The Botswana
GAZETTE

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MPs Call For DISS Protection

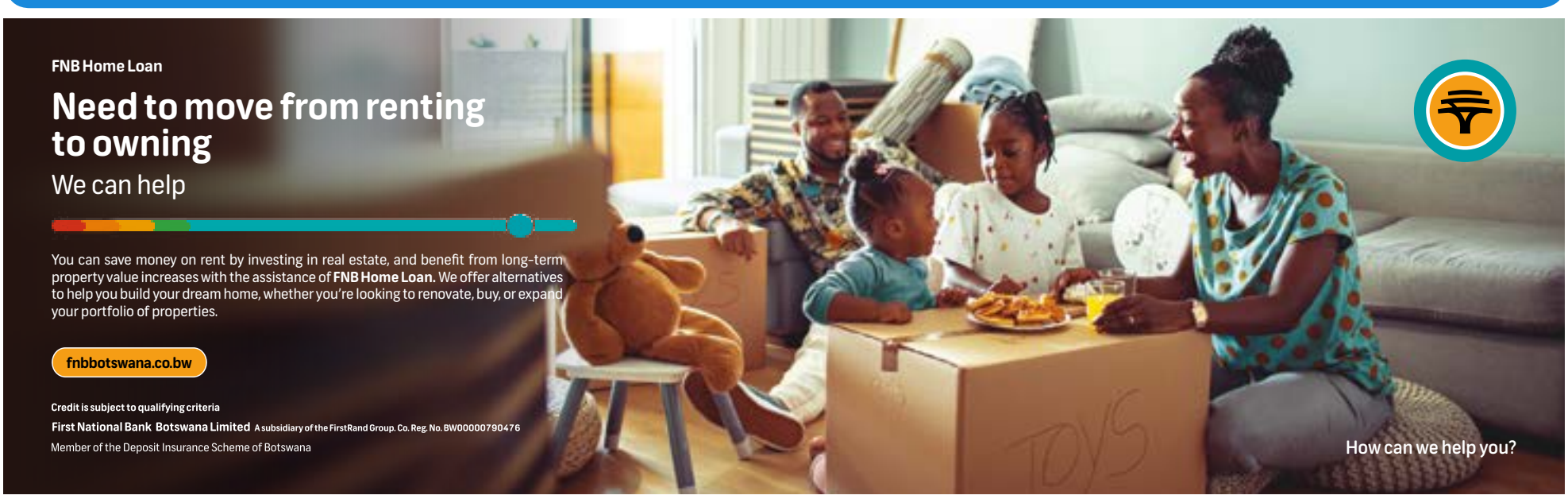
- Deputy Speaker recently attacked by assailants outside his home
- MPs raise concern that DISS protection is currently selective
- President can extend DISS protection to whomsoever he deems fit 2

BOTSWANA EXTENDS IMPORT BAN ON SOUTH AFRICAN FRESH PRODUCE 2

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Botswana Extends Import Ban On South African Fresh Produce

Import ban extended to December 2025 and has more items added to the list

GAZETTE REPORTER

The government has extended its South African vegetable import ban to December 2025, reinforcing its commitment to protect domestic producers by doing away with the South Africa market.

The ban, initially set to expire this month, has now been broadened to include additional products.

A statement from the Ministry of Agriculture says "patty pan, pumpkin, sweet potatoes, green peas, sweet corn, broccoli, cauliflower, gem squash, baby marrow, green beans, sweet melon, mushroom, calabash, spanpeck, eggplant, and okra" have been added.

Unsuccessful

South Africa's attempts to initiate discussions with Botswana over the ban have been unsuccessful and indications are that the South African government has given up the fight.

South African Minister of Agriculture, Land Reform and Rural Development, Thoko Didiza, had initially extended a request for dialogue but Botswana's reluctance and delays have led to South Africa to abandon the efforts.

Botswana's Minister of Agricultural Development and Food Security, Fidelis Molao, previously confirmed receipt of a request for a meeting from South Africa last year but said Botswana had not yet set a date for such a meeting.

Simultaneously with Namibia

The ban, first entered into simultaneously with Namibia on 1st January 2022, led to South African farmers accusing Botswana of violating the Southern African Customs Union (SACU) agreement.

Agri SA, a federation of agricultural organisations, emphasised the importance of maintaining free flow of goods within SACU member countries.

But Botswana did not bow to the pressure but stated that the rationale behind the ban was to protect local producers and provide access to previously inaccessible markets.

The government has since reported positive signs of growth within the local farming community following implementation and maintenance of the ban on importation fruits and vegetables.



DEPOSIT RATES

Type of Deposit Account	Nominal Interest Rate (Lowest-Highest)	Actual Interest Rate (Lowest-Highest)	Minimum Opening Balance (Pula)
Current	NIL	NIL	
Call	0.35% - 3.00%	0.35% - 3.04%	5,000.00
Savings			
Sesigo	1.75% - 2.75%	1.76% - 2.78%	200.00
Ordinary	1.75% - 1.75%	1.76% - 1.76%	50.00
SAYE	1.25% - 2.00%	1.26% - 2.02%	200.00
Fixed Deposits			
3 months	0.80% - 1.00%	0.80% - 1.00%	1,000.00
6months	1.40% - 1.75%	1.41% - 1.76%	1,000.00
12months	1.85% - 2.20%	1.87% - 2.22%	1,000.00
24months	2.25% - 2.55%	2.27% - 2.58%	1,000.00
Over 24 months	3.35% - 3.80%	3.40% - 3.87%	1,000.00
Prime Lending Rate	6.76% 6.76%	6.76% 6.76%	

LENDING RATES

Lending Rates	Nominal Interest Rate (%)	Average Effective Interest Rate (%)
MoPR	2.65%	2.65%
Prime Lending Rate	6.76%	6.76%
Mortgage Facility	Prime to Prime + 4.50%	Prime to Prime + 4.59%
Overdraft Facility (Revolving credit lines)	N/A	N/A
Credit card	N/A	N/A
Lease Loans	N/A	N/A
Unsecured Personal Loans (excluding overdraft, mortgage and credits cards)	Prime + 14% to Prime + 22%	Prime + 14.93% to Prime + 24.36%
Other Long - Term Loans	N/A	N/A

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MPs Call For DISS Protection

- Deputy Speaker recently attacked by assailants outside his home
- MPs raise concern that DISS protection is currently selective
- President can extend DISS protection to whomsoever he deems fit

LETLHOGILE MPUANG

Members of Parliament (MPs) are calling for personal protection by the Directorate of Intelligence and Security Service (DISS) in response to worsening crime in Botswana.

The latest call was prompted by a recent attack on the Deputy Speaker of Parliament, Pono Moatlhodi, just outside his home in Gaborone.

While details of the attack and extent of Moatlhodi's injuries remain sketchy, threats and attacks on other MPs have occurred in recent times.

Minister Molebatsi

In September, the Assistant Minister of Agriculture, Molebatsi Molebatsi, has reported an attempt on his life by a former Botswana Defence Force commando.

The Minister of Health Edwin Dikoloti and the MP for Francistown West Ignatius Moswaane have also been threatened and attacked.

MPs say their perceived wealth and assumptions that they carry wads of cash make them targets.

The Leader of the Opposition, Dithapelo Keorapetse, has added his weight to the call for VIP protection to be extended to MPs and expressed concern about the rise in violent crime in the country.

Parliamentary Village

"Generally, there is a widespread belief that politicians are rich and carry money on their persons, which is not true," he said.

Protection of MPs is currently provided by private security firms at their official residences at Parliamentary Village in Gaborone Central.

MPs not living at the Parliamentary Village receive housing and security allowances. Only the Speaker, the Deputy Speaker, ministers and the Leader of the Opposition are covered by private security firms.

Dirty tactics

Chief Whip Liakat Kablay also agrees with the call for extending protection to MPs. "I fully agree," he told *The Botswana Gazette*. "I am a victim too. It is time MPs were afforded personal protection.

"We say a lot of things in Parliament and make a lot of enemies out there. Some people view us as a threat at the ballot box and the only way to win against us is to resort to dirty tactics.

"We are a target also because people think we have a lot of money. We need protection extended to us before it is too late."

> "Generally, there is a widespread belief that politicians are rich and carry money on their persons, which is not true."

President's discretion

Reports indicate that some ministers enjoy personal protection from DISS. This has prompted concern about why this is not extended to MPs.

DISS spokesman Edward Robert says while the Intelligence Act primarily provides personal protection to specific individuals, the President has the discretion to extend such protection to other people when he deems it fit to do so.

"Yes, there are instances where we provide protection to people who are not specified in the Act but I am not at liberty to reveal their identities," he said.

Baaitse Returns To Politics

Emphasises his roots in Tswapong South

LETLHOGILE MPUANG

Businessman Shadrack "Shaduf" Baaitse has officially announced his intention to enter the politics in preparation for the 2024 general elections.

Baaitse is vying for candidacy in the Tswapong South constituency through primary elections under the Botswana Patriotic Front (BPF).

A leaked BPF memo has identified Baaitse and Segaetsho Garekwe as the two candidates who have expressed interest in representing the BPF in the constituency.

> "It is true that I have expressed my interest to contest for the 2024 parliamentary seat for Tswapong South constituency."

Roots in Tswapong South

Baaitse has confirmed his aspirations. "It is true that I have expressed my interest to contest for the 2024 parliamentary seat for Tswapong South constituency," he said in an interview.

Emphasising his roots in Tswapong South, he highlighted his connection to Mhalapitsa, Moshopha and Maape.

The Tswapong South constituency - formerly known as Sefhare-Ramokgonami - was won by Kesitegile Gobotswang of the Umbrella for Democratic Change in the 2019 general elections.

BCP-UDC split

Gobotswang unseated Botswana Democratic Party's Dorcus Makgatho, with former president Ian Khama, believed to have close ties with Baaitse, playing a role in decampaigning the BDP in the constituency.

Analysts anticipate a closely contested race for Tswapong South in the 2024 general elections. The split between the Botswana Congress Party and the UDC is seen as a potential challenge for Gobotswang in defending his seat.

Local political observers emphasise the significance of the Khama factor on the ground, suggesting that a BPF candidate might be the optimal choice for the constituency, with the BDP being considered a laggard in the competition.



Businessman Shadrack "Shaduf" Baaitse. *Photo Credit: Social Media*



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Keorapetse Wants Use of Driver's Licences And Passports In Elections

- Aims to table a motion to that effect in Parliament
- Says the amendment is intended to enhance transparency
- To call for return of indelible ink to mark those who have cast their ballots

SESUPO RANTSIMAKO

The MP for Selibe-Phikwe West, Dithapelo Keorapetse, is set to table a motion calling for use of driver's licences and passports as identification documents for registration and voting.

Through a draft bill that is scheduled to be presented in the current sitting of Parliament, Keorapetse proposes for the amendment of the Electoral Act (Cap 02:09) Clauses 2 and 3 to substitute for the definition of identity card to identity document.



MP for Selibe-Phikwe West, Dithapelo Keorapetse

Keorapetse's conviction is that identification document refers to an identity card issued under the National Registration Act, a driver's licence issued under the Road Traffic Act (Cap. 69:01), while a passport is issued under the Immigration Act (Cap.25:02).

Objective

"This amendment therefore introduces the use of a driver's licence and a passport for registration and voting.

"Thus, a voter who has lost or is without a voter's registration card but appears on the election roll shall vote provided he or she has his or her identity card, driver's licence or passport," Keorapetse submitted.

The objective, he added, is to provide for a transparent and corruption-free electoral process and ensure the integrity of the elections, thereby enhancing public participation and confidence in the electoral process, as well as avoid real or perceived possibility of multiple voting.

Only use of valid identity cards known as Omang is currently allowed for elections in Botswana.

Indelible ink

"This amendment is in alignment with the Independent Electoral Commission Stakeholders Report, International Observers, Southern African Development Community (SADC) Principles and Guidelines for Democratic Elections, African Union (AU), Commonwealth, and European Union (EU) Standards," Keorapetse asserted.

Further, he wants the proposed amendment to re-introduce use of indelible ink.

Only use of valid identity cards known as Omang is currently allowed for elections in Botswana.

Deposit & Lending Interest Rates

For the month of December 2023



Type of Deposit Account	Nominal Interest Rates (%) (Lowest-Highest)	Effective Interest Rates (%) (Lowest-Highest)	Minimum Opening Balance (Pula)
Current	Nil	Nil	NIL
Call	0.10% - 0.50%	0.10% - 0.50%	1000
Savings	0.15% - 5.25%	0.15% - 5.38%	100
91Day	1.00% - 3.25%	1.00% - 3.29%	1000
6 Months	1.75% - 2.00%	1.76% - 2.01%	1000
12 Months	2.05% - 2.25%	2.05% - 2.25%	1000
24 Months	2.25% - 2.50%	2.25% - 2.52%	1000
Over 24 Months	2.55% - 3.00%	2.55% - 3.02%	1000

Lending Rates	Nominal Interest Rates (%)	Average Effective Interest Rate (%)
MoPR	2.65%	2.65%
Access Bank Botswana Prime Lending Rate	6.76%	6.76%
Mortgage Facility	From ABB Prime +0.5% to ABB Prime +15%	From ABB Prime +0.50% to ABB Prime +16.1%
Overdraft Facility (Revolving credit lines)	From ABB Prime + 1.0% to ABB Prime 30%	From ABB Prime + 1% to ABB Prime 34.9%
Credit Card	Up to 32%	Up to 37.1%
Lease Loans	From ABB Prime + 1% to ABB Prime +15%	From ABB Prime + 1% to ABB Prime +16.1%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	From ABB Prime + 1% to ABB Prime +25%	From ABB Prime + 1% to ABB Prime +28.1%
Other Long-Term Loans	Not Available	

*Minimum Pricing Available

Effective from **01 April 2023**, all commercial banks are authorized to set their own Prime Lending Rate (PLR). The Prime Lending Rate will now be referred to as the "Access Bank Botswana Prime Lending Rate". The Access Bank Botswana Prime Lending Rate is maintained at **6.76%.**

Deposit Interest Rates shown are indicative only
For firm rates please contact any of our Branches and Sales and Service Centres:

Game City Branch	- 370 4700
Fairgrounds Branch	- 367 4600
Airport Junction Branch	- 371 9700
The Square Branch	- 398 5700
Ghanzi Sales and Service Centre	- 659 8800
Molepolole Sales and Service Centre	- 592 3050
Letlhakane Sales and Service Centre	- 298 5011
Kanye Sales and Service Centre	- 544 6300
Shakawe Sales and Service Centre	- 687 5244

Type of Deposit Account	Foreign Currency	Nominal Interest Rates (Lowest-Highest)	Effective Interest Rates (Lowest-Highest)	Minimum Opening Balance (Pula)
Current	USD	Nil	Nil	Nil
	ZAR	Nil	Nil	Nil
	EUR	Nil	Nil	Nil
	GBP	Nil	Nil	Nil
Call	USD	0.10% - 0.25%	0.10% - 0.25%	100
	ZAR	1.95% - 2.50%	1.97% - 2.53%	100
	EUR	0.10% - 0.25%	0.10% - 0.25%	100
	GBP	0.10% - 0.25%	0.10% - 0.25%	100
91Day	USD	0.00%-1.40%	0.00%-1.41%	1000
	ZAR	2.50% - 3.15%	2.53% - 3.19%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
6 Months	USD	1.20% - 2.15%	1.20% - 2.16%	1000
	ZAR	3.15% - 3.65%	3.17% - 3.68%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
12 Months	USD	3.00% - 3.85%	3.00% - 3.85%	1000
	ZAR	3.65% - 4.00%	3.65% - 4.00%	1000
	EUR	0.10% - 0.25%	0.10% - 0.25%	1000
	GBP	0.10% - 0.25%	0.10% - 0.25%	1000
24 Months	USD	Negotiable		
	ZAR			
	EUR			
	GBP			
Over 24 Months		Negotiable		
	USD			
	ZAR			
	EUR			
	GBP			

Francistown Branch	- 245 0000
Selebi Phikwe Branch	- 263 1000
Palapye Branch	- 494 1000
Maun Branch	- 682 0000
Mahalapye Sales and Service Centre	-474 9399
Lobatse Sales and Service Centre	-533 0341
Kasane Sales and Service Centre	-625 0017
Mochudi Sales and Service Centre	-577 7162
Mogoditshane Sales and Service Centre	-316 4584

For deposits more than P1,000,000 please contact **367 4377**

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BCP Kgatleng West welcomes Dow

- People urged to "throw their support behind her candidacy"
- She emphasises "hard work, good relations, and cooperation"


Unity Dow

GAZETTE REPORTER

The Kgatleng West branch of the Botswana Congress Party' (BCP) this week extended a warm welcome to Unity Dow who recently joined the party, marking her the official candidate of the party for the constituency in general elections next year.

This comes after initial plans for the constituency being centred around retired teacher Mmoloke Morwaagole, who later abandoned his political aspirations purporting lack of preparedness to effectively serve the constituency.

Newly demarcated

Morwaagole was present at the constituency meeting in Pilane to welcome Dow and urged the constituents to "throw their support behind her candidacy", pledging his own commitment to actively participate in the campaign to secure victory for the BCP.

When she stood to speak, Dow emphasised the "values of hard work, good relations, and cooperation". She pledged to contribute her part and called on all supporters to do the same to secure success in the elections.

Kgatleng West - which is a newly demarcated constituency - is made up of nine wards and includes significant areas like Bokaa, Morwa, Rasesa, Pilane, parts of Mochudi, Dikgonnye, and Leshibitse.

Her departure from the BDP in May 2023 was a significant moment in her political career after she was accused of "bringing the party into disrepute".

Noteworthy journey

Dow has said her decision to join the BCP aligns with her commitment to continue serving her tribe and her newfound political allegiance.

Dow's political journey has been noteworthy, having transitioned from the Botswana Democratic Party (BDP) to the Botswana Congress Party.

Initially recruited by the BDP ahead of the 2014 elections to bolster the party's position in Kgatleng, she faced defeat in 2014 against Gilbert Mangole of the Umbrella for Democratic Change (UDC).

Kgosi Mosadi

Her departure from the BDP in May 2023 was a significant moment in her political career after she was accused of "bringing the party into disrepute".

Scheduled to appear before the BDP Disciplinary Committee on 24 May, Dow chose to resign. In a decisive move, she publicly declared her separation from the party through a pointed address that specifically critiqued the ruling party and its current leadership.

All this happened after she stood against the removal of Kgosi Mosadi Seboko of BaLete from the Pan-African Parliament.



