



# HOSPITAL STAFF AT BREAKING POINT

Healthcare workers are sounding the alarm over a looming wave of trauma in hospitals, following the government's blunt admission that it can no longer support the collapsing health system, leaving patients to fend for themselves **Pg 3**

Photo Credit: <https://www.facebook.com/MINISTRYOFHEALTHBOTSWANA>

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# Hospital Staff at Breaking Point



According to the president of BONU, Peter Baleseng, this failure is impacting the mental well-being and already low morale of frontline staff severely.

Photo Credit: Argus Online

## SESUPO RANTSIMAKO

The Ministry of Health (MoH) has failed to provide clear guidance or a contingency plan for healthcare workers, particularly nurses and doctors, regarding how to manage patients without essential medications and other medical supplies, the Botswana Nurses Union (BONU) has said.

According to the president of BONU, Peter Baleseng, this failure is impacting the mental well-being and already low morale of frontline staff severely.

This follows a recent press release from MoH acknowledging an acute shortage of essential drugs for treatment of life-threatening conditions at Botswana's public health facilities as well as the financial incapacity to intervene on essential treatment options for lifesaving procedures.

### Awkward position

Speaking in an interview, Baleseng said in the face of this crisis, the government should have at least offered guidance on how to navigate the situation during medical care.

"The government has placed

healthcare providers in an extremely awkward and painful position," he said. "This lack of leadership and intervention leaves us helpless on the frontlines."

He added that the situation is worsening the psychological burden on healthcare workers who are forced to face patients in need of treatment that they cannot provide. "The morale among nurses and doctors is already low due to various systemic issues," said Baleseng.

### "Our hands are tied"

"Having to watch patients deteriorate or even die, not because of incompetence but due to lack of medicines, is mental torture. We have the training and ability to help, but without the necessary resources, our hands are tied."

He urged the government to act swiftly and transparently to mitigate the impact of the shortages and to provide emotional and professional support to healthcare workers, who are concerned that this could lead to a significant spread of communicable diseases like TB.

"Healthcare providers need clarity, support and tools, not

just acknowledgment of the problem," he said. "If no urgent steps are taken, we risk not only the lives of patients but the well-being and resilience of the very people entrusted to save them."

### Hypertension, cancers, diabetes

According to the Ministry of Health, the medicines currently in short supply include those for hypertension, cancers, diabetes, eye conditions, asthma, tuberculosis (TB), and mental health disorders, HIV/Aids medications etc.

Reached for comment, the Chairman of the Parliamentary Health Committee, Phillemon Aron, expressed shock at MoH's press release.

"As the committee responsible for public health, we were never consulted before this statement was issued," he said. "Normally, before these kinds of decisions are made after consultation."

### Panic mode

Aron added that the statement alone suggests that the government is in panic mode and uncertain about how to respond. "It seems people with chronic illnesses have been written off because if there is no medication for them, there is nothing that doctors and nurses can do," he said.

"We are going to witness many devastating consequences from these drug shortages."

Briefing Parliament yesterday, the Minister of Health, Dr Stephen Modise attributed the crisis to dry coffers: "Although the Ministry of Health was allocated

BWP 254 million for medical fees for the 2025/2026 financial year, the funds have already been depleted, having been used to clear outstanding debts. Patients, however, continue to require these life-saving treatments. There is therefore an urgent need for additional funding to sustain services and to procure essential medicines."

**"We are going to witness many devastating consequences from these drug shortages"**

A health expert who preferred anonymity expressed concerns at the situation saying: "The financial crisis found the drug shortage problem already a big problem. It's also a matter of a broken-down procurement system and supply chain management."

He continued: "You would have to look at the budget, whether the money is or was spent on what is budgeted for. Does the budget make sense when one looks at the GDP per capita? Regarding drugs, how do they decide who to purchase from and which drugs to buy. How do they distribute the drugs? It's a complex thing because the whole system seems to have broken down. So many patients are referred to Private Hospitals, even the ones that Government Referral Hospitals should be able to deal with."

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# Khama Warns Boko To Avoid Masisi's Mistake

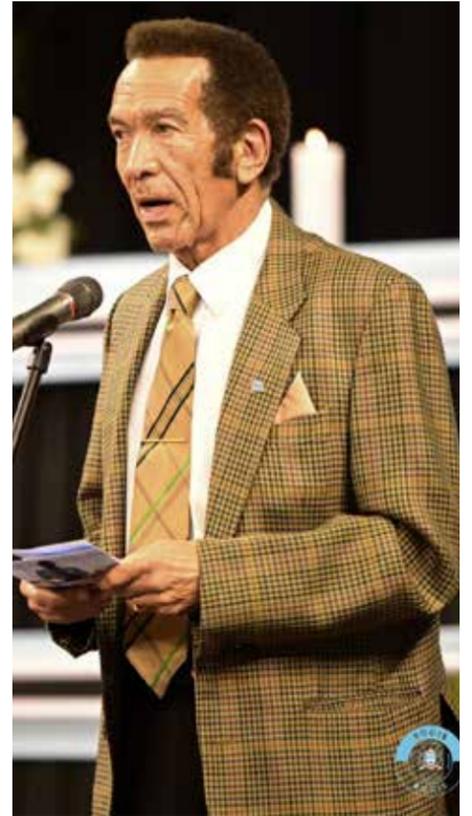
Former president Ian Khama has raised concern over what he describes as a persistent pattern of personal attacks against him by sitting presidents, saying, "I don't know why I act as a magnet for sitting presidents to attack me instead of concentrating on national duties".

TEFO PHEAGE

Former President Ian Khama has cautioned against what he describes as a growing trend among Botswana's sitting presidents to target him instead of prioritising pressing national issues.

Khama's comments follow President Boko's recent remarks at the memorial service of the late former Permanent Secretary Dr Micus Chimbombi. In his address, Boko appeared to accuse certain individuals, interpreted by many to be Khama, of shedding crocodile tears over Chimbombi's death, despite having contributed to his professional misfortunes.

Responding in an interview, Khama described Boko's comments as "very unfortunate" and reminiscent of past tensions



Former President Ian Khama has cautioned against what he describes as a growing trend among Botswana's sitting presidents to target him instead of prioritising pressing national issues.



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with former President Mokgweetsi Masisi.

"I don't know why I act as a magnet for sitting presidents to attack me instead of concentrating on national duties," Khama said. "President Boko preaches unity, but his remarks only serve to sow seeds of discord and reopen wounds that had long healed."

#### Reconciled

Khama defended his relationship with the late Dr Chimbombi, insisting that the two had reconciled and that the Chimbombi family had personally invited him to speak at the memorial service.

"It is common knowledge that I long made peace with Dr Chimbombi. His family reached out to me to be among the speakers at his memorial. In fact, Dr Chimbombi invited me to campaign for him during his parliamentary bid, which we succeeded in," Khama stated arguing that if these gestures could not demonstrate reconciliation then he doesn't know what ever will.

