressive democracies that have conducted similar processes in the recent past and present a solid case from the beginning to the end. If allowed to proceed like this, President Masisi and his party will hijack the whole process and turn it into another half-hearted attempt geared at nothing tangible but self-congratulatory ticking of boxes.

What public good or welfare can accrue from a process that does not have the blessing of all stakeholders?

In conclusion, we wish to reiterate a call on the nation to reject this facade right away because if the process continues on this path, the President and his select few will determine the scope of the review and areas of focus while clearly delineating no go areas.

This is at odds with the promise of a comprehensive constitutional review and renders the whole process undemocratic, unacceptable and a waste of public funds.

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Does Age Matter in Founding A Successful Enterprise?



In the modern business era where e-companies have dominated brick and mortar enterprises, it is widely believed that most successful businesspeople are young. Afterall, Bill Gates, Steve Jobs and Mark Zuckerberg were in their 20s when they successfully started what would become world-changing e-companies.

Most readers would be unaware that as a matter of fact, the average age of entrepreneurs at the time they founded their enterprises was 42. Research shows that among the top 0.1% of global start-ups based on their first five years, their founders were 45 years old, according to Azoulay, Jones, Kim and Miranda (2018) in the Harvard Business Review (HBR). This is corroborated by analysing media and venture capital accounts where a generalisable pattern can be observed.

It is worth noting that age does not affect leadership but age does play a role in leadership effectiveness in the way that there are some things that come with age that can improve your leadership. For example, full market capitalisation of numerous e-companies founded by the Bill Gates, Steve Jobs and Jeff Bezos was reached when these famous entrepreneurs were approaching their mid-40s. That is to say, Apple's profitable innovation, popularly identified as the iPhone, was launched by the late founding owner Steve Jobs when he was 52 years old. Similarly, Jeff Bezos was 45 years old when Amazon's market cap growth reached its highest.

Local context

In our local context, how can we leverage on our entrepreneurial leadership style to adapt to enhancing good governance and local innovation in the face of business challenges arising from climate change and the economy, changes brought on by technological innovations or continual support of employees' mental health in the new normal?

Is it possible that companies started by younger entrepreneurs are particularly successful over those started by their older counterparts?

Combining current events and history in a single concept defines the epitome of good leadership style and governance since it demands a high level of understanding and adaption of leadership principles, more so that the outcome of current events and history is usually known. The point here is that I believe one can learn a lot about leadership by studying some basic forms of leadership from our own Afro-centric settings. At their best, they exude charismatic leadership, bridge leadership, communication, envisioning and decision-making as leadership topics of interest as well as challenges.

For instance, entrepreneurship and startup activities in Botswana have grown significantly in number and geographical spread recently, contributing to enhanced levels of innovation and employment generation. Due to lack of an active barometer

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DR .F.MOORAD
ACTING HEADTEACHER


Botswana Police Service:
Senior Superintendent Mr Lenos


Ministry of Health: Dr Tidimalo Ookame
–Greater Gaborone DHMT Coordinator


Botswana Defence Force (B.D.F):
Colonel L. Jansen


Ministry of Labour & Home Affairs:
Acting Deputy Permanent Secretary
– Ms.C. Davids Okello-Wengi


Department of Intelligence Services (DIS)
- PUSO SETLOBOKO


Closing Remarks



LEGAE ENGLISH MEDIUM SCHOOL & LEGAE ACADEMY DONATES FOOD HAMPERS TO FRONTLINE WORKERS DURING THE FESTIVE SEASON

One of Botswana's leading private institutions of learning, Legae Primary School and Legae Academy, have donated food hampers to the Ministry of Health, the Ministry of Labour and Home Affairs, the Botswana Defence Force (BDF), Botswana Police Service (BPS) and the Directorate of Intelligence and Security Service (DISS) for use as they provide services during the festive season.

The donations were made at Legae Primary School in Gaborone on the 7th December 2022.

In his welcome remarks, the Acting School Head, Dr. F. Moorad, noted: "Most schools and corporates do reach out to their communities to try to build good relationships with them. This is not just a one-sided relationship and it cultivates developing partnerships.

"It is so important to have such partnerships because they enable working together side-by-side. Legae Primary and Legae Academy have taken several initiatives over the years to help those in need."

A representative of one of the recipients of the frontline food hampers, Colonel L. Jensen of the Botswana Defence Force, commented: "We receive these food hampers with much grartitude because Christmas came earlier than we expected to us. We wholeheartedly accept the generous gesture."

Colonel Jensen added that the act of kindness shows that people and institutions recognise their duty and efforts to protect the nation.

The donation of food hampers to frontline workers initiative started at the peak of the COVID-19 pandemic in December 2021. The gesture is also meant to appreciate those who will continue to serve the nation as a part of their call of duty in the course of the festive season.



Rebranding The Trans-Kalahari Railway Line (Part 1)

In this first of a two-part series, **DOUGLAS RASBASH** lays out the history of the Trans-Kalahari Railway that was designed primarily for carrying coal from Mmamabule to the Namibian port of Walvis Bay and points to a need for rebranding the ambitious project as a regional development endeavour in order to overcome the volatility of coal prices and give the project stronger appeal to a wider pool of potential investors



The Governments of the Republic of Botswana and the Republic of Namibia, having the desire to unlock their economic potential through trade expansion and development of tourism, undertook to build a railway line from coalfields in Botswana to a port in Namibia. Subsequently, the two governments concluded a Memorandum of Understanding on 30 November in Windhoek.

The Governments of the Republic of Botswana and the Republic of Namibia, having the desire to unlock their economic potential through trade expansion and development of tourism, undertook to build a railway line from coalfields in Botswana to a port in Namibia. Subsequently, the two governments concluded a Memorandum of Understanding on 30 November in Windhoek. The MoU was signed by ministers Mutorwa of Namibia and Eric Molale for Botswana.

In the signing ceremony, both ministers affirmed their commitment to the development of the Trans-Kalahari Railway (TKR) Project. The MoU resolved to: (i) Capacitate the TKR Project management office; ii) Establish a joint technical team; and iii) Approve an operational budget to advance the project.

There have been several MoUs over the years for the TKR, some of which the author attended in 2003, 2009, 2014 2016, 2018 and 2022. A prefeasibility study was conducted in 2011 and a Bilateral Agreement while a Project Management Office Agreement was signed in 2014. Following conclusion of the Project Management Office Agreement in 2015, the two governments began the process of setting up and operationalising the Project Management Office, located in Windhoek, in order to facilitate implementation of the project. Having due regard for the history of the TKR what needs to be done to make better progress this time around?

Project Description

What has attracted transport planners and engineers to the TKR is a very low unit operating cost. This is due to the flat terrain from Botswana to the seaboard in Namibia that will allow 200 train wagons carrying 8 400 tons, whereas the routes to the Indian Ocean are bedevilled by the topography which considerably limits the train length and increases the unit costs pro-rata. The TKR Project entails development of an approximately 1500km long Cape Gauge railway line from the Mmamabule coalfields in Botswana through the Botswana-Namibia border into a coal handling terminal and associated loading facilities at Walvis Bay in Namibia.

The TKR Project involves movement of coal and other commodities along the railway route, with coal the anchor commodity. The two governments had previously resolved to develop the project through a Public-Private Partnership model based on a Design, Build, Own, Operate and Transfer (DBOOT) contractual arrangement with the developer.

A study carried out in 2016 identified all the risks and challenges associated with the project, the main one being the **low price of coal** prevailing at the time which rendered the project non-bankable. The study further developed mitigating factors to address the challenges and recommended that the governments should show commitment to the project while waiting for coal prices to go up by undertaking to resolve those project risks that are within their control such as (i) optimising and purchasing the railway route alignment, (ii) dealing with cross-border regulations, and (iii) dealing with wildlife and stock management along the route alignment.

Price of coal

Critical to the economic and financial feasibility of the TKR railway project is the global price of coal. At the time the first study was done in 2010, the price of coal was $114 per ton. The price of coal in 2016 was around $40 per ton. The diagram below clearly shows the price of coal (dark brown line) was well below the cost of production plus transport costs (light brown line) and was predicted to remain below this threshold for years to come.

However, the war in Ukraine has spiked the price of coal to an incredible $275 per ton. If this high price is sustained, there is greater propensity

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VACANCIES

Radical Investments Pty Ltd t/a Flotek Pipes and Irrigation, a well-established PVC Pipe & Tank manufacturing company having operations in Lobatse, Gaborone & Ramotswa is looking for the services of qualified persons for the following vacancies.

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Interested Candidates: Please apply to,

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Radical Investments Pty Ltd t/a Flotek
P.O Box 10723, Lobatse.
Plot 2132, Woodhall Industrial, Lobatse.

Phone: +267 5332180, Fax: + 267 5333146

Closing Date : 30/12/2022

Rebranding The Trans-Kalahari Railway Line (Part 1)

From Page 14

of attracting investment in the project from the private sector. The coal price renaissance is being watched carefully and plays a massive role in the risk analysis of any potential investor in this project.

Furthermore, concerns regarding global warming and the combustion of fossil fuels, which have depressed the outlook for coal prices, may again do so once the Ukraine crisis is resolved. Given the volatility of the price of coal and global security, another way forward is recommended; it entails the project being rebranded from a transport corridor to a regional development corridor.

Critical to the economic and financial feasibility of the TKR railway project is the global price of coal. At the time the first study was done in 2010, the price of coal was $114 per ton. The price of coal in 2016 was around $40 per ton.