The Non-Bank Financial Institutions Regulatory Authority (NBFIRA) regulates and enforces compliance within the Non-Bank Financial Institutions sector to safeguard the stability, fairness and efficiency of the non-bank financial sector. NBFIRA's regulatory portfolio encompasses a wide variety of industries including Insurance, Pension, Capital Markets, Non-Bank Lenders, Collective Investment Undertakings (CIUs), Asset Managers, Investment Advisors, and Custodians. We are looking for a strategic leader to head the regulatory arm of the entity.

The position operates at the core of the business overseeing regulatory affairs of the Non-Bank Financial sector. You will operate strategically leading and managing the regulation and supervision of the portfolio to ensure the sector's stability and compliance. Your key responsibilities will include overseeing service delivery through licensing; compliance enforcement; queries and grievances management. You will be a strategic adviser to the CEO on pertinent matters of regulation and strive to build strategic relations with Bank of Botswana, Government, and other international agencies at the highest levels. People management will be at the top of your priorities to enhance morale and ensure results and productivity.

You will have had a successful career in the financial services or regulatory environment at the highest level and gained the experience to fulfill this demanding role. You will rely on your commercial acumen, judgment, integrity, communication and influential skills to be successful in the role. A master's degree in economics, Statistics, Finance, Actuarial Science or related fields from a recognised university is required. You will have at least 15 years professional experience, gained in a financial services or regulatory environment of which 5 years must have been whilst holding an executive management position. Knowledge of financial sector regulatory principles and practices is essential along with an understanding of all financial services laws.

To submit your application, visit our website **www.hrmc.co.bw** to submit your CV. A copy of the job profile can be downloaded from our website. Clarifications or confidential enquiries can be made to the Managing Consultant Sesaleteng Seabe at **seabe@hrmc.co.bw.**

Closing date for applications is 15th December 2023.

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WHEN YOU NEED PROFESSIONALS



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Children's Advocate Urges Climate Justice

According to experts, children born in 2020 will experience 6.8 times more of the current heatwaves in an increasingly hostile environment that will compel 143 million people in sub-Saharan Africa and South Asia to migrate permanently due to climate change.

GAZETTE REPORTER

Prominent child rights researcher and scholar, Dr Musa Chibwana, has highlighted the disproportionate impact of climate change on children born in 2020 and called for climate justice as a matter of urgency.

Speaking at the inaugural organised by the Child Rights Network of Southern Africa (CRNSA) in Gaborone recently, Chibwana noted that while Africa bears the brunt of global warming, it contributes the least to it.

He pointed out that over 99 percent of deaths linked to climate-related changes occur in developing countries, with over 80 percent involving children.

Decline in school enrolment

Dr Chibwana stated that children born in 2020 will experience 6.8 times more heatwaves than the current rate, facing increased risks of river floods, crop failure, drought and wildfires.

The conference featured various speakers advocating for action to address the adverse impacts of climate change on children.

Chibwana reported a 20 percent decline in school enrolment rates in African regions affected by drought, projecting that by 2050, 143 million people in sub-Saharan Africa and South Asia will be forced to migrate permanently due to climate change.

Wealthy nations

"As Africa, we need to call for climate justice," he said. "Climate justice means recognising that climate change has negative effects on those who have done the least to contribute to the problem."

He pointed out the significant contributions of the United States (30.3%), Europe (27.7%), and the former Soviet Union (13.7%) to global warming, contrasting this with Africa's minimal contribution of 2.5%.

Chibwana argued that when wealthy nations fund climate change research in Africa, it is not charity but an obligation due to their significant role in causing the current crisis.

16 projects across 10 districts

Meanwhile, the United Nations Development Plan (UNDP) on climate change adaptation has reveals a lack of dedicated policies to address climate change in Botswana.

Even so, President Mokgweetsi Masisi's recent State of the Nation Address (SONA) disclosed approximately P32 million in funding for 16 projects across 10 districts, targeting climate change issues, particularly desertification, through the national environmental fund.

Expression of Interest

Invitation For Expression Of Interest (EOI) For Updating of Suppliers being External Consultancy and/or Due Diligence Services for Botswana Development Corporation (BDC).



BDC Background

BDC is the country's main agency for commercial and industrial development, owned by the Government of Botswana. BDC's mandate is to provide, facilitate and support funding of commercially viable enterprises that contribute towards building a sustainable and diversified Botswana economy. Visit www.bdc.bw for further information on the mission and vision.

The requirement

BDC is updating its Supplier Database and is hereby inviting eligible consultancy and/or due diligence service providers, to submit proposals to be registered with BDC on its panel. The prospective service providers/consultants shall provide BDC with an Expression of Interest (EOI) on the consultants' capability, experience, and methodology to be used in undertaking the provision of any of the Due Diligence services below:

- Technical Due Diligence
- Financial and Tax Due Diligence,
- Commercial Due Diligence
- Environment, Social and Governance Due Diligence,
- Reputational Due Diligence

Terms and Conditions of the EOI

Compliance Requirements

The following documents should accompany the expression of interest proposal,

Compliance Checklist	
a)	Company Profile.
b)	PPRA registration in the relevant codes; for international firms, proof of registration with the relevant public procurement and asset disposal body where applicable;
c)	Valid Tax Clearance certificate or Exemption Letter (as at tender closing date)
d)	VAT Registration Number (or exemption thereof) issued by the Botswana Unified Revenue Services (BURS), or similar and relevant issuing body for international organisations.
e)	Certificate of Incorporation.
f)	CIPA Extract indicating Shareholders and Directors (or equivalent)
g)	Authority to sign documents on behalf of the company (Power of Attorney/Directors Resolution/Board Resolution).
h)	Provide evidence of the availability of key project team members, and commitment of their availability throughout the project lifecycle.
i)	Duly completed Consultant Qualitative Assessment Questionnaire in the form attached at Annexure A

Where a bidder has omitted to submit documents required at compliance stage, a bidder will be requested to submit missing documents within 5 working days during evaluation of tenders by telephone call or SMS or email. Failure by a bidder to submit the missing documents as notified within 5 working days will lead to disqualification of the respective bidder from further evaluation.

Failure to comply with the above will render the tender non-responsive and will not be eligible for consideration in the subsequent evaluation stage.

Technical Requirements

2. Technical Requirements

a. About technical requirements, the following criteria will be applicable:

Item	Rating
I. Financial Stability (Only one of the following will apply)	30%
- Audited annual financial statements of the company for the last 2 years should be submitted to demonstrate financial stability of the company.	
- Unaudited Financial Statements of the company for the last 2 years have been submitted that demonstrated financial stability	20%
- Financial statements have been submitted however financial stability is inconsistent	10%
- No financial statements have been submitted	0%
II. Professional Indemnity Evidence of Professional Indemnity cover valued at P2,500,000.00 (Two Million Five Hundred Thousand Pula) or more.	15%
III. Proven track record Maximum points will be given for relevant industry experience. Must demonstrate experience for the past 5 years showing sizeable transactions undertaken and work carried out in line with services required.	25%
IV. Citizen participation in the Organisation (Only one of the following will apply)	15%
- Maximum points will be awarded to a proposer with 100% citizen partners within the organisation.	
- 40% or more citizen partners within the organisation.	10%
- No evidence of citizen partners within the organisation.	0%
V. Shareholder inclusion of youth and disenfranchised groups and other social initiatives Maximum points will be awarded for shareholder inclusion of youth or disenfranchised groups.	15%
TOTAL	100%

Only companies that have score at least 70% will be considered.

Desired Outcome of this EOI process

The evaluation of EOI submissions should result on the appointment of a Panel of qualified Consultancy Service Providers. BDC will engage the companies in the panel as and when there are assignments to carry out, and the companies are expected to provide confidentiality and non-disclosure undertakings. Selection and/or entering a service contract with BDC does not confer any exclusivity rights nor guarantee that a service provider will receive instructions from BDC during the term.

Submission of Expression of Interest

Bidders are welcome to submit for more than one or more of any of the due diligence streams. All documents must be in the form of soft copies. Organisations must submit the documents in PDF format in a zip file/folder format to reduce the documents' size. The folders must be marked 'Expression of Interest for the provision of Consultancy Services to BDC'. The maximum allowable e-mail size at a time shall be 10MB. Bidders wishing to submit documents with more than the stated e-mail size will be free to split the submission into multiple parts but not exceeding the reasonable length required. Late submissions will not be accepted.

The submissions must be e-mailed with subject title **'Expression of Interest for the provision of Consultancy Services to BDC – [specify the DD Service]'** by 1000hrs, Botswana time, on **15th December 2023** to **procurement@bdc.bw**

Include the address below in the proposal.

BOTSWANA DEVELOPMENT CORPORATION (BDC)
PRIVATE BAG 160
GABORONE, BOTSWANA

Late submissions

Bidders are responsible for submitting the expression of interest before the closing date and time per the acceptable lodgement requirements described under the submission of Expression of Interest paragraph. The Corporation will make no allowance for any delays in transmitting the proposal from the Proposer to the Corporation. Any proposal received by the Corporation later than the stipulated EOI closing date and time shall be removed from the list of bidders and will not be considered.

All enquiries should be directed to the below email with a copy to **procurement@bdc.bw**. The deadline for submission of queries is **8th November 2023**.

Name: Keletso Gareebine
Email: keletso@bdc.bw

Notwithstanding anything contained in the preceding or the invitation for expression of interest documents, BDC is not bound to accept any submission. The Corporation reserves the right not to proceed with the invitation to submit an expression of interest or give reasons for its decision. BDC shall not be responsible for any expenses incurred by the Proposers in the preparation of their submissions.

ANNEXURE A

Service Provider Qualitative Assessment Questionnaire

The response must follow and adhere to the outline defined below. Please complete all sections as fully possible and indicate N/A if appropriate.

Company Details	
Company Name	
Contact Person	
Position	
Phone number	
Fax number	
E-mail address	

COMPANY SPECIFIC INFORMATION

A Business Management

1. What is your company's overriding vision?
2. What are your company's major objectives to-date?
3. Summarise your company's historical relationship with other stakeholders, commenting on level of service fees, consultancy services provided and any relationship issues.
4. What level of Professional indemnity insurance does your company hold?
5. Comment on the level of client support you will provide, including relationship management dedicated resources and complaint resolution procedure and appraisal systems in place.
6. List the value-added services (apart from the provision of consultancy services) you could immediately and would, in future, be prepared to provide to BDC.
7. Please list all the due diligences streams for which you offer consultancy services and indicate in which streams you believe you are (a) strongest and (b) weakest (excluding areas for which you do not provide consultancy services). Please provide justification where possible.
8. Provide confirmation that there does not exist any conflict which would prevent the company or any partner or professional associate from providing services to BDC.

B Resourcing

1. Do you run security checks on new staff? Please provide details of the checks you perform.
2. How do you review staff performance? What criteria are assessed?
3. How do you distinguish and reward satisfactory performance?
4. How do you cope with expected and unexpected absence from the office by consultants engaged in client work?
5. Describe the quality control procedure you use to supervise or monitor work done by trainees/consultants.
6. How do you determine which consultants to use? Please describe your approach to selection, remuneration and performance assessment and please provide details of the consultant with whom you have strong relationships indicating their principal service areas.
7. Which international consultancy service providers are you formally associated with? What are the areas of specialization in which you rely on those organisations?
8. Provide details of any litigation, enforcement or disciplinary actions against the company or its partners in which it has been involved during the last 5 years relating to professional services.

C Operations

1. Please indicate what equipment you must facilitate service provision?
2. Describe your IT support, Disaster Recovery, and systems back up procedures.
3. Describe your research capabilities and any software applications used to support them.
4. Describe your reporting mechanisms and the frequency at which you provide reports to your clients.
5. Propose or outline your current fee structure and consultancy rates.

Please ensure that you have answered all questions as fully as possible to enable a proper assessment of your organisation.

Thank you for completing the Questionnaire.

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BDC

Namibian Defence Force absolves BDF

"We enjoy a calm and monitored relationship with neighbouring Botswana"



GAZETTE REPORTER

In its response to what is often caustic criticism directed at the Botswana Defence Force (BDF) over its frontier operations, the Namibian Defence Force says it enjoys "a calm and monitored relationship with neighbouring Botswana".

This statement is contained in the report of the country's Parliamentary Standing Committee on Foreign Affairs, Defence, and Security that investigated allegations of routine harassment of Namibians by BDF border patrol units.

The position of NDF also marks a departure from Namibian president Hage Geingob's widely publicised remarks in the past that characterised the BDF as "trigger-happy."

Military information sessions

Says the report: "Apart from a minimal number of poaching incidents recorded, only theft cases are on the rampage from neighbouring Zambia.

"The force also conducts regular military information sessions with BDF in Kasane and ZDF in Sesheke pertaining to their countries' respective security situations along their common borders.

"Apart from the killing of the three Nchindo brothers (and their) Zambian cousin, the last incident recorded was that of South African tourists who were allegedly harassed by the BDF in May 2021 at Chobe River Lodge in the area of Ngoma while cruising their boat in Namibian water."

Cleared of any wrongdoing

The report was compiled after the committee's visit to the Zambezi region that was aimed at evaluating the security situation along the border between Namibia and Botswana.

The objective was to gain insights into the ramifications of the Namibia-Botswana boundary treaty of 2018 and its implications for communities living along the boundary in the Zambezi region that is called Chobe on the Botswana side.

The findings revealed a distressing reality for Namibian communities in the Zambezi region who reportedly live in a state of fear and intimidation due to actions by the BDF.

The BDF has stated that it will continue to perform its duties, noting that it has been cleared of any wrongdoing in the inquiry into the killing of the Nchindo brothers and their Zambian cousin.

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Snippet 1. Bonno

Page 3

Lesaka le ne le bewa fa go thotobolo kana go sekame, gore motshotelo o kgokologe go itsa seretse se segolo. Fa bonno jo bo batlegang bo ne bo bonetse, go ne go agiwa lesakana la dinamane pele, gore fa go thibelelwa, le fa lesaka lotlhe le ise le fediwe sentle, marole a tle a tlhaolelwe go tshwara bommao. Matsetse one a tshwara tse di sa amuseng gore di se ye le naga go sa ntse go baakanngwa.

Snippet 2. Tloga e tloga gale

Page 8

Pelontle a fetola a re, "ke lelela ngwana."

"Ngwana wa eng?" ga fetola mmutle. A mmolelela fa a lelela ngwana wa gagwe wa mogorogorwana. Mmutle a gakgamala fela thata a mmotsa gore ke eng a sa battle o mongwe gona le go lelela o o mo Sedibeng. O ne a mmolela fa bagolo batla kwa morago gongwe bone batla mo thusa.

Snippet 3. Kgosi Bathoen

Page 28

Kelerile: ka re fa o ba bonang teng ba nkga samente fela.

Thabang: Basadi re tshwanelwa ke go leboga banna bao.

Kelepiloe: O a bua Thabang (*o gadimela go Kerileng*) O seka wa lebala Kelerile gore banna ba rona e tlile go nna banna ka boThubaki.

Thabang: Ke utlwile wa me monna a mpolelela gore boThubaki ba tlile go thubakana le dikolo. Mme bone boBoiphetlho le boThulare e tla nna "diplenara."

Kelerile: Ke eng tseo?

Thabang: MmaPhaposi re bolele gore o raya jang? (*o ntsha sakatuku le seipone, o ntlafatsa sefatlhego sa gagwe ... ntse a dira jalo*) A ga lo itse gore mosadi wa monna wa maemo ...

Snippet 4. Tlhakantshuke

Page 1

Wa re ke seka ka go bitsa molotsana ntswa o dira dilo tsa boloi. Gompieno jaana gatwe o tsene sekole o ithute ngwao, o tabogile le dilo tse di ntshang bana mo tseleng di ba ruta mekgwa e maswe. Wena tota ruri re tlaa go sela kgakala ... Morago ga dipuo le go kgobotlwa mo go golo a utlwa a kokonelwa ke bonno.

Snippet 5. Untitled

Page 2

"Ke di tshotse ntsala. Mme fela kgomo ya serotswana. E se re le fa di ntse di itsewe jaana tsa tloga tsa tswa ka rona. Mme ke go atamele re te re buele nkgwaneng. Phoko-kgolo ntsala. "Ga bua Barobi a atumela Bokani. "Barobi na wa re longwa eng ditlhaeng se o sa ntsheng o ntiya jaana?" Ga botsa Bokani jalo ka go fela pelo. "Owaai! Wa re go dia! O tlaa a swa rona re sala. E rathisa setorooko e tiro e. O ye yone e sale." Ga araba Barobi. "Kana o a bua molekane, mme ke reetse o tswe ka tsone." Bokani a bua jalo a atumela wa mmata. A simolola hela ka go nyenye a re "O bo o utiwile! Phithela nkono, madi a Khudu a se ka a re rothela. Re tswe dikaka hime di gane go utwa melemo."

Snippet 6. A re yeng go tshameka

Page 7

Masilwane

Masilwane di bolele di ye go fula

Di ye go fulafulela ga maloba

Ga maloba re tlhola re tshameka

Re tshameka re bina mmekgolo

Mmekgolo sebati ke a goloketsa

Ke a goloketsa goloketsa ke a goloketsa

Snippet 7. Maoto a nong

Bosigo joo, MmaNeo a lala a lora toro e a neng a e gakgamalela mo mosong. A tshwanela ke go e bolelela monnamogolo Sekgethe. Fa a tswa molomo,

"... jaanong fa e fela ka sala ke sa tlhaloganye go re go diragalang."

Monnamogolo a tsaya nakwana a didimetse, go lebega a akanya ka kgang e ya toro.

Snippet 8. Diphalana khebetu

Page 11

Kgwedi e ne e sa tswa go kotoga mo lerung le le neng le feta jaaka lenong mo lowaping. Modise a bona sefatlhego se se tlhontseng sa ga Segomotso le mororo a leka go nyenya. O ne a apare mosese o o letsatsa; o go ka tweng ga a apara, o tswa kwa molaleng go tsena ko manyenyaneng. A ntse ka matsetseleko; a re a hema Modise a bone mabele a gagwe a emelela go ya godimo le kwa tlase. O ka bona maoto a gagwe a maleele, a mantle go tsena kwa godimo le ko tlase. Molomo o le dipounama tse dikima, o montsho; le nko e a neng a e tshamekisa, a e sunya ntlha tsotlhe. A dira jaana a atlametsa tlhogo ya gagwe kwa go Modise, ngwedi, fela jaaka a ne a solofetse, e phatsima mo matlhong a gagwe, Modise a mo atlamela, o ne a ka se lese ka e le sone se aneng a saeletswa ke balekane go se dira.