He further dismissed accusations of hypocrisy, turning the charge back at Boko: "For me, hypocrisy is keeping quiet during Chimbombi's time of struggle with government, only to speak after his death, at a time when we should be comforting his family, not scratching at healed wounds."

Khama emphasised that he was formally invited to speak at the memorial by his family, through his personal secretary. Asked whether he has reached out to Boko, Khama said he hasn't and will not be doing so.

#### Chimbombi's contentious exit

In 2015, Dr Chimbombi's contract as Permanent Secretary in the Ministry of Agriculture was prematurely terminated. He took the matter to court, seeking compensation for the remainder of his contract.

In 2019, the High Court awarded him P1.7 million, ruling in his favour. However, the Court of Appeal overturned that decision last Friday, concluding that Chimbombi had failed to prove any binding agreement with the government regarding payment for the remainder of his contract.

According to court records, Chimbombi had proposed a mutual separation with compensation but lacked formal acceptance from the state. The court also rejected his claim that he had been pressured to resign by then-Permanent Secretary to the President Carter Morupisi and President Khama.

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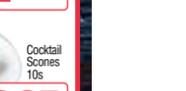
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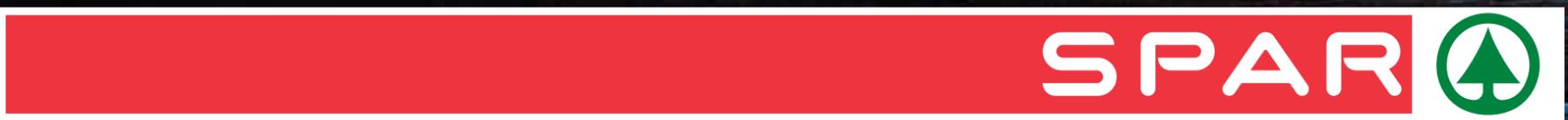
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# Civil Society Rejects Boko's Constitutional Amendment Bill

Botswana's civil society, led by BOCONGO, has forcefully rejected President Duma Boko's Constitution (Amendment) Bill of 2025, calling it undemocratic, opaque, and exclusionary. In a statement, they demand the bill's immediate withdrawal

## GAZETTE REPORTER

Botswana's civil society, led by the Botswana Council of Non-Governmental Organisations (BOCONGO), has rejected the Constitution (Amendment) Bill No. 14 of 2025, tabled by President Duma Boko's administration, citing its lack of public consultation, trans-

parency, and inclusivity.

BOCONGO insists that constitutional reform should be a "people-led, inclusive, and transparent" process and accuses the government of sidelining the public in what it terms an "opaque and undemocratic" approach to constitutional reform.

"The 2024 amendment process was already flawed in its failure to meaningful-



(Pic: Duma Gideon Boko) facebook



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ly consult and educate Batswana. We are now being asked to trust a new version of the same failed script," reads the strongly worded statement.

### Hijacking the process

The group further condemned what it described as the "hijacking" of the constitutional reform process from the people, warning that the Constitution is "not business as usual" but rather a foundational document that demands "a people-centered and people-led approach."

While acknowledging some progressive proposals in the bill—such as the establishment of a Constitutional Court, which civil society had previously recommended—BOCONGO criticized the lack of accompanying public education and the absence of legislative safeguards to ensure meaningful citizen participation.

**"Constitutional reform is not a political tool; it is a national process that must reflect the collective will and voice of Batswana"**

### Immediate withdrawal

BOCONGO called for the immediate withdrawal of the bill and issued a five-point list of urgent demands, including:

Recognition that the Constitution belongs to the people, not politicians; Amendments to Sections 87 and 89 of the Constitution and the introduction of a Botswana Constitution Review Act; A detailed and transparent roadmap for the reform process, with extensive public education and consultation in all languages and regions; Clarification on the timing and feasibility of holding two referendums alongside the general election within four years; Gazetting of constitutional proposals in multiple languages to reflect Botswana's diversity.

The civil society bloc argues that meaningful reform cannot be built on "vague promises" and criticizes the government for pushing ahead without a clear framework or resources.

"Constitutional reform is not a political tool; it is a national process that must reflect the collective will and voice of Batswana," BOCONGO declared.

In an unprecedented mobilization, the organization has called on all Batswana—civil society groups, churches, trade unions, and professional bodies—to reject the bill and demand a truly people-driven process.

"This is a once-in-a-generation opportunity," the statement adds. "The Constitution is the people's last shield against dictatorship, corruption, and exclusion. We must get it right."

# Deposit and Lending interest rates as at August 2025

## Deposit rates

### BWP - Botswana Pula

Types of deposit account	Nominal interest rate	Actual interest rates	Minimum opening balance (BWP)
Current	0.00% - 1.00%	0.00% - 1.00%	50
Call	0.00% - 0.55%	0.00% - 0.55%	10,000
Savings	0.00% - 3.60%	0.00% - 3.66%	100
91 days fixed deposit	1.46%	1.47%	1,000
6 months fixed deposit	1.73% - 1.90%	1.74% - 1.91%	1,000
12 months fixed deposit	2.57% - 3.07%	2.57% - 3.07%	1,000
24 months fixed deposit	2.92% - 3.62%	2.92% - 3.62%	1,000
36 months fixed deposit	3.02% - 3.82%	3.02% - 3.82%	1,000

### ZAR - South African Rand

Types of deposit account	Nominal interest rate	Actual interest rates	Minimum opening balance (ZAR)
Current	0.00% - 0.00%	0.00% - 0.00%	3,450
Call	0.00% - 2.50%	0.00% - 2.50%	3,450
Savings	Negotiable	Negotiable	3,450
91 days fixed deposit	Negotiable	Negotiable	3,450
6 months fixed deposit	Negotiable	Negotiable	3,450
12 months fixed deposit	Negotiable	Negotiable	3,450
24 months fixed deposit	Negotiable	Negotiable	3,450
36 months fixed deposit	Negotiable	Negotiable	3,450

### GBP - British Pounds

Types of deposit account	Nominal interest rate	Actual interest rates	Minimum opening balance (GBP)
Current	0.00% - 0.00%	0.00% - 0.00%	300
Call	0.00% - 2.50%	0.00% - 2.50%	300
Savings	Negotiable	Negotiable	300
91 days fixed deposit	Negotiable	Negotiable	300
6 months fixed deposit	Negotiable	Negotiable	300
12 months fixed deposit	Negotiable	Negotiable	300
24 months fixed deposit	Negotiable	Negotiable	300
36 months fixed deposit	Negotiable	Negotiable	300

### USD - U.S Dollar

Types of deposit account	Nominal interest rate	Actual interest rates	Minimum opening balance (GBP)
Current	0.00% - 0.00%	0.00% - 0.00%	500
Call	0.00% - 2.50%	0.00% - 2.50%	500
Savings	Negotiable	Negotiable	500
91 days fixed deposit	Negotiable	Negotiable	500
6 months fixed deposit	Negotiable	Negotiable	500
12 months fixed deposit	Negotiable	Negotiable	500
24 months fixed deposit	Negotiable	Negotiable	500
36 months fixed deposit	Negotiable	Negotiable	500

