



# MAGOSI SUSPENDS TOP SPIES

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- Entire department allegedly also suspended
- The two reportedly released from custody Sunday afternoon

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# Magosi Suspends Top Spies

- The two may be charged with treason, among others
- Entire department allegedly also suspended
- The two reportedly released from custody Sunday afternoon

LETLHOGILE MPUANG

The Directorate of Intelligence and Security Service (DISS) has reportedly suspended two of its highest ranking officers, namely Head of Legal Pulane Kgaodi and Head of Investigations Paul Setlhabi (code name Slim), in connection with a wide range of unspecified issues pending further investigations.

The two officers were arrested last week following extensive investigations into their dealings. They were released on Saturday afternoon.

## “Internal matter”

Inside sources say they were notified of their suspensions on Monday.

The *Botswana Gazette* is informed that several officers working in the Investigations Department have also been suspended.

“As you might be aware that this is

an internal matter, we are constrained to discuss it with third parties,” said DISS spokesman, Edward Robert, in an interview yesterday (Tuesday).

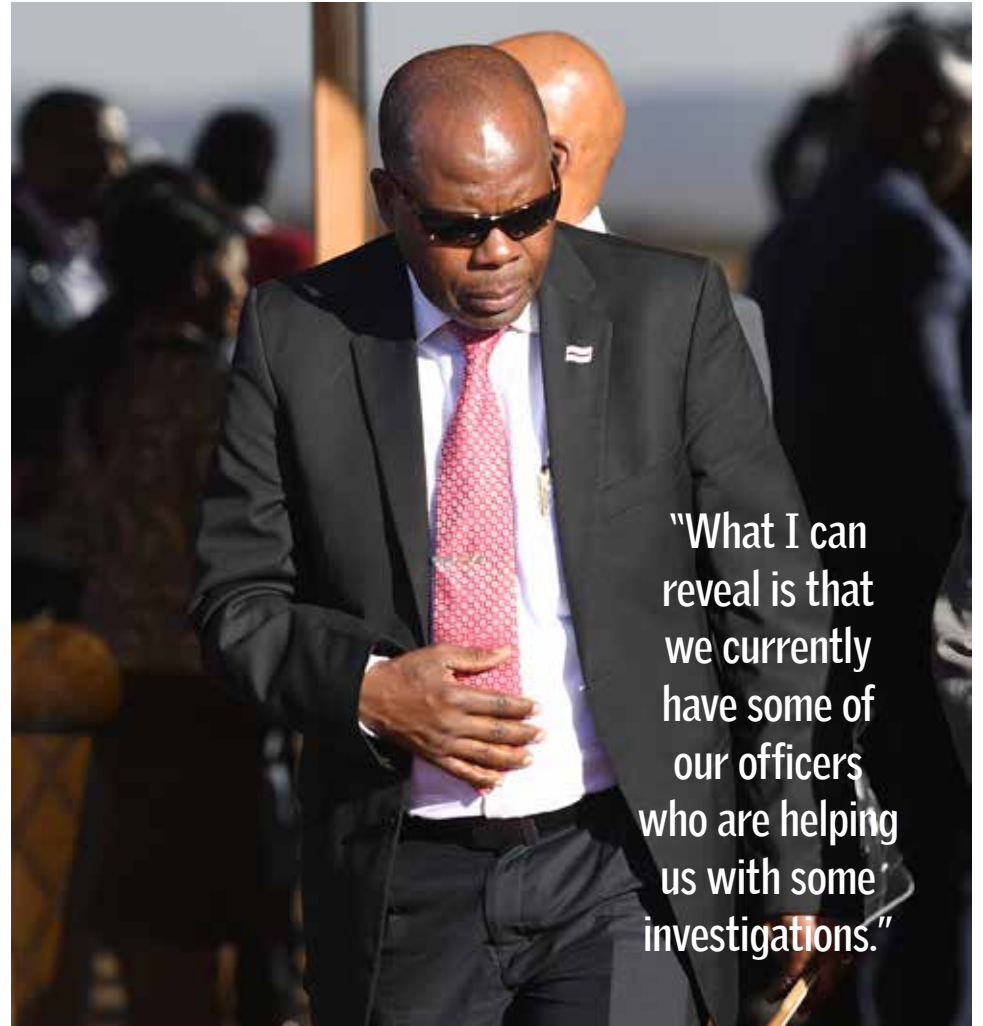
“But what I can reveal is that we currently have some of our officers who are helping us with some investigations.

## Money laundering

“We are an organisation that operates and is guided by the confines of the law. We believe and respect the rule of law.”

Although the investigations are said to be closely guarded, allegations suggest that the affected officers may be charged with treason, abuse of office and money laundering.

The two top officers were known to be among the “most powerful” at the secret agency. It is being alleged that Kgaodi and Setlhabi have seriously fallen out with chief spy Peter Magosi.



“What I can reveal is that we currently have some of our officers who are helping us with some investigations.”

# UDC Ambivalent Over UK Trophy Importation Bill

- BCP clearly with govt on the matter and makes the case for benefit to communities
- BCP Sec Gen Kekgonegile calls Bill “a grave threat” in letter to British Parliament
- President Masisi despatched delegation to lobby against restriction in Europe



GAZETTE REPORTER

Botswana opposition parties are divided in the ongoing debate about a potential ban on importation of hunting trophies into the United

Kingdom (UK).

The Hunting Trophies (Import Prohibition) Bill seeks to ban importation of legally obtained wildlife trophies from Botswana and other African countries such as Namibia, South Africa, Zimba-

bwe, Zambia and Tanzania.

It was due for the second reading in the House of Lords on 22 March 2024.

The dreaded restriction could gain wider currency because the European Union (EU) is rallying member states to do the same.

## Benefits

A delegation led by the Minister of Tourism, Dumezweni Mthimkhulu, was despatched to Europe by President Mokgweetsi Masisi earlier this month to lobby against the Bill being passed in the UK and the restriction spreading wider across Europe.

The position of the Government of Botswana is that trophy hunting has benefits to communities living with wildlife.

While the Umbrella for Democratic Change (UDC) has not fully dismissed of the rewards that come with trophy hunting, it has noted that photographic tourism has also contributed to some of these communities.

## Electability

The UDC also emphasises that jobs have also been created from photographic tourism. Some elements within the opposition coalition believe that officially supporting the Bill could prove detrimental to their electability.

This is especially so constituencies in the North East and Ngamiland districts where most of the communities depend on fees from trophy hunting. “It is a very sensitive matter,” said a source within the UDC.

“There should be a lot of engagement and consultation before the UDC takes a position. Remember that the constituencies are now in the hands of the Botswana Congress Party (BCP).”

## A grave threat

Meanwhile, the BCP shares the same position as government’s on the matter. On 18 March 2024, the Secretary General of the BCP, Goretsetse Kekgonegile, wrote to the Speaker of the British Parliament arguing against the ban on the importation of trophies.

“It is a fact that a blanket ban on trophy hunting would be a grave threat to sustainable socio-benefits to communities residing alongside wildlife,” he wrote.

“There should be a lot of engagement and consultation before the UDC takes a position.”

“Currently, wildlife population overwhelms the carrying capacity of areas they occupy.

“As a consequence, (there are) complicated dynamics of wildlife conservation in Botswana, given the high prevalence of human-wildlife conflict due to the growing incidence of crop degradation, loss of life and competition for essential resources such as water.”

# UN Warns of Impending Food Price Hikes in Botswana

- El Niño-induced food insecurity and price hikes anticipated for Botswana and other SADC states
- Angola, Namibia, SA, Zimbabwe among the other countries in the grip of a prolonged drought

GAZETTE REPORTER

The United Nations Office for the Coordination of Humanitarian Affairs (OCHA) has sounded the alarm over potential food price hikes in Botswana linked to a looming threat of food insecurity exacerbated by the El Niño weather phenomenon.

Altogether, dry conditions and below-normal rainfall are anticipated to persist until June across nine Southern African countries, including Botswana, Angola, Madagascar, Malawi, Mozambique, Namibia, South Africa, Zambia and Zimbabwe.

This prolonged dry spell is expected to result in low agricultural yields, pushing many households into IPC Phase 3 (Crisis) or worse, according to the Integrated Food Security Phase Classification (IPC).

### Vulnerable communities

According to the UN, the ongoing lean season is anticipated to exacerbate food insecurity, particularly in parts of Angola, Botswana, Madagascar, Malawi, Mozambique, Namibia, Zambia and Zimbabwe where rising food prices are likely to further strain vulnerable communities.

“Also dry conditions will worsen water access for livestock, leading to livestock deaths, further impacting food security and livelihoods, says the report. “Coping strategies like consuming seed stocks, bartering goods for food, and reducing meal frequency or size are expected to escalate.”

The irregular rainfall patterns in Angola, Botswana, Eswatini, Mozambique, and Zambia are, according to the report, also anticipated to exacerbate autumn armyworm and African armyworm infestations, further jeopardising agricultural productivity in the region.

### Water scarcity

El Niño, characterised by high temperatures and below-average rainfall, typically affects Southern Africa from November to April, leading to water scarcity, food shortages, and disease outbreaks.

According to the report, a record mid-season dry spell exceeding 30 days has already afflicted vast swathes of the region, including Angola, Botswana, the Democratic Republic of the Congo (DRC), Malawi, Mozambique, Namibia, Zambia and Zimbabwe.

Areas experiencing abnormal dryness, such as central and southern Angola, northeastern Namibia, southeastern Zambia, northern Botswana, southern Zimbabwe, and parts of Mozambique, have seen severe rainfall deficits over the past two months, exacerbating drought conditions.



Debswana and Botswana Communication Regulatory Authority (BOCRA) sign a memorandum of understanding for cybersecurity collaboration in Gaborone. Debswana managing director Andrew Motsomi and BOCRA chief executive officer Martin Mokgware signs the document on behalf of the respective organisations. (Pic:PRESS PHOTO)



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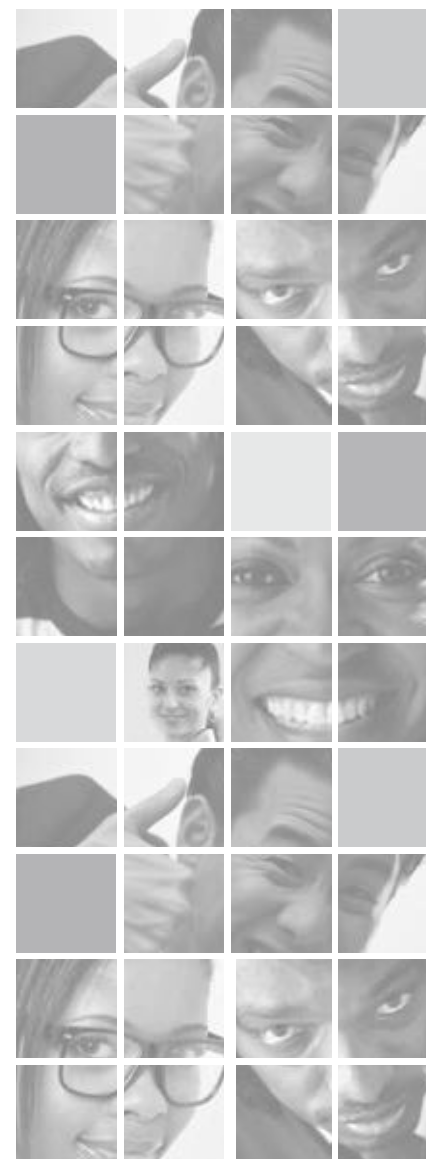
The primary mandate of the Tribunal is;

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# Selebi-Phikwe Citrus Farm Celebrates Monumental First Harvest- FNB Botswana's Support Aids Community Development

Selebi Phikwe Citrus marks a significant milestone as Botswana's first commercial agriculture development, catering to the demands of global markets for citrus fruit. A signal of sustainable agriculture in Botswana, it marked a momentous occasion with its first harvest, symbolising the spirit of community propelled by First National Bank Botswana's (FNB Botswana) ethos of sustainable business through shared prosperity.

Nestled within the heart of Mmadinare, Selebi Phikwe Citrus is 1,500 hectares of fertile land, cultivating a rich variety of citrus fruits including grapefruit, lemons, Valencia oranges, and premium mandarin varieties.

Through the invaluable support of FNB Botswana's Commercial Segment, the Bank is supporting the revolution of the horticulture industry, catalysing economic activity in Selebi Phikwe and initiating bountiful harvests for the country's economic growth.

The support was characterised by Botswana provided debt support for various aspects of the project, including farm capital expenditure requirements, pack-

house development, machinery, and equipment, and working capital during development.

Further echoing the Bank's ethos, this venture, not only benefits the agricultural sector but contributes largely at an economic scale issuing growth and employment opportunities in the Selebi Phikwe area. The inaugural harvest celebrated the collective efforts of the local and business communities, accentuates the primary importance of strategic partnerships in steering economic progress.

Highlighting the bank's role and interest in the project, FNBB CEO, Steven Lefentse Bogatsu expressed, "As a Bank, we are intentional about running a sustainable business through shared prosperity and believe that this project will sustain communities for many years to come."

Selebi Phikwe Citrus exemplifies a new paradigm of sustainable farming, one that prioritises environmental stewardship, corporate social responsibility, and economic resilience. FNBB's contribution reflects the Bank's commitment to drive grassroots initiatives that create tangible benefits for communities across Botswana.



Selebi Phikwe Citrus marks a significant milestone as Botswana's first commercial agriculture development, catering to the demands of global markets for citrus fruit. A signal of sustainable agriculture in Botswana, it marked a momentous occasion with its first harvest, symbolising the spirit of community propelled by First National Bank Botswana's (FNB Botswana) ethos of sustainable business through shared prosperity.

## Minister To Investigate UB Salary Delay

- Says someone must have slept on the job somewhere along the process
- Will follow the trail between DTEF, the Ministry of Finance and UB

SESUPO RANTSIMAKO

The Minister of Education and Skills Development (MESD), Dr Douglas Letsholathebe, will launch an investigation into what led to March salaries of University of Botswana (UB) employees being delayed and map a way forward.

Last week, the institution caused panic when it informed its employees that their March salaries would not be paid in due time because of financial constraints.

While the institution managed to credit the salaries just a day after announcing the delay, Minister Letsholathebe has been prompted to act because he suspects someone slept on the job and says he will investigate.

Tuition fees

The areas of his probe will be the Department of Tertiary Education Financing (DTEF), the Ministry of Finance and UB itself.

"The university relies on tuition fees



The Minister of Education and Skills Development (MESD), Dr Douglas Letsholathebe, will launch an investigation into what led to March salaries of University of Botswana (UB) employees being delayed and map a way forward.

to pay its salaries," he said in an interview. "But it seems when they announced the delay, they were yet to be credited.

"For tuition fees to be paid, the procedure is that UB compiles a list of its sponsored students. This is sent to DTEF and eventually to Finance (ministry), which will then credit the money to the university.

Supplementary budget

"The investigation will determine what transpired in this very process. The outcome of the investigation will guide us on the way forward."


The minister added that although Parliament only approved UB's supplementary budget last week, this cannot be the reason for the delay in March salaries.

"Even if the supplementary budget was credited to UB late, tuition fees should have covered the salaries," he said.

Payment confirmed

Reached for comment, the Secretary General of the University of Botswana Academic Support Staff Union (UBASSU), Dr Batlang Seabo, confirmed payment of the staff salaries.

"I can confirm that the employees started receiving their salaries on Friday last week," he said. "What we gathered from management is that the government delayed to credit the tuition fees that are used for staff salaries."



# FNB Botswana congratulates Selibe Phikwe Citrus on the first harvest

This harvest creates potential for expanding Botswana's export capabilities, contributing to economic growth and diversification, as well as employment opportunities.

FNB Botswana is honoured to have partnered with you in this landmark venture.





# Cultivating growth

## How Selebi Phikwe Citrus is changing the agricultural landscape of Botswana

FNB Botswana is proud to be a key partner in Selebi Phikwe Citrus, a groundbreaking project marking a significant milestone as Botswana's first commercial citrus farm. Nestled in the heart of Mmadinare, this 1,500-hectare venture signifies a new era for the nation's agriculture sector.

Selebi Phikwe Citrus isn't just about cultivating grapefruits, lemons, Valencia oranges, and premium mandarins for the global markets. It's a powerful symbol of sustainable development and shared prosperity. Through financial support and partnership, the Bank is invested in empowering local communities within the Selebi Phikwe region and driving economic growth across Botswana.

Here's how Selebi Phikwe Citrus is blossoming into a success story:

- **Community Upliftment:** The project creates vital employment opportunities and rears economic resilience within the Selebi Phikwe area.
- **National Growth Engine:** Selebi Phikwe Citrus paves the way for economic diversification and provides much-needed stimulus to Phikwe's economy. This project positions the nation as a citrus exporter, strengthening the national economy.
- **Sustainable Practices:** Environmental stewardship is a core value. Selebi Phikwe Citrus prioritise responsible farming methods, ensuring a flourishing future for generations to come.