From TKR to TKDC

A prerequisite for success will be rebranding the Trans-Kalahari Railway (the TKR) the Trans-Kalahari Corridor Development Programme (the TKCDP). This rebranding will go beyond construction of the railway line for movement of coal to include various economic sectors such as urban development, services, mining, agriculture, manufacturing industries, real estate and so on.

A major benefit of rebranding the project into a regional corridor development initiative is that the development of the corridor as a whole minimises the investment risk by spreading it over related economic activities, which in turn attracts a wider range of investors across different economic portfolios.

In reality, the railway line would in the long term attract development to it in a manner that is a bit like the Union Pacific Railway does across the United States. But instead of this happening informally and incidentally, it would be planned for proactively.

Land use planning

Seen in the context of corridor development with concomitant cluster development, new towns and industries along its route, land use will change and the value of the project increase. The increase in the value of land due to improvements in accessibility brought about by investment in transport infrastructure is planning gain. The area of territory influenced by the corridor is likely to be some 1500km long by 20km wide or 30,000 sq km. Planning gain will provide a significant source of income that could be used to offset the cost of infrastructure, provided land use change is effectively planned – and regulations introduced to tax the gain.



Acting President Slumber Tsogwane attended Vee Mampeezy's Last Man Standing Music Festival at the National Stadium. (Pic:PRESS PHOTO)

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CLOSING DATE FOR APPLICATIONS: 20 December 2022.

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Samora Machel Drive,
Gaborone

New Strategy to Generate Billions for DTCB

- Target is P3bn to P4bn during a five year strategy period
- Strategy in line with National Digital Transformation
- Plan includes contract sorting for other diamond producers



In their efforts to increase their revenue, the Diamond Trading Company Botswana (DTCB) has developed a five-year strategy that will generate the company between three to four billion Pula in five years, this publication has established.

GAZETTE REPORTER

In their efforts to increase their revenue, the Diamond Trading Company Botswana (DTCB) has developed a five-year strategy that will generate the company between three to four billion Pula in five years, this publication has established.

Speaking at a gala dinner in Gaborone to mark the company's 50th anniversary recently, the Managing Director (MD) of DCTB, Sedireng Serumola, said the new strategy is aimed at transforming DTCB into a High Performing Organisation (HPO) and will be driven by the new Purpose of Unlocking Diamond Value and Adding Sparkle to Lives.

"Through this strategy, we aim to achieve our Ambition of Pioneering a New Diamond World of Sorting and Valuing," he said.

Four priorities

"It is often said 'strategy is about choices,' therefore, in line with that saying, we have chosen four strategic priorities, and these are: Customer Experience, Technology and Innovation, Organisation Capability and Sustainability.

"Through this strategy, we will seek opportunities to increase our revenue streams and in so doing increase shareholder value by releasing between 3 to 4 billion Pula during the five year strategy period."

Serumola added that the strategy was developed to be in line with the country's national priority of Digital Transformation, hence it comes with a Transformational Operating Model to allow DTCB to operate much more efficiently.

"We will create a flexible working model by deploying technology, including cloud-based computing and upskilling our staff to enable data-driven decision- making wherein we can reduce our pipeline length," Serumola said.

Employee training

"With this Transformational Operating Model, we will have the capability to extend our services beyond Debswana production and provide additional contract sorting services to other diamond producers. Thus, DTCB is aiming to be more agile and responsive to future customer demands."

He acknowledged that optimisation of processes alone is not sufficient to unlock value, hence they have identified Technology and Digital Transformation as key enablers of the success of the new strategy. "The deployment of new technologies will be underpinned by comprehensive change management initiatives," he said.

"To ensure that employees are not left behind during deployment of technologies, they will be involved, trained and supported throughout the journey. By so doing, DTCB will develop skills for the future through partnering with tertiary institutions and the diamond beneficiation sector."

> "To ensure that employees are not left behind during deployment of technologies, they will be involved, trained and supported throughout the journey."

Orapa House

DTCB is a 50/50 joint venture between the Government of Botswana and the De Beers Group. It commenced operations in 1972 when the Botswana Development Corporation and De Beers formed a partnership that gave birth to BDVC to sort and value Debswana's production.

Subsequently, BDVC became a wholly owned subsidiary of Debswana in 1977. In 1982, the BDVC building, known as Orapa House, was opened in Gaborone. In 2006, the Government of Botswana and De Beers Group signed an agreement to incorporate Diamond Trading Company Botswana (DTCB) to take over the sorting and valuing operations of BDVC.



'Property Market Remained Weak in 2022 Q2'- BoB

- But rental market for low-end properties continued to enjoy good supply and demand
- Jwaneng, S/Phikwe, Maun, Moleps, F/town, Mahalapye and Ramotswa have good demand for retail space
- Market for office space remained weak due to supply from new developments
- Supply of unoccupied big warehouse space has decreased while the demand has improved

GAZETTE REPORTER

In the second quarter (Q2) of 2022, the property market remained generally weak in Botswana, a recent report in the Bank of Botswana's (BoB) Monetary Policy Report (MPR) of December shows.

"According to the latest (2022Q2) Riberry Report 11, the average price for residential properties sold in the second quarter of 2022 decreased by 3 percent to P836 062, compared to the previous quarter, reflecting a decrease in the number of high-valued properties traded in the quarter under review," reads the MPR.

"Similarly, the residential rental market continued to show signs of weakness in the second quarter of 2022 compared to the first quarter of 2022, indicating a decline in supply for both rentals and sales of low-end and mid-level properties."

Middle-end houses

Nevertheless, the report indicates that the rental market continued to enjoy good demand and supply for low-end

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Botswana's Export Bill Down by P2 Billion in Sept

- Reduced bill due to drop in exports of Diamonds
- Copper, Machinery & Electrical Equipment follow Diamonds as the most imported
- Asia's UAE and India the top destinations of Botswana's exports
- Diamonds, Fuel, Machinery & Electrical Equipment and Food, Beverages & Tobacco the most imported
- SACU region the source of most imports

GAZETTE REPORTER

Botswana's total export value decreased by 19.1 percent (about P2 billion) from the revised August 2022 figure of P10.9 billion to P8.8 billion in September 2022, this publication has established.

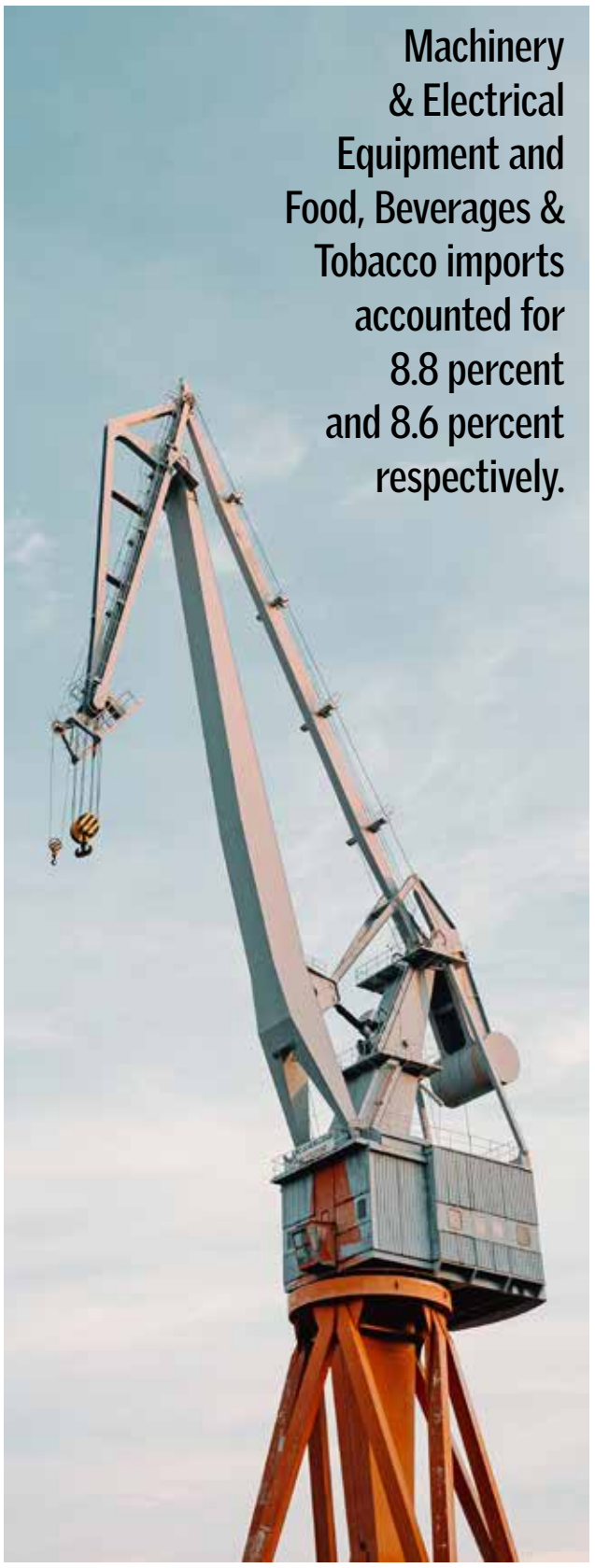
According to the International Merchandise Trade Statistics Digest of November 2022 released by Statistics Botswana recently, the decline was attributed largely to a drop in exports of Diamonds by 19.6 percent (P1.9 billion) from the revised August 2022 value of P9.6 billion to P7.7 billion.