## Lending rates

Lending rates	Nominal interest rate (%)	Average Effective Interest Rates (%)
Monetary policy rate (MoPR)		1.90%
Mortgage Facility	Absa PLR + 1% - Absa PLR + 10.5%	13.25%
Overdraft facility (revolving credit lines)	Absa PLR + 10% - Absa PLR + 20%	24.07%
Credit card	24% - 36%	34.49%
Lease loans (VAF)	Absa PLR + 0.5% - Absa PLR + 9%	12.14%
Unsecured personal loans (excluding overdrafts, mortgage and credit cards)	Absa PLR + 2.5% - Absa PLR + 25%	22.55%
Other long-term loans		Negotiable
Absa Prime Lending Rate (Absa PLR)		6.76%

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# Study Critiques Masisi for Lacking Botho Ethos

The study also faults Khama for having made offensive Setswana language and cultural expressions remarks towards Masisi, but is more forgiving, citing his biracial background

TEFO PHEAGE

A recent scholarly article by the University of Botswana academics; Christian John Mak-

gala, Boga Thura Manatsha and Batlang Seabo has shed new light on the Setswana language and cultural expressions used by two of Botswana's former Presidents Ian Khama and his successor, Mokgweetsi Masisi.

The study, titled "Shooting from the Hip: Critical Discourse Analysis of Setswana Language Spoken by 'Deculturalised' Presidents Ian Khama and Mokgweetsi Masisi, Botswana," uses Critical Discourse Analysis (CDA) to explore claims that both leaders exhibit signs of "deculturalisation", a process where cultural orientation is lost or replaced, particularly in their use of Setswana and adherence to the nation's cultural ethos known as *botho* (civility, respect, and humility).

**"Masisi and Khama mainly relied on, or were mainly influenced by, their political power when uttering political statements deemed inappropriate"**

### Setswana language proficiency

The article traces deculturalisation to historical factors including colonial influence and globalisation, highlighting how Botswana's political leadership is expected to uphold *botho*, which forms a core part of the country's Vision 2016 national philosophy. The authors argue that while Khama's English-speaking, biracial background may have initially distanced him from Setswana cultural norms, by the end of his presidency his Setswana was sufficiently fluent, though his language sometimes violated *botho* during his political feud with Masisi.

Conversely, the study disputes claims that Masisi's Setswana skills were negatively impacted by elite English-medium schooling. Instead, it underscores his deep immersion in Setswana language and culture, noting that some of his public utterances, despite their cultural grounding, also contravened

Continues to page9



## DEPOSIT & LENDING INTEREST RATES

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### DEPOSIT RATES

Type of Deposit Account	Nominal Interest Rate (Lowest -Highest)	Actual Interest Rate (Lowest -Highest)	Minimum Opening Balance (Pula)
Current	NIL	NIL	
Savings			
Sesigo	1.75% - 2.75%	1.76% - 2.78%	200.00
Ordinary	1.75% - 1.75%	1.76% - 1.76%	50.00
SAYE	1.25% - 2.00%	1.26% - 2.02%	200.00

Fixed Deposits	Nominal Interest Rate	Actual Interest Rate	Minimum Opening Balance
3 months	0.80% - 1.00%	0.80% - 1.00%	1,000.00
6 months	1.40% - 1.75%	1.41% - 1.76%	1,000.00
12 months	1.85% - 2.20%	1.87% - 2.22%	1,000.00
24 months	2.25% - 2.55%	2.27% - 2.58%	1,000.00
Over 24 months	3.35% - 3.80%	3.40% - 3.87%	1,000.00

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### LENDING RATES

Lending Rates	Nominal Interest Rate	Average Effective Interest Rate
MoPR	1.90%	1.90%
Prime Lending Rate	6.01%	6.01%
Mortgage Facility	Prime to Prime + 5.00%	Prime to Prime + 5.12%
Overdraft Facility (Revolving credit lines)	N/A	N/A
Credit card	N/A	N/A
Eezi Auto	Prime +3.50% to Prime +5.50%	Prime +3.56% to Prime +5.64%
Lease Loans	N/A	N/A
Unsecured Personal Loans (excluding overdraft, mortgage and credits cards)	Prime +12% to Prime +22%	Prime +12.68% to Prime +24.36%
Other Long - Term Loans	N/A	N/A

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from page8

The authors argue that while Khama’s English-speaking, biracial background may have initially distanced him from Setswana cultural norms, by the end of his presidency his Setswana was sufficiently fluent, though his language sometimes violated botho during his political feud with Masisi.



(Pic:Monirul Bhuiyan/PRESS PHOTO)

Masisi of undermining the integrity of his office and the country’s image,” notes the article.

Furthermore, the authors observe that: “His government was also compared unfavourably with that of Khama in terms of the unfulfilled 2019 election campaign promises.”

The authors argue that through Masisi, Botswana has witnessed “how a leader can use his (political) power to publicly humiliate those who differ with him instead of accepting that as a leader, one is bound to be criticised.” Khama similarly “reinforced and displayed his political power in his discourse against Masisi.”

botho by containing abusive or inflammatory language. His public communication style is described as prone to overreaction and lacking in diplomatic tact, traits the authors suggest contributed to the Botswana Democratic Party’s historic defeat in the 2024 general elections after 58 years in power.

**Historical context and political power**

Using historical insights, the article connects the discourse styles of both leaders to their political power and ideological battles. Ian Khama, son of the revered Seretse Khama and product of a racially complex heritage, occasionally used Setswana in ways perceived as offensive, particularly when attacking Masisi. Masisi, meanwhile, wielded his political authority to publicly reprimand critics, sometimes damaging the dignity of the presidential office in the eyes of the public.

**The verdict**

“Masisi and Khama mainly relied on, or were mainly influenced by, their political power when uttering political statements deemed inappropriate,” reads the study.

Khama’s offensive utterances were primarily directed towards Masisi during their political feud. Generally, his other utterances analyzed in the article, especially when interacting with ordinary citizens, were not offensive. Such utterances attracted public attention mainly because of his deficiency in idiomatic Setswana, according to the authors. The controversy surrounding his Setswana, the authors note, is “not on what he says, but how he says it because of his perceived deculturalisation.”

On the other hand, criticism of Masisi focuses on his tendency to use abusive Setswana words and phrases against the ethos of botho, despite his deep familiarity with the cultural context. The article notes:

“He has frequently used abusive and inappropriate language on his political opponents, ordinary citizens, and even Botswana’s longest partner in diamond mining, De Beers.”