The inaugural harvest, held on the 21st of March 2024, marks a momentous occasion as it attests to the collective efforts of local communities and businesses, highlighting the importance of collaborative partnerships in propelling Botswana forward. FNB Botswana CEO Steven Lefentse Bogatsu emphasises the Bank's devotion: "We are passionate about sustainable business practices that generate shared prosperity. We believe Selebi Phikwe Citrus will be a cornerstone for community development and national pride for years to come."

Join FNB Botswana in celebrating this citrus revolution! Selebi Phikwe Citrus is a shining example of how collaboration and innovation can cultivate a brighter future for Botswana.



# Lelatisitswe Angers Nurses Again

- BONU criticizes him for publicising public service salary increment before negotiations begin
- Union says his conduct was unethical and against the principle of bargaining in good faith

SESUPO RANTSIMAKO

The Assistant Minister of Health Sethomo Lelatisitswe has yet again angered the Botswana Nurses Union (BONU) after he posted a proposed salary increase for public servants on social media before negotiations with the employer commenced.

Lelatisitswe publicised a communication from the Director of Public Service Management (DPSM), Gaone Macholo, last Friday and named five cooperating trade unions targeted while negotiations between the unions and the government are scheduled to begin this week.

These unions include Botswana Teachers Union (BTU), the Botswana Sectors of Educators Trade Union (BOSETU), the Manual Workers Union (MWU) and the Botswana Land Board, Local Authorities and Health Workers Union (BLLAHWU).

**"This is leaked information but you are already announcing prematurely. This is unethical and against the principle of bargaining in good faith."**

#### Chelete

In the communication, DPSM indicates an across-the-board salary adjustment of five percent for the 2024/25 financial year to be implemented effective 1<sup>st</sup> April this year.

"April 2024 Badirelapuso Po.po. po.po chelete, chelete, Po.po.po.po salary hike five percent," Lelatisitswe posted on social media and attached the communication.

In the aftermath, BONU has labelled this "unethical behaviour". Writing

on its official Facebook page, the union warned Lelatisitswe to always consult before posting.

#### Premature

"Dear Lelatisitswe, we often advise you to always consult before you post issues," BONU wrote. "Negotiations are commencing tomorrow but you are already sharing internal communication between employer and unions.

"This is leaked information but you are already announcing prematurely.

This is unethical and against the principle of bargaining in good faith."

The confrontation between the junior minister and BONU in social media is not new. The two were at loggerheads after Lelatisitswe's post that featured a nurse being attacked by the members of the community during a kgotla meeting that he was addressing.

#### Ultimatum

The union expressed disappointment in Lelatisitswe and accused him of en-

couraging the public to abuse nurses. It gave the junior minister an ultimatum to remove the post of face legal action.

While Lelatisitswe declined to comment on the issue, the publicity secretary of BONU, Shana Mogorosi, says the assistant minister should learn to do things the right way because he is a leader.

"We are not targeting Lelatisitswe because we are not politically aligned," he said. "What we want is for him to always follow the proper channels when raising issues rather than using social media."



Okavango Diamond Company (ODC), is a rough diamond marketing company, offering its global customers access to scale supply of rough diamonds from Botswana. ODC is a principal supplier to the sector with sales in the region of \$500 million per annum, representing the largest source of guaranteed Botswana production in the diamond industry. The organisation has exciting opportunities for individuals driven by a quest for excellence to take on the following positions:

## 1. Senior Surveillance & Administration Supervisor

### Job Purpose

Reporting to the Security Manager, the position will be responsible for supervising the whole ODC Surveillance Systems, investigating security violations and analysing Security data, conducting risk analysis thus providing business intelligence to ODC Senior Management.

### The Job

The incumbent will be responsible for, among others, the following:

- Planning and monitoring comprehensive surveillance strategies during product movement.
- Assisting Security Management team during investigations and preparation of incidents reports on internal investigations or violations of regulations, policies and procedures.
- Maintaining the ODC security risk register and ensuring that all findings are resolved or implemented within the specified agreed Audit timings.
- Ensuring that the security systems are customer friendly and leave ODC customers feeling positive and well handled.
- Helping to coordinate safe paths during emergencies, fire and or intrusion alarms.
- Carrying out inventory audits on security integrated System and radio communication equipment.

### The Person

The right candidate will possess a minimum of:

- A Bachelor's Degree in Security Management, or equivalent.
- A minimum of 7 years work experience in a security management environment.
- At least 3 years' experience in a supervisory position in a high-level risk area like Mining, or Banking environment and or a hybrid Security Institution (Military or Police).

## 2. Security Officer

### Job Purpose

Reporting to the Senior Security Officer, the position will be responsible for safe-guarding ODC's diamonds, assets, personnel, visitors and customers through implementing security searches and access control in a critical infrastructure environment as per compliance to the Buildings Control Act and adherence to the Precious and Semi-Precious Stones Act.

### The Job

The incumbent will be responsible for, among others, the following:

- Ensuring compliance to the Security Standard Operations Procedures (SOPs).
- Signing off all products and assets that come in and out of the ODC premises.
- Assisting in securing the safe movement of goods during import and export.
- Matching the dispatch authorization and the pre-alert forms from the shipping agents before export.
- Reporting any security breaches and potential security problems to the Senior Security Officer.

### The Person

The right candidate will possess a minimum of:

- A BGCSE plus a Certificate in General Security Management.
- At least 8 years' security experience, including experience in a relevant high security and professional environment.

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# Voters Urged To Be Open-Minded During Elections

- Analysts lament political witch-hunting in politics
- Say it is up to voters to accept or reject any candidate

SESUPO RANTSIMAKO

As the 2024 general elections approach, political analysts have urged voters to be wary of candidates implicated in wrongdoing while being watchful and open-minded because there is lot of political witch hunting across the political landscape.

In the wake of red flags being raised against candidates once implicated in allegations of either criminal or civil offences, professor of political science at the University of Botswana (UB), Dr Zibani Maundeni, has warned that being implicated in crime should not stop any aspiring candidate to run for political office.

## Framed

In his view, most politicians surrounded by allegations of wrongdoing have been framed by their opponents or organisations that want to get rid of them.

"Therefore, if these people want to run in the elections, they should go ahead and do so be-

cause the law allows them to," the renowned professor said in an interview.

"Therefore if voters want to elect such people into office, they should be open-minded about it. The political witch-hunting in the political sphere calls for voters to be open-minded during elections."

## Due process

Another political analyst at UB, Mokaloba Mokaloba, said it is up to voters to accept or reject any person who has allegedly committed criminal offences but seeks public office.

He noted that like ordinary members of society, politicians are bound by the laws of the country. Therefore, if they commit crimes, they should be subjected to due process in the courts of law.

"It is up to them to be exemplary as leaders," Mokaloba said. "However, because our laws do not prevent people accused of committing crimes, or who have been tried, from standing for elec-

tions, it is up to voters to accept or reject such candidates."

## Underage girl

With the 2024 elections fast approaching, some politicians who have endured allegations of wrongdoing include the incumbent MP for Nata/Gweta, Polson Majaga.

**"The political witch-hunting in the political sphere calls for voters to be open-minded during elections."**

In 2020, BDP's Majaga was charged with defilement but was eventually acquitted. The state had alleged that he had defiled an underage girl between September 2019 and May 2020 at Malelejwe cattle post near Nata.

Majaga will be seeking re-elec-

tion in the general elections late this year.

Former leader of the Botswana Patriotic Front (BPF) and now leader of newly formed Botswana Republican Party, (BRP) Biggie Butale, was also investigated for allegations of sexual misconduct by his former party.

## Assault

As it turned out later, the matter was never reported to the police, which raises questions of political witch-hunting.

Butale was subsequently reinstated as an ordinary member by the BPF Disciplinary Committee, having never been formally charged. After fighting more battles inside the BPF, he eventually left the party to form the BRP under which he will run to become the MP for Tati-West.

Ahead of the 2019 general elections, the MP for Tonota, Pono Moatlhodi - who ran under the banner of the Umbrella for Democratic Change (UDC) but rejoined the ruling Botswana Democratic Party afterwards - was slapped with charges of assault.

## Peaches

According to allegations informing the charges, Moatlhodi had assaulted a minor for stealing

peaches at his home in Tonota. It is not clear if he will seek re-election. The case is still pending before the magistrates court in Francistown.

Last year, the Botswana Congress Party (BCP) candidate in the Mmaphula ward council bye-election in Palapye, Gaolatlhe Kenosi, was mired in allegations of Gender-Based Violence (GBV) ahead of the elections.

The allegations were publicised by his stepson Daniel Kenosi on Father's Day. He accused his father of beating and injuring his deceased wife for the better part of their married life.

## Timing

Emang Basadi called for the withdrawal of Kenosis's candidacy but the BCP defended him and questioned the timing of the allegations. He later lost the bye-election.

In another case that attracted considerable attention, the Minister of Labour and Home Affairs Anna Mokgethi was in court battling contempt proceedings instituted by the granddaughter of the late Abdul Joseph, Dawn Mase-nya.

The minister, through her own law firm, was the executrix for the deceased Joseph's estate. Mokgethi eventually won in Court of Appeal in 2022.

# Govt Initiates National Skills Audit

- Audit to focus on public service before expanding to other sectors
- Annual skills reviews by HRDC have also pointed to skills mismatch
- HRDC reviews show graduates with more theory than practical skills

GAZETTE REPORTER

The government has launched a comprehensive National Skills Audit in response to ongoing concerns about skills mismatch in the labour market.

Speaking in Parliament this week, the Minister of the Ministry of Education and Skills Development, Dr Douglas Letsholathebe, stated: "Initially focusing on the public service sector, the audit is poised to later expand its scope to include other sectors of the

economy."

According to Minister Letsholathebe, annual skills reviews conducted by the Human Resource Development Council (HRDC) have also indicated a skills mismatch to the needs of the labour market in Botswana.

## Training interventions

He said the primary objective of the National Skills Audit is to identify existing gaps and formulate targeted training interventions to address the disparities after conducting a thorough assessment of available skills

within the public service.

The minister emphasised the importance of the initiative in aligning workforce capabilities with the evolving demands of the job market.

It is understood that the audit will entail a meticulous profiling of skills and competencies existing within the public service, ranging from administrative roles to specialised technical positions.

## Technological advancements

By gaining insights into the current skills sets of public servants, the ministry aims to pin-

point areas where training and development efforts are most needed.

The minister noted that annual skills reviews conducted by the Human HRDC have also indicated existence of a skills mismatch in the country.

**"There is an imbalance of students enrolled in different fields of learning, hence producing more graduates for some of the sectors."**

"With the rapid pace of technological advancements and

changes in industry landscapes, it is imperative that we ensure our workforce possesses the requisite skills to thrive in today's economy," Letsholathebe stated.

## ICT infrastructure

He said the HRDC skills reviews have identified two major types of skills mismatch. "First, there is an imbalance of students enrolled in different fields of learning, hence producing more graduates for some of the sectors," he pointed out.

The second type of mismatch, Minister Letsholathebe added, was that the graduates had acquired more theory than practical skills.

He said that his ministry would improve ICT infrastructure and facilities in training institutions and continually upskill trainers and teachers to acquire the much-anticipated emerging and future skills.



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# The FirstPreneur Development Program



## Call for Application Information

### Program Overview

In recognition of the transformative power of collaboration, First National Bank Botswana and TheNeoHub have joined forces to launch “The FirstPreneur”, a comprehensive two year program aimed at nurturing, supporting, and accelerating entrepreneurs in building sustainable businesses. This strategic partnership aims to leverage the strengths of both organisations to create a synergistic force that accelerates the development of startups, with a particular emphasis on empowering the youth and women.

The shared vision of “The FirstPreneur” extends beyond immediate goals, encompassing employment creation, financial growth, and startup support. It aspires to contribute to broader objectives such as community impact, financial literacy, and the establishment of a robust financial ecosystem for Small, Medium, and Micro Enterprises (SMMEs). By uniting efforts, the program seeks to create a lasting impact on the entrepreneurial landscape, fostering a culture of innovation and sustainability.

### Eligibility Criteria

- Be a 100% citizen-owned established company or market-driven social enterprise.
- In operation for at least 2 years.
- Lead a company with a strong value proposition and potential to grow.
- Have a management team of at least two people in addition to the CEO or founder.
- An existing track record of impact.
- An entrepreneurial mindset.

### Why apply for the FirstPreneur Program?

We are not just offering a program; we’re offering a partnership in your success story. Our dedicated team brings a wealth of experience across various domains, ensuring you receive well-rounded support for every aspect of your business. Picture an extension of your work, tailored to amplify your strengths and address your growth areas.

### What to expect?

- **Global Trade and Business Development:** Navigate international markets and expand your business horizons.
- **Banking and Finance:** Access strategic financial insights and solutions tailored to your business needs, this program has a dedicated relationship manager from FNB.
- **Product Development:** Enhance and innovate your product offerings for maximum market impact.
- **Growth Hacking and Marketing:** Unleash powerful marketing strategies and growth hacking techniques to elevate your brand.
- **Governance and Team Alignment:** Ensure strong governance structures and keep your team aligned with your business objectives.

Our team comprises experts in global trade, business development, banking, product development, finance, growth hacking, and marketing. Each team member is committed to propelling your business forward.

### Who is this Program for?

This program is crafted for individuals with an entrepreneurial mindset, for the doers who have already built resilience. Imagine the support your business needs to grow, pivot, and scale, all while maintaining the agility that defines successful entrepreneurs.

### We help you grow

We acknowledge the work you’ve put in, and we want to journey with you to help you leap forward. This program is for men and women who embrace challenges, embody an entrepreneurial spirit, and are ready to take their businesses to new heights.

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# The BTC Podcast Unveiled!



BTC Digital Services Manager - **Mr Gobopaone Ditsheko.**



BTC Managing Director - **Mr Anthony Masunga** officially opening the podcast set.



BTC Chief Commercial Officer - **Ms Boitumelo Bambino Masoko.**



BTC General Manager Marketing - **Ms Malebogo Mosinyi.**



BTC marketing team.



Podcast host - **Kedi Lezozo Molosiwa.**

BTC is thrilled to unveil its latest venture into the world of digital content, with the launch of The BTC Podcast! The podcast is set to establish a new way we connect with our customers, offering insightful conversations with prominent figures across various sectors in Botswana. From business moguls to lifestyle gurus, we're diving deep into the stories and experiences that shape our nation.

Hosted by the charismatic and experienced radio presenter and MC, Kedi Lezozo, The BTC Podcast promises to be a platform where voices are heard, stories are shared, and insights are gained. With Kedi's knack for engaging in conversation, each episode will be a captivating journey into the hearts and minds of our guests.

At BTC, we understand that in today's digital landscape, content is supreme. That's why we've embraced the challenge of delivering

compelling content to our audience, and The BTC Podcast is the latest addition to our mix. Gobopaone Ditsheko, BTC's Digital Service Manager, emphasises the significance of this endeavor, stating, "In the Digital world, content is king, a sentiment that resonates deeply with BTC. We saw an opportunity to not only meet but exceed the expectations of our audience by getting involved in the exciting world of podcasting. What's even more exciting is that we've established our own studio at BTC Megaleng HQ."

Tune in and be part of the conversation, whether you're a business enthusiast, a trendsetter in the lifestyle scene, or simply curious about the stories that shape Botswana. Get ready to be inspired, informed, and entertained as we explore the diverse tapestry of Botswana's talents and innovations.



# MoH Staff Told Not to Worry As Restructuring Looms

Restructuring team says the exercise is meant to address challenges in delivery of primary healthcare

## GAZETTE REPORTER

Staff of the Ministry of Health (MoH) have been told not to fret about their future job security in spite of a looming restructuring.

This was the upshot of a meeting at which the restructuring team addressed staff at the ministry's headquarters in Gaborone on Monday this week.

Staff heard that the restructuring is primarily aimed at addressing challenges in delivery of primary healthcare. As part of the exercise, many employees may be transferred from headquarters to District Health Management Teams (DHMTs).

### Redeployed

In the Ministry of Health structure, the DHMTs are crucial in overseeing a network of health facilities that include hospitals, clinics and community-based services across the country's regions and districts.

While acknowledging the possibility of some departments being declared redundant, the restructuring team emphasised that some of the affected employees are likely to be redeployed to other departments within the ministry.

This reassurance was intended to alleviate concerns among staff about potential job losses or displacement in the impending restructuring.

**While acknowledging the possibility of some departments being declared redundant, the restructuring team emphasised that some of the affected employees are likely to be redeployed to other departments within the ministry.**

### Transparent communication

In response to queries raised at the meeting, the ministry pledged ongoing engagement and transparent communication throughout the restructuring process.

Staff also requested counselling for those individuals who may be affected by the exercise and deemed redundant. Concerns were also raised about the fate of ongoing projects undertaken by staff in departments that may be declared redundant.

Employees wanted to know whether the projects will be discontinued as a result of the restructuring.

### Appropriate adjustments

In response, the team tasked with restructuring assured staff that existing projects will continue but with appropriate adjustments made to accommodate any changes

resulting from the restructuring.

Botswana had Africa's best primary health care system in the 1980s that was the envy of many countries on the continent.

Several of them, including South Africa early in its democratic dispensation, benchmarked with it.