But at P7.7 billion, Diamonds remained the most exported commodity in September followed by Copper at 3.3 percent (P292.9 million). contributed 3.0 percent (P260.9 million) to the monthly total value of exports.

The UAE and India

Statistics Botswana also stated that during the period under review, the country's exports were mostly absorbed by Asia as the top destination for Botswana exports, having received 67.2 percent (P5.9 billion) of total exports.

"These exports were mainly destined for the UAE and India, which received 31.6 percent (P2.7 billion) and 13.2 percent (P1.1) of total exports, respectively," reads the report. "Diamonds and Copper were the major commodity groups exported to Asia during the current period."



Machinery & Electrical Equipment and Food, Beverages & Tobacco imports accounted for 8.8 percent and 8.6 percent respectively.

SACU region

On the other hand, Statistics Botswana says during September 2022, Botswana received imports valued at P11.8 billion. The top import groups were Diamonds; Fuel; Machinery & Electrical Equipment and Food, Beverages & Tobacco. Diamonds imports contributed 48.2 percent (P5.7 billion) of total imports, followed by Fuel with 12.4 percent.

Machinery & Electrical Equipment and Food, Beverages & Tobacco imports accounted for 8.8 percent and 8.6 percent respectively.

The government statistics agency says the SACU region contributed 85.4 percent (P10 billion) to the total imports.

"The topmost imported commodity groups from the customs union were Diamonds and Fuel with contributions of 48.9 percent and 14.2 percent respectively," says the report. "Food, Beverages & Tobacco contributed 9.6 percent to imports from the region."

Statistics Botswana says during the current month, South Africa supplied imports representing 69.2 percent of total imports.

"Diamonds, Fuel and Food, Beverages & Tobacco contributed 41.0 percent, 14.4 percent and 11.7 percent to total imports from that country, respectively," the report says.

"Chemicals & Rubber Products and Machinery & Electrical Equipment followed with contributions of 8.0 percent and 7.9 percent respectively. Imports from Namibia contributed 15.8 percent to total imports during the period under review, mostly Diamonds at 84.9 percent of imports from that country.

'Property Market Remained Weak in 2022 Q2'- BoB

From Page 16

properties whereas middle-end houses for rent experienced weaker demand and supply.

The BoB report shows that the market for office space remained weak due to increasing supply from completed construction developments such as the Innovation Hub, Pinnacle Park and Botswana Accountancy College North campus.

"Demand remains weak and uncertain due to generally subdued business conditions following the advent of COVID-19 pandemic," it says.

"Despite the negative impact of the pandemic and generalised weak demand for office space, there has been continued good office enquiries and/or uptake in the Gaborone Central Business District (CBD) and Showgrounds."

Slowdown in the CBD

The MPR shows that going forward, there is a possible likelihood for a slowdown in uptake at the CBD should government institutions remain in their current premises and location.

"In addition, the supply of office space is projected to increase further, given the ongoing construction projects and planned office buildings at the Gaborone Central Business District, such as by the Botswana Stock Exchange and Botswana Building Society," the report says.

Demand for retail space remained fair across all market segments (in Gaborone).

"These will further exert downward pressure on rentals, especially in the decentralised office locations."

The report shows that just like in the previous quarter, the demand for retail space remained fair across all market segments while the supply is expected to increase following completion of The Fields Mall in the CBD, while two other malls are proposed for Mogoditshane.

Prime locations

"In addition, other centres with good demand for retail space are Jwaneng, Selibe-Phikwe, Maun, Molepolole, Francistown, Mahalapye and Ramotswa," reads the report.

"Most of these locations have a few retail schemes, to be anchored by reputable supermarkets, at planning and/or construction stage."

Regarding industrial property, BoB says the supply of unoccupied big warehouse space has decreased while the demand has improved and availability of prime location in industrial space is expected to improve going forward.

The MPR is the main medium through which the BoB informs the public about the conduct of monetary policy on a regular or timely basis.

It serves to meet the public's expectation of a transparent and accountable central bank in fulfilling the monetary policy mandate set out in the Bank of Botswana Act (Cap 55:01).



Minister of Youth, Gender, Sport and Culture (MYSC) Tumiso Rakgare and Minister of Labour and Home Affairs Anna Mokgethi (R) jointly briefed the media in Gaborone. Rakgare talked about the intangible cultural heritage and Mokgethi (L) talked about the newly announced living allowances during the briefing. (Pic: Monirul Bhuiyan/PRESS PHOTO)

Credit Growth Decreases

- BoB ascribes decline to decrease in loan uptake by households
- Says its policy tightening also having a dampening effect on demand
- Credit to businesses excluding parastatals up 11.2%
- Credit to parastatals down 22.1%

GAZETTE REPORTER

Commercial bank credit decreased from a growth of 7.4 percent in September 2021 to 6.4 percent in the 12-month period to September 2022, the Bank of Botswana (BoB) has said.

According to a BoB's Monetary Policy Report (MPR) of December 2022, the slow growth in commercial bank credit was in part indicative of a decrease in loan uptake by households and a possible reflection of the effects of the recent policy tightening by the central bank having a dampening effect on demand.

"On the other hand, business credit increased, indicative of the economic recovery from the low base effects associated with the impact of the COVID-19 pandemic in 2020/21," reads the report.

Personal unsecured loans

It shows that year-on-year growth in household loans decreased from 8.5 percent in September 2021 to 5.4 percent in September 2022.

"The lower growth in household credit was mainly attributable to the decrease in growth of personal unsecured lending and the contraction in motor vehicle loans in the year to September 2022," says the report.

"Meanwhile, property and credit card loans increased during the period under review. The share of the household sector in total lending by commercial banks decreased from 65.4 percent in September 2021 to 64.8 percent in September 2022."

The MPR indicates that lending to the business sector increased by 8.4 percent in the year to September 2022, higher than the 5.5 percent expansion in the corresponding period in 2021.

"Credit to businesses excluding parastatals also increased by 11.2 percent in the year to September 2022, compared to 3.9 percent increase in September 2021," the report says.

Parastatal overdrafts

"The annual increase in credit to businesses excluding parastatals was mainly due to utilisation of loan and overdraft facilities by some companies in the real estate, manufacturing, agriculture, finance, business services and trade as economic activity opened following the end of the State of Public Emergency in September 2021."

The MPR shows that credit to parastatals decreased by 22.1 percent in the year to September 2022, compared to the 28.4 percent expansion in the 12 months to September 2021 due to payment of overdraft facilities that were extended in August 2022.

> "Business credit increased, indicative of the economic recovery from the low base effects associated with the impact of the COVID-19 pandemic in 2020/21."

The report indicates that money supply (M2) grew by 10.5 percent in September 2022, compared to 3.6 percent in the corresponding period in 2021.

"The accelerated growth in money supply was mainly due to the increase in annual growth of credit to the private businesses and parastatals sector," it reads.

Govt deposits

"There was an annual increase in net foreign assets (on account of the increase in foreign exchange reserves particularly in July 2022) and government deposits at the Bank of Botswana."

The MPR is the main medium through which BoB informs the public about the conduct of monetary policy on a regular or timely basis.

It serves to meet the public's expectation of a transparent and accountable central bank in fulfilling the monetary policy mandate set out in the Bank of Botswana Act (Cap 55:01).

Does Age Matter in Founding A Successful Enterprise?

From Page 13

that measures activities of local startups and small businesses or data from Statistics Botswana, the median age of our local startups and small business founding owners cannot be ascertained easily.

However, in a study which I recently conducted titled "The Impact of Business Development Services in Creating Growth of Agribusiness SMMEs in Botswana," the following astonishing statistic was revealed.

Using a sample of 300, despite a youth unemployment rate estimated to be 37.52 percent in Botswana (ILO, 2019), the age category of 18–24 years was the lowest represented by 9 (3 percent) owner/managers of SMMEs in the agribusiness value chains. Earlier in this article, I alluded to the fact that age does not affect leadership, however, age does play a role in leadership effectiveness in the many ways such as timely acquisition of characteristics such as work experience and charisma, to mention just two.

Charismatic leadership

The charismatic leadership style relies on the charm and persuasiveness of the leader. Charismatic leaders are driven by their convictions and commitment to their cause.

Charismatic leaders also are sometimes called transformational leaders because they share multiple similarities. Their main difference is focus and audience. Charismatic leaders often try to make the status quo better while transformational leaders focus on transforming organisations into the leader's vision.

For example, the late President Nelson Mandela was a charismatic leader who used powerful oratory, an engaging personality, and unwavering commitment to positive change in the lives of millions of people.

Another example of charismatic leadership in business is John Francis Welch. As a CEO, Welch went out of his way to develop positive relationships with GE employees and customers. He talked informally with workers, making them feel as if they might receive a note or a visit from him at any time. Although Welch didn't hesitate to cut costs and lay off employees he viewed as poor performers, his leadership style engendered a sense of value and pride in the company.

Comparing autocratic and charismatic leadership

Likewise, charismatic and autocratic leadership styles share some traits in that both types often increase employee productivity. The key difference between the two is that the charismatic leader typically inspires employees to perform whereas the autocratic leader uses their authority to demand high performance. The short-term result is identical, although the long-term consequences may differ.

Charismatic leaders structure their organisations as they see fit. This is another example of a crossover between charismatic and autocratic leadership styles. The intensity of both styles may also generate early burnout of their leaders (and followers).