Snippet 9. Untitled

Page 60

(*Morafe o a ngunanguna*)

Maribela: (*o tenegile*) Heela tlhe mosimanyana ke wena, o bua Jang? A o lemoga fa o leng teng? Ke raya ruri Sekgoanyana se, Kgosi ema ka dinao re tlaa go thusa. Dinthe tse di tletseng motse tse re tla di dirisa. Mme batsadi b aba letlelelang bana ba bone bosula jo, ba atlholwe.

Semakaleng: Monnamogolo, lo seka lwa ba lwa leka ka dithiobane tseo tsa lona. Re ka tla ra di tsaya ra di dirisa mo go lona, e bile ga le sa thola lena le na le epe thata, le dikgoropa fela.

Oabile: Monnamwogolo, a o lebetse gore rona re bo kgolo-e-matlho, re lebelo jaaka ...

Snippet 10. Dintsa di bogola poo

Page 11

Go botoka re ye go bona nkadilatlha gongwe ene o ka re fa tsela e e tlhamaletseng . "O itse mang wena Phiri, "ga botsa Senoko. "Ga ke itse ope, a re ye go tlhola Sebolai-morwa selailai kana ke ene maitsegotlhe." Ditsala tsa dumalana ka bongwefela jwa pelo go ya go bona Sebolai. Ba sale ba lala ba rwele masigo ka tlhogo, mme ya re fela ba re kgo, kwa ga Sebolai ba fitlhela naga e ntse tshetlha go bolelwa fa a tsogetse kwa morakeng. Pelo tsa Simolola go rutha, ditlhogo tsa ema tsi! Ba itse fa go sena poelo morago, eseng jalo selega se ka lelela boatleng ...

Snippet 11. Untitled

Page 6

"Re ratile go bolawa ke motho! Kante mme Thuso e ne a re malatsi a o jewa ke eng? Kana le fa le ka tlotla, o ithela e kete ga a yo go ne fa! Ga a latlhela Thaba. Tuolalo ya bone morago ga go gakala ga ga Thuso, go ne go mo lemotsha gore mmatla o batla sekaku se phungwa ke ene, kana e ne e le e ne ba ntshana se inong."

Snippet 12. Pharologanyo ka dijo

Page 32

Mosimane fa a bona khudu, selo sa ntlha o a e pitikolola. Seo o se direla gore a netefatse gore a e namagadi kampo kgotswe. Fa e le namagadi o a e kuka gore a utlwe gore a e na le mae. Fa e le bokete, o a ipela a re, "Ke begile mmamae." Mae a khudu a kana ka a koko ya morobanyana.

Snippet 13. Malatsi a bonana

Page 5

... ga ga Sekelere. Ka ponyo ya leittho a iphithela a setse a le esi mo tshitsing la noka ka kwa boseja, a eme a fegelwa kakwa Moletanaga ene wa pheta ka pejana a bile a ntse a itsatsanka a re,

"Tsheledi wa ga lengaparela ntwa,
Nna are motho Modingwana e rile a tlaa tihajwa tihogo.
A tla a porotla madi ka ditihaa, o ne o mme o lekae.
Mosai ke wena mma - Modingwana ribologa the boswagadi,
O apole tukwi e ntsho ka dithaa,
Kana se iterile gae sekôka, gôgôu soo marumo.
Motho o kileng a tla a goga mrumo a dira,
A gapa matsomane a dikgomo,
Le bone tota badisa ba dinamane tota.

Snippet 14. Mofetlhi mofetlha di sa fetlhege

Page 29

Mme mogang a ntshang ka tlhaa, e nna ntsana ya kamane mo tsebeng tsa batho, kana ntsana ya teng e kgonwa ke go bolawa fela. Le fa o ka leka go e boka, fa e ise e tsene mo tsebeng ga e ka ke ya go katoga, mme le bone bantse fe la jalo. Gone e bile fa o ka leka go ba itlhokomolosa, o tla itse kwa o simolotseng teng. E ne e le ka nakwana ya maitsiboana fa a lemoga gore raDilabe o utswegile mogopolo, a ba a bonye phatlha ya go thathaloga.

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DISS Promotions Divide Officers

- DISS management accused of sidelining long service agents
- Presidential escort unit affected by new changes
- DISS spokesman admits stagnation is an issue



LETLHOGILE MPUANG

Recent organisational changes at the Directorate of Intelligence and Security Service (DISS) have reportedly intensified pre-existing tensions and divisions among its officers.

Among others, accusations that the DISS leadership is sidelining many of the organisation's long-serving members have surfaced.

Reports indicate that significant staff movements have occurred at the secret service in recent months. The staff movements have involved transfers and promotions across various DISS posts nationwide.

Shocking

Insiders say these changes have also affected the VIP protection service and the escort unit responsible for President Mokgweetsi Masisi.

Said one agent: "These promotions are shocking. How can an officer move from C1 to E1 in less than five years while qualified and experienced officers are being overlooked?"

In the source's view, due diligence was lacking in the promotion process of some officers. *The Botswana Gazette* is informed that DISS recently established committees such as Disciplinary, Promotions, and Surcharge.

> "How can an officer move from C1 to E1 in less than five years while qualified and experienced officers are being overlooked?"

Undeserved promotions

Some officers believe these committees currently serve no purpose, alleging instances where officers facing disciplinary action were promoted without resolution of their cases.

For instance, it is alleged, an officer with a pending drug and threat-to-kill case moved from C1 to D2 in less than a year.

It is said many long-serving DISS officers are accused of aligning with former DISS head Issac Kgosi.

Responding to these concerns, DISS spokesman Edward Robert acknowledged stagnation as an issue but attributed it to unavailability of posts.

Financial constraints

"The DG (Director General Peter Magosi) has admitted this issue and is actively working to address it," he said. "Promotions will occur as additional posts become available.

"However, due to financial constraints, we may not be able to promote everyone deserving. We are engaging stakeholders to address welfare challenges faced by our officers."



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Namibian MPs Want Govt To Challenge Verdict On Slain Fishermen

- Say verdict should be reviewed by High Court of Botswana
- Kasane Magistrate absolved BDF soldiers of any liability

SESUPO RANTSIMAKO

The Namibian Parliamentary Standing Committee on Foreign A

ffairs, Defence and Security has urged their government to challenge the 2022 verdict of Kasane Regional Magistrates Court that absolved member of the Botswana Defence Force (BDF) involved of any blame for the death of four fishermen who were killed in Chobe River in 2020 on suspicion that they were poachers.

Led by Leevi Katomas, the committee embarked on a fact finding mission to the Zambezi region last year to investigate the state of security there.

"Justice denied breeds unimaginable consequences because victims of such barbaric crimes will never let the matter rest until justice is achieved by a competent and fair court."

Alleged BDF harassment

The mission came against the backdrop of alleged BDF harassment and intimidation of Namibians living along the Chobe River in the Zambezi region.

In one of the recommendations in its report that is currently under consideration by the Namibian Parliament, the committee urges the Namibian government review the verdict of Kasane magistrate Taboka Mopipi and challenged in the High Court of Botswana because it is unfair.

"We received with utter shock and disbelief the verdict on 20 January 2022 by a Botswana magistrate that the BDF soldiers that mercilessly tortured and executed the three Nchindo brothers and their Zambian cousin were not to be held criminally liable as an affront to our people," reads the report.

Barbaric crimes

"We therefore urge our government to challenge that unfair verdict in the High Court of Botswana and have the verdict reviewed by the High Court of Botswana.

"Justice denied breeds unimaginable consequences because victims of such barbaric crimes will never let the matter rest until justice is achieved by a competent and fair court.

On 5 November 2020, the three Nchindo brothers Martin, Ernest and Tommy, all Namibian nationals, and their Zambian cousin Sinvula Munyeme, were killed by a BDF anti-poaching unit along the Chobe River while fishing.

The fishermen were suspected of poaching.

Consequent to the incident, an inquest was conducted and eventually the BDF soldiers involved in the shooting of the four fishermen were absolved of any negligence or liability for criminal litigation.

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BANKA YA BOTSWANA

December 5, 2024

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4. Preference margins will be applied to qualifying bidders in line with the prescribed Preference Schemes (Citizen Economic Empowerment Policy).
5. Tenderers are advised to attend visit the site on December 6, 2023, to obtain all the information that may be necessary to make the tender offer.
6. Interested companies(dealers) may purchase the tender documents for a non-refundable fee of P350.00 (Three Hundred and Fifty Pula VAT inclusive). The payment can be done by EFT or cash at the Headquarters Banking Hall, OR Francistown Branch Banking Hall, from **December 1 - 13, 2023**, Monday to Friday at 0900 to 1400 hours in Gaborone and from 0900 to 1245 hours in Francistown Branch during weekdays.
7. Companies are advised to email proof of payment to gaethusem@bob.bw who shall send the complete tender documents by email.

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Please include reference (Company Name)

8. Enquiries relating to this tender may be addressed to enquiries22@bob.bw.
9. The tender submissions will be closed on **December 14, 2023, at 1000 hours**. The tender will be opened at 1015 hours, the same day, or later as the Bank of Botswana may advise.

DPSM Undertakes To Complete Public Salary Review By April Next Year

- Director says critical factors of the report will be addressed
- Pemandu recommended departure from rigid salary structure
- Non-implementation of report has soured relations between govt and unions

GAZETTE REPORTER

The long-awaited public service salary review process is on track for completion within the 2023/2024 financial year, the head of the Directorate of Public Service Management (DPSM), Gaone Macholo, has said.

Addressing public servants in Tsabong recently, Macholo made an undertaking that the review will address critical points highlighted in the Pemandu report that have been areas of contention between trade unions and the government comprehensively.

Public service trade unions have called for implementation of recommendations of the report since its completion in December 2018.

Specific recommendations

Among its findings, the Pemandu report called for a departure from the government's rigid remuneration structure that is characterised by limitations and made specific recommendations to that end.



Head of the Directorate of Public Service Management (DPSM), Gaone Macholo

"We are wrapping up everything," the Director of DPSM said in Tsabong. "The Pemandu report laid a very good foundation with recommendations."

One of the key recommendations of the report was development of a comprehensive remuneration policy that provides a clear direction for all aspects of remuneration in the public service.

Public service trade unions have called for implementation of recommendations of the report since its completion in December 2018.

Non-competitive

It emphasised that existing salary rates were below market standards, rendering them non-competitive in terms of attracting and retaining talent, particularly at the higher grades.

It noted that the disparity is most significant in Grade A and B (28%), Grade C and D (40%), and Grade E and above (55%), lagging behind the national citizen market averages.

Meanwhile, stakeholders say they are closely watching the situation to see how the government will implement the Pemandu report and how trade union concerns will be factored into the final reforms.

BLLAHWU Launches Labour College

The institution to offer training, education and capacity building to government, employees and workers' organisations

SESUPO RANTSIMAKO

In an endeavour to be in the forefront of knowledge creation for its members and sympathisers, the Botswana Land Boards, Local Authorities and Health Workers Union (BLLAHWU) has launched a workers' college.

Called International Institute of Labour (IIL), the college will start operations early next year, offering training, education and capacity building to the government, employees and workers' organisations.

Among others, its mandate is to provide platforms for research, publications of information as well as preparation and development of training programmes.

Societal and scientific questions

The institution will help workers or students to realise the mission of answering important societal or scientific questions.

Launching the college in Francistown over the weekend, the Director of the Namibia's Labour Resource and Research Institute (LaRRI), Dr Michael Uusiku Akuupa, said the cost of modern worker education has prevented trade unions from implementing worker education for growth of membership and general development of services as well as benefits.



Director of the Namibia's Labour Resource and Research Institute (LaRRI), Dr Michael Uusiku Akuupa.

He noted that once membership of trade unions is educated, it minimises unnecessary misunderstandings and enhances development and growth of the union.

Educated shop stewards

It also minimises the work and involvement of the secretariat in activities that ought to be handled by shop floor stewards.

"Most importantly, enlightened and better educated shop stewards and general membership lead to reduction of legal costs that emanate from technicalities which are not considered during adjudication hearings," Dr Akuupa noted.

He said trade unions should no longer be laggards in affairs that affect workers specifically or the public in general.

Therefore, he added, research should also assist trade unions to address issues that pertain to policies that affect workers in general governance structures of government and the body politic.

Advocacy work

"Research is important for the growth of trade unions," he asserted. "It can enable trade unions and its leaders to answer questions that pertain to trends within the movement, such as slow recruitment, reduction of membership, perceptions about trade unions in the public eye, set the agenda for public discourse and address uncertainty, including myths.

"Further research output should also influence and impact trade union advocacy work and worker education programmes.

"Advocacy work usually cuts across issues in which a trade union has interests. In our lifetime, trade union advocacy work should always feature issues such as climate change, just transition, trade, UN Sustainable Goals, gender representation and youth empowerment."

ACFTA

Dr Akuupa said with the current unionism landscape, the conversation of and about the Africa Continental Free Trade Area cannot afford to be ignored by trade unions.

"It has been widely reported continentally that trade unions were left behind during the early stages of conception of the ACFTA and are now playing catch-up with implementation of the free trade area," he observed.

"At the same time, workers should also know about the Belt Road Initiative of the Chinese and about BRICS as championed by Russia and China.

"The latter two are also at the core of geo-political tensions and sometimes negative cultural promotions that are in conflict with African norms and beliefs."

BTU Annual General Meeting 2023 Focused on Mindset Change and Advocacy



Critical self-analysis by teachers also emphasised

PHENYO MOLEFE

The Botswana Teachers Union (BTU) held its annual general meeting for 2023 in Maun over the weekend under the theme, "Mindset Change: Enhancing Our Advocacy Strategy."

The event brought together educators from across the country, providing a platform for discussion and reflection on the union's role in representing its members.

One notable highlight of the event was BTU president's strong condemnation of certain behaviour among teachers. In his address, Gotlamang Oitsile expressed the union's obligation to represent all members, including those who may not deserve reinstatement due to their poor work ethic.

Questionable professional conduct

Even so, he acknowledged the challenge of advocating for individuals with questionable professional conduct but emphasised the union's commitment to providing support and representation for all its members.

"It is painful because we have to represent members with poor work ethics, but we are bound to support and assist them as part of our commitment to the cause of duty as a union," Oitsile said.

"Over the years, we have continued to ensure and enhance our commitment to the cause of duty as a union. We have sworn to serve our members through advocacy and protection, which we have never ceased doing."

Chief of Staff at the Office of the President, Boyce Sebetlela, delivered the official opening and a presentation on mindset change. He urged teachers to refrain from assuming that they have a solid case solely because they have union representation for advocacy.

Shift in mindset

Sebetlela emphasised the importance of a shift in mindset, encouraging educators to critically assess their cases rather than relying solely on union support.

The event served as a platform for introspection and dialogue, addressing not only the challenges faced by teachers but also the evolving role of the union in supporting its members.

As the BTU focuses on mindset change and strengthens its advocacy strategy, it aims to empower educators to approach their cases with a more critical and discerning perspective, ensuring a fair and just representation for all members.

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Mining diamonds, enriching the nation

EMPOWERING TOMORROW'S INNOVATORS:

JWANENG MINE MARANYANE BOKAMOSO PROGRAMME

Debswana Jwaneng Mine in partnership with Dare to Dream organization hosted the second cohort of Maranyane Bokamoso Programme for a week long camp. The cohort comprises of 33 girls from Moshupa, Seepapitso, Matsha, Lobatse and Goodhope Senior Secondary Schools who entered the programme through a rigorous application process which required submission of an innovative solution under the theme **Futurescape: Navigating Tomorrow's Possibilities.**

When providing context of the programme during the coding and robotics competitions, Jwaneng Mine Corporate Affairs Manager – Social Impact, Ms. Keamogetse Sampson expressed the programme's intention to inspire and guide participants to pursue Science, Technology, Engineering and Mathematics (STEM) related tertiary courses. She emphasized that this camp marked the first interaction in a two-year programme that is designed to introduce students to the world of mining, job opportunities within the industry, and the fascinating realm of coding and robotics.

In her keynote address, Debswana Senior Transformation Manager- Beyond 2024, Ms. Unami Habana highlighted that Debswana Diamond Company as the world's leading producer of diamonds by value, and the largest private sector employer in Botswana has over the years taken delight in investing in various programs and projects that address the needs and aspirations of communities through Corporate Social Investment (CSI).

"It is on this premise that Jwaneng Mine has deliberately developed the programme which is delivered in partnership with the Regional Education Office, Senior Secondary Schools, parents and technical experts to contribute to education excellence in our area of influence," she stated.

Additionally, she said this initiative demonstrates Debswana's commitment to nurture and develop talent for the future, a process commonly referred to in the organization as mining 'human diamonds'. She urged the students to recognise the potential within themselves, explaining that according to a recent research, the next two decades will witness more significant changes than the past 300 years.

"There is no stopping you," she said. "Shine bright and share this light with your brothers and sisters and ensure to make your mark in history."
She congratulated all the participants for the effort they rendered in submitting flawless applications and for allowing themselves to partake in this auspicious initiative that will accord them thrilling and mind-blowing experiences.

Ms. Habana briefly shared her career journey spanning over 13 years, highlighting all the ranks she went through from joining Debswana as a learner official and ascending the organizational ladder in production, technical and management roles.

The competition saw the students divided into five teams: Team Brain Creative, Team Brilliance, Team Dare Dreamers, Team PAKTO, and Team Brave Ventures. Each team developed an innovative project based on lessons acquired during a mine tour. Their projects focused on various aspects of the mining process such as separating diamonds from waste rock, addressing pollution caused by blasting dust and ensuring blasting safety. Team Brave Venture emerged victorious with their innovative solution of an automated LEGO grabber robot designed for mine blasting. Teams PAKTO and Brilliance secured the 2nd and 3rd positions, showcasing their prowess in problem-solving and creativity.

In his closing remarks, Mr. Patrick Phiri (Lobatse Senior Secondary School Head) applauded the students for their excellent presentation skills and emphasized how these skills will serve them well in university and future employment. He encouraged teamwork and confidence, stating that the lessons learned during the camp should be put into practice and shared with their schoolmates. Expressing gratitude to the sponsors, Phiri urged an increase in the number of participating students to expand the impact of the initiative.



