## STANBIC BANK BOTSWANA LIMITED



### CAUTIONARY ANNOUNCEMENT PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2023

In accordance with the Botswana Stock Exchange Listing Requirements section 9.8, "An Issuer must publish on X-News, a cautionary announcement as soon as possible after it is in possession of potentially price sensitive information".

Therefore, holders of debt securities are advised that the Stanbic Bank Botswana Limited profit before tax for the year ended 31 December 2023 is expected to be between 10% and 20% higher than that reported for the comparative period ended 31 December 2022. This translates to an increase of between P59 million and P118 million. The profit before tax for the year ended 31 December 2022 was P594 million. Full details of this performance will be included in the Bank's audited financial statements for the year ended 31 December 2023 which will be published by 31 March 2024.

Holders of Debt Securities are advised to exercise caution when dealing in the company's Debt Securities until a full announcement is made.

**By Order of the Board  
21 March 2024**



Botswana Railway (BR) has announced plans to reintroduce the passenger train service that ended in January 2020 because it was not convenient, profitable or sustainable to run.

## BR To Restore Passenger Service

- BR issues out EOI for collaboration
- BR wants citizen-owned companies
- BR passenger service ended in January 2020

GAZETTE REPORTER

Botswana Railway (BR) has announced plans to reintroduce the passenger train service that ended in January 2020 because it was not con-

venient, profitable or sustainable to run.

BR has already issued out an Express of Interest for a partnership with a local company with which to run the "Blue Train."

The tender is set to be closed on 26

March 2024.

Sources say the aim is to have the passenger train running in the 2024/2025 financial year.

**Ntlo Ya Dikgosi**

During the January 2024 Meeting of Ntlo Ya Dikgosi, the Minister of Transport and Public Works Eric Molale told members of Botswana's Upper House that unless there were other models to explore, the passenger train service would not be restored because it was expensive to run.

"The losses have been mainly attrib-

uted to overhaul and maintenance costs of locomotives and wagons as well as other costs associated with train operations like fuel and wagon hire," he said.

**BR has already issued out an Express of Interest for a partnership with a local company with which to run the "Blue Train."**

**Road accidents**

Meanwhile, experts have long pointed out that the passenger train used to help lessen long queues for buses, especially during long holidays.

They have noted suspension of the passenger train has not only inconvenienced travellers between the northern and the southern part of Botswana but can also be linked to road accidents that continue to claim lives along the congested A1 Highway.

"It should be noted that the absence of the passenger train means that many people are forced to use their own transport or public buses, hence increasing the volume of traffic that results in accidents," said an adviser at the transport ministry.

**Viable strategy**

"In advanced economies, trains are the mode of transport used for both short distances in cities and long distances across the country.

"It is hoped that by the time BR decides to bring back the passenger train, they will come up with a viable strategy to run it commercially so that it can sustain itself."

## Deputy Sheriff Descends on Ministry HQ to Seize Equipment

- Seizure is in lieu of P40m owed to Lamworld Technologies
- Action followed controversial contract for water treatment plants at New Xade and Radisele

GAZETTE REPORTER

The flow of service delivery to communities countrywide may be affected after the High Court granted a writ of execution against the Ministry of Local Government and Rural Development on Monday this week for the benefit of a company that the ministry would not pay for work done.

The court order came after a prolonged dispute over contractual issues between the ministry and Lamworld Technologies, a local company contracted for construction of water treatment plants and evaporation ponds at New Xade in the Ghanzi District and Radisele in the Central District.

**Writ of execution**

However, disagreements that arose

over terms and payment resulted in legal action and a High Court ruling in September 2022 ordering the ministry to pay Lamworld Technologies.

After the ministry failed to comply with the order, the company successfully applied for a writ of execution to recover an outstanding sum of P39,873,718.03.

Deputy Sheriff Kebonegosi Ntebele and his team subsequently descended on ministry headquarters in Gaborone on Monday this week to seize assets in accordance with the court order.

The scene at the ministry was one of pandemonium for a brief period of time when staff resisted before eventually relenting and vacating their offices

to allow execution of the court order to proceed.

**Several vehicles**


The assets targeted included vehicles, computers and office furniture.

In a brief interview, Ntebele said they had already taken several vehicles belonging to the ministry and that more equipment was still to be seized.

He added that the seizure "should serve as a reminder of the repercussions that ensue from neglecting legal obligations and failing to honour contractual agreements".

The ministry had yet to settle the debt at the time of going to press.

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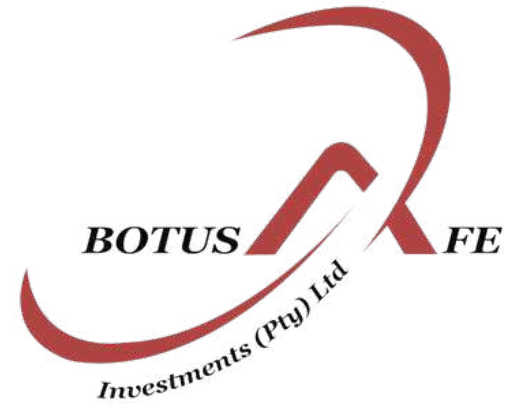


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**DEBONAIRS PIZZA**

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BOTUSAFE is a joint venture company between three Labour Unions, being Botswana Teachers Union (BTU), Botswana Sector of Educators Union (BOSETU), Botswana Public Employees Union (BOPEU) And Cutting Edge Technologies Pty Ltd (CET). The organization wishes to recruit consummate professionals, with solid experience, who are driven by a passion for excellence into the following positions:



## 1. Business Development Manager

### Job Purpose

The position will report to the Managing Director and will be responsible for planning, organising and coordinating the strategy, business development and investment functions of BOTUSAFE, as well as, to grow, diversify and expand BOTUSAFE'S portfolio, by identifying new business opportunities and establishing strategic partnerships that drive sustainable revenue and growth.

### The Job

The incumbent will be responsible for, among others, the following;

- Planning, organising and managing the strategic and day-to-day operational activities of the Business Development department.
- Contributing towards building an organisational culture of high-performance, integrity and governance in accordance with BOTUSAFE's values.
- Developing business models, revenue projections, and going to market strategies for new initiatives.
- Building a strong professional network within the fintech industry by attending conferences, industry events, and participating in relevant forums.
- Generating reports and providing insights to senior management and the Board on all BOTUSAFE investment opportunities and performance with recommendations.
- Conducting market research and identifying new opportunities, market trends, and potential target segments.
- Analysing market data, competitive landscape, and Client insights to inform business development strategies.
- Generating leads through various channels and engaging with prospects, as well as, pitching the BOTUSAFE products or services. To prospective clients
- Ensuring appropriate departmental risk management and internal controls are effectively implemented.

### The Person

The right candidate will possess the following minimum requirements:

- Bachelor's Degree in Business Administration, Commerce, Marketing, Finance or related field.
- A minimum of eight (8) years' experience in business development, sales, or partnership management, preferably within the fintech, technology or financial services industries.

## 2. Data Analyst

### Job Purpose

The position will report to the Applications and Database Administrator and will be responsible for receiving, analysing, validating and processing client data and for generating reports and providing insights to facilitate decision making in accordance with established policies, rules, processes and best practice standards.

### The Job

The incumbent will be responsible for, among others, the following;

- Collecting and validating payroll deduction data from Clients and the Ministry of Finance.
- Performing data cleaning, transformation, and quality checks in accordance with established procedures.
- Conducting ad-hoc data analysis as requested by management or stakeholders.
- Implementing payroll deduction changes and updates based on identified issues or required changes
- Generating reports on payroll deductions, deductions trends, and compliance with deductions-related regulations.
- Collaborating with internal and external auditors to ensure accuracy and compliance during audits.
- Investigating and resolving discrepancies or issues related to payroll deductions, working closely with Clients and the MoF under the supervisor's direction.
- Collaborating with vendors to troubleshoot and resolve any deduction-related system issues.
- Participating in cross-functional projects, or system implementations related to payroll deductions.
- Supporting any system upgrades, maintenance and updates in accordance with approved change management processes.

### The person

The right candidate will possess the following minimum requirements:

- Bachelor's Degree in Computer Science, Information Systems, or other Information Technology related field.
- At least two (2) years' experience in a data analysis, or related role.

## 3. Finance and Administration Manager

### Job Purpose

Under the guidance of the Managing Director, the position will be responsible for planning, organising and managing the Finance, Human Resources and Administration functions of BOTUSAFE, as well as, for ensuring financial health, optimising resource allocation, driving organisational performance and effective administrative processes.

### The Job

The incumbent will be responsible for, among others, the following:

- Ensuring robust financial systems and controls
- Authorising expenditure in accordance with established financial policies, budget, and delegated authority limits.
- Overall responsibility for annual budget.
- Complying with the BOTUSAFE customer service standards and responding to customer needs in real time.
- Recommending and authorising capital expenditure and disposal of assets.
- Identifying staffing needs and recommends recruitment of staff.
- Setting performance targets and standards and monitoring performance continuously
- Providing professional guidance and coaching.
- Recommending discipline of staff within limits.

### The Person

The right candidate will possess the following minimum requirements:

- A Bachelor's Degree in Accounting, Finance, or equivalent qualification.
- Professional Accounting qualification from a recognised institution (CIMA, ACCA, CA)
- A member in good standing of the Botswana Institute of Chartered Accountants (BICA) or other recognised International Accounting body/Professional organisation

## 4. Human Resources and Administration Officer

### Job Purpose

The position will report to the Finance and Administration Manager and will be responsible for carrying out and facilitating Human Resources and Administration support services, including but not limited to recruitment and selection, benefits administration, performance management, training and development, employee relations and welfare, facilities management, messenger services and cleaning services in accordance with established policies, procedures and standards.

### The Job

The incumbent will be responsible for, among others, the following;

- Contributing to the preparation of budgets.
- Making procurement recommendations.
- Recommending the acquisition and disposal of equipment.
- Recommending the recruitment of staff and supporting recruitment processes.
- Facilitating evaluation of staff performance.
- Managing Employee Relations processes

### The Person

The right candidate will possess the following minimum requirements:

- A Bachelor's Degree in Human Resources Management, Industrial Psychology, Business Administration, or related field required.
- At least three (3) years' experience providing generalist Human Resources and/or Administrative services.
- Proficiency in Microsoft Office suite and HRM solutions
- Valid driver's license.

To apply in confidence, please visit [www.peopleconnections.co.bw](http://www.peopleconnections.co.bw). Applicants should ensure that they register and submit a detailed curriculum vitae and provide names and contacts of at least three traceable referees.

**Closing Date: 05 April 2024**

**For enquiries: contact 3975917/ 3915503**



# Ministry Could Terminate P49m Moleps-Thamaga Road Project

Contractor abandoned site from July to October 2022



(Pic: Monirul Bhuiyan/PRESS PHOTO)



## PUBLIC NOTICE

### CLOSING DATE FOR SUBMISSION OF HUMAN RESOURCE DEVELOPMENT FUND REIMBURSEMENT CLAIMS FOR THE YEAR 2023/2024

All eligible Organisations are informed that the deadline for submission of reimbursement claims to HRDC will be the 28<sup>th</sup> June 2024 for training that took place from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024.

In a bid to bring services to the public and ease the submission process, HRDC will be undertaking support visits at the following locations on the dates stipulated;

Location	Dates	Contact Number
Lobatse, Jwaneng & surrounding areas	15 <sup>th</sup> - 17 <sup>th</sup> April 2024	+267 72475414
Ghanzi, Maun & surrounding areas	15 <sup>th</sup> - 24 <sup>th</sup> April 2024	+267 72730511
Mahalapye, Palapye, Letlhakane & surrounding areas	22 <sup>nd</sup> April - 1 <sup>st</sup> May 2024	+267 73530402
Francistown & surrounding areas	28 <sup>th</sup> April - 5 <sup>th</sup> May 2024	+267 76880676

Those in Gaborone are encouraged to submit their claims to the HRDC Contact Centre between 07:45 to 1600hrs until the 28<sup>th</sup> June 2024.

For more information on the claims process and any other matter relating to the HRDF, contact HRDC at: -

Contact Centre Direct line: +267 3162169

Contact Centre extensions: +2673646361/67/73/6293

Email: [hrdfclaims@hrdc.org.bw](mailto:hrdfclaims@hrdc.org.bw)

Report any suspected unethical behaviour at the following:

By calling 16136 through Landline or Cell phone

Emailing: [HRDC@tip-offs.com](mailto:HRDC@tip-offs.com)

[www.hrdc.org.bw](http://www.hrdc.org.bw)



OUR PEOPLE • OUR FUTURE

LETLHOGILE MPUANG

Parliament has heard that the government is considering terminating the contract for asphalt overlaying of the Molepolole-Thamaga Road following the disappearance of the contractor from site.

According to the Minister of Transport and Public Works, Eric Molale, the P49.4 million tender was awarded to Felxy Construction in January 2022 for a 12-month duration.

It commenced on 14 March 2022, with completion set for 13 March 2023.

The scope of the project involved overlaying asphalt over 40 kilometres of the Molepolole-Thamaga Road, resealing 10 kilometres of the Gakgatla access road and road markings.

#### Revised

“Currently, the project progress stands at 81 percent, with 30.5 kilometres of asphalt overlaying completed, along with resealing the Gakgatla access road and associated road marking,” said Minister Molale.

He disclosed that due to the delays, the project’s completion date was revised to 5 September 2023.

The minister said the delays are partly due to road infrastructure development and maintenance.

Some of the delays, he added, stemmed from the approval process for the subcontractor for asphalt overlaying, resulting in a three-month extension.

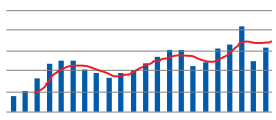
“Efforts to facilitate the contractor’s progress have been made but with limited success.

#### Available remedies

The contractor also abandoned the site from July to October 2022 due to cash flow issues attributed to price escalation of bitumen and related products.

“Efforts to facilitate the contractor’s progress have been made but with limited success, leading the ministry to consider all available remedies under the contract, including termination, to address the project’s current situation.”

Minister Molale was responding to a question from the MP for Thamaga-Kumakwane, Palelo Motaosane.



# Stanbic Expects 2023 Profits To Exceed P50m

- Projection translates into profit before tax of between P59m and P118m
- Bank makes cautionary statement to meet Section 9.8 of BSE Listing Requirements



Stanbic advises holders of debt securities to exercise prudence when engaging in transactions related to the company's debt securities until a comprehensive announcement is made.

Stanbic Bank Botswana Chief Executive Officer, Chose Modise

## GAZETTE REPORTER

Stanbic Bank Botswana Limited has issued a cautionary announcement indicating a prospective surge of more than P50 million in profit before tax for the year ended 31 December 2023.

Stanbic Bank has promptly disseminated the cautionary announcement via XNews in order to be in compliance with

Section 9.8 of BSE Listing Requirements, as it possesses potentially price-sensitive information.

“The profit before tax for the year ended 31 December 2023 is expected to be between 10 percent and 20 percent higher than that reported for the comparative period ended 31 December 2022.”

### Debt securities

Accordingly, this projection translates into a profit before tax ranging from P59

million to P118 million, indicating a significant surge from the P594 million reported for the previous year.

In the statement, Stanbic assures stakeholders that comprehensive details regarding this performance will be disclosed in the audited financial statements for the year ended 31 December 2023 that are slated for publication by 31 March 2024.

Accordingly, Stanbic advises holders

of debt securities to exercise prudence when engaging in transactions related to the company's debt securities until a comprehensive announcement is made.

### 20 African countries

Stanbic Bank Botswana is part of the Standard Bank Group, Africa's largest bank by assets. The Group has direct, on-the-ground representation in 20 African countries.

Standard Bank Group has approximately 1 200 branches and over 9 000 ATMs in Africa, making it one of the largest banking networks on the continent. It provides global connections backed by deep insights into the countries where it operates.

Stanbic Bank Botswana provides the full spectrum of financial services. Its Corporate & Investment Banking (CIB) division serves a wide range of requirements for banking, finance, trading, investment, risk management and advisory services.

### Global markets

The range of products and services covers: investment banking, global markets, and global transactional products and services.

Stanbic's CIB expertise is focused on industry sectors that are most relevant to emerging markets. It has strong offerings in mining and metals, oil, gas and renewables, power and infrastructure, agribusiness, telecommunications and media, and financial institutions.

Stanbic Bank Botswana's Personal and Business Banking unit (PBB) offers banking and other financial services to individuals and small-to-medium enterprises.

PBB serves an increasing need among Africa's small business and individual customers for banking products that can meet their shifting expectations and growing wealth.

# Botswana's Annual Inflation Held Steady at 3.9% in February

- Transport, Food & Non-Alcoholic Beverages and Miscellaneous Goods & Services the primary drivers
- Regional disparities observed in Rural Villages, Cities & Towns, and Urban Villages

## GAZETTE REPORTER

Botswana's annual inflation rate in February 2024 remained unchanged at 3.9 percent, mirroring the rate observed in January of the same year.

A Statistics Botswana report titled “Consumer Price Index (CPI) February 2024” sheds light on factors contributing to this stability and provides insights into regional and sectoral dynamics affecting the inflation landscape.

According to the report, Transport, Food & Non-Alcoholic Beverages, and Miscellaneous Goods & Services emerged as the primary drivers behind the February inflation rate, each contributing significantly to the overall figure.