“Unlike Khama, who has a calm demeanour”, Masisi is described as having “a problem of temperament, and lacks public diplomacy.” This, according to the article, has led to unnecessary public outbursts. “While both have accused each other of reckless utterances that could tarnish the country’s international image, local critics have accused

# Deposit & Lending Interest Rates

For the month of August 2025

Type of Deposit Account	Nominal Interest Rates (%)	Effective Interest Rates (%)	Minimum Opening Balance (Pula)
	(Lowest-Highest)	(Lowest-Highest)	
Current	Nil	Nil	Nil
Call	0.10% - 0.60%	0.10% - 0.60%	1000
Savings	0.15% - 5.50%	0.15% - 5.50%	100
91Day	1.00% - 3.50%	1.00% - 3.50%	1000
6 Months	1.76% - 4.01%	1.75% - 4.00%	1000
12 Months	2.05% - 6.25%	2.05% - 6.25%	1000
24 Months	2.25% - 6.25%	2.25% - 6.25%	1000
Over 24 Months	2.55% - 6.25%	2.55% - 6.25%	1000

Lending Rates	Nominal Interest Rates (%)	Average Effective Interest Rate (%)
MoPR	1.90%	1.90%
Access Bank Botswana Prime Lending Rate	7.16%	7.16%
Mortgage Facility	From ABB Prime +0.5% to ABB Prime +6%	From ABB Prime +0.50% to ABB Prime +6%
Overdraft Facility (Revolving credit lines)	From ABB Prime +1.0% to ABB Prime +20%	From ABB Prime +1% to ABB Prime +34.9%
Credit Card	Up to 32%	Up to 37.1%
Lease Loans	From ABB Prime +1% to ABB Prime +6%	From ABB Prime +1% to ABB Prime +7%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	From ABB Prime +1% to ABB Prime +25%	From ABB Prime +1% to ABB Prime +28.1%
Other Long-Term Loans	Not Available	

\*Minimum Pricing Available

Effective from 1<sup>st</sup> April 2023, all commercial banks are authorized to set their own Prime Lending Rate (PLR). The Prime Lending Rate will now be referred to as the “Access Bank Botswana Prime Lending Rate”. The Access Bank Botswana Prime Lending Rate is **7.16%** effective 14<sup>th</sup> May 2025.

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

Game City Branch	- 370 4700	Francistown Branch	- 245 0000
Fairgrounds Branch	- 367 4600	Selebi Phikwe Branch	- 263 1000
Airport Junction Branch	- 371 9700	Palapye Branch	- 494 1000
The Square Branch	- 398 5700	Maun Branch	- 682 0000
Ghanzi Sales and Service Centre	- 659 8800	Mahalapye Sales and Service Centre	- 474 9399
Molepolole Sales and Service Centre	- 592 3050	Lobatse Sales and Service Centre	- 533 0341
Lethakane Sales and Service Centre	- 298 5011	Kasane Sales and Service Centre	- 625 0017
Kanye Sales and Service Centre	- 544 6300	Mochudi Sales and Service Centre	- 577 7162
Shakawe Sales and Service Centre	- 687 5244	Mogoditshane Sales and Service Centre	- 316 4584

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



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# Boko's De Beers Comment Sparks Investor Anxiety

In a sharp commentary, South African Signal Risk analysts Ronak Gopaldas and Menzi Ndhlovu have labelled President Duma Boko's recent remarks against De Beers as a "classic case of where opportunism meets political theatre," suggesting the statements are aimed more at managing domestic pressure

## GAZETTE REPORTER

President Duma Boko has come under intense scrutiny following a series of blistering attacks on diamond giant De Beers, a move analysts warn could backfire, rattling investor confidence and undermining Botswana's long-standing

reputation for economic stability.

In recent weeks, Boko has embraced a confrontational stance toward De Beers, accusing the company of exacerbating the country's economic challenges. He has tied Botswana's fiscal and trade woes to what he calls an imbalanced relationship with the global diamond powerhouse — a

message analysts say is as risky as it is politically calculated.

"This is a case where opportunism meets political theatre," said Ronak Gopaldas and Menzi Ndhlovu of Signal Risk, a South African political and economic risk advisory firm. "President Boko's mixed messaging creates policy uncertainty and reflects a



(Pic: Duma Gideon Boko) facebook

posture aimed at managing domestic pressures rather than long-term economic sustainability."

### Hardline approach

Tensions began simmering in June when Boko declared that "no minerals will leave the country without being processed," signaling a hardline approach to mineral beneficiation. But the rhetoric has escalated in recent weeks, despite Botswana signing a landmark 10-year deal with De Beers in February — a deal hailed for expanding local diamond access, enhancing value addition, and fostering joint marketing initiatives.

Observers now question whether Boko's remarks reflect a genuine policy shift or are part of a broader political performance to rally domestic support and shift blame amid a worsening economic outlook.

This is a case where opportunism meets political theatre

### Populist overtures

"Boko's populist overtures serve multiple domestic agendas," the analysts noted. "They deflect blame for economic underperformance, help manage tensions within his governing coalition, and resonate with an electorate hungry for immediate solutions."

Botswana is also bracing for a projected decline in revenues from the Southern African Customs Union (SACU), which constitutes over 30% of national tax

income. The economic squeeze has forced the government to tap into sovereign reserves while struggling to fulfill promises on jobs, housing, wage increases, and climate adaptation.

### Greatest casualty-investor confidence

Signal Risk analysts warn that the greatest casualty may be investor confidence. Botswana's brand has long hinged on political predictability and clear economic communication, attributes now threatened by seemingly contradictory messages.

"The government's recent attacks on De Beers, coming just months after a major agreement, send destabilizing signals," said Gopaldas and Ndhlovu. "The inconsistency could prompt credit downgrades, higher borrowing costs, and reduced foreign direct investment."

### Risks

Adding fuel to the fire, Minerals Minister Bogolo Kenewendo recently told the Financial Times that Botswana is pursuing a controlling stake in De Beers following the planned sale by Anglo American. The move, framed as a strategic bid for value chain oversight, has deepened unease in investment circles.

"This situation could easily escalate before it de-escalates," the analysts warned. "Without a credible, face-saving off-ramp, Boko's approach risks morphing into a dangerous gambit with lasting consequences for Botswana's economic future."

Gopaldas and Ndhlovu point to parallels in other African nations, where nationalist pivots, such as in Tanzania under John Magufuli and Zambia under Edgar Lungu, initially won public favor but ended up alienating critical investors.

"Credible, collaborative and transparent engagement is essential to achieving equitable growth in the extractive industries," the analysts concluded.

## Motor Centre Toyota

Botswana is TOYOTA country



### Vacancy

#### USED CAR SALES MANAGER (OR AUTOMARK MANAGER)

We are a leading automotive franchise company seeking an experienced and dynamic person to join our team as a Used Car Sales Manager.

#### JOB SUMMARY

You will be responsible for the operations of the Automark (certified pre-owned vehicle) department within the dealership. This role involves managing inventory, ensuring compliance with OEM standards, maintaining customer satisfaction, business growth and driving profitability through strategic sales and marketing initiatives.