1. Group photo for all_ students and their mentors
2. Debswana Senior Project Manager- Beyond 2024 - Ms Unami Habana giving the keynote address
3. Debswana Corporate Affairs Manager_ Ms Keamogetse Sampson giving Debswana Competions Context Setting
4. Mr Patrick Phiri_School Head Lobatse Senior Secondary School giving vote of thanks
5. Judges deliberation led by Ms Levina Granger
6. Rethabile Mphafe_Accountable Manager- Dare to Dream directing proceedings of the day
7. Captain Kgomotso Phatsima_founder Dare to Dream giving a word of encouragement to the girls
8. one of the participants giving a brief overview of their project
9. The overall best team_ Brave Ventures couldn't contain their excitement
10. Antletse Kamodi student from Lobatse Senior Secondary school sharing her overall experience of the Maranyane Bokamoso Innovation Camp
11. Ms Mushayandebvu_ Business Intelligence Manager Debswana handing gifts to participants
12. Award ceremony led by Mr Kuswani_ School head Matsha College
13. one of the judges Ms Bakang Radikoro_ Debswana Mining Engineer posing a question during teams presentations

Empowering Tomorrow's Innovators: Jwaneng Mine Maranyane Bokamoso Programme Innovation Camp LEGO Robotics Competition

From 28 November to 1st December 2023, Cresta Jwaneng witnessed a remarkable event - the Jwaneng Mine Maranyane Bokamoso Programme Innovation Camp: LEGO Robotics Competition.

Spearheaded by Debswana, the initiative brought together 34 young bright minds, all girl students carefully selected from schools within and around Jwaneng Mine through an assessment quiz and a consideration of their termly performances.

Among the distinguished guests in attendance were Morulaganyi Mowaneng, Debswana Corporate Affairs Specialist; Keamogetse Sampson, Debswana Corporate Affairs Manager; Unami Habana, Debswana Senior Project Manager - Beyond 2024; and Patrick Phiri, School Head of Lobatse Senior School.

Realms of coding

In her opening speech, Sampson expressed the programme's intention to inspire and guide these young girls to pursue STEM-related projects and careers.

She emphasised that this camp marked the first interaction in a two-year programme that is designed to introduce students to the world of mining, job opportunities within the industry, and the fascinating realms of coding and robotics.

The participants were tasked with addressing real challenges faced by the mine, encouraging them to devise innovative solutions.

In her keynote address, Habana highlighted the immense power of the human mind and commended use of technology in transforming lives.

300 years

She urged the students to recognise the potential within themselves, emphasising that the next two decades will witness more significant changes than the past 300 years did.

"There is no stopping you," she said. "Shine bright and share this light with your brothers and sisters, making history."

The competition saw the students divided into five teams: Team Brain Creative, Team Brilliance, Team Dare Dreamers, Team PAKTO, and Team Brave Ventures.

Each team tackled a specific challenge faced by Jwaneng Mine, ranging from separating diamonds from waste to addressing pollution caused by blasting dust and ensuring blasting safety.

Team Brave Venture emerged victorious with their innovative solution - an automated LEGO grabber robot designed for mine blasting. Teams PAKTO and Brilliance secured the 2nd and 3rd positions, showcasing their prowess in problem-solving and creativity.

In his closing remarks, Phiri applauded the students for their excellent presentation skills and emphasised how these skills will serve them well in university and future employment.

He encouraged teamwork and confidence, stating that the lessons learned during the camp should be put into practice and shared with their schoolmates. Expressing gratitude to the sponsors, Phiri urged an increase in the number of participating students to expand the impact of such initiatives.

"Shine bright and share this light with your brothers and sisters, making history."

Landscape of STEM

The Jwaneng Mine Maranyane Bokamoso Programme Innovation Camp: LEGO Robotics Competition not only provided a platform for the young minds to showcase their talents but also fostered a spirit of innovation, teamwork and confidence.

As these girls continue their educational journey, the skills gained during this competition will play a crucial role in shaping their futures and contributing to the ever-evolving landscape of science, technology, engineering, and mathematics (STEM).

With initiatives like these, the mining industry is not just extracting diamonds from the earth; it is cultivating the diamonds of human potential for a brighter, innovative tomorrow.



MSc. STRATEGIC MANAGEMENT (ONLINE)

ACQUIRE AN INTERNATIONAL EXECUTIVE POSTRGRADUATE PROGRAMME

About the University of Derby degree:

This is an online MSc Strategic Management that's relevant to people working in all sectors: private, public and third parties. It's accredited by ILM, a prestigious UK leadership and management professional body, which is part of the City & Guilds Group. This enables you to gain an extra professional qualification in addition to the MSc for no extra work or cost, and gives you access to ILM member benefits, including professional events, resources, research and insights.

Delivery Format:

The MSc Strategic Management is delivered entirely online through our user-friendly digital learning environment. You will undertake learning activities individually on the platform, but also interact with your tutors and fellow students through discussion forums, virtual live classrooms and tutorials, and guest lectures. There are other collaborative tools for group projects and assignments such as Microsoft Teams and Office 365 suite. Digital texts, ebooks, journals, databases and more are available electronically via the University's library. On one of the core modules, you will also have a go at managing a virtual company through an advanced business simulation platform.

Course Structure:

The Masters (MSc) award is achieved by completing three core 20 credit modules, three 20 credit module options and the final research project, which is a triple module worth 60 credits, during which you will undertake an in-depth independent study. There are also two zero-credit personal development short modules, which are non-mandatory.

- Core 20 credit modules: Strategy Formulation, Innovation and Entrepreneurship - Strategy Execution, Management and Leadership - International Business Strategy
- Module options (20 credit) – choose three: Strategic Risk Management - Strategic Talent Development - Innovation in Marketing - Financial Dimensions of Strategic Decisions - Sustainable Business Management
- Research module (60 credits): Independent Study
- Personal development (zero credit) modules: Transforming Personal Skills, Career Coaching and Mentoring.

Duration and Commencement Dates:

- The minimum duration is 2 years.
- The academic year is made up of three 10-week terms, known as trimesters. You can apply at anytime during the year for January 2024 cohort.

Entry Requirements:

An undergraduate degree (at least a 2:2) with honours and significant management experience. Equivalent professional qualifications will also be considered for entry.

2023/24 Fees for New Entrants:

The total school fee is **P113, 520.** Flexible payment plans are available.

How to Apply

Download application forms on our **website** @ www.bac.ac.bw/sites/default/files/documents/AppForm.pdf. Application forms and enquiries should be sent to onlinelearning@bac.ac.bw

Deadline for admissions: 19th January 2024

This offer is only applicable to countries within the SADC region

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BTC Hosts Digital Transformation Summit

The event was tailored to address the digital transformation needs of businesses in Botswana.

GAZETTE REPORTER

Leading digital and telecommunications services provider Botswana Telecommunications Corporation (BTC) recently orchestrated an exclusive event tailored to address the digital transformation needs of businesses in Botswana.

Styled BTC Digital Shift BW, the initiative underscored the company's commitment to bridging the gap between digital aspirations and practical solutions, bringing together a diverse audience of information technology (IT) specialists, managers, engineers and decision-makers in government, parastatal, and private sector
entities.

Fostering partnerships

The event served as a platform for sharing valuable insights, best practices, and success stories, with a primary focus on fostering partnerships between BTC, its customers, and innovators.

The overarching theme for this year's summit engagement was "Innovation for All, Progress for Everyone: BTC's Vision of Inclusive Digital Transformation," emphasising BTC's dedication as an enabler of digital transformation in Botswana.



BTC General Manager of Marketing, Malebogo Mosinyi, expressed pride in hosting the event. "BTC is proud to host the BTC Digital Shift BW," she said.

BTC asserts that "Innovation for All, Progress for Everyone" is not merely a concept but a collective call to shape a world where innovation knows no bounds.

Staying relevant

The BTC Digital Shift BW aimed to facilitate meaningful conversations between innovators, solution providers, and BTC Enterprise, fostering collaborations and partnerships that drive digital evolution and support organisations in staying relevant in the technology and innovation market.

BTC General Manager of Marketing, Malebogo Mosinyi, expressed pride in hosting the event. "BTC is proud to host the BTC Digital Shift BW," she said.

"We believe this represents a pivotal moment for businesses in Botswana, offering a platform to transform challenges into opportunities.

The event served as a platform for sharing valuable insights, best practices, and success stories, with a primary focus on fostering partnerships between BTC, its customers, and innovators.

Catalyst

"By bringing together expertise, innovation and vision, BTC aims to not only educate and engage but empower businesses to thrive in the digital age. This event is not just a conference; it's a catalyst for digital evolution and collaborative success."

Mosinyi highlighted BTC's commitment to providing seamless, innovative solutions and ensuring the best customer experience through effective, efficient and agile service delivery.

"We remain committed to delivering cutting-edge solutions to empower businesses and individuals in the digital era," she said.



Zambia's United Capital Fertiliser lists 'bozo' bond on the BSE

- Says stable economy and vibrant financial markets attracted the listing
- Company wants investors to be a part of this momentous stage in its history

GAZETTE REPORTER

United Capital Fertiliser Zambia Company Limited has launched a $500 million listed bond programme on the Botswana Stock Exchange (BSE).

Addressing the audience at the launch held recently in Gaborone, the Chairman of the Board of Directors of United Capital Fertiliser, Chance Kabaghe, highlighted the importance of the strategic move to list the bond in Botswana, pointing to the nation's stable economy and vibrant financial markets.

"We are particularly excited about the impact that our bond programme will have on the economies of the SADC countries, including Botswana, which are the primary markets for our products," he said.

Force for positive change

The Chairman speech emphasised the company's commitment to financial success and becoming a force for positive change.

"Our commitment to corporate social responsibility extends beyond rhetoric," Kabaghe said. "We are dedicated to creating a positive impact on the lives of people in the regions where we operate."

The bond programme, launched with the goal of being recognised as the premier producer and supplier of high-quality and affordable fertiliser products in southern Africa, is an invitation to investors to join in the success story of United Capital Fertiliser.

Local communities

"We believe in creating a positive impact, not only through business success but also through meaningful engagement with local communities," Kabaghe said.

Also speaking at the launch, the Minister of Entrepreneurship, Karabo Gare, praised the strategic collaboration between United Capital Fertiliser and Botswana.

"This move is not only a boost for our agricultural sector but is testament to the conducive business environment that Botswana offers to international investors," he noted.

Gare declared his ministry as standing ready to facilitate and support this partnership, working hand-in-hand with it to shape a future where agriculture is not just a sector but a cornerstone of national prosperity.

Enduring partnerships

Because United Capital Fertiliser paves the way for increased production capacity and regional economic growth, the bond listing on the BSE is poised to create enduring partnerships, foster innovation, and contribute to sustainable development in the agricultural sector.

The company's vision goes beyond business success and aims to be a catalyst for positive change in the communities it serves.

The United Capital Fertiliser bond programme invites investors to be a part of this exciting phase in the company's history, contributing to the economic prosperity of the SADC region.

First National Bank
Interest, Lending and Foreign Currency Deposit Rates
December 2023

The following standard Savings, Lending and Investment rates will apply

Interest Rates

Type of Deposit Account	Nominal Interest Rates (%) (Lowest – Highest)	Actual Interest Rates (%) (Lowest – Highest)	Minimum Opening Balance (Pula)
Current (Individual)	Nil	Nil	Nil
Call	0.83% to 0.83%	0.83% to 0.83%	1,000
Money Maximiser	3.50%	3.56%	100,000
Savings (Poloko)	2.50% to 3.40%	2.50% to 3.40%	100
FutureSave	0.50% - 0.65%	0.50% - 0.65%	100
Future Forward	0.50% - 0.65%	0.50% - 0.65%	50
Savings Pocket	1.30% - 1.60%	1.31% - 1.61%	-
Flexi Fixed (3 Months)	2.70% to 2.95%	2.73% to 2.99%	100
Flexi Fixed (6 Months)	3.80% to 4.10%	3.87% to 4.18%	100
Flexi Fixed (12 Months)	4.50% to 5.00%	4.59% to 5.12%	100
7 Day Notice	0.75% - 2.00%	0.75% - 2.02%	100
32 Day Notice Plus	2.00% - 2.75%	2.02% - 2.78%	1,000
1 Month Fixed Deposit	0.90% - 0.95%	0.90% - 0.95%	1,000
3 Months Fixed Deposit	1.60%	1.61%	1,000
6 Months Fixed Deposit	2.10% to 2.15%	2.11% to 2.16%	1,000
12 Months Fixed Deposit	2.15% to 2.75%	2.16% to 2.77%	1,000
24 Months Fixed Deposit	2.60% to 3.05%	2.62% to 3.07%	1,000
Over 36 Months Fixed Deposit	5.25%	5.32%	1,000
Prime Lending Rate	6.76%		
***For term deposits the minimum amount is BWP 1 million to qualify for a special rate			

Lending Rates

Lending Rates	Nominal Interest Rate (%)	Average Effective Interest Rate
MoPR	2.65%	2.65%
Prime Lending Rate	6.76%	6.76%
Mortgage Facility	Prime +3.09% to 4.32%	Prime +3.55% to 4.9%
Overdraft Facility (Revolving Credit Lines)	Prime +8% to 10%	Prime +9.04% to 11.35%
Credit Card	17.75% to 23.75%	19.27% to 26.75%
Lease Loans (VAF)	Prime +3% to 5.25%	Prime +3.45% to 5.93%
Unsecured Personal Loans (Excluding Overdraft, Mortgage and Credit Card)	Prime +8% to 22%	Prime +9.04% to 26.11%
Other Term Loans		
*Scheme related lending is as per the scheme contract		

Foreign Currency Deposit Rates

ZAR – South African Rand***	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance (ZAR)
Current	3.00%	3.00%	1,000
Call	Nil	Nil	Nil
1 Month Fixed Deposit	1.00%	1.00%	1,000
3 Months Fixed Deposit	1.05%	1.05%	1,000
6 Months Fixed Deposit	1.25%	1.25%	1,000
12 Months Fixed Deposit	1.50%	1.50%	1,000
24 Months Fixed Deposit	2.00%	2.00%	1,000
Over 36 Months Fixed Deposit	2.50%	2.50%	1,000

EUR – Euro	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance (EUR)
Current	0%	0%	100
Call	Nil	Nil	Nil
1 Month Fixed Deposit	These rates are quoted on request		1,000
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100
Over 36 Months Fixed Deposit			100

AUD – Australian Dollar	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance (AUD)
Current	0%	0%	100
Call	Nil	Nil	Nil
1 Month Fixed Deposit	These rates are quoted on request		1,000
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100
Over 36 Months Fixed Deposit			100

GBP – British Pound Sterling***	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance (GBP)
Current	0%	0%	100
Call	Nil	Nil	Nil
1 Month Fixed Deposit	0.07%	0.07%	100
3 Months Fixed Deposit	0.09%	0.09%	100
6 Months Fixed Deposit	0.10%	0.10%	100
12 Months Fixed Deposit	0.15%	0.15%	100
24 Months Fixed Deposit	0.20%	0.20%	100
Over 36 Months Fixed Deposit	0.20%	0.20%	100

USD – US Dollar***	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance (USD)
Current	0%	0%	100
Call	Nil	Nil	Nil
1 Month Fixed Deposit	0.40%	0.40%	100
3 Months Fixed Deposit	0.47%	0.47%	100
6 Months Fixed Deposit	0.80%	0.80%	100
12 Months Fixed Deposit	1.05%	1.05%	100
24 Months Fixed Deposit	1.30%	1.30%	100
Over 36 Months Fixed Deposit	1.80%	1.80%	100

***Note:

- Special rates offered for amounts of ZAR 1 000 000 and more
- Special rates offered for amounts of USD 100 000 and more
- Special rates offered for amounts of GBP 100 000 and more

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World Bank Report Reveals Alarming Concentration of Poverty in Rural Areas

The World Bank says although the share of Batswana living in rural areas declined from 43.0 to 34.9 percent between 2009 and 2016, the share of poor people living in rural areas increased from 56.2 to 58.2 percent.

GAZETTE REPORTER

Botswana's poverty is increasingly more concentrated in rural areas and continues to be highest among children, large families, female-headed households, and people with lower levels of education, the World Bank says in its recent report.

In the report titled "Botswana's Systematic Country Diagnostic - At A Crossroads Reigniting Efficient and Inclusive Growth (2023)," the World Bank says although the share of Batswana living in rural areas declined from 43.0 to 34.9 percent between 2009 and 2016, the share of poor people living in rural areas increased from 56.2 to 58.2 percent.

"Poverty increased in the remote North West, Ghanzi, and Kgalagadi districts but fell in and around cities to the south- and northeast," says the report.

Female-headed households

"The share of poor people living in female-headed households declined from 58.1 to 56.8 percent, whereas the share with secondary or higher education increased from 14.6 to 20.4 percent as education improved for both the poor and non-poor."

The report shows that households with low levels of education faced poverty rates of 21 percent on average, down from 24 percent in 2009, whereas those with secondary or tertiary education had much lower rates of poverty (13 and 2 percent, respectively).

"The poverty rate for under-five-year olds remained the highest at 24 percent, albeit down from 27 percent in 2009; people of working age had the lowest poverty rate (12 percent)," it says.

"The poverty rate also increased with household size, from 8 percent for households of four people to 34 percent for households with seven or more people."

Lower inequality

According to the World Bank, the main driver of higher rural poverty between 2009 and 2016 in Botswana was the significant decline in the share of employed adults in rural households.

"This outweighed the beneficial impacts of factors such as lower inequality, higher labour and non-labour incomes, and demographic changes (that led to a lower share of children and elderly people in the household)," it says.

"Among urban households, in contrast, lower inequality had a stronger (but still opposite) impact on poverty than the decline in mean consumption.

"In addition, among the components of household income, labour income was the main driver (at 80 percent) of poverty reduction, with non-labour income and a higher share of adults in the household also contributing."

Social protection programmes

The report notes that although income from employment is central to reducing poverty and inequality, social protection programmes play a vital role. "Botswana has 29 social protection programmes across nine ministries," it says.

"Without transfers from these programmes, the poverty rate of 16 percent in 2016 would have been almost 24 percent, and the poverty gap would have increased from 4.6 to 9.5 percent.

"Removing just the 13 social assistance programmes would increase the poverty headcount from 16 to 22.8 percent (almost 30 percent higher).

"Key among these are the old-age pension, which reaches more than 126,000 people (about 5.5 percent of the population in fiscal 2020), and the primary school feeding programme, which reaches about 269,000 children."



President Dr Mokgweetsi Masisi shaking hands with Steve Harvey after unavailing a placard to mark the official launch of the BTV Studios 4 at the Mass Media Complex in Gaborone . (Pic: Monirul Bhuiyan/PRESS PHOTO)

Botswana's Economic Diversification Stalls as Diamonds Continue to Dominate

According to the World Bank, although the imperative of developing a competitive private sector that generates widespread employment was a key priority identified in the 2015 Systematic Country Diagnostic, progress in this direction has been notably limited.