### Slight uptick

It says Transport accounted for 0.9 percentage points, followed closely by Food & Non-Alcoholic Beverages and Miscel-

laneous Goods & Services, each contributing 0.8 percentage points.

Statistics Botswana notes that while the national inflation rate remained consistent, regional disparities were observed in Rural Villages, Cities & Towns, and Urban Villages.

The report shows that the Rural Villages experienced a slight uptick in inflation, rising from 4.2 percent in January to 4.3 percent in February. However, the inflation rates for Cities & Towns and Urban Villages held steady at 4.0 percent and 3.7 percent, respectively, maintaining their January levels.

### Marginal increase

The Consumer Price Index for February 2024 stood at 131.9, reflecting a marginal increase of 0.1 percent from the previous month.

Regional indices also followed a similar pattern of incremental growth, with

Cities & Towns seeing an uptick from 131.9 in January to 132.0 in February, Urban Villages rising from 131.8 to 131.9, and Rural Villages increasing from 131.4 to 131.5.

The report shows that sectoral indices exhibited steady growth patterns, with most groups recording changes of less than 1.0 percent between January and February 2024.

### General upticks

The Food & Non-Alcoholic Beverages group index, in particular, rose by 0.4 percent, primarily fuelled by increases in constituent section indices such as Meat, Sugar, Bread, and Coffee.

“The Clothing & Footwear group index registered a growth of 0.3 percent, driven by increases in Clothing & Footwear section indices,” the report states.

Similarly, the Furnishing, Household Equipment & Routine Maintenance group

index saw a 0.2 percent increase, attributed to general upticks across constituent section indices, barring Household Appliances.

### Unchanged

In the Health sector, the index rose by 0.2 percent, propelled by increases in constituent section indices. The All-Tradeables index experienced a marginal increase from 138.1 in January to 138.2 in February, with the Domestic Tradeables Index climbing by 0.4 percent.

“The Non-Tradeables Index moved from 123.1 in January to 123.2 in February 2024, while the Imported Tradeables Index remained constant,” the report notes.

Despite these fluctuations, the All-Tradeables inflation rate remained unchanged at 4.7 percent in February, with Domestic Tradeables seeing a slight uptick to 4.6 percent.



# Gambling Authority Receives Special Recognition at African Gaming Expo

- GAB recognised for nurturing a responsible and well-regulated gambling environment in Botswana
- Botswana's burgeoning gambling industry is poised to generate 3000 jobs when fully operational

## GAZETTE REPORTER

The Gambling Authority of Botswana (GAB) has received a Special Recognition Award at the recently-ended African Gaming Expo (AGE) that was held in Lagos, Nigeria.

The event, which serves as a pinnacle for the African gaming industry, witnessed the convergence of suppliers, operators, and regulators from across the continent.

The esteemed AGE accolade acknowledged the unwavering commitment of the Gambling Authority of Botswana to nurturing a responsible and well-regulated gambling environment in Botswana.

### Perseverance

Expressing gratitude for the honour bestowed upon it, the CEO of GAB, Peter Emolemo Kesitilwe, remarked: "We are

privileged to receive this honour from our peers in the African gaming industry."

Kesitilwe noted that the award symbolises the relentless dedication and perseverance exhibited by the Gambling Authority team.

"As the Gambling Authority, we are steadfast in our mission to ensure the fair, transparent and responsible operation of the gambling industry in Botswana," he said.

### Inspiration and validation

He emphasised that the recognition serves as both inspiration and validation for the tireless efforts of the Gambling Authority team in its pursuit of excellence.

Meanwhile, the Minister of Trade and Industry, Mmusi Kgafela, has said Bo-



Expressing gratitude for the honour bestowed upon it, the CEO of GAB, Peter Emolemo Kesitilwe, remarked: "We are privileged to receive this honour from our peers in the African gaming industry."

swana's burgeoning gambling industry is poised to generate significant employment opportunities.

Presenting his ministry's 2024/2025 estimates of expenditure from the consolidated and development funds in Parliament recently, Minister Kgafela projected creation of approximately 3000 jobs once the gambling industry value chain is fully operational.

He said the gambling industry value chain has been meticulously developed and disseminated to facilitate uptake by Batswana.

### Limited Payout Machines

"A noteworthy aspect is the keen interest displayed by numerous Batswana businesses, who have applied for licences for gambling machines with limited bets and payout, commonly known as Limited Payout Machines," said the minister.

# Major Solar Project Breaks Ground in Mmadinare

- Project is spearheaded by FNBB'S RMB at 50% of debt funding
- RMB is Lender, Hedging Bank and Account Bank for project

## GAZETTE REPORTER

A ground-breaking ceremony for the Mmadinare Solar Complex Project in Selebi-Phikwe was attended by representatives of First National Bank Botswana (FNB Botswana) and its Corporate and Investment Banking division, Rand Merchant Bank Botswana (RMB Botswana).

According to a recent statement issued by RMB Botswana, the institution has played a pivotal role in the project as a Lender, Hedging Bank, and Account Bank, contributing 50 percent to the debt funding.

Initiated by Selebi-Phikwe Solar (Pty) Ltd, a subsidiary of Scatec ASA, the project features a 60MW scalable solar PV plant.

### A greener future

The CEO of FNB Botswana, Steven Bogatsu, expressed the institution's commitment to environmental stewardship and sustainability in a statement.

"RMB Botswana's dedication to environmental stewardship and sustainability

underscores our commitment to supporting our client base in their journey towards a greener future, he said.

"We believe in sustainability principles that foster environmental well-being and bring mutual benefits to all stakeholders, paving the way for a thriving and sustainable future."

**"This transaction is a manifestation of our commitment to supporting Botswana's transition pathway in line with the integrated resource plan."**

### Beyond electricity

The significance of the Mmadinare Solar Complex Project extends beyond its electrification capacity, serving as a catalyst for positive change in Botswana.

Awarded to Scatec ASA by the Botswana Power Corporation (BPC), the project not only involves supplying 100

percent of the power produced to BPC but also contributes significantly to the country's energy diversification efforts.

This groundbreaking deal aligns seamlessly with RMB Botswana's broader sustainability strategy, which emphasises a shift from traditional energy financing to green energy solutions.

### Transformative

With the approval of the Energy and Fossil Fuel Financing Policy, the bank positions itself as a key player in driving positive change, facilitating the transition to new green energy solutions that benefit all stakeholders.

"This transaction is a manifestation of our commitment to supporting Botswana's transition pathway in line with the integrated resource plan," said Bogatsu.

"RMB Botswana is proud to be part of this transformative journey, focusing on ensuring that the projects we finance leaves a lasting positive impact on the environment."

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# Letshego Optimistic About 2024 Despite Challenges

- Aims to expand mobile lending through partnerships with mobile service providers
- Report underscores core deduction products and insurance for underserved customers
- Digital self-service to drive sales growth and collection key to 6-2-5 strategy

GAZETTE REPORTER

Letshego Holdings Limited is confident about overcoming the hurdles it faced in the course of 2023 and positioning itself to navigate the opportunities and challenges of 2024.

Articulating their strategic vision for the company, Chairman Philip Odera and Group CEO Aupa Monyatsi emphasise Letshego's commitment to sustainable growth and value creation for all stakeholders.

According to the two in Letshego's preliminary unaudited full-year results for 2023, the regional micro-finance firm intends to leverage its digitalisation strategy to drive sales growth.

Test and learn programme

Odera and Monyatsi highlight their focus on expanding the mobile lending portfolio through partnerships with mobile service providers, aiming to provide accessible and competitive financial products to individuals and businesses.

Additionally, they underscore the significance of core deduction products and insurance offerings in providing financial security to underserved customers.

The executives outline plans to strengthen collections and recoveries based on insights gleaned from their test and learn programme, which includes writing back adjusted amounts identified from the recalculation of expected credit loss (ECL) in 2023.

Customer-centric innovation

Furthermore, Letshego aims to enhance



Letshego Africa Limited chief executive officer Aupa Monyatsi addressing during the financial result announcement in Gaborone o. (Pic: PRESS PHOTO)

payment capabilities on its digital platform and bolster momentum in deposit services to meet customers' evolving digital needs for financial management.

Central to Letshego's strategy is customer-centric innovation and digitalisation, aimed at improving the accessibility and convenience of basic financial services.

Odera and Monyatsi affirm their confidence in navigating the challenges of 2024 while leveraging a positive economic environment and the strength of their product proposition to drive sustainable growth.

Nigeria and Ghana

Acknowledging the impact of one-offs and foreign exchange fluctuations on operations in 2023, particularly in Nigeria and Ghana, the two executives anticipate these challenges to persist in the first half of 2024.

However, they remain optimistic that the macroeconomic landscape will improve in the second half, contingent upon favourable conditions.

Despite the challenges faced, Letshego achieved a profit before tax of P121 mil-

lion in 2023, compared to a restated profit of P684 million in 2022.

Odera and Monyatsi acknowledge the delay in implementing the Group's strategy to 2025 due to the headwinds experienced during the COVID era but affirm progress on the 6-2-5 strategy.

15% growth

The strategy is about focusing on business consolidation and optimisation, including digital self-service to drive sales growth and enhance collection and recovery capabilities.

In their largest market, Botswana, Letshego witnessed strong underlying business performance, resulting in a 15 percent growth in Gross Loans and Advances, primarily driven by Government Deduction at Source.

However, challenges in collections were encountered in the newly introduced "test and learn" Individual Non-DAS loan portfolio, leading to increased Expected Credit Losses.

Technical defaults

Additionally, technical defaults on some loans due to system migration at the central deductions clearing partner contributed to increased impairments in the Government DAS portfolio. Nonetheless, valuable lessons were learned from these experiences, which Letshego aims to leverage moving forward.

As Letshego Holdings looks ahead to 2024, Odera and Monyatsi have reaffirmed their commitment to navigating challenges and seizing opportunities, driven by their dedication to sustainable growth and value creation.

With a strategic focus on digitalisation, innovation and customer-centricity, Letshego remains poised to strengthen its position as a trusted financial partner, empowering individuals and businesses while improving lives.

## Minergy Reports 84% Decline in Revenue

Suspension of operations by Minergy's former mining contractor in March 2023 became a bane that blighted sales and financial metrics that were not helped by fluctuations in global coal prices.

GAZETTE REPORTER

In a recent disclosure of its unaudited interim consolidated results for the six months ending 31 December 2023, Minergy Limited laid bare the profound repercussions of operational setbacks and financial challenges.

The prominent coal mining company revealed a staggering 84 percent decline in revenue compared to the preceding period.

It cited operational hurdles, loss of key clientele and cessation of seaborne exports as primary factors contributing to this dismal performance.

Halt in production

According to the Minergy report, the suspension of operations by its former mining contractor in March 2023 dealt a severe blow to sales and financial metrics, with ramifications extending well into the reporting period.

The transition to a new contractor further exacerbated the situation, leading to a temporary halt in production during the second quarter, albeit partially mitigated

by sales from the existing product inventory.

Critical to navigating this tumultuous period were additional funding injections from Minerals Development Company Botswana (MDCB) amounting to P90 million in August 2023 and a substantial P299 million in December 2023.

Indispensable

These funds were deemed indispensable for executing the company's strategic turnaround plan and settling obligations with the erstwhile mining contractor.

Acknowledging the gravity of the challenges faced, Minergy underscored the concerted efforts to stabilise and enhance its financial standing through deliberate actions, including the appointment of a new mining contractor.

Despite the operational disruptions and an adverse trading environment, the infusion of strategic support from MDCB and the outlined transitional measures signal a resolute commitment towards restoring financial viability.

Scaled back operations

Addressing the intricacies of its financial performance, Minergy explained the drastic reduction in the cost of sales by 67 percent compared to the previous period, reflective of scaled back operations aimed at aligning production with prevailing market conditions.

Notably, the company reported a surge in other income, primarily stemming from non-operational gains arising from the final settlement of the mining contractor's account.

However, escalating finance costs by 33 percent underscored the challenges posed by a highly leveraged capital structure and additional debt burdens, prompting ongoing discussions to restructure the capital framework for enhanced stability and sustainable growth.

Persistent headwinds

Furthermore, Minergy highlighted the persistent headwinds encountered amid challenging trading conditions, compounded by fluctuations in global coal prices.

While global prices experienced a down-

turn followed by stabilisation from record highs witnessed in 2022, regional demand and prices remained subdued due to logistical and supply chain impediments, particularly affecting coal export evacuation from South African producers.

Amidst this backdrop, Minergy cautiously projected a glimmer of optimism, citing emerging trends within South African industries gravitating towards self-generation of steam and electricity through small, customised coal-fired boilers.

Burgeoning order book

This paradigm shift, fuelled by dissatisfaction with Eskom's reliability issues in power provision, has spurred a burgeoning order book for customised boilers, indicating potential market opportunities for coal suppliers like Minergy.

Looking ahead with measured optimism, Minergy disclosed the commencement of mobilisation to its mining site by Meropa Resources on 3<sup>rd</sup> January 2024, signalling a pivotal juncture for resuming mining activities.

With the anticipation of full-scale production and sales by the end of June 2024, the company envisions a phase of operational stabilisation and continuous improvement, poised to emerge as a low-cost coal producer.

Emphasising a strategic focus on resource optimisation, logistical solutions and market linkages, Minergy envisions a bright and prosperous future, fortified by efficiency, productivity and sustainability measures.



In a dynamic stride towards a brighter and more sustainable future, First National Bank Botswana (FNB Botswana), through its Corporate and Investment Banking division, Rand Merchant Bank Botswana (RMB Botswana), attended the ground breaking ceremony for the Mmadinare Solar Complex Project in Selebi Phikwe.

## RMB Botswana Finances the Mmadinare Solar Complex Project; Botswana's First Largest Renewable Energy Initiative

In a dynamic stride towards a brighter and more sustainable future, First National Bank Botswana (FNB Botswana), through its Corporate and Investment Banking division, Rand Merchant Bank Botswana (RMB Botswana),

attended the ground breaking ceremony for the Mmadinare Solar Complex Project in Selebi Phikwe. RMB Botswana played a pivotal role as Lender, Hedging Bank, and Account Bank, contributing 50% to the debt funding to this initiative.

The Mmadinare Solar Complex Project is a groundbreaking initiative, featuring a 60MW scalable solar PV plant developed by Selebi-Phikwe Solar (Pty) Ltd, a subsidiary of Scatec ASA.

Steven Lefentse Bogatsu, FNB Bo-

swana CEO, said, "RMB Botswana's dedication to environmental stewardship and sustainability underscores our commitment to supporting our client base in their journey towards a greener future. We believe in sustainability principles that foster environmental wellbeing and bring mutual benefits to all stakeholders, paving the way for a thriving and sustainable future."

The project, awarded to Scatec ASA by the Botswana Power Corporation (BPC), extends beyond electrification capacity—it is a catalyst for positive change. Under the signed Power Purchase Agreement, Scatec will not only supply 100% of the power produced by the solar complex to BPC but will also contribute to the country's energy diversification efforts.

This transformative deal aligns seamlessly with RMB Botswana's broader sustainability strategy, emphasising a shift from traditional energy financing to green energy solutions. The approved Energy and Fossil Fuel Financing Policy positions the Bank as a key player in driving positive change, facilitating the transition to new green energy solutions that benefit all.

Bogatsu concluded, "This transaction is a manifestation of our commitment to supporting Botswana's Transition pathway in line with the integrated resource plan. RMB Botswana is proud to be part of this transformative journey, focusing on ensuring that the projects we finance leave a lasting positive impact on the environment"

## BOTEPCO Embarks On Consultative Engagements With Local Government Councils

Botswana Teaching Professionals Council (BOTEPCO) has commenced its next round of stakeholder engagements, this time with Local Government Councils countrywide. The first engagement started with Gaborone City Full Council meeting which was held on 22nd March, 2024 at the Council Chambers in Gaborone.

During his address, the Registrar Dr. Raphael Dingalo emphasized that in sharing the BOTEPCO mandate they took into consideration the Councillors importance as the community leadership considering that they deal with different stakeholders in the various communities they lead, including BOTEPCO's main stakeholders being the teachers.

Dr. Dingalo highlighted that teachers link together students, other teachers, school administrators, families, and community members to foster the learning success and healthy development of their students, citing International Policy Briefs which notes as follows; when schools, parents, families, and communities work together to support learning, students tend to earn higher grades, attend school more regularly, stay in school longer, and enrol in higher level programs.

He also shared the five areas that the BOTEPCO is prioritising in setting up so as to professionalise the teacher fraternity being; Stakeholder Engagement, Registration and Licensing System; gazetting the regulations, Teaching Standards, Code of Ethics and Continuous Professional De-

velopment Framework.

The GCC Deputy Mayor Honorable Oduetse Tautona, greatly appreciated BOTEPCO's initiative of engaging them and the professional conduct displayed by the BOTEPCO staff. This was further reinforced by other Councillors during the question and answer session.

Honourable Councillor Mrs. Motamma Horatius commended BOTEPCO for doing a good job in focusing on teacher professionalism as it will propel the education sector and improve learner results and contribute significantly towards human capital development in Botswana and improvement in the quality of education in general.