#### KEY RESPONSIBILITIES

- Oversee Automark vehicle sales processes
- Monitor and achieve monthly sales targets.
- Manage daily department operations, including sales, customer service and resolve escalated complaints
- Maintain optimal stock levels
- Ensure compliance with OEM standards and reporting requirements
- Develop and implement sales strategies to meet targets and drive growth.
- Lead and mentor Sales Consultants and support staff.
- Build and maintain strong relationships with customers, suppliers and stakeholders.
- Grow fleet customer base and identify new business opportunities
- Conduct valuations and trade-in assessments

#### QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

- A Diploma/Degree in Sales and Marketing.
- Strong leadership and team management skills.
- Excellent communication and customer service skills.
- Strong business acumen and strategic thinker.
- A valid driver's license
- Basic knowledge of vehicle models, products and sales experience is an added advantage.
- Fluency in English and Setswana

#### CLOSING DATE: 25 August 2025

If you are a motivated and results driven individual with a passion for the automotive industry, send your CV to:

Human Resources  
Motor Centre Toyota  
Box 786, Gaborone  
or email to [hr@mctoyota.co.bw](mailto:hr@mctoyota.co.bw)

# Community Trusts Reject CBNRM Bill

A coalition of 49 community trusts from across Botswana has rejected key clauses in the proposed CBNRM Bill 2025 and are urging Parliament to amend it in a way that protects community rights and upholds local governance

GAZETTE REPORTER

**A** coalition of 49 Community-Based Organisations (CBOs) from across Botswana has strongly rejected several provisions of the proposed Community-Based Natural Resources Management (CBNRM) Bill, 2025, warning that it threatens to undo

decades of progress in grassroots conservation and community empowerment.

The CBOs, under the coordination of the Ngamiland Council of NGOs (NCONGO), have submitted a joint statement to Parliament during its ongoing Winter Session, raising alarm about the Bill's potential to erode community control over natural resource governance.

#### Aspirations and lived experiences

Said the Board Chairperson of NCONGO, Taboka Rotsi: "This Bill, in its current form, fails to reflect the aspirations and lived experiences of communities that have been at the forefront of sustainable conservation. We urge Parliament to amend it in a way that protects community rights and upholds local governance."

Among the most contentious provisions is Article 29, which proposes that District Commissioners serve as principal signatories to community trust accounts. The CBOs argue this will strip them of financial autonomy and create bureaucratic bottlenecks.

Their submission reads: "Community trusts have managed their funds transparently for years. This proposal is not only regressive but also undermines trust in our systems."

#### CBO concerns

Other concerns include limited community representation on the proposed National CBNRM Board, with only two seats reserved for community voices. CBOs are demanding at least five.

Excessive control by the Director of Wildlife and National Parks, which includes the power to appoint or remove CBO board members; lack of a re-registration process for deregistered CBOs, threatening continuity; and micromanagement by technical advisory committees, particularly in procurement and land-use decisions, are among other issues.

But rather than oppose the Bill outright, the coalition is offering alternatives. Notably, they propose creation of a Botswana National CBNRM Association to oversee governance, registration, and sustainable development within the sector.

#### Alternatives

"Our goal is not just conservation - it is livelihoods," said the Manager of the Mababe Zokotsama Trust, Vusi Khumalo. "Communities must remain at the centre of resource management, especially in regions burdened by human-wildlife conflict."

The statement is backed by high-profile trusts, including Khwai, Okavango, Chobe Enclave, and Sankoyo, representing communities from every corner of Botswana.

Tourism minister Wynter Mmolotsi has acknowledged the concerns and assured the media that further consultations with community trusts will be held.



(Pic: MONIRUL BHUIYAN/PRESS PHOTO)

## BH BOTSWANA JCB

### VACANCY NATIONAL AFTERMARKET MANAGER

BH Botswana, the JCB Dealer for the Republic of Botswana, is a leading supplier of construction, mining and agricultural equipment throughout the country.

We have an opportunity for a driven and experienced National Aftermarket Manager to join our performance-driven organization and be part of the prestigious JCB brand.

This challenging position involves driving business growth in service and parts business, managing a dynamic aftermarket team across the country, and the continual development of new opportunities, while maintaining the market-leading level of service that our large, long-term customer base has come to expect.

#### Key Responsibilities

- Oversee all national aftermarket operations.
- Lead and manage service teams, parts departments, and technical support staff.
- Drive revenue growth through service operations, parts sales, and supported equipment retails.
- Develop and implement strategic plans to improve aftermarket profitability.
- Develop, sell and manage contracts and agreements for business.
- Identify opportunities for growth.
- Maintain market knowledge of competitor offerings and developments.
- Ensure high levels of customer satisfaction and service delivery standards.
- Manage and meet budgets, KPIs, and cost controls across the division.
- Build, manage, and maintain strong relationships with key customers, suppliers, and OEM partners.
- Monitor and improve service quality, turnaround times, and warranty processes.
- Continual development of new and existing businesses.
- Monitor, analyse, and report all relevant performance metrics.
- Ensure compliance with safety, environmental, and operational policies.
- Recruit, train, and develop aftermarket team members.
- Stay up-to-date with news & knowledge of the regional mining and construction sectors.

#### Requirements

- Minimum of 10 years' experience in heavy equipment OEM aftermarket operations in similar or related positions.
- Commercial experience is preferred over technical knowledge.
- Proven B2B sales experience, with demonstrated commercial and operational success.

- Strong leadership, organisational, and communication skills.
- Extensive technical understanding of earthmoving machinery; experience with the JCB brand is an advantage.
- Commercial acumen and a strong customer-focused mindset.
- Technical qualifications.

#### Key Competencies

- Strong customer-centric mindset with a commitment to service excellence
- Ability to work with urgency, efficiency, and precision in a fast-paced environment
- Exceptional verbal and written communication skills for effective stakeholder engagement
- Self-motivated and able to operate independently with minimal supervision
- Demonstrates pride in work, ambition to grow, and a proactive approach to challenges

#### Terms & Conditions

- Position is Gaborone-based.
- Regular travel is required between company sites, customers, and project sites.
- Oversees two workshops, three service depots, and two parts departments.
- Business development is a critical component of this role.
- This is a full-time position (Monday to Friday), with occasional additional hours.
- This is a market-leading employment opportunity with a highly competitive salary.

#### Additional Benefits Include:

- Pension
- Health Insurance
- Company Vehicle
- Company Mobile Phone

Applicants who meet the above requirements may forward their CVs to:

BH Botswana JCB  
PO. BOX 396 Gaborone  
Plot 69500, Lejara Road, Broadhurst Industrial, Gaborone, Botswana  
Tel: (+267) 391 2811 / Fax: (+267) 397 1963  
Or email CVs to: recruitment@bh.co.bw

**Closing date: 30th August 2025**

**Only shortlisted candidates will be contacted.**

# Teachers Unions Oppose Revised School Sports Programme

Two major teachers' unions want their members to boycott a revised school sports programme because implementation problems that could have been addressed if they were consulted may arise

BONGANI MALUNGA

The Botswana Sectors of Educators Trade Union (BOSETU) and the Botswana Teachers Union (BTU) have called on their members to boycott the newly launched school sports programme because there was inadequate consultation by the government before the programme was adopted.