O'Brian M'Kali (PhD, MBA, MSc, M.Ed.) is an expert in enterprise development, innovation, SMME development, policy development, capacity building, monitoring & evaluation and turnaround strategy. He lectures at Botho University. Among others, he is a 2022 recipient the Wadhwani Foundation's Gold Award at the Start Me Up Global Facilitation Ceremony. He can be contacted on 71860308 (WhatsApp).

FNBB GEARS UP FOR 2023 KAZUNGULA BRIDGE MARATHON

PG 21



Charma Gal



KhoiSan

2022 Was Their Year

Here is a list of music artists who have owned the year in the best ways possible



Han C

GOSEGO MOTSUMI

As the year draws to a close, *Time Out* looks back at music artists who have played their part in sharing Botswana's music growth story in decibels that have made the world sit up and take notice.

Despite the many challenges facing the music scene, these artists have owned the year in the best way possible and it paid off for them.

Mpho Sebina

Songbird Mpho Sebina has undoubtedly had a stellar year. She bagged three awards - Album of the Year (Lora), Best RnB, and Best International Achievement at the Botswana Musicians Union Awards recently.

This was right after the star returned from Dallas in the US where she performed her latest single "Tsela Tshweu" at the AFRIMMA awards where she was also nominated under the Best Female Southern Africa category alongside other African music heavyweights.

In October, Mpho successfully hosted an event styled Naked Soul Picnic featuring Msaki and other artists of note. The Toro crooner was spotted among the crème de la crème of South Africa's entertainment industry at the Netflix Africa event in the preceding month.

In July she was selected by Google Africa and hosted by Google Kenya to participate in the Atle Business Residency in Nairobi alongside other artists from across Africa.

Despite the many challenges facing the music scene, these artists have owned the year in the best way possible and it paid off for them.

Mpho Sebina has been among the most booked artists in 2022 during which she has been on multiple stages in both South Africa and her native Botswana. She performed for the first time at the MTN Bushfire in Eswatini in May and was a speaker at the Forbes Woman Africa Leading Women Summit in March.

Han C

Hanceford Magapatona, better known as Han C in music circles, has also made a mark this year during which the reserved musician has been the busiest artist.

From corporate events and private parties to gigs, Han C has been a star

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Mpho Sebina

2022 Was Their Year

feature at all events. He recently released his festive gig guide and is fully booked until New Year's Eve.

This year the "Sebinki" hitmaker broke out of his shell and paired his talent with consistency and electrifying stage presence at all his paid gigs, including the Miss Botswana finale and Black Coffee in Botswana, to mention just a few.

Han C has also managed to stay consistent with releasing hit songs and making successful collaborations with other artists of note. He released another festive hit called "Malatsa" featuring MB on the Beat at the end of last month. The new song is currently making waves across radio stations.

Charma Gal

Magdeline Lesolebe, affectionately called Charma Gal, has successfully held on to being one of Botswana's top two artists. She has been able to host her own gigs, much to the delight of her legion of fans.

The "Sekuta" hitmaker recently braved the male-dominated industry by headlining a show boldly called "Kgosi Ya Mosadi in Concert" at the National Stadium in Gaborone. The award winning msakaso queen featured the legendary Congolese rhumba star, Koffi Olomide.

The much-publicised concert celebrated Charma Gal's illustrious career in the music industry. She recently dropped a festive hit song titled "Likhona" that is being well received by her fans.

KhoiSan

Lauded by President Mokgweetsi Masisi at the Dubai Expo and the Forbes 30 Under 30 Summit earlier this year, the KhoiSan duo of Oratile Kofa and Thabang Rasefako have been working tirelessly this year to make their mark in the music industry.

They are among the most booked artists in the country and are constantly hoisting the country's flag high in foreign lands. The "Marabele" hit makers were featured in an up close and unplugged session on South Africa's Mzanzi Magic TV channel last week.

The highly-disciplined duo are constant features on local and foreign radio stations such as Motsweding FM and Kopanong FM. They made a debut performance at the Vic Falls Carnival in April and signed a distribution deal with one of the biggest distributors globally, Electromode Ingrooves, in August.

Among the busiest artists in Botswana, KhoiSan dropped a new jam in November titled "Ke Samile."

BaTswapong to Enhance their Unity at Majwaneng

The two-day event is bolster to the identity of the covertly marginalised tribe

GAZETTE REPORTER

BaTswapong Meet is an iconic annual event created to celebrate the best music, sports, traditional arts and culture of the tribe over a two-day long weekend in the village of Majwaneng.

Slated for 31st December 2022 to 1st January 2023, the year's event will feature a medley of activities, from horse racing and dog racing to beach volleyball and traditional choirs.

"We organised and tailored the event primarily to unify the covertly marginalised BaTswapong," event organiser Ogomoditse Philip-Motlhagodi told *Time Out*.

Event concept

Batswapong Meet, as the name suggests, is a meeting place and a call on all people across the Tswapong region to come together and have fun.

It is family-oriented event and it reaches a broad spectrum of age groups. Horses, traditional choirs, folklore guitarists, and artists across fields come from the Tswapong region, Bobonong, Tonota, and other parts of the country are what defines the occasion.

"It is a sure way to bring together and enhance the unity of BaTswapong but is not exclusive to them because people of different ethnicities join in," Philip-Motlhagodi said.

> "It is a sure way to bring together and enhance the unity of BaTswapong but is not exclusive to them ..." -

"It carries a SeTswapong catchphrase, *'Le rena ra idoka ka dang,'* which translates into seeking our own identification within the entertainment industry."

The entrance fee is P100 for early tickets, P120 at the gate, P250 for VIPs while P600 for VVIPs.

Stanbic Bank Renews Sponsorship with Township Rollers Football Club

Sponsorship valued at P 4 500 000

GAZETTE REPORTER

In their continued efforts to support sports development in Botswana, Stanbic Bank Botswana last week announced its dedicated support towards Township Rollers Football Club (TRFC). The commercial bank has renewed the TRFC sponsorship valued at P 4 500 000 for a duration of three years (2023 -2025).

Making a difference

The sponsorship is aligned with the Bank's mandate of making a difference in various sporting communities and by partnering with organisations dedicated to the development of young talent. This ultimately contributes to the growth and discipline of athletes in Botswana. Stanbic Bank recognises that football is amongst the more popular sports codes in the world, with a great deal of influence as it brings people together. Township Rollers, Botswana's most successful football club has won many cups that include the ongoing BTC Premier League and Mascom Top 8 in the previous years.

Speaking at the launch Stanbic Bank Botswana Chief Executive Chose Modise said, "We continue to strengthen mutually beneficial relationships that are also impactful to the communities around us. Our aim is to see Township Rollers FC progress even further in local and African football, developing young talent and contributing



FNBB Gears Up for 2023 Kazungula Bridge Marathon

Primarily focused on promoting sports tourism, the Kazungula Bridge Marathon affords a scenic view of the Edenic world that surrounds the four-nation nexus of Botswana, Nambia, Zambia and Zimbabwe and adds impetus to economic growth for the communities of Kasane and its environs



First National Bank Botswana (FNBB) is gearing up for the second edition of the FNB Kazungula Bridge Marathon that is set to take place on 25 February 2023.

GAZETTE REPORTER

First National Bank Botswana (FNBB) is gearing up for the second edition of the FNB Kazungula Bridge Marathon that is set to take place on 25 February 2023.

Iconic bridge

The marathon is an effort to rebuild the communities of Kasane and surrounding areas by boosting sports tourism against anchored on the the iconic Kazungula Bridge that connects Botswana and Zambia at the four-nation nexus of Botswana, Nambia, Zambia and Zimbabwe.

"The Kazungula Bridge Marathon is an exciting initiative for us to not only strengthen local sporting talent but to also celebrate sports tourism in Botswana," said Communications and PR Manager of FNBB, Boga Chilinde-Masebu.

"Support for sports development as a whole is important to the bank and we welcome opportunities to advance the sports fraternity in Botswana."

Crowd puller

The inaugural marathon brought thousands of local and international visitors to the region, allowing them to enjoy the structural beauty of the bridge and the accompanying scenic views from Botswana and Zambia.

The region experienced a much-needed economic boost and next year's event looks to grow on that positive impact.

"The communities of Kasane and surrounding areas have welcomed us so warmly and have become our key partners as we all collectively work towards rebuilding the tourism sector," Chilinde-Masebu said.

"As a bank, our shared value promise encourages us to seek opportunities that can empower and enable sustainable growth. We welcome more partners in working with us in this endeavour to bring lasting growth to the region."

"The Kazungula Bridge Marathon is an exciting initiative for us to not only strengthen local sporting talent but to also celebrate sports tourism in Botswana," said Communications and PR Manager of FNBB, Boga Chilinde-Masebu.

Enhanced experience

She noted that some of the feedback received from the first marathon regarding issues such as a shortage of water and delayed disbursement of the prize money, saying FNBB will make sure that the next marathon will be an enhanced experience for the participants.

Sponsorship

FNBB has boosted the marathon with an additional P500 000 to raise the sponsorship to P1.5 million. This means next year's marathon will have a total of P550 000 in prize money inclusive of cash prizes of up to P50 000 for runners with disabilities as a means of recognising all sporting achievements regardless of body type, age and physical capability.

Runners can register for the marathon at www.kazungulabridgemarathon.com.

Stanbic Bank Renews Sponsorship with Township Rollers Football Club



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From Page 20

towards the growth of the discipline in Botswana."