**The Botswana Teaching Professional's Council (BOTEPCO) is a newly established Body Corporate mandated to professionalize teaching by: maintaining professional and ethical standards; registering and licensing teachers; advocating for the teaching profession amongst others.**

Honourable Councillor Mr. Lotty Manyepetsa applauded the Registrar and his team for honouring them as Councillors, encouraging BOTEPCO to work with teacher unions and other relevant stakeholders including the Ministry of Edu-



Dr. Raphael Dingalo

cation and Skills Development in transforming the teaching fraternity, while the Honourable Councillor Mr. Oarabile Motlaleng buttressed and was also thankful at the gesture to update them. Amongst other questions, he inquired whether there will be a preliminary test that teachers would have to take, as registration entry requirements. The response was that BOTEPCO is still engaging on the matter and will give an update to be communicated in due course.

For her part, Gaborone District Com-

missioner Ms. Dintle Setlhothe encouraged BOTEPCO to ensure that the teaching fraternity is involved and plays a significant role in the development of teaching standards and code of ethics that will propel their sector to greater heights.

The Botswana Teaching Professional's Council (BOTEPCO) is a newly established Body Corporate mandated to professionalize teaching by: maintaining professional and ethical standards; registering and licensing teachers; advocating for the teaching profession amongst others.

# The Elephant Election

There is much elephantine electioneering and hardly anything else in the loud clamour over the UK's Hunting Trophies (Import Prohibition) Bill, writes our Special Correspondent **DOUGLAS RASBASH**

Yet again, we see political capital being made of the elephant issue, as was the case in 2019. There are calls of neo-colonialism and of interference in the affairs of Botswana by its former colonial power. The allegations need debunking.

First there is nothing called Trophy Hunting Ban - banning hunting is for Botswana to decide, not Britain or any other country. The proposed legislation that is subject to all this passion and political capital in an election year is called Hunting Trophies (Import Prohibition) Bill. It is trade issue similar to Botswana's bans on importation of potatoes.

The UK has every right to ban imports of anything it does not want entering its domain. If Botswana wants to ban importation of electric cars, it can do so, it would be within its rights to do so.

It is not correct that the import ban on hunting trophies is targeting Botswana. It applies universally to all animals included in CITES, which stands for the Convention on International Trade in Endangered Species of Wild Fauna and Flora, which then president Seretse Khama signed for Botswana on 14 November 1977.

Its aim is to ensure that international trade in specimens of wild animals and plants does not threaten the survival of the species. Botswana has become the last refuge of elephants in Africa, therefore killing them is a crucial issue for CITES.

## A mere 4%

Nor is the UK even interested in Botswana that accounts for a mere 4% of UK imports of hunting trophies (see analysis by CITES of UK imports). In 20 years, only 257 animal trophies were imported by the UK from Botswana - which amounts to an average of 10 per year.

Let us also bear in mind that the ban on ivory trading is almost universal. CITES secured an agreement in 1989 among its member states to ban the international trade in ivory. This disruption of the international ivory market was intended to reverse a sharp decline in the African elephant population, which had resulted from widespread poaching for ivory in the previous decade. The continent's overall population of elephants increased after the ban.

Be aware too that China has long



Yet again, we see political capital being made of the elephant issue, as was the case in 2019. There are calls of neo-colonialism and of interference in the affairs of Botswana by its former colonial power. The allegations need debunking. Photo Credit: Yobe Shonga

been one of the world's biggest markets for ivory. But as of 2018, all trade in ivory and ivory products in the country is illegal. The move is being hailed as a major development in efforts to protect the world's elephant population.

**This is an election year, the economy is struggling, unemployment is still high, social issues like rape remain acute, and election managers would love a distraction.**

Similarly, on 2<sup>nd</sup> October 1991, trade in imported ivory and articles made therefrom were prohibited by the Indian parliament with effect from 2<sup>nd</sup> April 1992. The Indian parliament finally plugged the loophole. This piece of legislation was presented by the ivory traders. Furthermore, in a 2016 USA federal law, new ivory cannot be imported, exported or sold across state lines. Antique ivory can be sold with proper documentation proving that the item is an antique that is at least 100 years old. One cannot recollect any hue-and-cry from Botswana when these countries acted as they did.

## Not animal-specific

But the hunting trophy import ban is

## UK gross 'trophy hunting' imports, 2000 to 2020

By country of export and type of animal

Exporter	Imports	% of total	Family	Imports	% of total
South Africa	2,006	34%	Elephants	2,194	37%
Zimbabwe	1,605	27%	Big cats	747	13%
Canada	610	10%	Bears	649	11%
Namibia	379	6%	Hippopotamuses	608	10%
Tanzania	278	5%	Primates	515	9%
Botswana	257	4%	Cattle, bison, buffalo, a	483	8%
Zambia	249	4%	Horses	296	5%
Mozambique	137	2%	Crocodiles	161	3%
USA	100	2%	Wolves, foxes, etc.	124	2%
Russia	91	2%	Giraffes	32	1%
Others	203	3%	Others	106	2%
Total	5,915		Total	5,915	

Notes: These figures are gross and are a tally of trades, rather than individual items; the same item may be counted more than once.

Source: CITES, CITES Trade Database (version 2022.1) (accessed 21 November 2022)

not animal-specific. Polar bear trophies are very popular but you will not find them in Botswana. Incidentally, the UK is not alone in wanting to restrict such imports but is joining Brazil, India, Costa Rica, Australia, Kenya, Malawi and many other countries. When these countries banned importation of animal trophies, Botswana did not protest. Significantly, I have never seen the head of an elephant or of a buffalo staring at me from the walls of my friends' houses in Botswana - because Botswana do not like such things. Or do we?

So let us cut the debate to the quick. This is an election year, the economy is struggling, unemployment is still high, social issues like rape remain acute, and election managers would love a distraction. This thing about banning hunting of trophies in Botswana is merely a political ploy to distract voters from the real issues that affect us all. And nothing is appreciated more by certain members of the electorate than a battle with our old colonial masters.

## No discernible change

It is not about conservation, not even rural economies because there is no scientifically proven link with trophy hunting. Scientists remain undecided on this issue. The government has been rather coy about releasing data in animal conflict since the easing of hunting restrictions because there has been no discernible change.

The very well-prepared Botswana Elephant Management Plan and Action Plan 2021-2026 submitted by Botswana to CITES CoP19 Inf. 102. revised in 2022 remains to be decided upon. But there is no analysis to show that animal conflicts have declined or biodiversity has improved, both of which are claimed to be objectives of the EMPAP. It is not surprising because there is little zoological investigative or research capacity, there is no degree in zoology at any level and those that have related qualifications obtained them in universities in the USA or the UK.

Even more significantly, the amount of funding for zoological research is pitifully small. How can the government declare a special interest in animal conservation if appropriate academia is not supported?

Arguably, neo colonialism is what drives trophy hunting. Neo colonialists own or lease vast tracts of our land to indulge their egos behind rifles, crossbows or other weapons. They are shamelessly exploiting our national resources as they have always done. Hunting concessions are not the realm of Botswana but of foreigners. The UK Hunting Trophies (Importation) Bill can be seen to counter neo-colonial exploitation, not the opposite. So let us see this for what it is in an election year - elephantine electioneering.

# Motor Vehicle Auction Sale



Bank Gaborone would like to notify its valued customers and the public of the upcoming motor vehicle auction. The auction will be held at **Lot Bank Gaborone, Head Office in CBD Gaborone, on the 13th day of April 2024 at 0930hrs.** Finance is available at affordable rates to qualifying applicants.

**For more information please contact: 367 1500, 74 004 159, 71 374 432 and 71 374 427**



**RESERVE PRICE: P30,000.00**

**MAKE:** Volkswagen  
**MODEL:** Polo 1.2TDi Bluemotion 5DR  
**GEARBOX:** Manual  
**FUEL TYPE:** Diesel  
**YEAR:** 2013  
**MILEAGE:** 252,011km  
**CONDITION:** Non-Moving



**RESERVE PRICE: P275,000.00**

**MAKE:** Toyota  
**MODEL:** Hilux 2.8 GD-6 Raider 4X4 P/U D  
**GEARBOX:** Automatic  
**FUEL TYPE:** Diesel  
**YEAR:** 2017  
**MILEAGE:** 256,221 km  
**CONDITION:** Moving



**RESERVE PRICE: P950,000.00**

**MAKE:** JCB  
**MODEL:** 432 ZX+ Wheel Loader  
**GEARBOX:** Manual  
**FUEL TYPE:** Diesel  
**YEAR:** 2020  
**MILEAGE:** 4,925 km  
**CONDITION:** Moving



**RESERVE PRICE: P400,000.00**

**MAKE:** Mercedes Benz  
**MODEL:** AMG GLE43 4MATIC  
**GEARBOX:** Automatic  
**FUEL TYPE:** Petrol  
**YEAR:** 2018  
**MILEAGE:** 122,346 km  
**CONDITION:** Moving



**RESERVE PRICE: P400,000.00**

**MAKE:** Toyota  
**MODEL:** Land Cruiser 4.2D P/U S/U  
**GEARBOX:** Manual  
**FUEL TYPE:** Diesel  
**YEAR:** 2020  
**MILEAGE:** 49,352 km  
**CONDITION:** Moving



**RESERVE PRICE: P1,200,000.00**

**MAKE:** Mercedes Benz  
**MODEL:** AMG G63  
**GEARBOX:** Automatic  
**FUEL TYPE:** Petrol  
**YEAR:** 2019  
**MILEAGE:** 50,537 km  
**CONDITION:** Moving



**RESERVE PRICE: P285,000.00**

**MAKE:** Mercedes Benz  
**MODEL:** C200 A/T  
**GEARBOX:** Automatic  
**FUEL TYPE:** Petrol  
**YEAR:** 2019  
**MILEAGE:** 130,295 km  
**CONDITION:** Moving



## Important Terms and Conditions of the sale

1. Registration fee: **P5,000.00**
2. Registration fee may be deposited into **A/c # 8000835565** at any Bank Gaborone Branch, clearly stating the name and contact details of the prospective bidder or their proxy on or before the **12th day of April 2024 at 1700hrs.**
3. Refunds shall be paid to unsuccessful bidders, on the **15th day of April 2024** upon presentation of the registration fee bank deposit slip.
4. Registration fee shall serve as bid advance payment and therefore non-refundable to successful bidders.
5. All motor vehicles shall be sold as is (voetstoots).
6. Reserve prices and bid amounts shall be inclusive of all fees and charges including VAT.
7. Motor vehicles may only be released after full payment of the bid amount.
8. No bids below the set reserve may be accepted without approval by the bank.
9. No motor vehicle shall be returned by the successful bidder after it has been removed from the auction.
10. Pre-auction viewing shall be conducted at Bank Gaborone Head Office from Monday to Friday between **1430hrs to 1630hrs.**
11. Successful bidders may be allowed access to purchased motor vehicles once full payment has been made.
12. Payment of the bid balance shall be made within **14 days** from date of sale.
13. The bank reserves the right to remove any motor vehicle from the auction without prior notice.

## Branches

**Airport Junction - 318 5903 | CBD - 371 5470 | Francistown - 244 2323 | Game City - 318 1077 | Ghanzi - 659 7353 | Kang - 651 7190  
Kasane - 625 0123 | Mall - 367 1601 | Molepolole - 592 1444 Mahalapye - 471 2952 | Maun - 680 0810 | Palapye - 492 4477**



[www.bankgaborone.co.bw](http://www.bankgaborone.co.bw)

**Customer Contact Centre: 315 8681**

Member of the Deposit Insurance Scheme of Botswana



**Bank Gaborone**  
a member of **Capricorn Group**



# Vacancy

## Assistant Manager- Underwriting

Location: Gaborone Botswana

### Responsibilities

- Soliciting and receiving treaty offers from existing and potential clients, assessing such offers when received and determining whether to accept them in line with the Corporation's underwriting policies/guidelines.
- Preparing renewal and new business quotation proposals to cedants and brokers.
- Maintaining proper records of all business offers and transactions received and concluded
- Attending to client correspondence, social and business functions, and other related activities for overall marketing effectiveness.
- Reviewing facultative offers regularly ahead of renewal and reviewing treaties annually ahead of renewal.
- Ensuring that all the treaties and facultative contracts are processed, and the cover notes/slips/wordings signed and sent out to cedants or brokers.
- Assist in reviewing and monitoring the proper processing of all technical transactions
- Ensuring all claims reports, cash calls request and other claims supporting documentation are timely processed for a prompt settlement of genuine claims
- Undertake risk survey for complex industrial set-up and ensuring risk surveys and follow up surveys are carried out by other professionals and risk improvement recommendations given to the cedants
- Command of the Reinsurance system including but not limited to keeping records of business offered, declined and accepted on SICs system.
- Run various underwriting/claims reports requested by Senior Manager , Underwriter, for analysis.
- Assisting, if necessary, Finance & Technical accounts in reviewing the reconciliation of cedants' and brokers' accounts

- Chasing outstanding balances due from cedants and brokers while also ensuring timely remittance of amounts due to them
- Attending to other duties as may be assigned by management/supervisor from time to time

### Qualifications/Experience

- Qualifications: Relevant Bachelors degree in related fields preferably Engineering (Civil or Industrial Engineer) with a minimum of 3-5 years post qualification work experience including at least 5 years in Insurance or reinsurance as underwriter (treaty and facultative); claims manager or risk survey Engineer.
- Knowledge of Non-Life Underwriting, treaty wordings (proportional and non-proportional) and facultative.
- Experience of data management and producing Management Information relative to both Inward and Outwards Reinsurance
- relevant qualitative work experience with emphasis on risk surveys, underwriting/rating engineering risks and Reinsurance underwriting
- Relevant Professional Qualification (ACII/ IISA or Equivalent) would be an added advantage.
- Relevant work experience in a Reinsurance company or in the department of Reinsurance and/or Engineering and Risk Survey of an insurance company
- Relevant working exposure in a multicultural environment will be an added advantage

**Deadline: Friday 12th April 2024**

Pan-African commitment made local



MVA Fund CEO, Michael Tlhagwane

# MVA Fund Invests Over P2m to Aid Road Accident Victims

Stakeholder engagement meeting discussed results of 2023 Road User Behaviour Observational Study and progress in 2023 Safe Mobility Forum Declaration

PHENYO MOLEFE

The Motor Vehicle Accident (MVA) Fund has reaffirmed its commitment to road safety and support for accident victims through a significant investment of over P2 million.

The announcement was made during a recent stakeholder engagement meeting themed “Shift Gears, Shift Mindsets: Stakeholder Collaboration for Safety Mobility” that highlighted the MVA Fund’s dedication to fostering a paradigm shift towards enhanced road safety.

The workshop aimed to disseminate crucial information to key road safety stakeholders, covering topics such as the results of the 2023 Road User Behaviour Observational Study, the socio-economic impact of road traffic crashes in 2023, updates on progress in the 2023 Safe Mobility Forum Declaration, and introduction of the MVA Fund Road Safety Patron.

### A complex problem

The CEO of the MVA Fund, Michael Tlhagwane, revealed the organisation’s substantial investment in aiding road accident victims and their families.

He emphasised the importance of proactive measures to mitigate road accidents, acknowledging the significant financial burdens imposed on affected individuals and their loved ones.

“Research has confirmed that road traffic crashes, injuries and deaths are a complex problem that demands a transition from the traditional approach to a more integrated system approach in road safety management,” he said.

### Specific road user groups

“This mindset change is crucial for all road safety practitioners. Achieving economic transformation requires strategic thinking and collective action from all stakeholders.”

The Director of Road Transport Services, Masego Gertz, echoed Tlhagwane’s sentiments, emphasising the need for reflection and analysis to understand the root causes of serious crashes involving specific road user groups.

She stressed the importance of addressing dangerous behavioural choices contributing to accidents and highlighted the significance of collaborative efforts in fostering safer road environments.

## The stakeholder engagement meeting served as a catalyst for renewed commitment to enhancing road safety and supporting accident victims in Botswana.

### Optimism

The stakeholder engagement meeting served as a catalyst for renewed commitment to enhancing road safety and supporting accident victims in Botswana.

With stakeholders continuing to collaborate and strategise, there is optimism that concerted efforts will lead to tangible improvements in reducing road accidents and minimising their impact on individuals and communities.

# UK Conservation Group Backs Botswana

The Wildlife Conservation Research Unit is familiar with the issues because it conducted a study on the Kavango-Zambezi Transfrontier Conservation Area last year. **BONGANI MALUNGA** reports

United Kingdom-based Wildlife Conservation Research Unit (WildCRU) is with Botswana in the country’s opposition to the UK’s Hunting Trophies (Import Prohibition) Bill.

The Oxford-based wildlife conservation group met the Botswana government delegation in London and discussed their common interest in wildlife conservation.

The UK conservation group’s mandate is to achieve practical solutions to conservation problems through original scientific research.

They are already familiar with Botswana’s wildlife conservation efforts after conducting a study on the Kavango Zambezi Transfrontier Conservation Area (KAZA TFCA) last year.

### Livelihoods

WildCRU, through a public statement shared on its online platforms, has stated that it understands how trophy hunting plays a huge role in wildlife conservation and in supporting the livelihoods of communities that benefit from the trophy hunting industry.