GAZETTE REPORTER

Often heralded for its stability and economic success, Botswana faces a critical crossroads as efforts to diversify its economy remain sluggish, leaving the nation heavily dependent on diamond revenues, according to a recent World Bank report.

Titled "Botswana's Systematic Country Diagnostic - At A Crossroads Reigniting Efficient and Inclusive Growth (2023)," the report emphasises the imperative of developing a competitive private sector that generates widespread employment.

Although this was a key priority identified in the 2015 Systematic Country Diagnostic (SCD), progress in this direction has been notably limited, with the report stating that developing such a sector can take decades.

Improving connectivity

The report highlights two key issues from the 2015 SCD that continue to challenge Botswana's economic landscape: "establishing incentives to support an outward-oriented private sector" and "improving connectivity."

The former emphasises trade policies, competition and immigration policies, while the latter focuses on soft infrastructure, including trade facilitation, air connectivity and ICT infrastructure.

Despite these priorities, the report reveals minimal advancements in establishing incentives and improving connectivity for a competitive private sector. The private sector, beyond the extractive industry, struggles to attract significant foreign direct investment, with diamonds representing a staggering 90 percent of exports.

Trade imbalances

While Botswana boasts well-connected internal road networks, the World Bank states that trade imbalances with neighbouring countries contribute to high transport costs.

"The completion of the Kazungula road and rail bridge project has improved connectivity, but the nation's landlocked status hampers the movement of goods and people, heavily relying on neighbours' transport and logistics systems," the report states.

It shows that insufficient air infrastructure further impedes export growth, with limited long-haul connections and constraints on air transport services.

World Economic Forum

"Air Botswana, the state-owned airline, faces challenges in developing new flight routes, contributing to the country's low ranking in the World Economic Forum Travel and Tourism Competitiveness Index," says the World Bank.

On the digital front, the report shows that Botswana lags behind its global peers, ranking 71st out of 79 on the Global Connectivity Index. The nation's landlocked status and a dispersed population hinder adoption of digital technologies, with slow Internet speeds and limited connectivity in rural areas.

The private sector, beyond the extractive industry, struggles to attract significant foreign direct investment, with diamonds representing a staggering 90 percent of exports.

The report also highlights the limited progress in implementing reforms to strengthen the private sector. "Government policies favour declining sectors, hindering the shift towards emerging activities, exports, and services," it says. "Implementation of potentially beneficial policies, such as Special Economic Zones, has stagnated since their conception in 2015."

Financial Stability Council Assures Resilience Amid Global Risks

BoB attributes the strength of the country's financial system to strong capital and liquidity buffers, profitability, innovation, adaptability and a robust regulatory environment

GAZETTE REPORTER

The domestic financial system remains robust and resilient because it is supported by effective policy and regulatory frameworks.

This is the conclusion of the Financial Stability Council (FSC) when it met in Gaborone recently to assess the state of Botswana's financial sector, addressing global and regional developments and potential vulnerabilities.

A statement released by the Bank of Botswana (BoB) after the meeting outlined the criteria for financial stability and emphasised the ability of financial markets and institutions to provide a wide range of services that include deposit-taking, loans, insurance, wealth management, payments, and settlement facilities.

Geopolitical tensions

The FSC acknowledged risks arising from global and regional factors, such as high interest rates impacting debt sustainability and economic disruptions due to geopolitical tensions.

Despite these challenges, the FSC expressed confidence in the stability of the global financial system, attributing it to post-2008/09 global financial crisis regulatory reforms and continuous supervisory enhancements.

Domestically, said the statement, Botswana's financial system's strength is due to strong capital and liquidity buffers, profitability, innovation, adaptability and a robust regulatory environment.

Minimal risk

The FSC highlighted the importance of effective supervision in mitigating contagion risks within the financial system, noting strong solvency and resilience in stress tests for banks.

Regarding credit risk, commercial bank lending was deemed moderate, with a relatively modest ratio of nonperforming loans to total loans, posing minimal risk to financial stability.

Addressing Anti-Money Laundering/ Counter Financing of Terrorism/Counter Proliferation Financing (AML/CFT/ CPF) matters, the FSC underscored Botswana's commitment to enhancing legal frameworks and policies to comply with Financial Action Task Force recommendations.

Cybersecurity and legislative reviews

It emphasised the need to stay adaptive to emerging issues such as financial technology, digitalisation, cybersecurity and climate change.

The BoB statement highlighted recent legislative reviews, including the Bank of Botswana Act, the Banking Act, the NBFIRA Act, the Financial Intelligence Agency Act, and the Virtual Assets Act. Notably, the establishment of the Deposit Insurance Scheme of Botswana (DISB) through the Bank of Botswana (Amendment) Act was emphasised for providing a safety net for depositors.

Meanwhile, the FSC has affirmed its commitment to monitoring financial sector developments, responding to threats and contributing to legal, policy, and institutional improvements.

Established by the Bank of Botswana (Amendment) Act 2022, the FSC comprises key members overseeing Botswana's financial stability.



President Dr Mokgweetsi Masisi shaking hands with Steve Harvey after unavailing a placard to mark the official launch of the BTV Studios 4 at the Mass Media Complex in Gaborone. (Pic: Monirul Bhuiyan/PRESS PHOTO)

We keep it flowing, *for you.*

TENDER NOTICE

TENDER REFERENCE NUMBER: WUC 106(2023)

TENDER TITLE: PROVISION OF METERING-AS-A-SERVICE (MaaS) TO WATER UTILITIES CORPORATION FOR A PERIOD OF 15 YEARS.

1. Sealed Tender offers are invited for the provision of **Smart Metering-as-a-Service (MaaS) to Water Utilities Corporation for a Period of 15 Years.**

2. **Procuring Entity:** Water Utilities Corporation.
3. Procurement Method is: : **Best and Final Offer Method, open to international bidders.**

4. Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority in the following codes and subcodes:
   Code 133: Public Utilities**: Subcode 01** (Water distribution and related services) **or Subcode 05** (Meter reading services)**.**
   In addition, Joint Venture partners shall possess the following code and sub code: **Code 120:** ICT Technical Support Services: **Subcode 01 (**Systems Development Services and maintenance Services) **or Subcode 05** (Network Management and maintenance Services) **or Subcode 06** (ICT Security Management and Maintenance Services).
   And specialised sub-contractors shall possess the following code and sub code:

   Code 118: Telecommunication Services**, Subcode 02** (Network Facilities (telecom sites, towers, satellite infrastructure fibre etc.) **or Subcode 05** (Installation and maintenance of telecommunications Equipment and Systems**.**
5. Foreign bidders must provide a document defining their constitution or legal status, place of registration and their principal place of business**.**

6. Bidders are required to subcontract a **minimum of 40%** to citizen owned companies.

7. Preference margins will be applied to qualifying local bidders in line with the prescribed Preference Scheme: The Presidential Directives Cabinet Directive Cab No. 34(B) 2014 - Economic Diversification Drive (EDD). ***Bidders are required to submit EDD certificates to benefit.***

8. For foreign bidders who enter into a joint venture, partnership or consortium with citizen owned companies, preference margins will be applied.

9. Tender documents shall be obtained by visiting web address https://www.wuc.bw/tenders/. Online documents will be available for purchase from **30 November 2023.** Bidders are to process payment on the website.

10. A non-refundable deposit of **P10,000.00** payable to Water Utilities Corporation is required. Youth (18-35) Owned companies shall pay half price **P5000.00.**

11. Queries or clarifications relating to the issuance of these documents may be addressed, in writing, to the Senior Manager: Supply Chain (procurement@wuc.bw).

12. A ***virtual compulsory Pre-Bid meeting*** with representatives of the Procuring Entity will take place on the following dates **11 December 2023** on MS Teams starting at **10h00 CAT. Bidders are to access the meeting through the following link https://teams.microsoft.com/l/meetup-join/19%3ameeting_MTE5NjZmNTYtM2JhNi00MTgwLWI2YWEtZmUzYmVlYTc4NTdi%40thread.v2/0?context=%7b%22Tid%22%3a%22be2c83f5-39be-4add-b598-4cff69cf3a45%22%2c%22Oid%22%3a%2299ede9f7-f162-4f8c-bf2e-7c8b9c76c22c%22%7d**

13. The closing date and time for the receipt of sealed tender offers is 14:00hrs on **11 January 2024**

14. Late tender offers will not be accepted.

15. The tender Evaluation will follow **Quality and Cost Based Selection method**

16. 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.**

17. One (1) original tender document marked ORIGINAL, 2 duplicate copies of the original
    Document marked copy, and a USB containing a soft copy in one sealed envelope clearly marked. **"WUC106(2023) - Provision of Smart Metering-as-a-Service (MaaS) Service to Water Utilities Corporation for a Period of 15 Years"** shall be delivered to Water Utilities Corporation, Sedibeng House, Plot 17530, Luthuli Road, Old Industrial Site, Gaborone, Botswana. The name and address of the bidder should be clearly marked on the envelope.

    The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.

"We Are A Business Passionate About Partnership" – Okavango Wilderness Safaris MD



Okavango Wilderness Safaris has kick started engagements to commemorate 40 years since the Wilderness brand was first born – a small outfit with a single safari vehicle in 1983. As the business reflects on the growth and progress made since then, it is the impact cultivated for colleagues, communities and country that have been the greatest marker of progress, shared the business' MD, Joe Matome.

"The way I see it, this is a business of partnerships. We partner with purpose and we partner for progress – knowing the strength of any family is what makes for stronger and more meaningful impact. We are stronger together", Joe said.

The Wilderness impact strategy is clear on this, engineered to unlock opportunity through collaboration. The impact strategy itself is premised on three key pillars:

- **Empowerment**: creating value for wilderness and wildlife; ensuring employment and small business support and integration to reduce reliance on natural resources
- **Education**: improved education increases economic opportunity, family resilience and support for conservation)
- **Protection**: human-wildlife co-existence and wildlife security programmes protect people from wildlife and wildlife from people

"We partner with our communities around which and with whom we work, giving us our social licence to operate; we partner with the environment, because without wilderness there is no Wilderness; and we partner with our people, who deliver the experience and the excellence for which we are now known, and of which we are so proud – 24/7 across every day of the year", Joe noted. "We partner with our shareholders, Government, industry associations, community representatives through the Trust, our concessionaires, co-owners and business partners. And of course, last but not least, we are in a partnership in essence with every guest, both local and international, who comes into our camps", added Joe. "Our guests, in choosing to stay with us, keep the sustainability of Botswana's pristine wilderness areas intact, and help create related positive impacts in empowerment, education, and protection".

In commemorating 40 years, Okavango Wilderness Safaris has considerably more strides to make in unlocking further partnerships, and delivering more impact for and with Batswana, according to Joe. "From our strategy to our organisational structure and our resourcing, we are working to make an even bigger impression on Botswana's socio-economic progress and to create value in infinitely more ways. It is through strategic partnerships and indeed because of the strength of such partnerships that Okavango Wilderness Safaris is able to serve as a formidable custodian of the areas in which we operate, a responsibility not taken lightly".

Stanbic Bank Botswana Customers Keep On Winning

Lucky customers of Stanbic Bank Botswana across the nation continue to enthusiastically participate, swipe, and win exciting rewards. The Bank's Swipe to Win campaign keeps naming winners for P2,500 cash prizes each week, with a build up towards the whopping P500,000 grand prize come March 2024!

Launched on the 6th of September 2023, the "Swipe to Win" campaign was designed to engage and reward Stanbic Bank Botswana's valued customers for their loyalty and continued use of the Bank's debit and credit cards. The campaign continues to bring tremendous excitement, with 6 lucky customers winning cash prizes each week, and a total of P360,000 up for grabs as part of the weekly draws.

The "Swipe to Win" campaign is set to continue until on the 4th of March 2024, giving customers ample time to seize the opportunity to win and possibly win big!

"We are thrilled to see the 'Swipe to Win' campaign resonating so well with our customers," said Portia Motshegare, Stanbic Bank Botswana's Head of Personal and Private Banking. "The success of this campaign is a testament to the loyalty and enthusiasm of our customers, and it reaffirms our commitment to providing innovative and rewarding banking experiences in modern and cash free society – safer, more secure and hassle-free. In total by the end of the campaign, we would have given away a total of P860,000.00 hoping to change lives. Keep swiping and you could be a winner too!"

Launched on the 6th of September 2023, the "Swipe to Win" campaign was designed to engage and reward Stanbic Bank Botswana's valued customers for their loyalty and continued use of the Bank's debit and credit cards.

The P500,000 grand prize will be awarded at the end of the promotion for one lucky winner, making this without a doubt the prize of a lifetime! All winner selections are done at random, based on data from swipes within the designated period.





Learn To Play Joins 100+ Early Childhood Organisations Urging G20 to Address Early Years Crisis



In Botswana, 75% of children do not have access to early learning and Learn To Play is actively working to ensure universal access to early childhood education and childcare in our country.

- Signatories including Learn To Play. Lego Foundation, UNICEF and the International Rescue Committee urge G20 to boost investment in the under-fives
- Currently, half of pre-primary children globally are not enrolled in any form of early education
- Experts say investing in the early years is both "a moral must and a strategic win for the G20"

Botswana social impact organisation Learn To Play, which supports early childhood education through play based learning across Botswana has joined the global movement championed by Theirworld to urge G20 to address the global Early Years crisis.

Leading global charities have called on the G20 to take urgent action to address the severe lack of funding in early childhood care and education. Their appeal addresses the dire need of hundreds of millions of children who are missing out on childcare or pre-primary education.

In an open letter to Brazil's President Lula da Silva - who takes over the presidency of the G20 on December 1 - the organisations say that world leaders are ignoring the overwhelming evidence of the benefits of investing in the early years, putting children's futures unnecessarily at risk.

It was signed by more than 100 prominent early childhood organisations from around the world, including UNICEF, the Lego Foundation, the Roger Federer Foundation, Sesame Workshop and the International Rescue Committee, as well as many organisations in Brazil including Fundação Maria Cecilia Souto Vidigal.

More than half of the world's children – 350 million – do not have access to the childcare they need and about half of pre-primary aged children are not enrolled in any form of early education. In Botswana, 75% of children do not have access to early learning and Learn To Play is actively working to ensure universal access to early childhood education and childcare in our country.

"Despite the overwhelming evidence of the high returns of investing in early years programs, there is a woeful lack of public funding for the under-five age group and we are facing a global early years crisis where more than half of the world's young children are missing out on the early years childcare and preschool they urgently need," says the letter.

"This lack of investment has a devastating impact on a child's future as they start school already behind their peers, deepening inequality and impacting their future chances in life and ability to cope with future crises, not of their making.

Leading global charities have called on the G20 to take urgent action to address the severe lack of funding in early childhood care and education.

"Existing gender norms also mean the brunt of the global childcare crisis falls on women, with high childcare costs or lack of availability the main reason why women cannot enter or must leave the workforce."

The signatories are calling on the G20 to revive a pledge they made in 2018 to invest in the early years, which has been blown off course by the Covid-19 pandemic and global economic downturn.

President Lula da Silva has announced the G20's theme will be a "building a fair world and a sustainable planet".

But experts argue that ambition can only be met by increasing investment in the early years.

"Investing in the early years is both a moral must and a strategic win for the G20," said Justin van Fleet, President of Theirworld.

He continued: "Brazil has set a vision of building 'a fair world and a sustainable planet'. Early years care is vital in that mission - it's when the building blocks for a prosperous and equitable future for everyone are laid. The undeniable reality is that without early years support children are at risk of going through life with poorer physical and mental health. They face a struggle to learn and, later, to earn a living. "

Sarah Brown, Chair of Theirworld, said: "The first five years of a child's life are a once-in-a-lifetime opportunity for children to flourish, but children in rich and poor countries alike are being let down on a global scale. This has huge ramifications for everyone, not least women who disproportionately bear the brunt of the childcare crisis, forcing them to leave the workforce because of unaffordable nursery fees.

"The G20 poses a fantastic opportunity to change this, giving leading nations the chance to pledge to end the global early years crisis. It's time governments step up and provide young children the best opportunity to build a better and brighter future."

Coordinated by the Early Childhood Development Action Network (ECDAN) and Theirworld, the letter is part of the growing global Act For Early Years campaign, which is supported by hundreds of children's organisations, businesses, celebrities and youth activists.

The campaign is calling for a transformation in the provision of early years care and support. It is backed by an extensive and hard-hitting report, which lays bare the scale of the early years crisis.

Elizabeth Lule, Executive Director of ECDAN, said: "The benefits of high-quality childcare are well documented – and they cascade across society.

"Children benefit by being exposed to stimulating environments at a critical time in their development. Women benefit from having the opportunity to remain in or enter the workforce and build financial independence. And local and national economies benefit as new jobs are created, family incomes grow, and tax revenue expands."

The letter asks President Lula da Silva, whose country has been a leader in child rights and investing in early childhood development, "to carry this mantle of leadership as you take over the chair of G20".

"We are proud to join this movement and support such an important global campaign. Learn To Play remains committed to supporting Botswana and indeed Africa's children through play-based early childhood education, uplifting communities through play and helping build a brighter future for our children," says Learn To Play Founder and CEO, Priyanka Handa-Ram.

BDIH Startups partake at the BOOST UP: A Southern Africa Innovation Collaborative Initiative

Botswana Digital Innovation Hub (BDIH) proudly announces the participation of three of its startups – **Ipachi Capital**, **Mega Minds Nation**, and **Women Power Investments** – at **BOOST UP**, a transformative three-part startup support program initiated by the **Southern Africa Innovation Collaborative** (SAIC). BOOST UP aims to revolutionise the entrepreneurial landscape across Botswana, Namibia, South Africa, Tanzania, and Zambia.

As a proud partner to BOOST UP, BDIH is committed to propelling the endeavors of these startups further into the space of technology and innovation, amplifying their impact on society.

Participating BDIH-Hosted Startups:

Ipachi Capital

Ipachi Capital is a groundbreaking mobile application that harnesses the power of machine learning to deliver an intelligent financial management system tailored for Small, Medium, and Micro Enterprises (SMMEs). The application provides users with a smarter approach to payments, savings, and access to investment and funding opportunities at their fingertips. It empowers users with real-time record-keeping, unlocking capital and bringing them closer to their financial ambitions. The application features an in-built robotic advisor, offering instant financial reports and advanced analytics for efficient performance management.