Keeping the youth engaged and entertained

This sponsorship which is part of their SEE initiative and youth empowerment, is an opportunity for athletes of all ages, sizes, shapes, and skill levels to showcase their talents. The Bank believes football instils great lessons and changes lives especially of the youth by keeping them engaged and entertained.

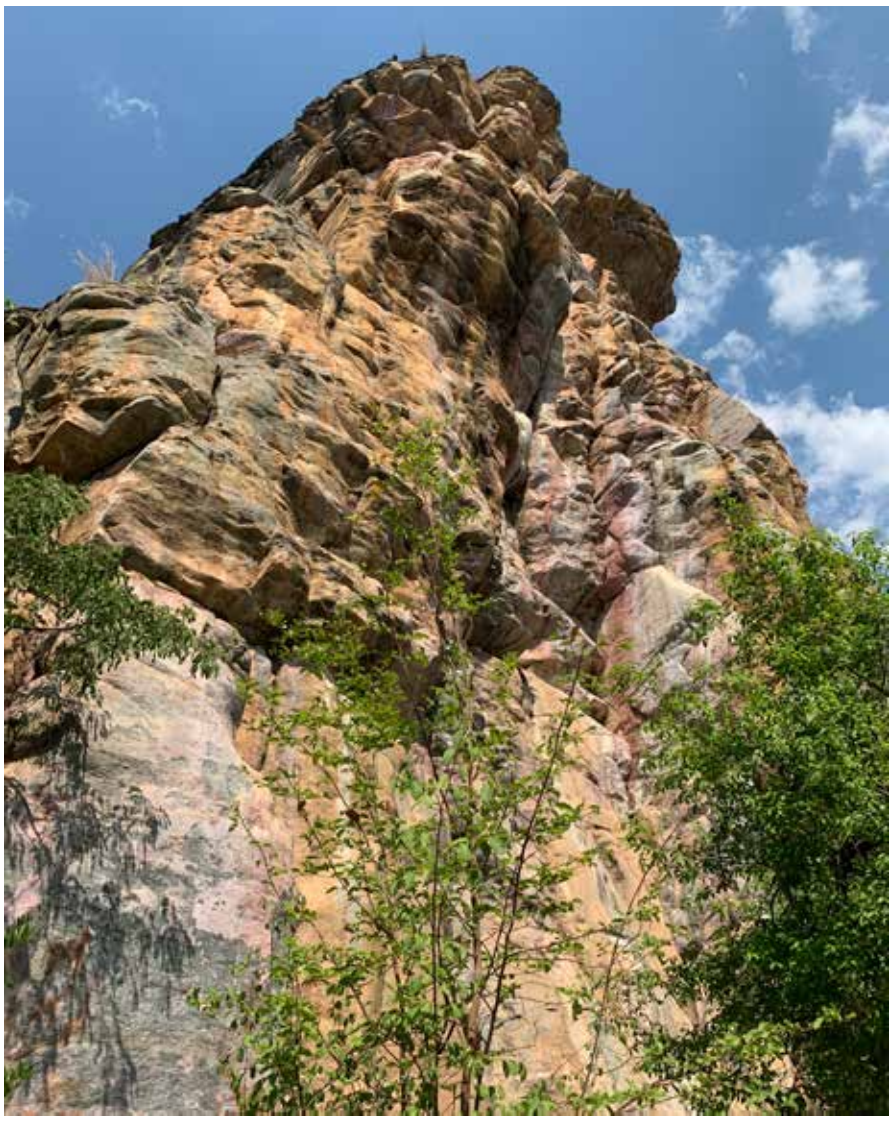
"It with a great deal of gratitude that I stand here this morning, to thank you for agreeing to continue sponsoring us, despite the challenges that came with the pandemic. We really appreciate this noble gesture and hope that it can grow beyond expectation and extend even further." Township Rollers FC President, Jagdish Shah noted.

"For us, it is critical to build a sellable football product, in order to inspire sponsor confidence. I stand before you today to declare my unflinching belief in the future of this Stanbic Bank/Township Rollers Partnership.", Township Rollers FC CEO Bennett Mamelodi noted. The Bank's commitment to sports development is evidenced by its active participation and sponsorship in the 41 Botswana National Sports Commission awards, Diacore Gaborone Marathon, the GM's Annual Charity Cycle Challenge, CANA Zone IV Swimming Championships and Orapa GM's Walk to mention but a few.

Adventure Awaits in the Okavango Panhandle

From the mystery of rock paintings of Tsodilo Hills to silent waterways and papyrus swamps in the delta, Botswana's Okavango Panhandle deserves to be ticked offyour bucket list of prime destinations to reach, writes GOSEGO MOTSUMI





The travelling season is upon us and, having spent my entire life in the capital city of Gaborone, it was time for a change of scene and experience a place off the beaten track. After this year's Botswana Travel and Tourism Expo in the resort town of Kasane that is also the headquarters of the Chobe District, a cohort of journalists flew from Kasane to the small village of Nxamaseri in the Okavango Panhandle where adventure awaited them.

The travelling season is upon us and, having spent my entire life in the capital city of Gaborone, it was time for a change of scene and experience a place off the beaten track. After this year's Botswana Travel and Tourism Expo in the resort town of Kasane that is also the headquarters of the Chobe District, a cohort of journalists flew from Kasane to the small village of Nxamaseri in the Okavango Panhandle where adventure awaited them.

Tsodilo Hills

The first excursion on arrival was to explore the Tsodilo Hills located 40 kilometres from Nxamaseri village. The hills, which are a UNESCO World Heritage Site, are home to the San people's ancient art with over 4 500 paintings on 500 different sites.

With an option to use the road to the site, we connected by helicopter from the Shakawe air strip and five minutes into the trip lonely crests of the Tsodilo Hills rose dramatically ahead to welcome us to the "sacred place of the gods".

We flew over them, taking in the brilliant streaks of mauve, turquoise and lavender in the rocks before landing nearby to go on the Rhino Trail.

Rhino trail

The largest hill is known as the Male, the next in size down is the Female, and then the Child. Our guide, Thebe, who is a native of Nxamaseri, explained that the hills have signs of early life from as far back as 100 000 years and are the spiritual sanctuary of the BaSarwa for whom they immense symbolism. The best rock art sites are on the Rhino Track which treks to the northern end of the Female hill. We spent some hours trekking, observing, learning and otherwise experiencing the shrine. At one point we could hear a hodgepodge of sounds that Thebe dismissed as echoes of the wind in turns whistling and roaring through the rocks. Even so, I could have sworn I heard people's voices and roars of lions in turns.

"When you walk these sacred grounds, you can never be attacked by any sickness," Thebe said matter-of-factly. His statement felt surreal as my usual dizzying anemic attacks were nowhere near troubling me and I managed to complete the rhino trail and was ready to take on the longer Lion Trail feeling as fit as a fiddle.

Affordable excursion

The rocks have mysteriously carved out the map of Botswana and the African continent. The San have used the rocks as a canvas to draw animals such as rhino, giraffe, elephants and even penguins that seem to be fading away. The guide explained that the San used blood, limestone, bone marrow, honey and ostrich egg to draw the paintings. "They were about to fade when more people began to roam around the area but we are now preserving the place and the paintings will stay intact," said Thebe.

This is Botswana's first world heritage site and Batswana are encouraged to visit the area as the excursions are more affordable. "We are creating a tented lodge," our guide, a wellspring of information, told us. "We have a campsite and cultural showcase by BaSarwa. The Rhino Trail is P120, the Lion Trail P175. Entrance into the area is P10 for locals."

Nxamaseri Island Lodge

Nestled under jackalberry trees and wild date palms on a tiny private island that lies between Tsodilo Hills and the Okavango Delta is the Nxamaseri Island Lodge. With African print and wooden furniture aesthetic, the rooms are elevated above the Nxamaseri water channel and interconnected with raised wooden walkways.

The staff are warm and welcoming to prioritise our comfort throughout our stay. I felt immersed in my surroundings as I lay in bed at night listening to the sound of birds and monkeys in the trees nearby. But days start early in this part of the world in order for one to catch up on the festivities of the ecosystem.

Mokoro rides

Bright and early, the first experience offered was a ride in the traditional dugout canoe or mokoro. To the natives, the mokoro ride is the most common mode of transport as some were spotted harvesting *matlhaka*, river reed used as building material for homes, along the crocodile-infested Nxamaseri water channel. For adventure seekers, the mokoro offered an immersive experience as the canoe glided though the clear water that is home to water lilies, dragon flies, basks of crocodiles and birds in their flocks.