The two unions say unilateral decisions risk creating logistical and practical challenges at the school level.

President Duma Boko was expected to officially launch the programme that now faces criticism from the two major teacher unions and a potential boycott by the teachers.

## Blindsided

The unions argue that teachers find themselves blindsided as the program will now fall under the Ministry of Child Welfare and Basic Education and will run under official working hours.

According to the unions, initial discussions took place with the Ministry of Sport and Arts on two occasions and that the ministry exchanged preliminary notes and proposals about the structure and implementation of the school



sports initiative.

However, they say, a follow-up meeting intended to reconcile differing proposals and chart a collaborative way forward never

materialised.

According to a joint statement released yesterday (Tuesday), the unions support school sports in principle but disagree with

the current approach because it undermines collaborative governance.

## Unclear

"The unions remain steadfast

that they have not been consulted on the detailed nature of the school sports programme that is set to be launched, consequently, the roles and responsibilities expected of teachers remain unclear," said the statement.

"Members are therefore strongly advised to refrain from participating in any school sports activities until their unions have been properly engaged and have communicated the outcomes of these engagements."

"Members are therefore strongly advised to refrain from participating in any school sports activities until their unions have been properly engaged and have communicated the outcomes of these engagements"

The unions have suggested a meeting between the ministers and permanent secretaries of the two ministries and the presidents of the two unions to forge a new direction and empower a joint technical team to design the modalities of a school sports programme centred on inclusivity.

# BLLAHWU Presses Court to Act Swiftly on Salary Dispute

A fierce legal showdown is unfolding between BLLAHWU and cooperating unions over a frozen salary deal that has divided public sector workers

GAZETTE REPORTER

A fresh legal storm has broken out in the long-running salary dispute between the Botswana Land Boards, Local Authorities and Health Workers Union (BLLAHWU) and other cooperating unions as BLLAHWU urgently seeks to move forward a key court date in a heated legal battle over public sector pay.

The union has filed an urgent application at the Industrial Court to bring forward the return date

of an interim court order from 14 August to 30 July, arguing that the current delay is deepening inequality and causing financial distress among its members.

## Administrative chaos

The Secretary General of BLLAHWU, Motshidisi Onyebo Mafoko, says the interim order, issued on 17 July, has created "administrative chaos and discrimination" by halting the implementation of a 30 June salary agreement that had already seen partial rollout by July.

The order, which freezes salary

enhancements pending a main case brought by the cooperating unions, has led to a two-tier system where some employees benefited while others missed out.

"Some employees at Mankodi and Kumakwane Clinics received P1,200 in enhanced allowances, while others at Gaborone City Council and Tlokweng Land Board, holding similar positions, were left out," Mafoko argued in court papers.

## Emotional toll on employees

He warned that staggered salary schedules in government mean



more workers will be denied allowances when paid in early August ahead of the 14 August hearing.

Mafoko stressed the financial and emotional toll on affected employees. "Our members made financial decisions expecting their backpay," he said. "Letting the current situation stand until mid-August is unjust and harmful."

But the Deputy CEO of the Manual Workers Union, Robert Rabasimane, hit back sharply, accusing BLLAHWU of procedural abuse and undermining the collective bargaining process.

## Integrity of public funds

"The applicant cannot suddenly claim urgency. They were fully

involved in the matter from the start and should have raised this earlier," he retorted, adding that the court was aware of partial payments when issuing the interim order.

Rabasimane defended the court's decision as a safeguard: "The rule nisi protects the integrity of public funds and the negotiation process," he said. "Retrospective payments can be made if justified after final judgment."

He went on to accuse BLLAHWU of breaching engagement rules by signing and announcing a deal while other unions were still negotiating. "They jumped the gun and are now trying to rewrite the rules," he said.

(Pic: BLLAHWU - Vanguard of the Working Class)



**Stanbic Bank**

**Stanbic Bank Botswana  
DEPOSIT, LENDING AND FOREIGN  
CURRENCY DEPOSIT RATES**

August 2025

Stanbic Bank Botswana Prime Lending Rate (SBBPLR) - 7.01%



**BWP Deposit Interest Rates**

Type of Deposit Account	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)	Minimum Opening Balance
Current	NIL	NIL	P50
Youth Account	2.00%	2.02%	P50
Call	0.05% - 1.00%	0.05% - 1.00%	P10,000
Premium Call	0.80% - 1.30%	0.80% - 1.31%	P30,000
32 Day Notice	0.25% - 1.00%	0.25% - 1.00%	P1,000
Savings (Pure Save)	0.25% - 0.75%	0.25%-0.75%	P50
Koketso Savings	2.40%	2.43%	P100
Matshelo Savings	0.50% - 1.50%	0.50% - 1.51%	P500
Maitlamo Savings (12 - 36 months)	2.30% - 2.80%	2.32% - 2.84%	P100
91 day fixed deposit * <sup>a</sup>	1.90%	1.92%	P1,000
6 month fixed deposit <sup>a</sup>	2.10% - 2.30%	2.12% - 2.32%	P1,000
12 month fixed deposit <sup>a</sup>	2.20% - 2.35%	2.22%-2.38%	P1,000
24 month fixed deposit <sup>a</sup>	2.55% - 2.80%	2.58% - 2.84%	P1,000
Over 24 month fixed deposit <sup>a</sup>	2.80% - 3.30%	2.84% - 3.35%	P1,000
Stanbic Bank Prime Lending Rate	7.01%		

\* Reference rate All interest rates quoted are on annual basis  
<sup>a</sup> Rate applies to Flexi - Access Account

**Lending Interest Rates**

Lending Rates	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)
MoPR	1.90%	
SBBPLR Lending Rate	7.01%	
Mortgage Facility	SBBPLR - SBBPLR + 15%	SBBPLR - SBBPLR + 16.08%
Overdraft Facility (Revolving credit lines)	SBBPLR +5% - SBBPLR +18%	SBBPLR - SBBPLR + 19.56%
Credit Card	28% - 32%	31.89% - 32.14%
Lease Loans	SBBPLR - SBBPLR + 15%	SBBPLR - SBBPLR + 16.08%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	SBBPLR +8% - SBBPLR +22%	SBBPLR - SBBPLR + 24.36%
Other Long-Term Loans	SBBPLR - SBBPLR + 18%	SBBPLR - SBBPLR + 19.56%

\*Scheme related lending is per the scheme contract and is negotiable.