Women Power Investments

Women Power Investments is dedicated to manufacturing environmentally friendly liquid soap, promoting hygiene, and creating a sustainable business for underprivileged communities. Proceeds from the soap sales fund livelihood development for female sex workers in the Chobe region, aligning with the Sustainable Development Goals (SDGs) such as No Poverty, Zero Hunger, and Sustainable Cities and Communities. Their goal is to make the world clean and create a social impact startup with a difference.**Mega Minds Nation**

Women Power Investments is dedicated to manufacturing environmentally friendly liquid soap, promoting hygiene, and creating a sustainable business for underprivileged communities.

Mega Minds Nation is where innovation fuels education! Their groundbreaking creation, the I AM SMART science board, redefines learning through interactive experiments, captivating lessons, and engaging experiences. This innovative approach fosters a lifelong passion for discovery, providing students with more than just tools but a gateway to exploration and understanding. Mega Minds Nation offers cutting-edge educational services, including curriculum-aligned content, hands-on activities, and interactive learning experiences, enabling students to delve deep into the realm of science.

BOOST UP, presented by the Southern Africa Innovation Collaborative (SAIC), is a comprehensive three-part startup support program aimed at elevating startups at the intersection of technology and societal impact. Ipachi Capital, Mega Minds Nation, and Women Power Investments are the three companies leading the charge, addressing challenges through innovation. BOOST UP focuses on promoting innovation, skills, and investment readiness, uniting a diverse array of startups to collectively drive positive change in society.

TRIFECTA Group Donates To Botswana Gender Based Violence Prevention & Support Centre



Hennie Schutte, Tshepang Seabi and Faheem Kala

The 2nd annual Trifecta Elite Smallstock Sale, held on 18 November 2023 in Gaborone, continued in its tradition of donating all proceeds from its first lot on auction to local charity organisations. P16,000.00 has been raised for handover to the Botswana Gender Based Violence Prevention & Support Centre (BGBVC) by the Trifecta Group. The handover was made to Tshepang Seabi of BGBVC by Faheem Kala of Bushra Stud and Hennie Schutte of Hennie Schutte Dorpers & Boer Goat Stud on behalf of the Trifecta group.

The Trifecta Group – being Hennie Schutte Dorpers & Boer Goat Stud, Adams Farming, and Bushra Stud –sought to bring champion level animals under the hammer as part of their contribution to the smallstock industry in Botswana, showing the true calibre of Botswana breeders and animal pedigree. From its inaugural edition in 2023, however, the Trifecta Group knew they wanted to do something beyond exceptional delivery and pedigree breed sales; giving back to the community they call home was always a priority.

"We have a social duty and responsibility not only to fellow breeders and others in the agriculture value chain, but to our wider community. Botho, therisanyo and tomagano – this is what underpinned our thinking and we are privileged to have been able to deliver to support worthy causes for two years running now," said Faheem Kala of Bushra Stud and the Trifecta Group.

The 2022 charity identified was Learn To Play, which supports early childhood development work across Botswana, and who received P10,000. This year, noting the incredibly worrying rates of gender-based violence (GBV) across the nation, the Trifecta Group identified the Botswana Gender Based Violence Prevention & Support Centre (BGBVC) as their beneficiary. BGBVC is a non-profit organisation which raises awareness about gender-based violence in Botswana. The Mission of Botswana GBV Prevention and Support Centre is to support women, men, girls and boys experiencing and affected by GBV in Botswana by providing temporary shelter, counselling, community outreach and education, and staff and volunteer development as well as conducting research.

"At the very heart of community is a willingness to share and support, to help, to care and to practice botho. Our effort to support a different charitable cause as the Trifecta Group is something we launched at the inaugural sale last year, and a tradition we intend to always continue. Each of us takes turns donating the Lot 1 animal. Each year. This is why the the full sale value from Lot 1 – being a stunning dorper ram from Hennie Schutte Dorpers & Boer Goat Stud - of this year's Trifecta Elite Sale is being donated to BGBVC," noted Kala.

Botho, therisanyo and tomagano – this is what underpinned our thinking and we are privileged to have been able to deliver to support worthy causes for two years running now," said Faheem Kala of Bushra Stud and the Trifecta Group.

BGBVC's intentions are to create a society that is well vested in the complexities of gender issues and is more tolerant and freer from gender-based violence as well as provide support to those many men, women and children who suffer gender based violence. BGBVC works to provide shelter to women and children who are in imminent danger as a result of gender-based violence.

"We take pride in that we are not only responsive to issues of survivors of GBV but are vigorously involved in enlightening communities on how to identify, prevent and respond to GBV with the aim of creating a society that is free from gender-based violence. 1 in 3 people are affected by GBV in Botswana, and this is just looking at reported instances. There is much, much work to be done," said Phelelo Moswetsi of BGBVC when speaking at the Trifecta Sale.

#pushaBW #BWpride #Trifecta

GIS 2023 Parents Appreciation Morning



With the 2023 academic year coming to an end, Gaborone International School hosted a Parents Appreciation Morning this past Friday, 1st December 2023. The annual event, which was launched in November 2022, is aimed at expressing heartfelt gratitude to parents for their unwavering support, active involvement in the students' academic lives, their dedication and generous participation in school events which has made a lasting impact.

When reflecting on the past year, GIS has recognized that the parents' support has been instrumental in the achievements of their children and the overall success of the school – fostering a positive learning environment for both teachers and the students. The GIS team eagerly anticipates continuing this partnership to inspire a love for learning and build a strong sense of community.

Parents commended GIS for its kind gesture of honoring and recognizing them as a part of its community. They appreciated the school for being a second home to their children and especially thanked the teachers, who go to greater lengths to ensure their children's safety and comfortability both in the classroom and around the school.

Thank you to all parents for being so dedicated and supportive!



TIME OUT
THE BOTSWANA GAZETTE
WEDNESDAY 06 DECEMBER 2023

CLICK HERE
To Join our private Whatsapp Gqup

Meet Motswetla, the Artist Behind Hippos of Botswana Commemorative Stamps

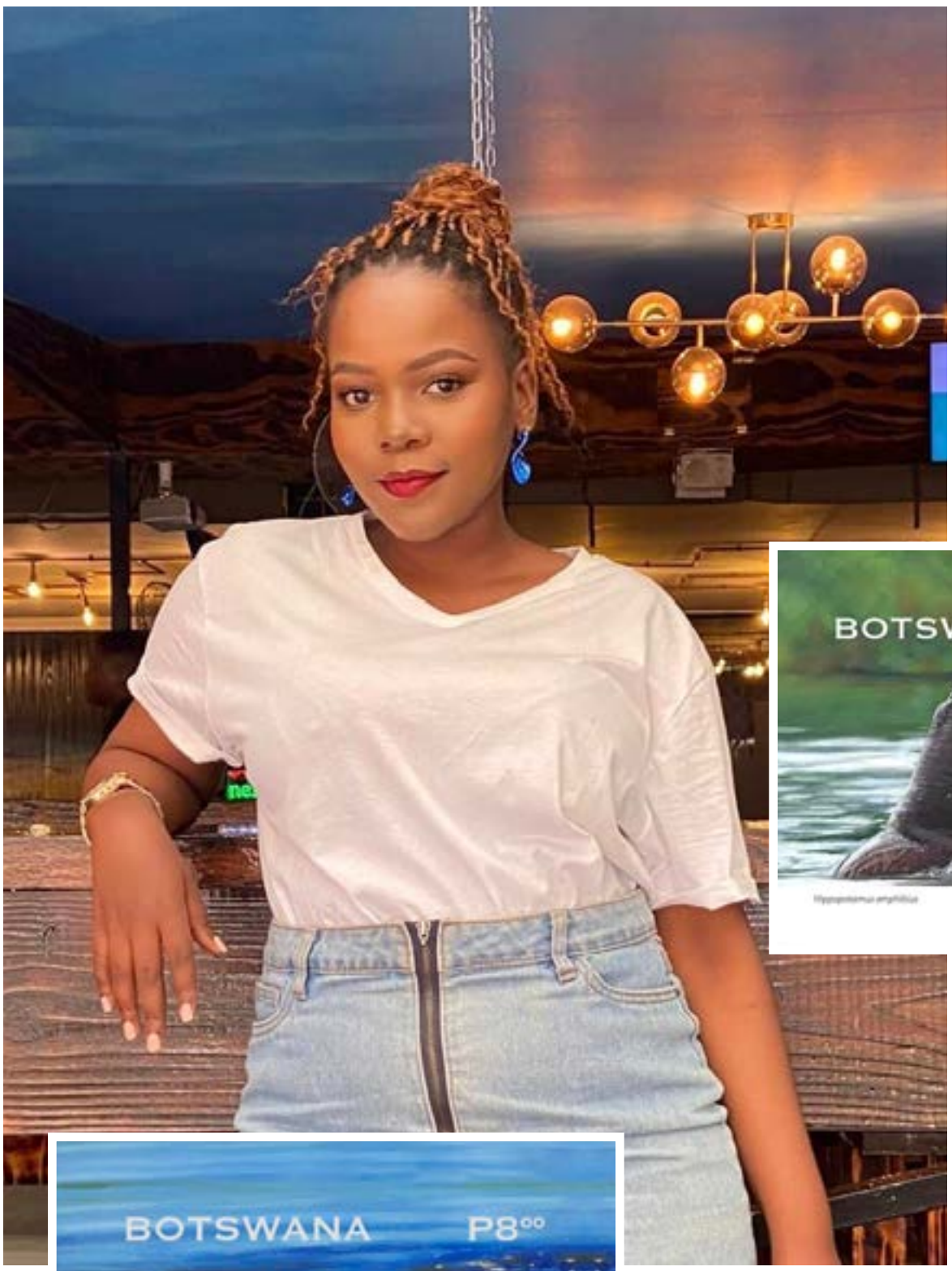
Hippopotamus in Botswana is her second work commissioned by BotswanaPost after the Mandela in Botswana series of 2021

GOSEGO MOTSUMI

Visual artist Itumeleng Motswetla's creativity and skill take centre stage to celebrate the country's ecological tapestry in BotswanaPost's latest "Hippopotamus in Botswana" Commemorative Stamp Issue.

She created a total of five realistic oil painted artworks featuring three stamps, one Souvenir Sheet and one First Day cover.

"We started in July and completed the paintings over the course of a month with breaks in between to share progress with the BotswanaPost team and stamp advisor, Mavius Brown," she told *Time Out*.







"I encourage my fellow creatives to submit their profiles to the BotswanaPost's philatelic museum at Poso House for consideration."

Inspired by tourism

"Working with them was such a pleasure because my creative freedom was not limited and they guided me through the process, commending and giving constructive feedback."

"Hippopotamus in Botswana" celebrates the country's thriving wildlife, especially the hippos that grace the majestic Chobe River and the iconic floodplains of the Okavango Delta.

Motswetla says her artworks were inspired by Botswana's tourism from her visits to the tourist towns of Kasane and Maun. It was at these tourism havens that she got to see and experience life in the wild, surrounded by greenery, water and wildlife. "That is a sight I will never get enough of," she told *Time Out*.

"It was nice to step out of my comfort zone and explore painting landscapes which, oddly enough, I don't usually do. So next time I travel I'll surely be taking pictures for me to paint and explore my art as a direct reflection of the lifestyle I enjoy."

A considerable milestone

"Hippopotamus in Botswana" is Motswetla's second work commissioned by BotswanaPost after her first Mandela in Botswana stamp issue of 2021. She says working with BotswanaPost for the second time was a considerable milestone in her professional career as an artist.

Her work will still be around for years from now and will not only be recognised and seen across Botswana but globally when people send letters abroad or when stamp collectors, agents and vendors buy stamps for various uses.

"I will always be grateful to BotswanaPost for giving creatives a chance and supporting local talent," she said. "I encourage my fellow creatives to submit their profiles to the BotswanaPost's philatelic museum at Poso House for consideration.

"Anything is possible"

"Anything is possible. Always give yourself a chance to surprise yourself by doing projects that intimidate you. That's where our growth and breakthrough is hidden."

"Hippopotamus in Botswana" is the post office's second commemorative stamp issue of 2023 created in collaboration with the Ministry of the Environment, Wildlife and Tourism, the Department of Wildlife and National Parks, Mokolodi Nature Reserve and Desert and Delta Safaris.



Latest Mzansi TV Show: Sip & Talk with Dineo Ranaka

Don't pass up the chance to watch Mzansi's A-Listers and a few unknown faces with incredible stories to tell as they sip and talk with Dineo Ranaka

GAZETTE REPORTER

"Sip and Talk" is the latest show to watch on DStv's Mzansi Magic (Channel 161) that tells the story of some favourite celebrities' public trials and tribulations, from heartache to healing.

It's about candid and intimate conversations hosted by none other than Dineo Ranaka, who sits down with some of South Africa's most interesting characters to unveil their secrets, struggles and accomplishments.

Sip and Talk airs every Sunday at 9pm. In each episode, a new guest joins Dineo for a drink and a chat in a warm and relaxed podcast setting.

Alternative communication medium

DJ Sbu, Celeste Ntuli, Khabonina Qubeka, Mona Monyane, and many other superstars who have left their mark in the entertainment industry will be featured in the conversations.

Podcast shows are all the trend now with even some local personalities taking to this alternative communication medium.

They provide a unique angle to storytelling which allows hosts and guests to speak more honestly, with vulnerability and oftentimes without any filter.

Some of BW's finest

The likes of The Juice 2.0 hosted by Tkay, Podicast hosted by Scar, and Gaona Dintwe's GaonaLive Conversations are some of BW's finest podcasts that give viewers a unique and personal view into the lives of some of their favourite celebrities and people of interest.

Says Thembile Legwaila, Head of Marketing at MultiChoice Botswana: "Podcasts are not only an amazing form of entertainment for their unfiltered and raw nature.

"They are also highly educational and informative as guests are not necessarily always celebrities. Almost always, they are individuals who have stories to share that can help the next person."

Penchant for honest conversation

Dineo Ranaka makes for a perfect host for this style of content with her known penchant for open and honest conversation coupled with her experience in South Africa's entertainment industry and multiple connections.

It's a show that highlights the human side of celebrities by having them share personal tales about overcoming obstacles, finding love and accomplishing their goals.

With guests such as Ayanda Ncwane, DJ Sbu and Celeste Ntuli, viewers are bound to be on the edge of their seat with each episode of Sip and Talk.

It's a show that highlights the human side of celebrities by having them share personal tales about overcoming obstacles, finding love and accomplishing their goals.

Their honesty and resilience will make you laugh, cry, and be inspired.

So don't pass up the chance to watch Mzansi's A-Listers and a few unknown faces with incredible stories to tell as they sip and talk with Dineo Ranaka.

Solo Otto was involved in Grammy-Nominated R&B Album

Motswana produced America's Summer Walker's Grammy nominated EP

GOSEGO MOTSUMI

In a momentous turn of events, Motswana producer and songwriter Kabo Morebodi, better known as Solo Otto, worked on American songbird Summer Walker's EP that has scooped a Grammy nomination.

Titled "Clear 2: Soft Life," Walker's latest EP was released on 19 May 2023 and has been nominated under the Best R&B Album category for the Grammys that are scheduled for 4 February 2024.

"It is a dream come true for me because that is the highest honour in music," Solo Otto told *Time Out*. "To be a part of that is a blessing

"I got to work on Summer Walker's EP after they reached out to me on Instagram. I didn't know who they were then. The management just told me they found my beat on You Tube. The rest is history."

Who is Solo Otto?

Solo Otto is a music producer from the village of Sefhophe in the north eastern part of Botswana. He started making beats in 2016 and uploaded them online to share his skill with the local and global community.

The self-taught creative made use of the Internet to learn some of his skills and has since produced for the likes of 24hrs, Famous Dex, Summer Walker, and K Forest.

"My message to producers, songwriters and artists who are wondering how I did it is that you have to work on your passion," he said. "The key is to use any resource that you have around you. It would certainly be good to win the Grammy award.

"I am currently working on my second instrumental album that will be released on the 22nd of December 2023. I will share more details on this project in due course."

Summer Walker

A native of Atlanta Georgia, Summer Walker took the R&B world by storm in 2019 when she released her debut album, "Over It." The songbird emerged with the raw, soulful energy that R&B devotees live for.

She explores new melodies for her instrumentalist input in production, showcasing her influence from greats such as Amy Winehouse and Erykah Badu. Walker shares her music gift through piano and guitar along with her captivating vocal execution.

This year she got the attention of the Recording Academy with her latest musical project, Clear 2: Soft Life EP. She was previously nominated for the Grammys for Album of the Year for her contribution to Kendrick Lamar's last album as a songwriter and featured artist on Lamar's album.

Ladies affair

The five Grammy nominees for Best R&B are Coco Jones, Victoria Monét, Summer Walker, Emily King and Babyface whose album features all female singers. The roster of the Best R&B Album nominees makes it abundantly clear that women are driving the category for the 66th Grammy Awards.

Dapivirine Vaginal Ring (DVR) Granted Regulatory Approval in Botswana

- Innovative product to help women reduce the risk of HIV infection
- Ring slowly releases dapivirine in the vagina over one-month period

GOSEGO MOTSUMI

Ahead of World AIDS Day that falls on the 1st December every year, the Population Council announced that the dapivirine vaginal ring (DVR), has now gained regulatory approval through import permits for use in 11 countries, Botswana among them.

Kiara Health - a 100 percent South African-owned pharmaceutical manufacturing and medtech company - recently signed a Memorandum of Understanding with the Population Council for a licence to the DVR also referred to as the PrEP Ring.

This is an innovative product that helps women reduce the risk of HIV infection and is the first registered ring-based, discrete and fully woman-controlled HIV prevention choice developed with women in mind.

BOMRA-approved

"The DVR was recently approved by the regulatory authority in Botswana, BOMRA (Botswana Medicines Regulatory Authority)," Diantha Pillay, Associate Director for Product Access and Medical Science for the Population Council's South African affiliate office, said in an interview.

"However, the ring is not yet available in the public or private sector as yet. Private wholesalers or pharmacies are free to buy the product from the global distributor as this is a registered product in-country."

Long-acting HIV prevention method

The ring is the first long-acting HIV prevention method designed for women that is approved for use in women aged 18 and above. Made of flexible silicone, the ring slowly releases the antiretroviral drug dapivirine in the vagina over a one-month period.

It was developed to provide a long-acting prevention method for women when higher-efficacy products like daily oral PrEP are not viable options.

Titled "MTN-034, Reversing the Epidemic in Africa with Choices in HIV Prevention," the study was recently published in the Lancet HIV where it emphasised the importance of choice.

The research found that after using both PrEP and the ring for six months each, 67 percent of the participants chose the ring, 31 percent chose oral PrEP, and only 2 percent chose to use neither.