“We are delighted to welcome a Botswana government delegation who shared insights into the nation’s conservation successes,” it said.

“They outlined the crucial role of trophy hunting in supporting community well-being and livelihoods as well as species and habitat protection.

### Inevitable

“Delegates described the reality of communities living alongside animals that can destroy crops and endanger their lives.

“Human-wildlife conflict is inevitable if people do not benefit from wildlife protection. They emphasised the need for evidence-based conservation and policies.”

Botswana and the UK’s discussions on trophy hunting and the need for evidence-based findings go back four years when the ban was first proposed in 2020.

### Scientific research

On 25 February 2020, Botswana’s then Minister of the Environment, Natural Resources Conservation and Tourism, Philda Kereng, wrote to the UK’s Department of the Environment, Food and Rural Affairs (DEFRA) detailing how its stance on trophy hunting imports lacked scientific research and questioned why DEFRA officials did not visit Botswana to have first-hand knowledge of the trophy hunting industry.

“It is Botswana’s considered view that any measures that would impose restrictions or ban the import of hunting trophies into the UK should take into account the interests of those most affected by the proposed ban of hunting trophies,” she wrote.

### 130 000 elephants

“Accordingly, it is vital that DEFRA’s position on this matter should be based on the best available scientific evidence and information.

“The Botswana Government stands ready to provide DEFRA with significant and accurate evidence, demonstrating the importance of hunting as a conservation strategy,” Kereng said in part.

Botswana had an elephant population of 130 000 then but the country had a carrying capacity of only 50 000.

### Controlled hunting

Kereng underlined the need for management and controlled hunting as a tolerance-building mechanism for communities in marginal lands that were easily destroyed by stray elephants.

The provision of data and evidence-based conclusions on Botswana’s part has strengthened the country’s case in its call on the UK to reconsider banning trophy hunting imports while the country continues to call out UK officials for not conducting evidence-based research to make an informed decision on banning trophy hunting imports.

# Data Protection Chief Calls for Public Education in Privacy Rights

Asserts that personal information is perpetually at risk

GAZETTE REPORTER

There is an urgent need for widespread public education on the Data Protection Act, the founding Commissioner of the Information and Data Protection Commission, Kapaletswe Chikhwa Somolekae, has said.

She was speaking at a recent Bomaid Thought Leadership Public Lecture where she emphasised the importance of awareness in an era where personal information is perpetually at risk and advocated for a better understanding of the rights and obligations pertaining to data subjects and controllers.

## Subjects and controllers

Somolekae noted in the realm of personal data, all are subjects and, potentially, controllers and that it is therefore crucial for everyone to recognise their rights and responsibilities under the law.

Her remarks underscored the vulnerability of personal data, especially outside the medical sector where individuals frequently engage with various services.

The discussion, which primarily focused on the medical sector, brought to light the broader implications of data protection across different sectors.

## Social media

Somolekae pointed out the specific risks associated with processing personal data in private capacities, such as through social media where the Act's protections do not apply.

"Cybercriminals are ever-present in these spaces, making it imperative for individuals to exercise caution with their personal information," she warned.

Adding to the conversation, Dr. Kagiso Ndlovu, who is Health Information Manager at Sir Ketumile Masire Teaching Hospital, highlighted the critical need for healthcare professionals to understand and implement the principles of the Data Protection Act.

## Legal consequences

Ndlovu argued that while healthcare providers often view the Act as a legalistic hurdle, recognising its relevance in the context of patient care is essential for preventing data misuse and avoiding potential legal consequences.

"There's a pressing need for education that leads to true ownership and accountability for the data that healthcare professionals collect and process on behalf of patients," Ndlovu stated.

He stressed that such education should serve as the foundation for fostering a culture of privacy and protection within the healthcare system.



# Botswana to Commence Trading Under the African Free Trade Treaty

The world's largest free trade area has a combined population of 1.3 billion people

BONGANI MALUNGA

Botswana is the latest African country to officially trade under the African Continental Trade Area Agreement.

Up to 44 African countries have completed due processes to commence trading while others are in the process of meeting the required standards to join the (AfCFTA).

The AfCFTA is a free trade treaty that will enable intra-African trade and present African economies and the private sector with access to the world's largest free trade area with a combined population of 1.3 billion people.

## 1<sup>st</sup> April

The African Union (AU) aims to achieve consumer spending of up to \$6.7 trillion by the year 2030. The trade agreement will cut tariffs and trade barriers that have restricted African countries to regional trade through various customs blocs.

Botswana will commence trading under the AfCFTA agreement on 1<sup>st</sup> April. The country initially decided

against signing the trade agreement in 2018 after a Kigali AU summit.

However, Botswana agreed to join the AfCFTA in 2019 pending the ratification process that was completed recently. The country managed to complete national processes that were needed in order to comply with the AfCFTA's conditions.

## Landmark agreement

Botswana's trade under the AfCFTA was confirmed through a statement from the Ministry of Trade and Industry last week.

"The Ministry of Trade and Industry is pleased to announce that trade under the preferential terms of the African Continental Free Trade Area Agreement can commence from the 1<sup>st</sup> April 2024," said the statement.

"The commencement of trading under the landmark Agreement provides the private sector with market access to the larger African market of 1.3 billion and will stimulate industrial development, investment and job creation which are in line with Botswana's Vi-

sion 2036.

"This will result in wider and increased market access for Botswana's exports in the African continent. The private sector will also access a wide range of inputs or raw materials from the continent at competitive prices."

## Cheap flow

The AfCFTA is set to increase the cheap flow of goods and services in Africa. Industry experts such as *Al Jazeera* have reported that it is 6.1 percent more expensive to import goods within the African continent than to source them from other continents, this previously prevented trade among African countries.

Africa has a 3 percent global market contribution and the AU aims to improve this and exert more influence on the international trade market and change the notion that African countries are only raw material producers.

The continent aims to reduce and eventually eliminate tariffs and potentially earn an additional \$450 billion in revenue by the year 2035.

# Chobe Land Board Perturbed By Exponential Land Transfers

- Over 300 plots transferred to citizens and non-citizens
- Prime tourism area of Kazungula emerges as highly favoured
- Much of Chobe is designated wildlife management area and forest reserves

SESUPO RANTSIMAKO

Chobe Land board has expressed concern about high numbers of land transfers in the district in which the prime tourism area of Kazungula is in the lead.

The phenomenon is raising questions

about whether foreigners may be taking over the land.

Addressing the media on challenges and achievements of the land board recently, the Secretary of Chobe Land Board, Patrick Mutakela, bemoaned the high level of transfers observed since the beginning of

the current financial year.

## Scarcity of land

He noted that this is happening in a district that faces scarcity of land because of its peculiarity as a wildlife management area with forest reserves.

"Since April 2023 to-date, we have exper-

rienced 400 transfers of land, with Kazungula having the highest number at 321, translating into 80 percent," he said.

"Our assumption is that Kazungula is experiencing high transfers due its economic activities. Further, the village is close to Kasane, which is the

prime tourism area.

## Non-citizens

"What is more disturbing is that some of the plots allocated to citizens are being transferred to non-citizens. Though it is their right to sell the land to whomsoever they want, we advise against it.

"At least the land owners should lease the land so that even they will continue to benefit in the future."

Mutakela called on Botswana to under-

stand that the district faces land scarcity and that therefore selling the land is ill-advised.

"The district is peculiar in the sense that it forms an international boundary with three countries, namely Zimbabwe, Zambia and Namibia.

"Significantly, a large part of it is reserved as wildlife management areas and foreign reserves while only 24 percent is reserved for human settlement."

## Scramble for land

Kazungula became a hub of economic activity characterised by a scramble for land following Kasane-Kazungula redevelop-

ment project that began in 2019.

The project is intended to position the area in readiness for the Kavango-Zambezi Transfrontier Conservation Park Initiative (KAZA).

Among other things, the project entails improving the road connectivity and streetscape, improvement of sanitation within the township and along river banks, and reviewing the current development to make it more tourism-oriented.



# MISS BOTSWANA: AN ALL ENCOMPASSING STORY OF THE BEAUTY INDUSTRY



(Pic: ReaStrive Photography BW)

- National pageantry hosts inaugural Mindset Change-Driven Aesthetics and Beauty Expo
- Keynote speaker: "We can't continue to be the consumers of what we do not produce"

GOSEGO MOTSUMI

With the beauty industry a multi-billion Pula industry that can add to diversifying the economy, Miss Botswana is an all-encompassing platform of telling this story because in addition to the country being home to the world's most expensive diamonds, it has some of the most beautiful and intelligent women in the world.

This was said by the Executive Director of Miss Botswana, Ben Raletsatsi, at the pioneering Mindset Change-Driven Aesthetics and Beauty Expo that took place at Rail Park Mall in Gaborone recently.

#### Cornerstone

"When I took over Miss Botswana - which was accidental, by the way - I decided that we needed to ensure that we do this pageantry right to show-

case what we are capable of, hence the expo to bring together brands as a cornerstone of sustaining what we are doing," he said at the expo.

"The beauty industry is something we are trying to build, and it is valued at about US\$700 billion. So we want to ensure that we have players in this industry."

Delivering the keynote address, the National Director of Miss World South Africa, Carol

Bouwer, said the expo is as an important event for the fiscals of Africa as the continent is not growing at the rate at which the number of its people is growing.

#### Vitality

Yet Africa is the youngest continent and therefore has no reason to be lagging behind because youth means vitality. Bouwer said the talents and wisdom of Africans is not just in those who have gone before but in harnessing knowledge and imparting it on the next generation for a better Botswana.

"I want the girls participating in this pageantry to see themselves beyond being beauty queens but as ambassadors of the business of Africa and presiding over the future of the next generation of Botswana," she said.

"Miss World Africa, Lesego Chombo, achieved her success because when she landed in India, she understood that she was there as an ambassador of a nation that is capable, that is filled with smart, hardworking, beautiful people who want to impact the world.

#### L'Oreal's 41.1bn euros

"By harnessing the gifts that you have naturally, you can really improve the fortunes of your people."

Bouwer, who was also a Miss Botswana 2024 judge, shared that in 2023, L'Oreal's overall sales reached 41.1 billion euros, and wondered why Africans are not big players in the beauty space when Africa is the main focus for L'Oreal because the company knows that Africans love beauty and aesthetics.

"But we can't continue to be the consumers of what we do not produce," she emphasised. "So when this expo happens, it is imperative that we scream loud and ensure that it grows and succeeds for our people.

"We want to see Botswana represented in their numbers, not as consumers only but as people who are making products."

**Africa is the youngest continent and therefore has no reason to be lagging behind because youth means vitality.**

#### A significant milestone

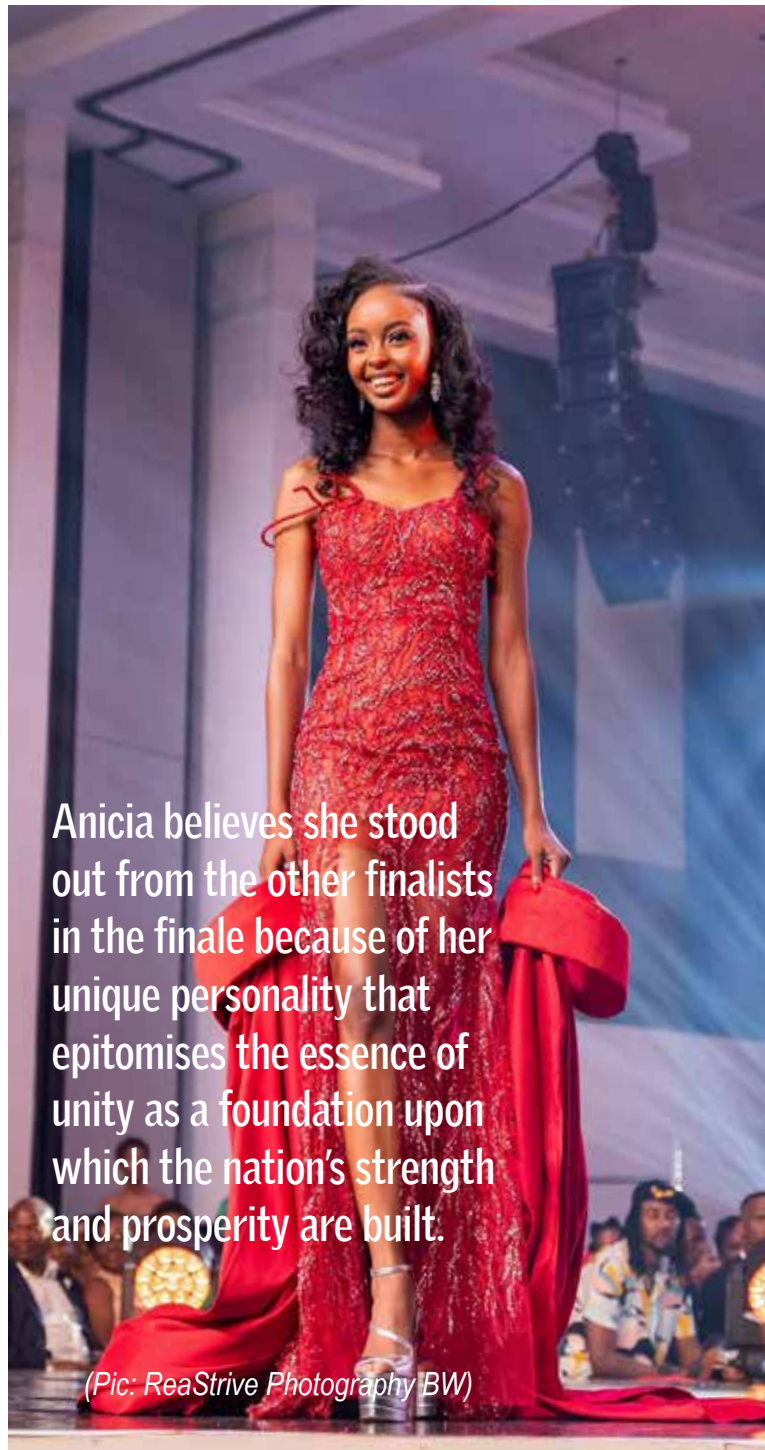
The expo marked a significant milestone for Miss Botswana as it expands the company's commitment to empowering and celebrating beauty in all its forms.

Attendees had an opportunity to engage with international and local beauty and aesthetic brands, forging connections and discovering the latest trends and innovations shaping the industry.



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 To Join our private  
 Whatsapp Group

# Anicia Expected To Become Miss Botswana



Anicia believes she stood out from the other finalists in the finale because of her unique personality that epitomises the essence of unity as a foundation upon which the nation's strength and prosperity are built.

(Pic: ReaStrive Photography BW)

- Says she was inspired rather than intimidated by Miss World Africa's big shoes
- "I am bringing the Miss World crown home. This is a prayer from my mouth straight to God's ears."

## GOSEGO MOTSUMI

The newly crowned Miss Botswana 2024, Anicia Gaothusi, expected to win the coveted title and becoming Miss Botswana was validation of her hard work, the 22-year old beauty has said.

In an interview following her crowning in a glitz and glamour affair held at the Royal Aria in Tlokweng over the weekend where Halle Hirschfeld emerged First Princess and Sebagale Man-yapetsa Second Princess, the easy-on-the-eye native of Tutume was the image of confidence.

"Even if I didn't win the crown, the whole Miss Botswana teachings and journey would have been a victory," she told *Time Out*. "It took so much to prepare for this crowning moment.

### Essence of unity

"I simply had to believe in myself because I had experienced challenges that made me doubtful but the competition taught me to have hope and believe in my abilities.

"It has been a long dream of mine to see the former queen placing the crown on my head. It is therefore a dream come true and I am grateful to Botswana

for rallying behind me. The Miss Botswana platform will serve as growth for me and others."

Anicia believes she stood out from the other finalists in the finale because of her unique personality that epitomises the essence of unity as a foundation upon which the nation's strength and prosperity are built.

### Q&A segment

She said she firmly believes in unity because as a unified collective, people and nations build a synergy for uplifting one another and in turn propelling themselves to greatness.

Anicia, now Miss Botswana, had given a similar answer during the pageant's Question & Answer segment when the Top 5 contestants were asked why they wanted to become ambassadors of the nation as Miss Botswana.

"I believe that the attributes of a Botswana young lady are a lot and one that I pride myself in is unity," she answered the judges.

### Miss Teen Int'l runner-up

"My dress, makeup and hair were expertly made and applied by a Botswana because if we are united in purpose, we embody the very essence of what it means to be Miss Botswana."

Like her predecessors, the new queen has ambitions of winning the Miss World title. Anicia is set to use her pageantry experience on the world stage, having been emerged second runner-up of Miss Teen International 2019 that took place in New Delhi, India.

As Lesego Chombo's successor, Anicia said she was not under any pressure to fill in the big shoes of Miss World Africa but was inspired.

### Much inspired

She will represent Botswana at the 72<sup>nd</sup> edition of Miss World early next year. "I am much inspired by former queens and am looking forward to walking this journey with them guiding me towards my dream of winning Miss World," she said.

"I am bringing the crown home. This is a prayer from my mouth straight to God's ears."