All interest rates quoted are on annual basis

**Foreign Currency Deposit Interest Rates**

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
<b>SA RAND</b>	<b>SA RAND</b>	<b>SA RAND</b>	<b>SA RAND</b>
Current	0.0%	0.0%	100.00
Call	0.00%-1.75%	0%-1.76%	500.00
1 Month	1.50%-2.50%	1.51%-2.53%	1,000.00
2 Months	1.60%-2.60%	1.61%-2.63%	1,000.00
3 Months	1.70%-2.70%	1.71%-2.73%	1,000.00
6 Months	1.80%-2.80%	1.81%-2.84%	1,000.00
12 Months	2.20%-3.20%	2.22%-3.25%	1,000.00
Over 24 Months	2.40%-3.50%	2.43%-3.56%	1,000.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
<b>U.S. DOLLAR</b>	<b>U.S. DOLLAR</b>	<b>U.S. DOLLAR</b>	<b>U.S. DOLLAR</b>
Current	0.0%	0.0%	50.00
Call	0.05%-1.00%	0.05%-1.00%	100.00
1 Month	0.25%-0.35%	0.25%-0.35%	100.00
2 Months	0.35%-0.42%	0.35%-0.42%	100.00
3 Months	0.37%-0.45%	0.37%-0.45%	100.00
6 Months	0.40%-0.60%	0.40%-0.60%	100.00
12 Months	0.45%-0.75%	0.45%-0.75%	100.00
Over 24 Months	0.75%-1.25%	0.75%-1.26%	100.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
<b>BRITISH POUND</b>	<b>BRITISH POUND</b>	<b>BRITISH POUND</b>	<b>BRITISH POUND</b>
Current	0.0%	0.0%	50.00
Call	0.05%	0.05%	100.00
1 Month	0.05%-0.07%	0.05%-0.07%	100.00
2 Months	0.07%-0.09%	0.07%-0.09%	100.00
3 Months	0.09%-0.10%	0.09%-0.10%	100.00
6 Months	0.10%-0.15%	0.10%-0.15%	100.00
12 Months	0.20%-0.30%	0.20%-0.30%	100.00
Over 24 Months	0.25%-0.40%	0.25%-0.40%	100.00

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
<b>EURO</b>	<b>EURO</b>	<b>EURO</b>	<b>EURO</b>
Current	0.0%	0.0%	50.00
Call	0.00%	0.00%	100.00
1 Month	0.00%	0.00%	100.00
2 Months	0.00%	0.00%	100.00
3 Months	0.00%	0.00%	100.00
6 Months	0.00%	0.00%	100.00
12 Months	0.00%	0.00%	100.00
Over 24 Months	0.00%	0.00%	100.00

- All interest rates quoted are on annual basis
- Interest is calculated based on the daily closing balance and is credited to the account monthly. Interest begins to accrue from the day a deposit is made, if the minimum balance requirement is met. This applies to all interest-bearing products, except fixed deposits.
- Fixed Deposit interest is calculated based on the principal amount, agreed term and applicable interest rate. The accrued interest is paid at maturity or termination.

# Govt To Keep COVID-Era Staggered Salary Payment System

Initially intended to reduce overcrowding in retail stores during the COVID era, the staggered salary payment system will be retained because an assessment has shown positive results for the economy from it

SESUPO RANTSIMAKO

The government will permanently adopt the system of staggered public service salary payment that was introduced as a temporary measure during the COVID-19 pandemic, Parliament has heard.

Responding to a question raised by the MP for Kanye West, Victor Phologolo, the Minister of Finance, Ndaba Gaolathe, said the staggered salary system, which was originally intended to reduce overcrowding at shopping malls, will remain in place indefinitely.

He added that this is because government analysis has shown that the payment schedule has

had a positive effect on the economy, particularly benefitted businesses and Small Medium and Macro Enterprises (SMMEs).

Seven-sector survey To assess its impact, the Ministry of Finance conducted a perception survey in January 2023 across seven sectors in both the public and private sectors, including financial institutions.

"The results were encouraging," said Gaolathe. "The spread of economic activity throughout the month and a noticeable reduction in overcrowding at business premises were noted. Additionally, there was apparent improved performance among SMMEs.

"Previously, government employees were paid starting from the third week of each month, with a three-day gap between pay groups. The new payroll schedule, however, pays each group monthly (but) one week apart.

Continuous economic activity "This revision ensures a more equitable distribution of money throughout the month, thus promoting continuous economic activity and still playing a role in limiting the spread of communicable diseases."

The minister noted that over 50 percent of the surveyed sectors opposed a return to the previous payment system. Furthermore, most sectors indicated they had

not experienced any additional costs due to the change but were instead benefitting from the new structure.

"The feedback clearly supports

maintaining the current payroll arrangement, given its contribution to smoother economic flow and improved business performance," said Gaolathe.



Responding to a question raised by the MP for Kanye West, Victor Phologolo, the Minister of Finance, Ndaba Gaolathe, said the staggered salary system, which was originally intended to reduce overcrowding at shopping malls, will remain in place indefinitely.

## BOPEU Urges PSP to Revoke "Unlawful" Allowances for Executives

BOPEU wants the government to revoke the 15% commuted overtime allowance for executive officers because it has no basis in Botswana's labour legislation

BONGANI MALUNGA

Because the 15% commuted overtime allowance for executive officers (E2 and above) is not provided for in the Public Service Act of 2008 and the Employment Act of 2010, it is unlawful and should be rescinded.

This is how the Botswana Public Employees Union (BOPEU) urged the Permanent Secretary to the President (PSP), Emma Pelotletse, in a statement this week.

To underline its seriousness, the union is holding out the possibility of legal action if no corrective measures are taken.

**The money ought to be recovered**

The controversial overtime allowance has been in effect since 1<sup>st</sup> April 2023.

In addition to cancelling it, BOPEU has called on the PSP to recover money paid to executive officers under the contentious arrangement over the last two years.

According to BOPEU, existing laws and public service regulations only permit overtime pay based on actual hours worked and not flat rate benefits.

"This approval conflicts with a Circular Savingram from 30 July 2010, which states that the Public Service Act governs overtime work in line with the Employment

Act," said the union statement.

**Laws violated**

"According to this law, executives may not qualify for overtime pay under Section 2 (3) of the Employment Act.

"Additionally, some ministers, including the Minister Finance, have stated that employees at D1 level and below cannot earn overtime but will instead receive days off."

The union is using this disparity to push for **reforms in overtime policy** in Botswana's public sector. "BOPEU argues that the Employment Act cannot be changed through a savingram while executives still receive potentially unlawful benefits," it stated.

**Double rate**

"Section 94 of the Employment Act requires that employees working during rest periods be paid double their wage or, at employees' option, may receive compensatory time off."

The union has **hinted that it could pursue legal action** if the PSP does not take corrective measures. "If no action is taken, BOPEU may pursue legal remedies regarding unauthorised payments," it said.

"We also call upon the DPSM Director to ensure compliance with the Employment Act for all Permanent Secretaries."