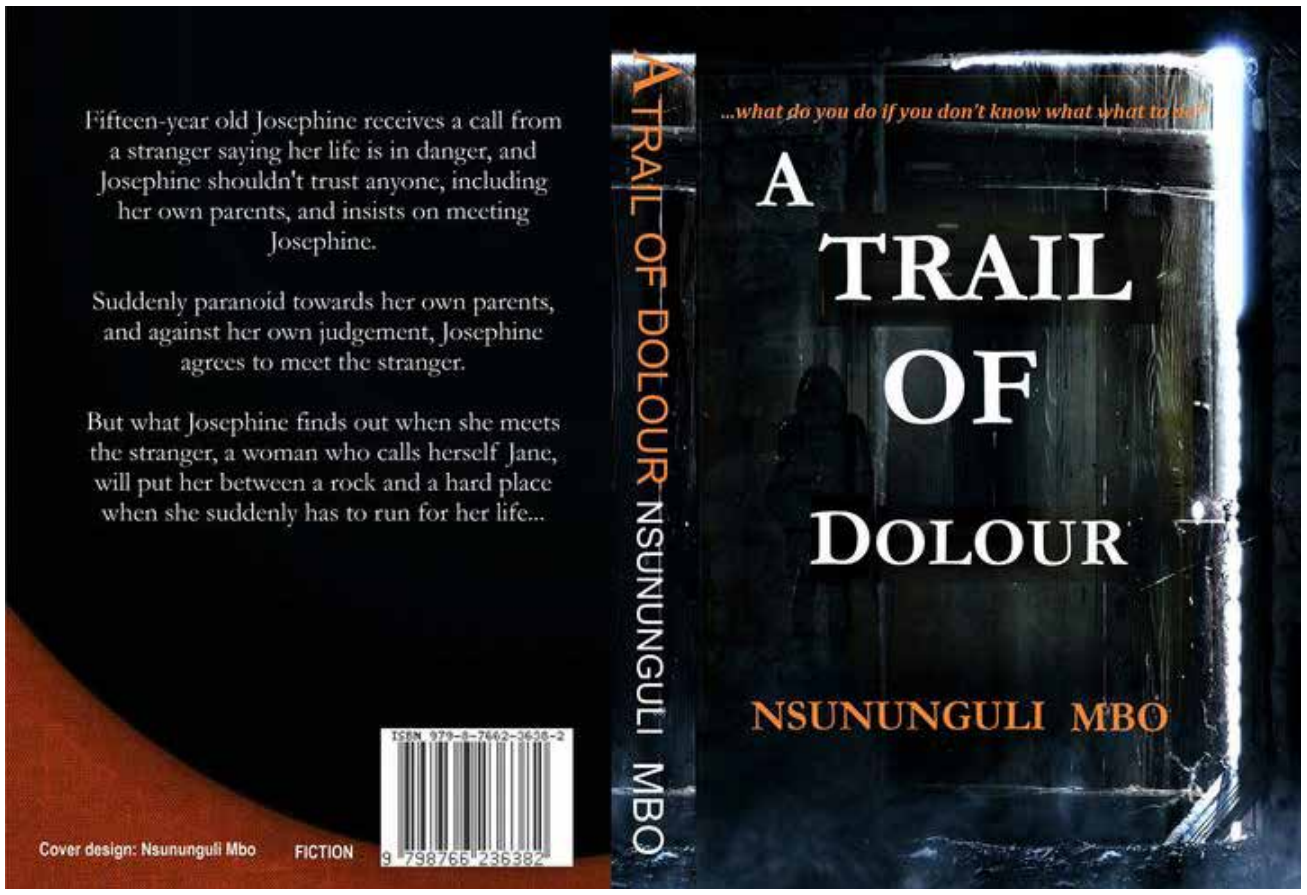
Boat cruise

For an evening excursion we headed out on the Nxamaseri water channel as the area is well known for excellent bird watching. The Okavango Delta looks somewhat like a frying pan, with the main river flowing down the 'handle' before fanning out into the delta, the 'pan,' as it were, hence the 'panhandle.'

It was in this 'handle' that we were boating under the watchful eye of a Fish Eagle perched high on a tree. From the Jacanna (Jesus bird), the King Fisher and the African Schemer, this water channel is home to numerous resident and migratory birds.

The boat cruise joins the Okavango River from the Nxamaseri channel where we found a spot to enjoy the sunset with a sundowner in hand before heading back to camp. However, the Okavango Panhandle is not the place to come for a traditional game viewing safari but there are still areas of unspoilt wetlands waiting to be explored.





"A Trail of Dolour" is Mbo's Latest Offering

The prolific writer has so far self-published 15 novels, all available from Exclusive Books, and now explores what seems to be teenagers' inordinate dependence on the virtual world. Staff Writer GOSEGO MOTSUMI reports

The latest offering from Motswana fiction writer, Nsununguli Mbo, is a novel titled "A Trail of Dolour" that was published last week.

The prolific writer with 15 self-published books under his belt started writing his new book in March 2021. "As is the case with the rest of my novels, the idea to write this came out of the blue," he said in an interview.

Inspiration

Mbo had gone people-watching at one of the malls in Francistown when he saw some teenagers doing some kind of dance, presumably shooting a video for Tik Tok. They seemed oblivious of their surroundings.

It dawned on him that due to social media, the younger generation is increasingly delving into some kind of virtual world and moving further away from reality, thus making them too trusting and vulnerable because what makes them tick is virtual rather than the real world for which they have reduced skills to deal with.

Questions came to his mind: "Can they even make an informed decision by themselves? Do they know how to avoid strangers the way older generations do?"

Storyline

Thus Chawada, one of the protagonists, was born. When she receives text messages and a phone call from an anonymous woman warning her that her (Chawada's) life is in danger and that her parents are not who she thinks they are, Chawada is faced with the questions.

What if the anonymous woman is telling the truth? What if she isn't? But she is only a teenager who is used to the virtual world. When the anonymous caller warns her against telling anyone about the text messages and phone calls, it becomes even harder for Chawada to handle the situation.

There is only one way to find out the truth, and Chawada must decide which end of "What if?" to explore. This is because when faced with such a conundrum, people can only explore one side of the coin at a time, and the choice she makes can either make or break her.

'What ifs?'

He wondered: "So how do we make that choice? Because whatever choice we make, the question 'what if?' will always pop up regardless of what choice we make. But what if you are a teenager whose independent life skills are limited to social media?

"That's where the theme is: never trust strangers, and decision-making or problem solving involves drawing up the pros and cons of both sides of 'What if?' rather than being driven by emotions into making a rash decision."

About the author

Mbo was born and bred in Mbalambi Village. Growing up, he was surrounded by storytellers, notably his family members. Back then there was neither electricity nor telephones in the village, save for a public one at the far end of the village.

> "Can they even make an informed decision by themselves? Do they know how to avoid strangers the way older generations do?"

They used to fetch water from a public standpipe, which was where stories were shared, nonfiction or otherwise, but no one could tell what was fiction or otherwise.

His father was an avid reader, so there were always books lying around, including fiction, some with missing pages. So, he started reading novels from an early age.

"I liked the novels that had missing pages because they made the right side of my brain to work overtime trying to figure out the missing parts of the story," he says. "So, I had to be creative in order to understand the full story."

Twists and turns

The first book he published was Wrong "Turn," in 2019, which he had started writing when he was doing his fourth year in medicine at the University College Dublin.

Mbo doesn't plan his books. He just sits, writes and the story unfolds. As such, he never knows beforehand how the story will unfold or end. Each sentence acts as a catalyst for the next one. Being an avid reader of thrillers and crime fiction, he loves twists in a story.

"A Trail Of Dolour has twists. Just read it until the end and you will see. And of course, there is humour. So the book, suspenseful as it is, has a bit of comedy in it."

Legae Donates Food Hampers To Frontline Workers In The Festive Season

One of Botswana's leading private institutions of learning, Legae Primary School and Legae Academy, have donated food hampers to the Ministry of Health, the Ministry of Labour and Home Affairs, the Botswana Defence Force (BDF), Botswana Police Service (BPS) and the Directorate of Intelligence and Security Service (DISS) for use as they provide services during the festive season.

The donations were made at Legae Primary School in Gaborone on 7 December 2022.

In his welcome remarks, the Acting School Head, Dr. F. Moorad, noted: "Most schools and corporates do reach out to their communities to try to build good relationships with them. This is not just a one-sided relationship and it cultivates developing partnerships.

"It is so important to have such partnerships because they enable working together side-by-side. Legae Primary and Legae Academy have taken several initiatives over the years to help those in need."

A representative of one of the recipients of the frontline food hampers, Colonel L. Jensen of the Botswana Defence Force, commented: "We receive these food hampers with much gratitude because Christmas came earlier than we expected. We wholeheartedly accept the generous gesture."

Colonel Jensen added that the act of kindness shows that people and institutions recognise their duty and efforts to protect the nation.

The donation of food hampers to frontline workers initiative started at the peak of the COVID-19 pandemic in December 2021. The gesture is also meant to appreciate those who will continue to serve the nation as a part of their call of duty in the course of the festive season.





FIRST FUTUREMAKERS PITCHING AWARD 2022 EVENT

Young entrepreneurs pitched their business and received valuable feedback from the judges.

Warona Kenosi is the winner of the first Futuremakers Pitching Award 2022

APPLICATION FOR LOST TITLE DEED

NOTICE IS HEREBY given that the undermentioned intends applying for the certified copy of **DEED OF TRANSFER NO. FT 731/2007** dated the 23RD day of AUGUST 2007 passed in favour of **BOLLYWOOD ENTERPRISES (PROPRIETARY) LIMITED** in respect of the following property, that is:

CERTAIN : Piece of Land being Lot 21562, Francistown (Portion of Lot 21552, Francistown);

SITUATE : In the Francistown Administrative District;

MEASURING : 1308 m^2 (One Thousand Three Hundred and Eight Square Metres)

All persons having objection to the issue of such copy are hereby required to lodge the same in writing with the Registrar of Deeds at **FRANCISTOWN** within **twenty one (21) days** from the second publication of this notice.