As an advocate of primary healthcare, Anicia's Beauty with a Purpose project is called Lights for empowering people for health.

### A grandmother's guidance

She drew inspiration for the project from her grandmother, a retired nurse under whose care and guidance she grew up.

"That sparked an interest in me to help people and empower them in the basic need of maintaining good health so that they become their own saviours, especially the underprivileged."

## Meet Mbulawa, Protea Hotel's New GM

This is a customer-centric and results-oriented player who believes in the growth and development of team members because of his conviction that people are at the heart of the success of any organisation. Staff Writer **GOSEGO MOTSUMI** just spoke with him

Protea Hotel has appointed seasoned hotelier Agripa Mbulawa as the new General Manager (GM) of the hospitality giant located in the Gaborone Central Business District.

With several years of experience and strong operational and interpersonal expertise, Mbulawa is ideally equipped to drive record performance in his new role of overseeing the operations of the Protea property.

"I have never managed a 182-roomed facility and so this is growth and an exciting challenge for me," Mbulawa said in

an interview.

"With this new role, I am here to transcend great milestones that will provide an upward trajectory in the performance of the hotel.

### Maximum potential

"I am a self-driven, customer-centric and results-oriented leader who has demonstrated an ability to inspire and drive change as well as empower individuals to reach their maximum potential."

As a seasoned hotelier who puts his heart in his work, Mbulawa is a passionate all-rounder

with an open-minded approach to managing his team. He takes personal interest in the training, growth and development of team members because he believes that people are at the heart of the success of any organisation.

"I believe in a trained and informed team that understands that we work together and not in silos," he said.

### Empathetic style

"The old management style doesn't work in today's workspace where emotional intelligence and an empathetic management style works. What makes me tick is getting to know my team members and making time to interact with them."

Mbulawa's approach is characterised by an unwavering work ethic and an insatiable drive for growth, attributes that he has amassed in various hotels ranging from 3 to 5-star entities across Botswana.

His passion for the hospitality industry saw him rapidly rising up the corporate ladder from humble beginnings in 1994 to the highest echelons of the industry.

### Disney World

He has an impeccable track record in his career with notable managerial positions such as Reservations Manager, Front Of-



ice Manager, Rooms Division Manager and ultimately to General Manager, a position that he has held at various hotels across Botswana.

He has served in hotels such as Mowana Safari Lodge, Chobe Marina Lodge, the Grand Palm Hotel, Cresta Riley's Hotel, Cresta Botsalo and Cresta President Hotel and as Concession Manager at Great Plains Conservation's Duba Concession in the Okavango Delta.

Mbulawa is a product of a cultural exchange programme at the Disney World in Orlando, Florida, USA and holds a Diploma

in Hospitality Management and Operations from the Cambridge International College in the UK.

### PROWESS programme

He is accredited by International Training Centre of the ILO and Business Botswana to deliver the PROWESS programme on Productivity and Performance, Quality, Workplace Improvement, Human Resources Management and Development, Occupational Safety and Health, Marketing and Get Organised! Business Administration.



# "The Rise" Annual Easter Gospel Music Fest Comes to Gabs

To ensure an evening filled with inspiration and joy, a star-studded lineup will take to the stage to captivate the audience with their modern spin of traditional hymns that are a Sunday staple for many Batswana across the country

## GOSEGO MOTSUMI

A special Easter Holiday lies in store for gospel music enthusiasts when the Bo-

tswana edition of "The Rise" music concert hits the stage at Mopolapo Crossing in Gaborone on 1st April.

Brought to Botswana by High

Key Productions, the concert will celebrate the resurrection of Jesus Christ through song.

"The concert serves as a reminder that despite our diverse

backgrounds and denominations, we can find unity in our shared faith and love for music," said the event coordinator and music artist, Nnunu Ramogotsi-Neill, at the concert launch last week.

## Magnitudes

"The Rise is one of the major gospel events that take place in South Africa and is doing very well. We expect magnitudes to attend and celebrate the unifying power of faith and music."

To ensure an evening filled with inspiration and joy, a star-studded lineup featuring Dr Winnie Mashaba, Kgethang Konese, Bafokeng Brothers, Nnunu Ramogotsi-Neill, Thapelo Molomo, Puleng March, Angela Moatshe, among others, will take to the stage to captivate the audience in turns.

Each will give their modern spin of traditional hymns that are a Sunday staple for many Batswana across the country.

**"We expect magnitudes to attend and celebrate the unifying power of faith and music."**

## New talent

Said Nnunu: "We decided to bring this event to Botswana because we want to nurture new talent as we have artists such as Johnson Pheto on the lineup.

"We want to grow their talent that will see them collaborating with the well-established artists. We also want the concert to become a successful annual affair in Botswana."

For his part, South African artist, Kgethang Konese, said his wish is for gospel to be as highly regarded but people feel it is not trendy.

## Bookings

"Gospel is not for church people only but is for everyone," he asserted. "Our goal is to see our gospel artists receiving bookings that can sustain them until they get the next gig."

Event tickets are available at Webtickets, Choppies and Spar stores for P150 (early bird), P250 (Standard) and P500 (VIP).

# BEPA's Ambition to Raise P25m

Funds to be used to assist members financially and to acquire land for the entertainment industry across Botswana

## GOSEGO MOTSUMI

During its Annual General Meeting (AGM) in Gaborone last week, the Botswana Entertainment Promoters Association (BEPA) launched a campaign to raise P25 million for the gig industry.

According to the president of BEPA, Gilbert "PP" Seagile, the funds will be used to enable the cash-strapped organisation to assist its members financially and to acquire land for the entertainment industry across the country.

"The fundraising will be done through selling our festival rights, which we have already done, and having different stakeholders engaging us as a consortium of companies and not individuals," he told *Time Out*.

## The best lawyers

"We have set a timeframe of two years to raise the funds and all our members are on board.

We are going to engage the best consultants, economists and lawyers to facilitate the campaign to raise the P25 million for our industry."

Highlighting the progress made by the current leadership of the organisation, Seagile said they recently completed the DBS Roadshow Season 2, which was funded to the tune of P2.6 million by the Department of Broadcasting Services (DBS) in partnership with Bigdawg Production.

BEPA endorsed 24 of its members to benefit P2.1 million from the funds for festival broadcasting rights and P500 000 for broadcasting expenses.

## International recognition

"It has been unfortunate that our events for all these years have been broadcast for free," said Seagile. "We are thankful to DBS and BigDawg for this project partnership.

"We have attracted more mem-

**"It has been unfortunate that our events for all these years have been broadcast for free. We are thankful to DBS and BigDawg for this project partnership."**



bers and institutional support from Botswana, as well as international recognition. We appreciate the support and welcome the private sector to become a part of this noble gesture."

The BEPA leader highlighted the need to raise more funds because membership subscriptions are not enough to sustain the organisation for one month's operational costs, saying members of the executive committee currently

have to use their personal resources and funds to run BEPA.

## New members

Because the lack of operational funding has led to some executive members retiring early, new members were elected and endorsed at the AGM.

David Letshwiti was co-opted as Vice Secretary by the executive committee while the promoters in attendance endorsed Lesego

Masole as an additional member.

"Our field and leadership positions are male-dominated but we do have women as members," said Seagile.

Events coordinator Sidney Nzala, who was in attendance at the AGM, suggested approaching formal courses at relevant institutions for promoters to undergo formal training in events planning.

## Fly-by-night promoters

In that way, he said, professionals in the field would be set apart from fly-by-night promoters who can host events because they have the funds but cannot be held accountable when things go wrong.

Another events planner, Oliver Groth, said BEPA should own a piece of land for hosting events.

It was agreed that BEPA will continue its campaign to have an Entertainment Act passed and a study on the nightlife economy conducted.

# BANANA CLUB LAUNCHES "TA PINDA" IN PARIS

"Ta Pinda" zine is accompanied by a travelling exhibition that is currently on display in Paris before continuing its journey to Gaborone and Johannesburg

GAZETTE REPORTER

Inter-disciplinary art collective Banana Club recently launched its latest project, "Ta Pinda," which is a limited edition zine in Paris, France.

This initiative represents Banana Club's ongoing commitment to celebrating the resilience, beauty and creative prowess of black African queer bodies.

The limited-edition zine was created in collaboration with Feu Magazine, a Paris-based publication celebrating queer and Creole identities.

"We are entering"

This small publication features a collection of film photography and portraits taken by Zambian visual artist Visule Kabunda, showcasing the vibrant talent nurtured through the 2023 Banana Club Artist Fund.

Founder and Creative Director of Banana Club, Tanlume Enyatseng, remarked: "Ta Pinda is a Kalanga and Shona phrase meaning 'we are entering' or 'we are passing through'.

"This project serves as both an announcement and an acknowledgment of our presence. In this endeavour, we declare our entry into the homes, hearts and histories that shape the dynamic tapes-



try of our community.

## Recognition and exploration

"Through the pages of this zine, we embark on a journey of recognition and exploration, unravelling the stories and images behind the scenes of the 2023 Banana Club Artist Fund."

The "Ta Pinda" zine is accom-

panied by a travelling exhibition, currently on display in Paris, before continuing its journey to Gaborone and Johannesburg.

This exhibition serves as a testament to the transformative force of the Banana Club Artist Fund (BCAF), which aims to depoliticise Botswana's queer representation by empowering

emerging creative entrepreneurs from underserved communities.

## Harmful narratives

Through financial support, safe spaces, mentorship and curatorial guidance, BCAF fosters an environment where artistic visions can flourish.

The essence of BCAF lies in the intentional dismantling of stereotypes that confine LGBTQIA+ individuals within narratives of poverty and social ills.

By opening doors for visual artists across all disciplines, BCAF showcases the diversity and richness of creative expression within the community, celebrating inclusivity and challenging harmful narratives.

## Black queer voices

Enyatseng noted: "Banana Club's mission has always been to preserve, collect and uplift stories, works and archives that amplify African and predominantly black queer voices.

"With the work we do through the Banana Club Artist Fund, we have expanded our outlook on community and the importance of trust when it comes to nurturing creativity.

"Ta Pinda signifies the Banana Club's intentional arrival in collaborative encounters, forming part of a growing network dedicated to resource sharing for marginalised communities.

"It represents a collective endeavour to locate ourselves within the vast expanse of creativity, kinship and difference, standing at the intersection of African world-making and crafting spaces that embrace all forms of expression."

# Quick and Limitless: DStv Introduces DStv Stream

Bringing a world of great content directly to your screens - any time, anywhere

GAZETTE REPORTER

Leading the next wave of digital entertainment, DStv is boosting viewer experiences by offering instant access to the best content on demand and without limit with DStv Stream.

Sign Up is a breeze with no decoder and dish needed to stream a world of endless entertainment possibilities.

The MD of MultiChoice Botswana, Stephanie Pillay, said: "The dishless and wireless DStv Stream is an exciting addition to DStv's product line-up, offering flexibility and freedom to enjoy a wide array of content, from live sports to blockbuster movies and beloved series.

## Simplicity

"It was important for us to take this direction with the



DStv offering as we pride ourselves in designing experiences for simplicity and ease for our customers."

Customers can choose from various packages to suit their pocket, including Premium and Compact Plus, all offering instant

streaming on multiple devices.

The service also includes features such as offline downloads and additional mobile streams so that entertainment is always at your fingertips.

## 'Get Streaming'

To sign up for this game-changing service, visit [www.DStv.com](http://www.DStv.com) and select the 'Get Streaming' option on-screen. With just a few clicks, new users can set off their new subscriptions, all without the need for a decoder or installation.

DStv Stream with no dish or wires is suited to households with a Wi-Fi connection and appetite for the latest digital consumption. It speaks directly to a dynamic audience, especially those with busy family lives and a tech-savvy edge.

DStv customers can look forward to a variety of new content, including adventures at Craig of the Creek, funny antics in Jellystone, and an adrenaline

rush with Pokémon: Mewtwo Strikes Back □ Evolution.

Don't miss the chance to enjoy marathons on Cartoonito, culinary delights on BBC Lifestyle, and action-packed movies on Studio Universal.

## Live sports action

Sporting enthusiasts have much to anticipate. Not only does this product promise a diverse range of entertainment and educational content; it also serves as the home for unmissable live sports action.

In April, get ready for the skilful rallies of the Monte Carlo Masters. May brings an adrenaline boost with the prestige of the PGA Championship in Valhalla and the peak of European football leagues, including the drama of the UEFA Champions League.

Tennis fans can watch the clay court battles at the French Open, while Formula 1 enthusiasts can experience the excitement of the Monaco Grand Prix.

DStv Stream will make sure that you don't miss a moment, from the first serve to the final lap, all streamed directly to your preferred device.

## APPLICATION FOR LOST TITLE DEED

**NOTICE** is hereby given that the undersigned intends applying for a certified copy of the Deed of Transfer No. **67/86** dated **14<sup>th</sup> day of February 1986** passed in favour of **DELEGATION OF THE COMMISSION OF THE EUROPEAN COMMUNITIES IN THE REPUBLIC OF BOTSWANA** in respect of the following:

**CERTAIN** : piece of land being Lot 4979, Gaborone;  
**SITUATE** : in the Gaborone Extension 15;  
**MEASURING** : 3546m<sup>2</sup> (Three Thousand Five Hundred and Forty Six Square Metres);

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

### PAUL & PARTNERS

The Courtyard, Plot 54513, unit 6  
 P.O. Box 885 ABG  
**GABORONE**  
**Tel: +267 311 3186**  
**Fax: + 267 311 3187**

## APPLICATION FOR LOST TITLE DEED

**NOTICE** is hereby given that the undersigned intends applying for a certified copy of the Deed of Transfer No. **66/86** dated **14<sup>th</sup> day of February 1986** passed in favour of **DELEGATION OF THE COMMISSION OF THE EUROPEAN COMMISSION OF THE EUROPEAN COMMUNITIES IN THE REPUBLIC OF BOTSWANA** in respect of the following:

**CERTAIN** : piece of land being Lot 2516, Gaborone;  
**SITUATE** : in the Gaborone Extension 9;  
**MEASURING** : 2564m<sup>2</sup> (Two Thousand Five Hundred and Sixty Four Square Metres);

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

### PAUL & PARTNERS

The Courtyard, Plot 54513, unit 6  
 P.O. Box 885 ABG  
**GABORONE**  
**Tel: +267 311 3186**  
**Fax: + 267 311 3187**

## NOTICE TO DEBTORS AND CREDITORS

**Master's Reference: ESHGB 000534/23**

**IN THE ESTATE** of the Late **QIHUA LI** who died at Sidilega Private Hospital, Gaborone, Gaborone District, Botswana on the 29th September 2022.

**NOTICE IS HEREBY GIVEN** that the Debtors and Creditors in the above Estate are hereby required to pay their debts and file claims of whatever nature with undersigned within (30) days after publication hereof.

DATED at on this Day of 2024

\_\_\_\_\_  
 The Executor  
 Lijun Gao  
 C/O Gaborapelwe Attorneys  
 P O Box 26512  
 Game City  
 TEL: 3164878/77630263

## NOTICE OF LOST DEED

Notice is hereby given the undersigned intends to apply for a certified copy of deed no. **FT 511/2017** dated **7/08/17** Made in favour of **ESTATE LATE THEKISO JOHN MATLHO** in respect of:

**CERTAIN** : Piece of land being Lot 2857, Francistown  
**SITUATE** : In the Francistown Administrative District  
**MEASURING** : 497 (Four hundred and ninety seven 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, Francistown within three (3) weeks from the last publication of the notice.

**Dated 20/03/24**

**ADDRESS**  
P O Box 43  
Francistown

## APPLICATION FOR LOST TITLE DEED

**NOTICE** is hereby given that the undersigned intends applying for a certified copy of the Deed of Transfer No. **69/86** dated **14<sup>th</sup> day of February 1986** passed in favour of **DELEGATION OF THE COMMISSION OF THE EUROPEAN COMMUNITIES IN THE REPUBLIC OF BOTSWANA** in respect of the following:

**CERTAIN** : piece of land being Lot 266, Gaborone;  
**SITUATE** : in Gaborone Extension 5;  
**MEASURING** : 2686m<sup>2</sup> (Two Thousand Six Hundred and Eighty Six Square Metres);

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

### PAUL & PARTNERS

The Courtyard, Plot 54513, unit 6  
 P.O. Box 885 ABG  
**GABORONE**  
**Tel: +267 311 3186**  
**Fax: + 267 311 3187**

## 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. Tebogo Ishmael Ryan Nzala and Mrs. Josephine Khumo Nzala (nee Badabili),** 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 MARCH 2024**

Gaborone International Commerce Park  
 Plot 158, Unit 6

P.O. Box 201140, Bontleng

**GABORONE**

**Tel: (+267) 3115465**

**Fax: (+267) 3115464**



**BEFORE MOTSWAGOLE J.**  
**IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA**  
**HELD AT GABORONE**

In the matter between  
**FLORAH KETENG**  
 and  
**GILBERT CHIVANDIRE**

**CASE NO: MLHGB - 000440/17**

**PLAINTIFF**

**DEFENDANT**

### NOTICE OF SALE IN EXECUTION

**BE PLEASED TO TAKE NOTICE** that pursuant to a Judgment granted by the above Honourable Court, the following immovable property of the Defendant will be sold by public auction by **DEPUTY SHERIFF MOITSHEPHI BEAST MARUMOLWA** to the highest bidder as follows:

**DATE OF SALE** : Tuesday 30<sup>th</sup> April 2024;  
**TIME** : 10:00 am;  
**VENUE** : Lot 23771 Gaborone West Extension 21;  
**PROPERTY TO BE SOLD** : Developed piece of Land being Lot 23771 - Gaborone, measuring 600m<sup>2</sup> held under Deed of Transfer Number 1446/2007 dated 23<sup>rd</sup> day of July 2007 made in favour of GILBERT CHIVANDIRE together with some developments comprising 1 x en-suite bedroom air conditioned, 1 x bedroom, sitting room air conditioned, fitted kitchen, common bathroom, 1 x bedroom quarter, screen wall, motorist sliding gate, front mini garden (outside).