Excellent safety profile

Said Pillay: "The DVR is a non-systemic product, unlike pills or injections. This means that the drug dapivirine is concentrated in the tissues in the vagina and very minute quantities are in the blood.

"Because of this, the ring has an excellent safety profile and there are no safety concerns. Some side effects from the ring seen during clinical trial assessments of the ring include urinary tract infections, lower abdominal pain and vaginal discharge.

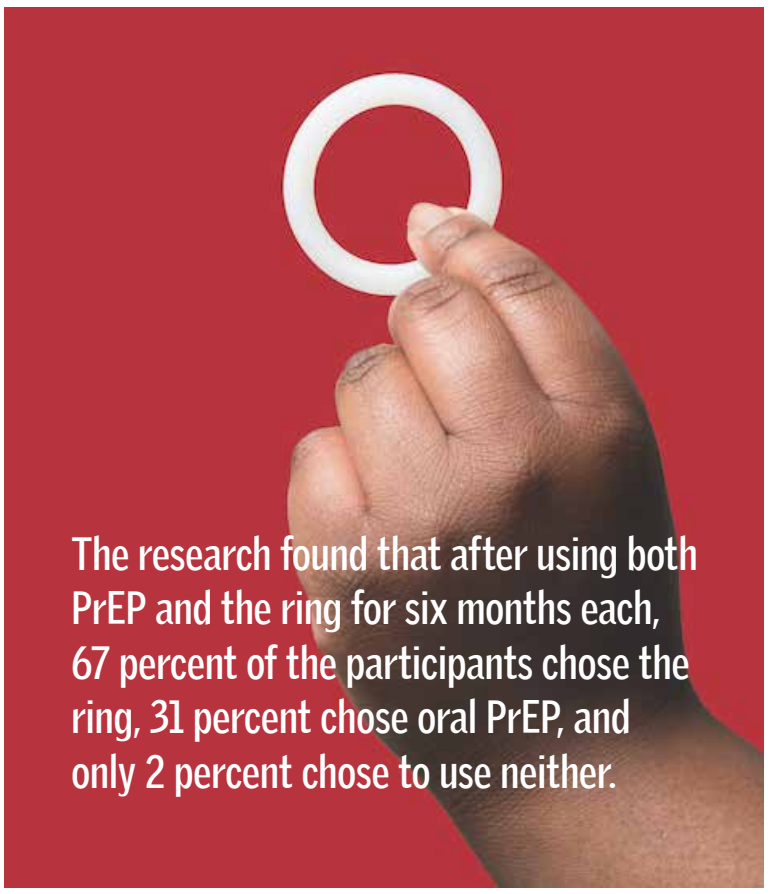
"The DVR is a monthly ring - it releases dapivirine into the vagina over a month. After one month/28 days, the ring needs to be removed and replaced with a new ring."

World Health Organisation (WHO) data shows that girls and young women aged 24 and younger in sub-Saharan Africa remain one of the most at-risk populations for HIV/AIDS, with infections three times those of similarly aged boys and young men in the region.

Excellent safety profile

"Because of economic disparities and uneven excellent safety profile within sexual partnerships, women and girls are often unable to negotiate safer sex or even choose when or with whom they have sex," Pillay noted.

"These factors also drive gender-based violence, which further increases women's risk of HIV infection. Therefore, there is a need for comprehensive prevention strategies that include options that women control."



Senior director for strategy and commercial relations for the Council, Anita Bhatia Garg, has been involved in the ring's development for more than 15 years. "Women have told us they want more options in the future, and we're responding," she said.

"Women need different choices for HIV prevention at different stages of their lives, and the ring could be a critically important option. It complements existing HIV prevention tools and circumvents well-documented challenges that adolescent girls and young women face in taking pills on a daily basis."

According to the chief spokesman of the Ministry of Health, Christopher Nyanga, they are aware of the DVR product and are exploring possibilities of its use in Botswana.

"After the necessary processes have concluded, the ministry will be in a position to clearly state whether this product will form part of its sexual reproductive health offerings or not," he said. "This will also include any guidelines on usage, if it is adopted."

Longer lasting option

Meanwhile, the Population Council is developing a longer duration dapivirine ring that women can use for three months to significantly lower annual costs and offer a more convenient option to protect themselves.

Development of this longer duration ring will be completed and submitted for regulatory approval in the next 12 to18 months, after which Kiara Health will assume a leading role in ensuring its access.

SPS Pharma in Sweden currently manufactures the monthly ring, and Imres B.V., an operating company within the Imperial Logistics Group based in the Netherlands, manages global distribution, with no profit taken by the Population Council.

STARGEMS BOTSWANA SPARKLES

- Commends Ministry of Minerals and Energy for support
- Stargems employs 140 citizens since establishment last year
- 210 Batswana have graduated from company's training centre
- 200 more to graduate in first quarter of 2024

GAZETTE REPORTER

Internationally-acclaimed diamond manufacturing company, Stargems Group, has commended the Ministry of Minerals and Energy for its resounding success in the local market.

The Group established operations in Botswana as Stargems Botswana last year. It boasts state-of-the-art machinery, employs 140 citizens, and has set up a Diamond Training Centre from which over 200 Batswana have been trained.

Stargems Botswana mainly focuses on manufacturing, wholesaling, retailing, and auctioning of diamonds and jewellery. The Group previously set up operations in New York, Dubai, Hong Kong, and Johannesburg.

23 million carats

Said Stargems Global Head of Manufacturing, Sandeep Kolambekar: "We are proud of the milestones we have achieved in just one calendar year here in Botswana.

"Instead of complaining about a shortage of high-impact skills in the diamond sector, we opened Stargems Diamond Training Centre in Botswana with an Internationally-recognised partner in Harry Oppenheimer Diamond Training School.

"We employ over 140 citizens. All this couldn't have been possible without Minister Lefoko Moagi's dedication to ensuring that our operations are set up to create value for the economy and human capital development.

Political stability

"Over the years, Botswana has been one of the largest diamond producers in the world. In 2021, the country's diamond production amounted to nearly 23 million carats. This represents an increase of some 26 percent from the previous year.

"This motivated us to set foot in Botswana and establish operations. We were attracted by the quality of the precious stones and political stability. Botswana has over the years consistently ranked highly on economic and development indicators."

Stargems was set up for sourcing and manufacturing. The company has been sourcing from De Beers, ODC, and its subsidiary company. The company expects to process between 2000 and 3000 carats of rough diamonds per month.

Cutting, bruting and faceting

The Botswana unit carries the iconic Synova DaVinci Diamond Factory that combines three major operations - cutting, bruting and faceting. It carries out all the essential manufacturing workflows, including the entire rough-to-polish process.

"We have high hopes that our presence in Botswana will add impetus to the economy and also curb the unemployment rate," Kolambekar said. "Our goal is to grow our employment numbers to 500 in the foreseeable future."

The company expects to process between 2000 and 3000 carats of rough diamonds per month.

Stargems Botswana has joined a growing number of international diamond groups that have moved to Botswana. Over the years, Stargems acquired two South African mines to expand its diamond supply across the diamond supply chain.

Yorokee "Feels Lonely Again"

A project of the Banana Club Artist Fund (BCAF) for budding artists, the single is the lead track from upcoming alternative R&B EP, "Entropy"



GAZETTE REPORTER

Emerging musician Yorokee is set to make waves with the release of his debut single, "Feels Lonely Again".

The single is the lead track from his anticipated debut EP, "Entropy," that is slated for release early in the New Year.

The EP consists of four alternative R&B tracks and marks Yorokee's first feature offering, encapsulating a journey through themes of unrequited love, self-esteem, depression, faith and infatuation.

Chaos and creation

The title "Entropy" holds a profound significance, representing the natural tendency of the universe to transition from a state of order to disorder and embodying creation, destruction, chaos, and annihilation and rebirth.

Yorokee found resonance in this concept, using it as a guiding force in the production of his debut body of work.

In his own words: "Entropy to me is about self-actualisation, discovery, and affirmation that I can use my experiences to fuel this journey that I have embarked on to create and connect with people all around the world in the hope and belief that they will relate and find meaning in this chaos."

Underserved communities

The EP's realisation was made possible through The Banana Club Artist Fund (BCAF), a three-month-long residency programme supporting emerging creative entrepreneurs from underserved communities as they produce and present artistic projects.

Yorokee has expressed gratitude for the opportunity and experience: "I feel blessed to have found a home and a team that works relentlessly to help me make my wildest dream a reality," he said.

The first single, "Feels Lonely Again," co-written by Yorokee and SRNBLUE, and produced by SRNBLUE and Flex The Ninja, will be accompanied by a visually stunning performance that is set for release on 7 December.

Struck by inspiration

The live performance, creatively directed by Banana Club Project Producer Larry Asmah, features videography by South African-based Daliwonga Sakman while the visual is produced by multi-disciplinary creative studio, Banana Emoji.

Said Yokoree, reflecting on the creative process: "When I began working on this project after I got funded by Banana Club, I just wanted to create. Fortunately, I was struck by inspiration that took full control of my writing and the creating process. It just flowed and I did not force anything or resist anything."

His debut EP, "Entropy," promises to be a sonic exploration of emotions and experiences and a testament to the artist's growth and self-discovery.

Stay tuned for the release of "It Feels Lonely Again" and the full EP early in the New Year.



President Dr Mokgweetsi Masisi touring the BTV Studio 4 after officially launching the Studios at the Mass Media Complex in Gaborone on 4 December 2023. Steve Harvey and Minister Kabo Neale Sechele Morwaeng were present among the others during the event . (Pic: Monirul Bhuiyan/PRESS PHOTO)

ACEB celebrates 1st Annual Engineering Excellence Awards



- **Botswana Chamber of Mines praises ACEB's historic achievement**
- **Okavango River Bridge project scoops award**
- **Future leaders in engineering recognised**

The consulting engineering industry is key to Botswana's development, which since independence, has seen the country's phenomenal transformation from a poor to middle income economy.

The industry's integral role in Botswana's development has seen the construction of numerous and award-winning multi-million Pula projects that include schools, mines, hospitals, bridges, roads, rail networks, dams, water and wastewater schemes, telecommunications networks and electrical power distribution networks.

The inaugural Association of Consulting Engineers Botswana (ACEB) Engineering Excellence Awards are a climax of hard work as the industry propels Botswana forward.

Addressing scores of delegates during the awards night, the guest speaker and Chief Executive Officer of the Botswana Chamber of Mines, Engineer Charles Siwawa lauded ACEB for successfully organising the event, and thanked the industry at large for the passionate work of transforming Botswana through the unique designs evident across the country's landscape.

Eng. Siwawa said this is a driver for ACEB members to look outside Botswana for even more challenging and lucrative mega projects.



RED CARPET:- *Eng. Victor Ponoesele (front) and his wife were part of the delegation that attended the ACEB Awards at Phakalane Golf Estate Resort And Convention Center*

"As we succeed in Botswana, we know that the engineering space is perhaps limited by the size of the population in this country, and, therefore, our ability to gain experience would be more concomitant in our approach to work and will allow us to participate in jobs outside Botswana," Eng. Siwawa said.

Speaking at the same auspicious event, the Engineers Registration Board (ERB) Registrar and a member of the panel of judges for the ACEB Awards, Engineer Dennis Olaotse lauded the ACEB team that compiled the awards criteria in a manner that made the panel's work easier.

ACEB CEO, Eng. Lillian Mosimaneotsile, ACEB immediate past president, Eng. Tebogo Tebogo and ACEB past president Eng. Gaonyatsege Kwakwa handed over the awards to ACEB member companies and individuals who excelled in various categories.

ACEB Vice President, Eng. Kenne Botshologile lauded Botswana's engineers for their selfless contribution to national development. "The engineer by design is a solution provider," Botshologile said, adding that risks must be taken in ensuring that desired goals are achieved.

ACEB has a growing membership of consulting engineering firms whose work cuts across all aspects of the industry and speaks to the Botswana government's national development drive that has consistently shaped Botswana's economic transformation.

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PROJECT OF THE YEAR (SMALL TO MEDIUM):- *Bergstan Botswana, for MVAF Regional HQ in Francistown*



PROJECT OF THE YEAR (LARGE):- *CPP Botswana, for the Okavango River Bridge at Mohembo village*



ENGINEERING STUDENT OF THE YEAR:- *Lone Mathule*



OPENING PRAYER:- *Eng. Prince Owolabi leads during ACEB's 1st Engineering Excellence Awards*





CERTIFICATE OF RECOGNITION:- *Odirile Matsome*



BRIEF COMMENTS:- *ERB Registrar & member of the panel of judges for ACEB awards, Eng. Dennis Olaotse*

WELCOME REMARKS:- *ACEB President, Eng. Goodwill S. Madibela welcoming delegates*



ACEB FL VOLUNTEER OF THE YEAR:- *Eng. Michelle Mothibi from CPP Botswana*



DELEGATES:- *Delegates listening attentively during the ACEB President's delivery*



CLOSING REMARKS:- *ACEB's Vice President, Eng. Kenne Botshologile thanks delegates*



YOUNG ENGINEER OF THE YEAR:- *Eng. Leungo Lentswe, Knight Piesold represented by MD, Eng. Saumil Parmar*



PROGRAMME DIRECTORS:- *Eng. Obonye Motokwane & Eng. Goratile Motswagole executing proceedings*



ENTERTAINMENT:- *Botswana's own Luciano Pavarotti... Cool crooner, Boyce Batlang singing opera*



LIFETIME ACHIEVEMENT:- *Eng. Kobamelo Kgoboko for his contribution to the Field of Engineering*

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P189K So Far Won In FNB Swipe & Win Competition

- P6,000 won by six in Q&A sessions on radio
- FNBB is giving away P1,0000,000 in total



The primary goal of the FNB Swipe and Win Competition is to appreciate the bank's customers while simultaneously promoting use of the bank's debit and/or credit cards for convenience.

GAZETTE REPORTER

The FNBB Swipe & Win Competition is in full swing in the festive season and is making every win truly special and worth sharing with loved ones.

The primary goal of the FNB Swipe and Win Competition is to appreciate the bank's customers while simultaneously promoting use of the bank's debit and/or credit cards for convenience.

"The FNB Swipe & Win 2023 is open to all FNB customers who have either a debit or a credit card and must be 18 years old and above," said FNBB's Head of Transact, Lame Mohwasa, in an interview.

An experience

"FNB Botswana believes in providing not just banking services but an experience that is secure, convenient, and most importantly, safe to our valued customers.

"We also hope to improve our customers' confidence in trusting and embracing technological banking mediums such as cards as opposed to cash, which has inherent risks."

So far, the competition has had four successful weekend activations across the country in Francistown, Gaborone Rail Park Mall, Kasane and Molepolole.

Three participants in each draw

The FNBB team invites three participants to each draw and the selected customers have the option of having a proxy of their choice to represent them.

According to Mohwasa, so far they have had eight winners from the draw who have walked away with P183,000 altogether and six winners in radio Q&A sessions who won P6,000 altogether.

"The total to-date is that we have paid out P189,000 and FNB is giving away a total of P1,0000,000," she said. "There is a total amount of P60,000 where P50,000 is reserved for the winner and P5,000 is paid out to each of the two runners-up.

"We also have weekly Q&A sessions on radio where callers win P1,000 each. We have had seven winners since the competition started. Over and above the cash prizes, FNB will be giving away sponsorship of P10,000 for AFCON watch parties."

Safety and convenience

Mohwasa noted that in an effort to consistently deliver customer service excellence, FNBB realised the importance of giving back to the communities that have entrusted them with being their bank of choice.

Similarly, as the evolution of technology advances and trickles down to their products such as cards (both debit and credit cards), they owe it to their customers to help educate them to make the best of their products' capabilities and enjoy the safety and convenience of their cards.

"Through its educative drive, the FNB Swipe & Win 2023 brings about an inclusive banking community, safer means of transacting as compared to cash, brand visibility and a

more interactive and fun engagement with our valued customers," said Mohwasa.

APPLICATION FOR ISSUE OF CERTIFIED COPY OF TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of Notarial Deed of Lease No. FT MA 220/2017 registered on the 04th day of July, 2017 in favour of **COLORADO ENTERPRISES (PROPRIETARY) LIMITED** in respect of the following property:

CERTAIN : piece of land being Tribal Lot 1204, Maun,
SITUATE : in the Batawana Tribal Territory;
MEASURING : 2405 m² (Two Thousand Four Hundred and Five 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 within twenty-one (21) days of the last publication of this notice.

DATED AT FRANCISTOWN ON THIS 30TH DAY OF NOVEMBER 2023.

M. MMOHE ATTORNEYS
Plot No. 3936, Peolwane Street
Minestone
P.O. Box 1860
FRANCISTOWN
Telephone No. 2441616

NOTICE OF PROPOSED CHANGE OF PROPERTY REGIME

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

NOTICE TO CREDITORS

BE PLEASED TO TAKE NOTICE THAT, Mr. Kealeboga Galempoloke and **Mrs. Batshani Banana Galempoloke (nee Molefane),** currently married in Community of Property wish to apply to the High Court to be granted leave to change their property regime to that of Out of Community of Property.
Creditors likely to be affected by the said intended application are required to notify the under mentioned Attorneys of such likelihood within 30 days of publication of this notice.
DATED AT GABORONE ON THIS THE _____ DAY OF NOVEMBER 2023

Gaborone International Commerce Park
Plot 158, Unit 6
P.O. Box 201140, Bontleng
GABORONE
Tel: (+267) 3115465 **Fax:** (+267) 3115464

MARIMA ATTORNEYS
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NOTICE TO DEBTORS AND CREDITORS

Master's Reference: ESHFT-000 393-23

IN THE ESTATE OF THE LATE WILLEM JACOBUS VAN NIEKERK who died at **HILTON, SOUTH AFRICA** on the **17TH day of AUGUST 2023**.

NOTICE IS HEREBY given that Creditors and Debtors in the above Estate are hereby required to file their claims and pay their debts to the undersigned within thirty (30) days from the date of the last publication hereof.

DATED at **FRANCISTOWN** on this the **14TH** day of **NOVEMBER 2023**.

THE EXECUTOR TESTAMENTARY
C/O VAN NIEKERK ATTORNEYS,
Ditau Street, Plot 4660
PO Box 37, FRANCISTOWN.

FIRST AND FINAL LIQUIDATION AND DISTRIBUTION ACCOUNT

IN THE ESTATE OF HERMANN BRACKMANN ESHFT 000 259-23 who died at **BCL MINE HOSPITAL, SELEBI-PHIKWE** on the **3RD DAY OF JULY 2023**. The First and Final Liquidation and Distribution Account in the above Estate will lie open for inspection at the chambers of the Assistant Registrar and Master of the High Court at Francistown for a period of Twenty One (21) days from the date of the second publication hereof.