DATED AT FRANCISTOWN ON THIS THE 11TH DAY OF NOVEMBER 2022

VAN NIEKERK ATTORNEYS
PLOT 4660, DITAU STREET, AREA G
P. O. BOX 37
FRANCISTOWN

INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

(In terms of Section 8 (1) Of The Married Persons Property Act, 2014)

1. **LEBOGANG MOREBODI (Nee LOETO)** who is married to **ONKABETSE MAKGOTLA MOREBODI,** in community of property on the 22nd day of February 2018, at Ramotswa, intends to make an application to the High Court of Botswana for leave to change her property regime to out of community

2. **LEBOGANG MOREBODI (Nee LOETO)** intends to apply to the High Court of Botswana after the expiration of the three (3) weeks statutory notice from the date of first publication hereof.

3. Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of **LEBOGANG MOREBODI (Nee LOETO) and ONKABETSE MAKGOTLA MOREBODI's** estate, should they have objections to the proposed change of matrimonial property regime, should inform the Applicant's Attorneys, **PILANE LEGAL PRACTICE** in **GABORONE,** before the expiration of three (3) weeks period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED IN GABORONE ON THIS 29th DAY OF NOVEMBER 2022.

PILANE LEGAL PRACTICE
Applicant's Attorneys
205 Independence Avenue Building
1st Floor. Main Mall
GABORONE

3RD PUBLICATION

APPLICATION FOR LOST TITLE DEED

NOTICE IS HEREBY given that the undersigned intends to apply for a certified copy of **DEED OF TRANSFER No. 2460/2001** dated the **20th day of September 2001** passed in favour of **JIN-WORLD (PROPRIETARY) LIMITED** in respect of the under mentioned property:

CERTAIN : Piece of land being Lot 32478 Gaborone;

SITUATE : In the Gaborone Administrative District;

MEASURING : 1231m^2 (ONE THOUSAND TWO HUNDRED AND THIRTY ONE Square Metres);

WHICH PROPERTY : Is held under a Deed of Transfer No. 2460/2001 dated the 20th day of September 2001, made in favour of JIN-WORLD (PROPRIETARY) LIMITED

Any person having objection to the issue of such copy is hereby required to lodge the same in writing with the Registrar of Deeds within (3) three weeks from the last publication of this notice.

DATED AT GABORONE ON THIS 08TH DAY OF DECEMBER 2022.

LEBURU J.
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE

CASE NO: CVHGB – 003854-19

In the matter between:
JOHN SELABE MOTLHABI **PLAINTIFF**
And
THATO HENDRICK **DEFENDANT**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to the judgment granted by the above Honourable Court, the following immovable property of the Defendant will be sold by public auction by Deputy Sheriff **ONKGOPOTSE MOTLHAGODI** to the highest bidder as follows:

DATE OF SALE : 23rd January 2023
TIME OF SALE : 11:00 am
VENUE : Maboane Village, Kweneng Tribal Area
TERMS OF SALE : Cash or Bank Guaranteed Cheques

PROPERTY TO BE SOLD : Certain piece of land situated in Maboane under Kweneng Tribal Area, measuring 484m x440m, held under Certificate of Customary Land Grant fenced with 1 x Borehole equipped and operated by engine.

DATED AT GABORONE ON THIS 09TH DECEMBER 2022.

DEPUTY SHERIFF ONKGOPOTSE MOTLHAGODI
c/o SIKHAKHANE & CO.
(PLAINTIFF'S ATTORNEYS)
PLOT 18496, PHASE 2
P.O. BOX 25383,GABORONE
Cell: 71868324 / 73321097

LAW
SIKHAKHANE & CO.
ATTORNEYS, NOTARIES, CONVEYANCERS & ADMINISTRATORS OF ESTATES



World Athletics Officially Delivers Continental Tour Gold Status to Botswana

The Botswana Golden Grand Prix is one of the most anticipated events on the athletics calendar as a major track and field event in southern Africa, especially now that it is officially on the World Athletics calendar

GAZETTE REPORTER

The highly-anticipated Botswana Golden Grand Prix, formerly known as Gaborone International Meet (GIM), has received the official continental tour gold status from the athletics world governing body, World Athletics.

The event's gold status mantle was delivered to the local organizing committee (LOC) by the World Athletics representative, Robert Wagner, in Gaborone on Tuesday this week.

This comes after the event was hosted under the bronze status in Botswana for the past four years with the organizers led by former 8oom track runner, Glody Dube, striving to impress World Athletics for an upgrade and recognition.

For the next three years

The revamped event will be held in Botswana for the next three years (2023 to 2025) beginning on 29 April 2023 at the National Stadium in Gaborone.

The Botswana Golden Grand Prix is one of the only two World Athletics Continental Tour's Gold Track and Field Competitions hosted in Africa annually and the only one in southern Africa holding gold status.

Speaking at the press briefing held at Avani recently, Wagner said the decision to grant Botswana gold status was inspired by the country's success in athletics in recent events.

"We want to be here and be a part of this," he said. "We are very happy and honoured to have Botswana as the 13th member of the World Athletics Continental Tour Gold Status.

"I am happy that we all know the magnitude of this event just from its bronze status to now gold. It will start next year followed by the Doha Diamond League. This means that there is a lot of trust within Botswana Athletics Association (BAA).

Great athletes

"We have never seen so much support from the government towards the development of athletics and we are thrilled with what we have already witnessed in Botswana. Africa is a big continent that produces great athletes, hence our support for Botswana."

For his part, the Chairman of LOC, Geoffrey Gare, said they are going to work hard to deliver the world-class event.

"As we grow as a brand, it is important that we look at other sponsors to come on board to intensify the preparations," he said. "As the president of the country has been talking about the Reset Agenda, this is exactly what we are now living out and we say let us do better today than yesterday.

"We are sure that hosting this event will bring so many positives and every sector shall benefit with key athletes coming to our country. We continue to grow because of the commitment of the Golden Door Agency to the development of athletics in Botswana."

"Africa is a big continent that produces great athletes, hence our support for Botswana."

The Botswana Golden Grand Prix is one of the most anticipated events on the athletics calendar as a major track and field event in southern Africa, especially now that it is officially on the World Athletics calendar.

DINALEDI ARE FIVE NATIONS CHAMPIONS!

- Won all their five consecutive matches
- Coach van Dyk demurs and calls it "work in progress"
- BONA president thanks the sponsors and urges them to stay
- Coach: "The Lucara League played a big role in the team's victory"

GAZETTE REPORTER



Botswana's senior national netball team, Dinaledi, were crowned champions of the Nations Cup following their historical victory against highly ranked countries that participated in the five nations tournament in Singapore.

The tournament brought Singapore, Malaysia, Fiji, Ireland and Botswana against one another but Dinaledi lived out their name and made it clear they were out to reach for the stars right off the bat.

They did, winning all of their games in five consecutive matches. Currently ranked at 31 in World Netball Rankings, Botswana's sterling performance saw them beat their highly-ranked opponents, Fiji (15), Ireland (24), Malaysia (27) and Singapore (30).

They won their opening match 60-43 against Fiji, who are set to compete at the 2023 World Cup in South Africa, and went on to beat the Invitational Singapore A side 50-31 to seal their spot in the quarter finals on day two.

On the third day, The Stripes put hosts Singapore aside with a convincing 71-21 victory prior to securing yet another win against Malaysia 67-38 to book a spot in the gold medal match.

The Jenny Van Dyk-led side continued their good run and triumphed in the final against the Fiji Pearls 65-37 to emerge the champions of this competition for the first time in 14 years of waiting.

Botswana had only managed a silver and a bronze since making their debut in this tournament in 2008.

Speaking after the historical win, Coach Van Dyk attributed their exceptional performance to the hard work and dedication of the players since the beginning of the tournament until the last day when they lifted the cup.

"This is simply work in progress for the team," she said. "We have been working very hard to be at the level where we are right now. This team is full of talented players.

"All they needed was to be kept active through activities. I was in charge of this team when we were trying to qualify for the World Cup even though we failed. I could tell that we can become a better team.

"The Lucara League played a big role in the team's victory. That's what the players needed - game time because they are now fit and competitive. We are very happy with the win."

Also elated, BONA president Malebo Raditladi-Nkgakile thanked all the sponsors for believing in the team and urged them to continue supporting them because they have proved themselves beyond reasonable doubt that they can do better when all resources are availed to them.

"I am proud of you, my dear team," she said. "Your win today silenced those who don't believe that you can do this. Keep focused and keep the fire burning and change the mindset of our sports because I have always believed that you can do what you did today.

"I also appreciate all the support we got from different companies and our sports stakeholders in Botswana. Their assistance will go a long way and is recognised."

The team arrived back in the country on Tuesday evening and are set to break for festive season before they continue their quest to become Africa's most formidable side.

LATE LEAGUE CAMPAIGN FRUSTRATES MPOTE'S AFCON PREPARATIONS

- Has limited time to prepare for encounter with Equatorial Guinea in March
- Crunch plans include a game against a premier league 11
- Is making contact with foreign-based players for the Zebras

GAZETTE REPORTER

The late start of this season's football league has left newly appointed head coach of the Botswana's senior national football team, Mogomotsi Teenage Mpote, a frustrated man as he plans to travel across Africa in search of a second appearance at the Africa Cup of Nations (AFCON).

The league campaign began towards the end of October instead of the normal calendar of early August due to administration issues.

This means the senior national team, The Zebras, will have limited time to prepare for their back-to-back encounter with Equatorial Guinea in March next year.

The Zebras have played only against Tunisia and Libya so far and collected just one point.