**TERMS OF SALE** : Only cash or bank guaranteed cheque will be accepted.

**DATED AT GABORONE ON THIS 21<sup>st</sup> DAY OF MARCH 2024.**

**DEPUTY SHERIFF MOITSHEPHI BEAST MARUMOLWA**  
**C/O MATLALA ATTORNEYS**  
**Plaintiff's Attorneys**  
**Private Bag BO 224, Gaborone**  
**Suite F2, Pop Inn Building, Extension 4**  
**Cell: 75365073/72530186**

**IN THE INDUSTRIAL COURT OF THE REPUBLIC OF BOTSWANA**  
**HELD AT GABORONE**

**Case No. IC EX 378/23**

In the matter between:  
**UNA NGWENYA & PETER OUTLULE**  
 And  
**BOTSWANA FAMILY WELFARE ASSOCIATION**

**APPLICANT**

**RESPONDENT**

### NOTICE OF SALE IN EXECUTION

**BE PLEASED TO TAKE NOTICE** that pursuant to the judgment of the above Honourable Court the following property of the above named Defendant will be sold by Public auction by Deputy Sheriff **D.J MOYO** to the highest bidder as follows:

**DATE OF SALE** : 28<sup>th</sup> FEBRUARY 2024  
**TIME** : 10:00 hours  
**VENUE** : BROADHURST POLICE STATION

**PROPERTY TO BE SOLD** : 1 x 1 Toyota Double Cab Reg. No. B 550 AIO, 1 x 1 Nissan Double Cab Reg. No. B 442 ARP, 1 x 1 LG Computer SN. 701NTDV 3V162, 1 x 1 HP Computer SN.45440101, 1 x 1 Lap top SN. CND6207M3Q, 1 x 1 HP 450786PTM002, 1 x 1 HP Computer SN. TRF5070CSB, 1 x 1 CPU CZC2160NB, 1 x 1 HP Computer SN. CZC6378PPN, 1 x 1 MONITOR LG. SN.607NTRL9R838

**CONDITIONS OF SALE** : Cash or Bank guaranteed cheques

**DATED AT GABORONE THIS 8<sup>th</sup> DAY OF APRIL 2024**

**DEPUTY SHERIFF D.J MOYO**  
**C/o UNA NGWENYA & PETER OUTLULE (APPLICANT)**  
**P.O Box 20572 Gaborone**  
**Cell: No. 72192666/3914511**



# VISA Offers Exclusive Trip to Paris Olympics

Thabang Sekape of Dialogue Group: "It's a token of gratitude from VISA." Two lucky winners will spend four days at the Paris Olympics

GAZETTE REPORTER

VISA, the multinational payment card services corporation, is set to whisk away two fortunate individuals to the highly-anticipated Paris 2024 Olympics.

The event, scheduled to take place from 26 July to 11 August, promises an exhilarating showcase of athletic prowess from around the globe.

To secure a chance to wit-

ness Botswana's very own Letsile Tebogo compete on the world stage, participants must engage in international transactions with their VISA cards.

### Competition period

Importantly, there should be a minimum of five transactions during the competition period spanning from 1<sup>st</sup> March to 31<sup>st</sup> May.

Events and Account Manager at Dialogue Group, Thabang Sekape, explained in an interview at the campaign activation in Gaborone over the weekend: "There will be two winners.

"Each winner will have the privilege of bringing a companion, with P40,000 allotted for their expenses. Their stay will span four days, encapsulating the essence of this remarkable event."

### Rewarding loyalty

This initiative underscores VISA's commitment to recognising and rewarding the loyalty of its clientele.

"This is more than just a trip," Sekape added. "It's a token of gratitude from VISA. We urge everyone to seize this opportunity and try their luck."



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# Botswana Basketball Association Seeks Corporate Partnerships to Drive Growth

"So many doors, yet none are opening." Thus BBA encapsulated the dire dearth of sponsorship in a statement after the 13th African Games where the Botswana men's basketball team emerged 4th out of 16 countries recently

GAZETTE REPORTER

After the exhilarating conclusion of the 13th African Games where Botswana's U-23 3x3 men's basketball team showcased its prowess on the international stage, the Botswana Basketball Association (BBA) took a moment to reflect on the achievements and challenges ahead.

A statement released by the organisation expresses both pride in the strides made and a keen awareness of the untapped potential within Botswana's basketball landscape.

"Botswana basketball's landscape is brimming with potential," the statement read, "It is a hard-pill to swallow that avenues to sponsor the Botswana Basketball League (BBL) remain inaccessible. So many doors, yet none are opening."

## Botswana Breweries Limited

BBA emphasised the critical role played by Botswana Breweries Limited in nurturing talents that ultimately represent Botswana on the global stage.

It noted that investing in the growth and development of athletes and officials is a long-term commitment that requires continuous support and opportunities for showcasing talent.

"This year marks the 30th anniversary of our championship, symbolising three decades of basketball passion and dedication within Botswana," the statement continued.

## Landmark year

"In this landmark year, we reach out with open hands and open hearts to corporate Botswana."

Highlighting recent accolades such as Katlego Daphney Rakolobe and Dorothy Okatch Dot Okatch being recognised as Administrator of the Year and Umpire of the Year respectively at the recent Vunani Annual Women's Sports Awards, BBA emphasised its commitment to excellence.

The organisation described its journey as one marked by dedication, excellence, and a relentless pursuit of greatness.

BBA noted the achievements of the U-23 3x3 men's team that secured the fourth spot out of 16 countries at the 13th African Games in Accra, Ghana recently.

## Women in 3x3 Pro-League tourney

Additionally, it hailed the historic participation of the women's national 3x3 team in the 3x3 Pro-League tour-

portunity to grow their experience, increase their ratings and achieve new titles while simultaneously fuelling their passion for the sport," she said.

Reizniece-Ozola also highlighted FIDE's unwavering support for member federations participating in top-level international tournaments, including the prestigious World Chess Olympiad.

## FIDE trainers programme

Expressing delight in Botswana's representation by both men's and women's teams at the upcoming World Chess Olympiad in Budapest, Hungary she pledged FIDE's assistance to the Botswana Chess Federation (BCF) by covering their travel expenses.

"FIDE will support Botswana Chess Federation with the travel costs, hoping that they will be able to mobilise funding and resources so that the team can be trained before the event and represent the country well," she said.

Encouraging BCF to avail itself of FIDE's trainers programme, she particularly emphasised the initiative's focus on empowering female players through engagement with world-class coaches,



namment, marking them as the first Botswana 3x3 team to compete at the professional level.

These accomplishments, said BBA, serve as examples of hope and ambition, illustrating the boundless possibilities that lie ahead for Botswana basketball.

It is in light of this that BBA extended an invitation to corporate Botswana to partner with it.

"Together, we can light up the future for our athletes, ensuring that the legacy of Botswana basketball not only endures but flourishes with each passing year," it said.

# Chess Community Urged to Promote Sport for Youth Engagement

Visiting top FIDE executive pledges to cover all round travel expenses for participation of Botswana Chess Federation (BCF) teams in the World Chess Olympiad in Budapest, Hungary in September.

GAZETTE REPORTER

The Deputy Chairperson of the Federation Internationale des Echecs (FIDE), Dana Reizniece-Ozola, has emphasised the importance of taking proactive measures in the chess community.

She was talking about fostering greater engagement among the younger generation and promoting chess as a viable professional choice during her recent visit to Botswana.

The two-day visit was from the

23rd to the 25th of this month and was at the invitation of the president of the African Chess Confederation, Tshepiso Lopang.

## Regular tournaments

Addressing the media in Gaborone, Reizniece-Ozola underscored the significance of national chess championships and regular tournaments hosted by FIDE member affiliates as crucial avenues for nurturing talent and fostering motivation among aspiring players.

"That gives the players an op-

portunity to grow their experience, increase their ratings and achieve new titles while simultaneously fuelling their passion for the sport," she said.

## FIDE centenary celebrations

Reizniece-Ozola took the opportunity to acknowledge FIDE's upcoming centenary celebrations this year and expressed a commitment to further expanding its global chess family, which now encompasses over 200 federations.

**Reizniece-Ozola underscored the significance of national chess championships and regular tournaments hosted by FIDE member affiliates as crucial avenues for nurturing talent and fostering motivation among aspiring players.**

"We want to engage with as many members of FIDE as we can because its family has grown so big," she said. "There are more

than 200 federations under the roof of FIDE, and we are striving to support them in their efforts to promote chess."

FIDE is the governing body of the sport of chess and regulates all international chess competitions. Constituted as a non-governmental institution, it was recognised by the International Olympic Committee as a Global Sporting Organisation in 1999.

## "We are one Family"

FIDE currently has its headquarters in Lausanne, Switzerland but was initially founded in 1924 in Paris under the motto "Gens una Sumus," which is Latin for "We are one Family".

It was one of the very first international sports federations alongside the governing bodies of the sports of football, cricket, swimming, and auto racing. It is now one of the largest, encompassing 201 countries as affiliate members, in the form of national chess federations.

Chess is nowadays a truly global sport, with dozens of millions of players in all continents and more than 60 million games on average played every day.

# BNSC Reflects on Performance at African Games



- Says it is satisfied with the total 13 medals of 3 silvers and 10 bronzes
- Notes smaller team than 2019's that netted 5 golds, 3 silvers and 6 bronzes

**GAZETTE REPORTER**

Despite its smaller delegation at the recently concluded African Games in Accra, Ghana the Botswana National Sport Commission (BNSC) has expressed "satisfac-

tion" with the country's performance that earned 13 medals of three silvers and 10 bronzes.

Botswana fielded a team of 60 athletes across various disciplines such as athletics, basketball, beach volleyball, boxing, chess, judo, swimming, taekwondo, ten-

nis, karate, and weightlifting.

Athletics emerged as the stand-out performer, securing six medals made up of three silvers and three bronzes.

**Surpassed target of 10 medals**

Karate secured two bronze medals, swimming two while taekwondo and boxing each earned a bronze for the country.

"We surpassed the target of 10 medals but you will note that there is no gold among them, which is a bit worrisome," said the Director of Sports Development at BNSC, Peaceful Seleka, in a telephone interview with *Gazette Sports*.

"There are a lot of positives to take away from these Games, given that we got our first team sports medal at these Games through beach volleyball, the bronze medal of the women's 4x400 relay, given that ladies have not been doing very well.

**12<sup>th</sup> in the world**

"A silver medal in the 400m hurdles was another great achievement. Lastly, our mixed relay set a national record and is currently ranked 12<sup>th</sup> in the world."

By contrast to the previous edition in Rabat, Morocco in 2019 where Botswana clinched a total of 14 medals comprising five golds, three silvers, and six bronze, this year's delegation was smaller. Nevertheless, it showcased the nation's competitive spirit on the continental stage.

The African Games, organised by the African Union in collaboration with the Association of National Olympic Committees of Africa and the Association of African Sports Confederations, are held every four years.

**Over 4,000 athletes**

This year's theme, "Experience the African Dream," highlighted the event's significance in showcasing athletic talent and promoting youth education across the continent.

With over 4,000 athletes competing in 29 sports disciplines, the Games provided a broad platform for talent display and fierce competition.

## BVF Plans Int'l Universities Tournament

"It will be a ladies' tournament," said BVF president Tsoseletso Magang of the global event that is to be headlined by Howard University of the USA.

**GAZETTE REPORTER**

Botswana Volleyball Federation (BVF) is gearing up to host a women's only global event in a bid to foster international sporting relations and elevate the profile of volleyball in the southern African region.

The president of BVF, Tsoseletso Magang, has announced a Universities International Invitational Tournament with Howard University of the USA set to headline the event.

Scheduled for mid-May, the tournament promises to be a riveting affair, with teams from

Botswana, Namibia, Lesotho, and Zambia in the fray alongside Howard University.

**For men in August**

"It will be a ladies' tournament," said Magang, underscoring the commitment of BVF to promoting women's participation in sports. "We are also planning to host the same tournament for men some time in August."

Despite these ambitious plans, securing sponsors remains a pressing challenge. However, BVF has found a supportive partner in the University of Botswana, which will not only par-



ticipate in the tournament but will also ensure its success.

Magang expressed gratitude to UB for this support. "We want this to be an annual tournament and believe that can happen through their support," she said.

She urged other sponsors to come on board, adding that BVF will appreciate any kind of support towards ensuring the success of the tournament.

**Dual purpose**

It is envisaged that the tourna-

ment will serve a dual purpose, acting as both a platform for international competition and a preparatory ground for the upcoming regional clubs' tournament in December.

Reflecting on the significance of the event, Magang noted: "We really want the December tournament to be a success. That is why we are kind of preparing for it as early as now.

"The previous edition, which was held in Lesotho, saw them making history by attracting 44

clubs. We want to surpass that by hosting 50 clubs."

**Admin costs**

In addition to international engagements, Magang stated that BVF is focused on bolstering domestic volleyball through the national tournament that is slated to commence in April.

**The tournament promises to be a riveting affair, with teams from Botswana, Namibia, Lesotho, and Zambia in the fray alongside Howard University.**

However, the absence of a sponsor poses a hurdle. Magang spoke of ongoing discussions with the Ministry of Youth, Gender, Sport and Culture about support for the administration costs of the tournament.

"We really need our league to be active as it also benefits our national team to be competitive," she added.



# Botswana's Female Athletes: Striving for Recognition and Equality in Sports



Minister Rakgare emphasised the pivotal role of initiatives such as the Vunani Annual Women Sports Awards in bridging the gender gap within Botswana's sports community.

Sports minister notes how, compared to their male counterparts, female athletes are often marginalised, are celebrated less and are minimally rewarded

**GAZETTE REPORTER**

In a stirring address at the Vunani Annual Women Sports Awards that were held in Gaborone over the weekend, the Minister of Youth, Gender, Sports and Culture Tumiso Rakgare, highlighted the glaring disparities faced by female athletes across the country's sports landscape.

He noted that despite their remarkable talent and outstanding achievements in local, regional and international competitions, female athletes are often marginalised, celebrated less and are minimally rewarded compared to their male counterparts.

Minister Rakgare emphasised the pivotal role of initiatives such

as the Vunani Annual Women Sports Awards in bridging the gender gap within Botswana's sports community.

**Imperative**

He expressed admiration for the dedication, courage and prowess exhibited by women in Botswana's sports arena, asserting that recognising their achievements through platforms like these awards is not only fitting but also imperative.

"In 2017, Women and Sports Botswana (WASBO), in collabo-

ration with the Botswana National Olympic Committee (BNOC), conducted a baseline study on the participation of Women and Girls in Sports in Botswana at all levels," Rakgare said.

He noted that a follow-up study was conducted in 2022 (after the 7<sup>th</sup> IWG Conference) and it indicated that participation of girls and women in the country was very low (2-39.1 percent) across the sports codes at Association level.

**Urgent need**

"Further, it was revealed that women's participation in leadership and managerial participation at club level was between 0-66.7 percent, with an average of 21.5 percent, and at Association level the involvement of girls and women was between 0-36.4 percent," said the minister.

Rakgare emphasised the urgent need for concerted efforts to address these disparities and ensure gender parity in sports.

He lauded the companies sponsoring the awards for their commitment to investing in initiatives aimed at closing the gender gap in sports.

**2024 VUNANI ANNUAL BOTSWANA WOMEN SPORTS AWARDS WINNERS**

**Umpire of the Year:** Dorothy Okatch

**Coach of the Year:** Nnaniso Magwaba

**HeForShe:** Ofentse Oshima Bakwadi

**Team of the Year:** The Mares

**Sportswoman of the Year:**

Refilwe Tholakele

**Sportswoman of the Year with Disability:** Mmakgosi Lydia Thakanelo

**Young Promising Female Athlete:** Sethunya Buhle Majama

**Volunteer of the Year:** Thuso Nthule

**Administrator of the Year:** Katlego Daphne Rakobe

**Sports Journalist of the Year (Print):** Anita Rannoba

**Sports Journalist of the Year (Radio):** Neo Skillo Aabobe

**Sports Journalist of the Year (TV):** Motlalepula Darkin

**Photographer of the Year:** Kennedy Poloko Ramokone

**Courage Award:** Game Mothibi

**Champion for Equality Award:** Okavango Diamond Company

**CEO's Special Award:** Marumo Morule

**CEO's Special Award:** Vunani Fund Managers

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