DATED at **FRANCISTOWN** on this **5th** day of **OCTOBER 2023**

THE EXECUTOR TESTAMENTARY
C/O VAN NIEKERK ATTORNEYS,
Plot 4660, Ditau Street
PO Box 37, FRANCISTOWN.

Mooketsi Tsheboeng would like to consult neighbouring owners of **Malape Lands in Mahalapye** about change of land use from Intergrated Farm to Mixed Use (Agriculture/ Industrial/ Coomercial). **For any objections please contact Mahalapye District Council Physical Planning Office, Telephone No. 471 8636/16.**



BTTA Nets 3 Medals At 2023 ITTF Southern Africa Hopes Week & Challenge

The modest but improved showing relegates Botswana's chances of participation in the Continental Hopes Week and Challenge to the evaluation process that determines the best two players in each by category

GAZETTE REPORTER

The Botswana Table Tennis U-11 national team has returned home after a moderate yet improved showing at the 2023 International Table Tennis Federation (ITTF) Southern Africa Hopes Week & Challenge that was held in Windhoek, Namibia.

The week-long competition saw the team clinch three medals, which is quite a significant achievement for the young athletes.

Reneilwe Lekorwe emerged the team's top performer, securing a silver medal in a fiercely contested challenge in the boys' section. Tinashe Dzvaka also displayed exceptional skills, earning a bronze in the boys' category.

Qualifying stage

On the girls' side, Boitlamo Nkele claimed a bronze medal after securing the third position overall while Tshegofatso Buisanang finished in fifth place.

In a telephone interview with *Gazette Sports*, the spokesperson for Botswana Table Tennis Association (BTTA), Tshegofatso Malepa, expressed delight in the team's performance.

"We are very happy with the results and how the players performed, considering that it was their first international that was used as a qualifying stage for the Continental Hopes Week & Challenge," she said.

Confirmation of qualification

However, Malepa noted that confirmation of qualification for the Botswana players for the continental competition hinges on the evaluation process in that gold medalists automatically qualify followed by the best two evaluated players in each category.

"Because Botswana did not secure gold medals, we hope to qualify through the best-evaluated players' procedure," she explained.

Reflecting on the team's overall performance, Malepa emphasised the potential within Botswana's development side. "If we invest more, we can have a strong national team that can bring in results in 10 years," she said.

Talent identification

Meanwhile, according to the ITTF website, the Hopes Programme is the ITTF High Performance and Development Department's talent identification system that unites players and coaches from across the globe.

> "If we invest more, we can have a strong national team that can bring in results in 10 years."

It is credited for being the building block of the ITTF High Performance pathway, which targets the global reach and overall growth of table tennis.

Funding Woes Jeopardise BAA's Olympic Training Camp

The training camps serve a dual purpose of shielding athletes from potential distractions during the festive season and fostering discipline

GAZETTE REPORTER

Because Botswana Athletics Association (BAA) has no funds to run a training camp, athletes will spend the festive season without structured preparation.

Renowned for organising training camps during the festive season to keep athletes focused, BAA has thus been forced to abandon the practice this year.

The organisation's vice president administration, Oabona Theetso, noted in a telephone interview: "We usually organise a training camp to keep the athletes busy during December but that will not be happening this year because we do not have the funds to do so."

Training camp next year

The training camps serve a dual purpose of shielding athletes from potential distractions during the festive season and fostering discipline.

"We just hope that they will stay focused and disciplined during the festive season so that they come back ready and strong when the season begins in January," said Theetso.

"We will certainly organise a training camp sometime next year. We will also organise more competitions (and send some of the athletes to international ones to keep them active."

Five athletes

BAA remains the sole code with qualified athletes for the Olympic Games that will be held in Paris, France from 26 July to 11 August 2024.

Five athletes, namely Bayapo Ndori (400m), Letsile Tebogo (100m and 200m), Leungo Scotch (400m), Tshepiso Maselela (800m) and Collen Kebinatshipi (400m), have secured qualification.



However, uncertainty persists regarding the preparation of these athletes for the prestigious event.

"And it's not only for them," said Theetso. "We want to qualify more athletes for the upcoming Olympics and we hope that will happen."

Tahiti

He underscored the association's commitment to expanding its representation at the international sporting spectacular.

The 2024 Olympics, officially the Games of the XXXIII Olympiad and commonly known as Paris 2024, is a forthcoming international multi-sport event scheduled for Paris as the main host city.

Sixteen other cities spread across metropolitan France, plus one sub site in Tahiti, an island within the French overseas collectivity of French Polynesia, will have a share of the Olympiad.

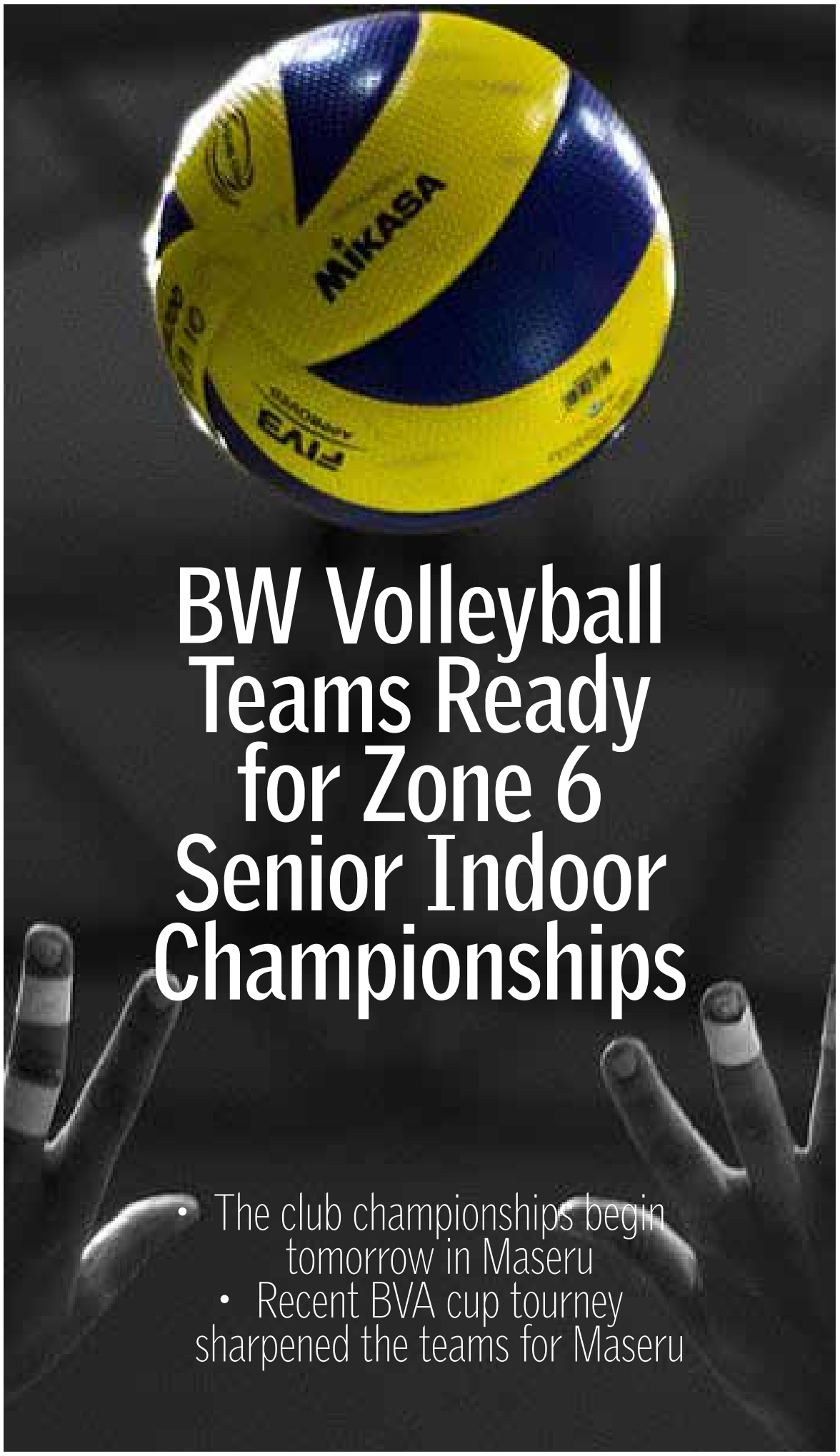
Paris was awarded the Games at the 131st International Olympic Committee (IOC) Session in Lima, Peru on 13 September 2017. After multiple withdrawals that left only Paris and Los Angeles in contention, the IOC approved a process to concurrently award the 2024 and 2028 Olympics to the two cities.

Three times for Paris

Having previously hosted in 1900 and 1924, Paris will become the second city after London to host the Olympics three times.

Marking the centenary of Paris 1924, these Olympic Games will be the sixth hosted by France (three in summer and three in winter), and the first French Olympics since the 1992 Winter Olympics in Albertville.

Following Paris 2024, the Games will return to the traditional four-year Olympiad cycle, as the 2020 Olympics in Tokyo was delayed by one year due to the COVID-19 pandemic



BW Volleyball Teams Ready for Zone 6 Senior Indoor Championships

- The club championships begin tomorrow in Maseru
- Recent BVA cup tourney sharpened the teams for Maseru

GAZETTE REORTER

Consisting of six men's and six women's, sides, Botswana's volleyball teams are gearing up for the Zone VI Club Championships that is scheduled to begin tomorrow (Thursday) and end on 17 December in Maseru, Lesotho.

The men's teams are Kutlwano, the University of Botswana, BDF VI, Mag Stimela, Spiking Stars, and Police VI. In the women's section, Botswana will be represented by BDF VI, Mafolofolo, Spiking Stars, Police VI, Mag Stimela, and Kutlwano.

According to the president of the Botswana Volleyball Federation (BVF), Tsoseletso Magang, there is much confidence in the teams after their participation in local competitions.

Improvement

"These teams were part of the Golden Cup tournament that ended a fortnight ago that we organised because of the Zone VI competition," she said in a telephone interview.

"We are happy because we saw improvement in terms of competition during this Cup tournament in both the players and the team."

Shedding a light on the Golden Cup, Magang emphasised BVA's proactive approach in organising the event. "We took a decision that we would not just sit back simply because we could not find sponsors," she said.

Hope for sponsors next year

"We had to come up with a plan to ensure that the cup happens to keep volleyball active. It is good that the just-ended tournament happened."

Looking ahead, Magang expressed hope for potential sponsors in 2024. "We continue pursuing potential financial supporters because we need them," she said.

"The funding we get from the government to support sport is very minimal. We hope to have sponsors for the league for next year.

Club sponsorships

"In the meantime, we will organise cup tourneys and sponsor them on our own to keep the players active because we want to breathe life into volleyball again.

"We also encourage clubs to look for sponsors that can help run the respective clubs."

BOTSWANA BADMINTON TO FOCUS ON DEVELOPMENT AT ALL AFRICA UNDER-15 CHAMPIONSHIPS

The girls' section is made up of Rere Mosweu and Keone Matlakakhumo while Tlhomo Thero and Jamorena Patson will represent Botswana in the boys' section

GAZETTE REPORTER

The Botswana Badminton Association (BBA) is sending a team to the All Africa Under-15 Championships 2023 that will take place at Harare International School in Zimbabwe from 9 December to 15 instant.

Accompanied by Coach Karabo Mosweu, the team intends to make its presence mark on the international stage felt, marking a significant moment for Botswana's badminton history.

The girls' section is made up of Rere Mosweu and Keone Matlakakhumo, while Tlhomo Thero and Jamorena Patson will represent Botswana in the boys' section.

Strategic move

This endeavour is more than just a competition for Botswana because BBA sees it as a strategic move towards focusing on grassroots development, particularly for targeting players under the age of 15.

Commenting on the organisation's commitment to nurturing young talent, the president of BBA, Modisaotsile Badubi, said: "It is long since we last had an Under 15 team representing the nation at an international competition.

"We found it fit to start focusing more on the development side, getting them at the grassroots. In badminton, our youngest are the U15s and we want to start paying them more attention from the U-15 to the feeder level of the U1-7 and the -19."

Speaking in a telephone interview, he said BBA's development coach has been working tirelessly with these young players over the years and is delighted that their efforts are gaining recognition and support from the Badminton Confederation of Africa.

> "We won't be focusing much on results but will concentrate on developing these players and giving them exposure."

Botswana's badminton potential

"The Confederation is generously covering all expenses for the trip, emphasising their belief in Botswana's badminton potential," he pointed out.

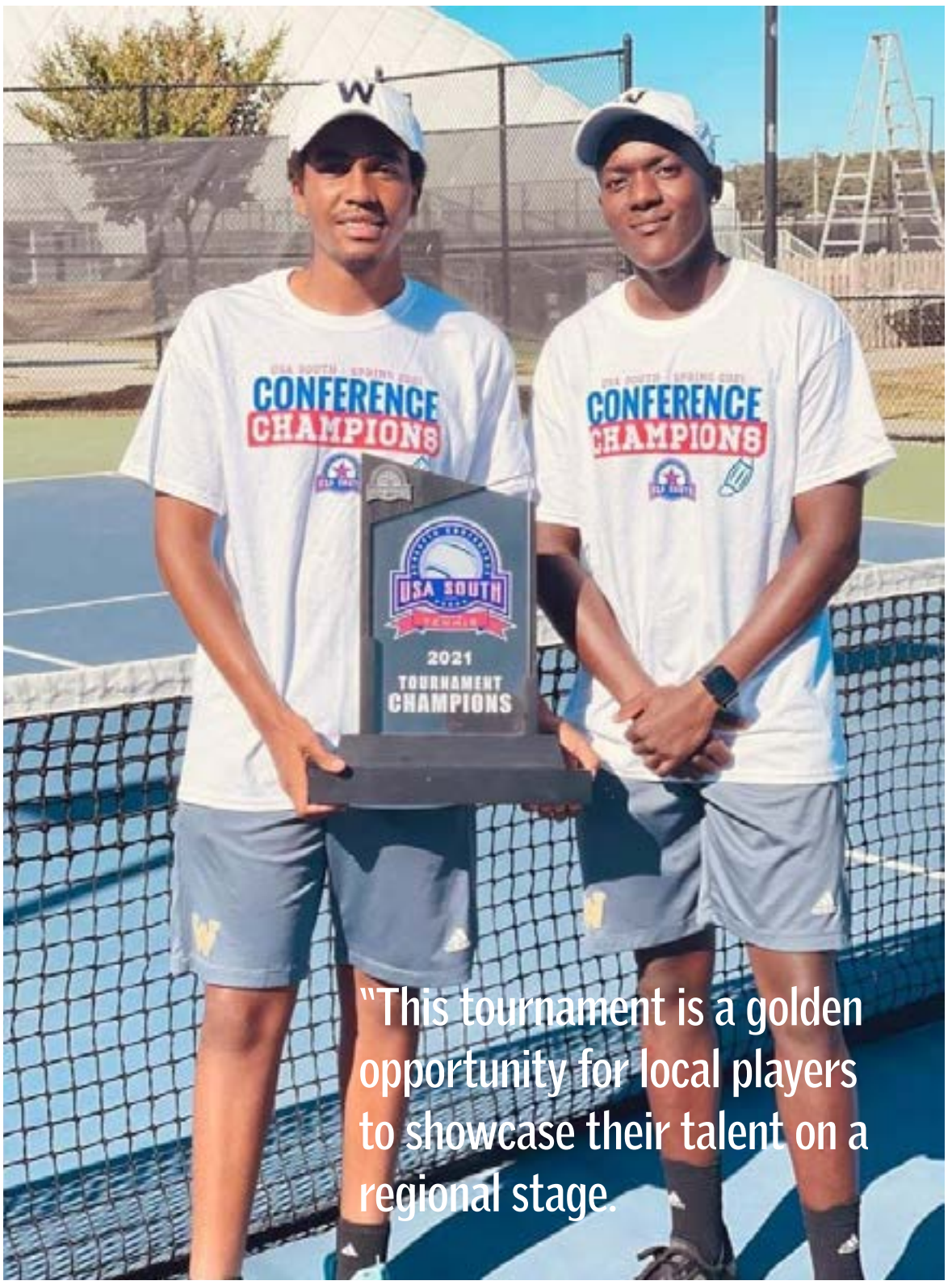
Badubi noted that the competition will include almost all African countries. "We won't be focusing much on results but will concentrate on developing these players and giving them exposure," he said.

In a related development, two local officials, Abraham Masole and Thuso Mudongo, will officiate at these championships and the All Africa School Championships that are scheduled for Harare International School from 16 September to 20 September 2023.

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BOTSWANA TO HOST PRESTIGIOUS SOUTHERN AFRICA TENNIS TOURNEY

- 18-year olds and above will compete in men's singles, women's singles and doubles categories
- US-based players Tshepo Mosarwa and Thato Holmes expected to add more flavour to the tourney
- But BTA is a bit troubled by slow response of entries from neighbouring countries



GAZETTE REPORTER

Botswana will host the Southern Africa Region Zone V Competition from 9 to 13 December 2023 in Gaborone for participants aged 18 years and above in men's singles, women's singles and doubles categories.

"This tournament is a golden opportunity for local players to showcase their talent on a regional stage," said the president of Botswana Table Tennis (BTA), Oaitse Thipe, in a telephone interview.

"The inclusion of prize money adds an extra incentive, potentially giving a significant boost to our participating athletes.

College tennis in America

"The tournament also offers a platform for our players, who are engaged in college tennis in America and are currently back home holiday, to stay active and competitive."

The budget for the tournament is estimated at P100,000.

Explaining the format of the tournament, Thipe stated: "This is more of an individual tournament rather than a team competition.

"Our players have been active throughout the year, especially Tshepo Mosarwa and Thato Holmes, who currently play for North Carolina Wesleyan University. They may participate in the tournament and add more flavour to it."

Slow response

He expressed satisfaction with ongoing preparations, and praised the diligent efforts of BTA office staff for the growth and success of tennis in Botswana.

But despite the positive momentum, he acknowledged challenges, among them a slow response of entries from neighbouring countries.

In related news, BTA elected a new executive committee over the weekend.

New leadership team

The new leadership team is made up of Oaitse Thipe as president, Atang Mokgware as vice president - administration, Nonofo Othusitse as vice president - technical, Bonno Masisi-Makula as director of coaching and sports development, Batisane Khiwa as director of tournaments and administration, Nchidzi Kriss Batisani as director of finance, Tshepang Tlhankane as director of public relations and marketing, and Peter Nthele as director of facilities.