Mpote has told *Gazette Sports* that he had intended to prepare his team thoroughly before facing Equatorial Guinea and that he has long presented his roadmap to the Botswana Football Association (BFA) that he fears may fail due to the late start of the league.

"It is frustrating that the league campaign started late because



remember we share players with their respective clubs," he said.

Even so, he emphasised he has not sat and folded his arms but intends to call players for weekday training in order to condition them for the games ahead. Discussions are ongoing to approach clubs about their players joining senior national team in training camps.

The Zebras gaffer added that even though his preps have fallen behind, he intends to ask for a game against a premier league squad or players who have not been selected for the senior national team. The idea, Mpote explained, is an opportunity to relook at some of the players.

"The roadmap is straight," he said. "We have to utilise FIFA calendar weeks by playing friendly games and to call Under 23 players to camp so that we may have a strong pool of players to pick from."

Mpote is also in the process of trying to engage some foreign-based players with a view to having them join the senior national team as he devises different combinations to accommodate most league players.

"We want to start engaging league clubs as early as now in order to start training camps in January," said the coach. "We are looking at various avenues to have all these players in one place often because that would help the team greatly."

It is his observation that most premier league players currently lack match fitness and that some of them do not have a proper diet while others need to develop the proper mental strength.

Mpote's plan has always been to achieve a comprehensive improvement of his national team players for which he needs the support of all stakeholders.

He emphasised the importance of working on players' individual capacity beyond so that they may play their trade in high profile leagues across the world.

This former Orapa United, Township Rollers and Miscellaneous coach believes that having many players in foreign leagues should be a target as a means of improving the entire squad that can compete at continental level.

Athletics Redeems Team Botswana's Flop at Region 5 Games

Coach: "We retained our titles in our flagship track events such as the 4oom, the 4x400m relays and the 200m."

GAZETTE REPORTER

Following Team Botswana's slow start at the recent Africa Region 5 Games, Botswana fought back to win a total of 47 medals, thanks to the junior team that won the country's first 37 medals on Day Seven of the competition that took place between 2 and 10 December in Lilongwe, Malawi.

Team Botswana lagged behind from the first day of the competition until athletics took centre stage competition on the seventh day. Prior to that, The Stripes had failed to win any medal in netball, volleyball boys, football and swimming and were rooted at the bottom of the medals table while their main rival, South Africa, didn't show any signs of struggle.

Gold

Team Botswana's first medal, a gold, was won by the 4x400m boys relay team after their total dominance from the heats to the finals.

The team went on to win more medals in different track and field events and redeemed the country's bad start.

The team was under the tutelage of four coaches, namely Collar Mosimakoko, Nnaniso Magwamba, Kemiso Manyepeza and Rebaone Ramoseka, from different track and field disciplines.

They won 11 golds, 17 silvers and 10 bronzes to leapfrog Botswana to position 5 overall out of 10 countries.

Speaking at Team Botswana's welcome ceremony on Monday evening, Coach Mosimakoko said they were happy with their performance even though they had hoped to surpass last year's performance.

Happy nonetheless

"The team did very well, looking at the circumstances they encountered prior to the games," he said. "We haven't had adequate time to prepare but we tried our best even though we did not achieve our ultimate goal.

"We are happy that we have managed to pick and better the country's performance when it was too tough. All eyes were on us but we knew that we would perform well despite the challenges we faced.

"It was not an easy competition, if I may say. Countries were well prepared and they were not a walk in the path. I could notice a lot of improvement from our competitors, which is why they gave us competition.

"Despite all that, am happy that we retained our titles in our flagship track events such as the 4oom, the 4x400m relays and the



200m."

Mosimakoko called for continuous support from relevant stakeholders. "Support is key in the development of talent," he pointed out.

School sports

"Teams need to be supported with all resources because they need to spend time in camps. School sports must also return so as to make it easier for us to identify talent and produce the best out of it.

"We need to keep the athletes that we have and should monitor them time and again, unlike what is happening now where we put together teams every time there are competitions.

"It is time we did things right, just as we have been doing during the Nijel Amos, Baboloki Thebe and Karabo Sibanda's times."

Meanwhile, boxing, tennis and volleyball girls added 10 medals to athletics' 37 to raise the tally to 47, which is way below Team Botswana's previous 64 at last year's Games in Maseru, Lesotho.

Sua Flamingoes Secure First Win After Gumbo's Departure

- Victory places the Wading Birds at Position 12 on the log
- Caretaker coach Phakedi credited with the rare win
- But speculation persists ex-Rollers gaffer Kavazovic may take over



GAZETTE REPORTER

Botswana Premier League (BPL) side, Sua Flamingoes have won their second game of the season, their first after parting ways with their head coach Rahman Gumbo recently.

They fired Coach Gumbo on Tuesday last week owing to a string of poor results in the ongoing Botswana Premier League season.

The victory comes after the team had only amassed three points out of possible 18 finding themselves at the bottom of the log standings.

"Bafana Ba Letswai," as they are popularly known in football circles, are now in position 12 after winning 2-0 against premier league rookies, Holy Ghost, over the weekend in Sowa Town.

The team was under the tutelage of the caretaker coach Kopano Phakedi.

In a post-match interview, Phakedi said the victory boosted his boys' confidence going into the games that will follow.

"The boys did their best, hence credit must go to them because they restored our hope," he said. "The boys were under pressure but they eventually turned the tables on their opponents.

"What is more important is that we focus on our next game because we have to catch up. We have spoken with our players and they are all in the right state of mind. They are always looking forward to winning the next game."

The sacking of Gumbo came in the midst of speculation that the team was interested in the services of former Township Rollers and Jwaneng Galaxy coach Nikola Kavazovic.

However, Sua Flamingoes mouthpiece Lazarus Mafa has dismissed the allegations, stating that they haven't decided on who will replace Gumbo.

"We have not agreed with any coach to take over the team yet, hence our announcement that Kopano Phakedi will be our interim coach and we are happy that he won his first game to put us at position 12 in the log standings," Mafa said.

"We are still working around the clock internally, consulting on how to move forward in the best interests of the team's progress."

Even so, *Gazette Sports* can confirm that Kavazovic arrived in Sowa Town last Friday and was spotted at the stadium during Flamingoes' game with Holy Ghost over the weekend.

Sources say he is on the verge of sealing a deal with the mining town outfit. He is expected to be on the stands again when the team takes on Orapa United at Itekeng Sports Complex on Saturday.

Poor Showing at AUSC Region 5 Reignites Issue of School Sports

Sports administrators concur that nothing beats school sports for grassroots development at all levels

GAZETTE REPORTER

Sports administrators across various codes share the view that lack of school sports delays progress in continuity and development of sports at the grassroots level.

This comes after team Botswana's unconvincing performance at the recent Africa Region 5 Games in Lilongwe, Malawi compared to previous games.

Team Botswana's below average performance saw The Stripes garner 47 medals (12 gold, 22 silver and 13 bronze) to finish fifth out of 10 countries in the region.

In the aftermath, sports administrators have labelled these results as "below average", looking at the 64 medals that the team won to finish second in Lesotho last year.

Most of the medals came through athletics (37) while tennis, volleyball and boxing added a measly 10. Swimming, basketball, football, netball returned home empty-handed.



In interviews with *Gazette Sports*, sports administrators have called for a return of school sports without delay in order to speed up progress in development of sports within schools and outside schools.

"This is very straight forward: there is nothing we can achieve without schools," said Kelebogile Maplanka of Botswana Netball Association. "And it is not only for sport because the development of the human being starts somewhere and the school is an important institution at that stage of learning different things.

"Look at all the administrators of sports right now, from the top at the ministry down to the Botswana National Sports Commission (BNSC), the Botswana National Olympics Committee (BNOC) and the National Sport Associations (NSA) and you find that all the people there originated from school sports.

"Athletes are discovered in schools and we are simply calling for a return of school sports because it is straightforward that sports cannot grow through community sports."

The vice president of Botswana Athletics Association (BAA) administration, Oabona Theetso, echoed Maplanka's words when she said the absence of school sports has hit the country hard and dented their progress, especially at the Junior World Championships.

"This issue has affected us very badly because we have seen athletes' performance regress where it was supposed to progress," she said. "We should not even think that we are doing anyone a favour by reinstating school sports because it is for the good of the county. We therefore need to swallow our pride and empower teachers because teachers play a very crucial role in training athletes."

The coach of the junior national team of the Botswana Swimming Sports Association, Solomon Mpusetsang, said school sports is the first stop in grassroots development for through schools themselves and for national sport associations.

"We believe that federations can work hand in hand with schools in order to grow sports at the grassroots level," he said.

"The government should have an input because most sports administrators, teachers and coaches are volunteers at the moment and it is difficult for them to account and take responsibility for poor performance of athletes."

The president of Botswana Volleyball Federation, Tsoseletso Magang, added that the lack of school sports has definitely demonstrated that they are losing out on developing young athletes and that entering age group completion is going to be a struggle.

"It has shown us that the work done by teachers at schools is work that should not be taken lightly," she said.

"Federations have invested a lot in teachers throughout the years, training them through different courses. They therefore possess skills that we cannot dispute.

"I am aware that there was a task force that was tasked to deal with this issue and they have made recommendations. We are available to support the government's efforts to reintroduce school sports."

The Minister of Youth, Gender, Sports and Culture, Tumiso Rakgare, recently announced that the government was working around the clock to reinstate school sports in January next year.

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DINALEDI ARE FIVE NATIONS CHAMPIONS!