## VACANCIES

Botswana Housing Corporation is a parastatal under the Ministry of Water and Human Settlement with mandate to provide for the housing, office and other building needs of the government and local authorities. The Corporation is inviting candidates with proven strong business acumen and impeccable integrity to apply for the following position:

### Officer, Projects Quality Assurance (1) (Pensionable: Tenable in Kasane)

#### Purpose of the Role

To assist management in ensuring all property developed by, or on behalf of the Corporation, is developed in conformance with client and regulatory requirements. The role holder is responsible for, inter alia, assisting in the interpretation of client requirements, as well as the assessment of design documents, and the monitoring and inspection of properties during and after the construction phase.

#### Minimum Position Requirements Qualifications

- Bachelor's degree in Building Construction or related Engineering fields.
- Must be a member of a Registered Professional Body and have a valid practicing Certificate.

#### Experience

- Minimum of three (3) years post-qualification experience in building construction or related fields

#### Principal Accountabilities

- Participates in formulating, executing, reviewing and updating of the departmental scorecard.
- Implements the BHC's Quality Control/Assurance Programme and Compliance strategy.
- Contributes to the development of Quality Assurance procedures and schedules.
- Assesses projects requirements, confirms quality requirements of materials with suppliers and ensures all work meets or exceeds the contract specifications, construction standards and compliance with all relevant statutory standards.
- Coordinates the Quality Assurance work schedule, inspection schedule and monitors the performance of quality assurance or quality control inspections.
- Resolves queries relating to the interpretation of SLAs and makes recommendations to management in the imposition of penalties and other remedies relating to non-compliance.
- Assesses and recommends for appointment of contractors for the implementation of Social Housing Projects.
- Values the works and prepares invoices for contractors.
- Monitors compliance with SLAs, efficacy of processes, systems and procedures to ensure efficient delivery of quality to meet customer satisfaction expectations.
- Creates, updates and maintains project data and all other project-specific quality control reports.
- Undertakes other such duties as directed by the supervisor.

#### Competencies

- Risk Management, Change Management.
- Professionalism, Emotional Intelligence.
- Values and Ethics, Customer Service Orientation.
- Teamwork, Relationship Management.
- Accountability, Planning, Organising and Coordinating.
- Adherence to deadlines, Communication.
- Quality Orientation, Decision-Making.

### Front Desk Officer (2) (Pensionable: Tenable in Gaborone)

#### Purpose of the Role

To effectively manage the Corporation's front desk or switchboard and serve as the first contact officer for the Corporation's customers.

#### Minimum Position Requirements Qualifications

- Certificate in Marketing/ Communications, Business Administration/ Management and related fields.

#### Experience

- Minimum of one (1) year of experience as a marketing/communications/ administrative assistant or front desk operator/officer, preferably in a service industry.

#### Principal Accountabilities

- Contributes to the development and execution of departmental strategies by identifying initiatives to enhance the Corporation's image and branding and effectively communicates relevant corporate policies to stakeholders as needed.
- Greets persons entering BHC, provide information about the Corporation, such as location of departments, offices, employees or services/products and directs or escorts them as per their needs.
- Ensures that the reception area is always clean and that information booklets, brochures, magazines etc in the reception area are always up to date.
- In the absence of key stakeholders, assist clients/customers by resolving or responding to basic queries/questions.
- Schedules space or equipment for special programmes/meetings and prepares lists of participants.
- Performs administrative support tasks such as proof reading, transcribing handwritten information.
- Operates telephone switchboard to answer, screen or forward calls, providing information, or taking messages as per requirements.
- Implements and maintains procedures and administrative systems.
- Monitors and reports on queries /complaints/questions received from clients and advises on suitable resolutions.
- Assists with the dispatch of House plans to customers and receives mail from customers and directs to Records Management Unit
- Ensures the development of Performance Contracts, manages performance reviews.
- Undertakes other such duties as directed by supervisor.

#### Competencies

- Relationship Management
- Professionalism
- Values and Ethics
- Customer Service Orientation
- Teamwork
- Accountability
- Communication
- Emotional Intelligence
- Adherence to Deadlines
- Quality Orientation
- Risk Management
- Decision Making
- Change Management

To apply, please go to: <https://profilesforbotswana.com/vacancies/>

Closing Date: **19<sup>th</sup> August 2025**

**NB: Only shortlisted candidates will be contacted.**

Data protection clause: By submitting your application, you give consent for the processing of your personal information by Botswana Housing Corporation in a lawful manner for recruitment purposes.



# BMWU Pins Hopes on Cabinet for BCL Workers' Payout

The Commission of Inquiry into circumstances surrounding the sudden closure of BCL Mine in 2016 and thus rendered thousands jobless overnight has completed its work and submitted a report to President Duma Boko's Cabinet

SESUPO RANTSIMAKO

The fate of former BCL employees now rests with the government which is expected to decide whether the workers will finally receive their long-overdue separation packages, the Botswana Mine Workers Union (BMWU) has said.

This comes after a Presidential Commission of Inquiry set up earlier this year to probe issues surrounding the welfare of the former BCL employees completed its mandate and submitted its recommendations to the Cabinet recently.

Said the president of BMWU, Joseph Tsimako, in an interview: "We have been pushing for compensation of the employees since the closure of the mine in 2016.

**"Soft Landing" benefits never paid**

"Hopefully, the new govern-

ment will agree with us that the employees deserve to be compensated. Our hopes lie in the Cabinet decision."

The union has consistently maintained that ex-employees received only their terminal (end-of-service) benefits and that their retrenchment and "soft landing" packages agreed to in collective labour agreements were not paid.

Earlier this year, President Duma Boko assembled a Judicial Commission of Inquiry to investigate the circumstances surrounding the abrupt closure of the BCL mine in October 2016, rendering thousands unemployed overnight.

**6000 rendered jobless**

Among other things, President Boko said the Commission would investigate whether the previous government had influenced public sector actors in the winding up of the mine, the liquidation process, and the treatment of former

employees.

The closure of the Selebi-Phikwe-based copper and nickel mine, along with Tati Nickel Mine, rendered 6000 people jobless overnight, prompting years of labour disputes. In talks with successive administrations since, securing separation packages has remained a top priority for BMWU.

Tsimako expressed optimism that President Boko's new government will make a favourable decision and bring closure to "a longstanding injustice".

"These workers gave their lives to BCL"

While the specific recommendations of the Commission remain confidential, Tsimako indicated that the report outlines whether the former BCL employees are eligible for separation packages.

"Cabinet is expected to convene soon to consider the findings," he said. "The decision will be pivot-



"We have been pushing for compensation of the employees since the closure of the mine in 2016, said the president of BMWU, Joseph Tsimako, in an interview

al, not only for former employees but also for the union's broader campaign to secure workers' rights in the mining sector.

"We are simply asking for fairness and justice. These workers gave their lives to BCL and deserve to be treated with dignity."

# Safari Traffic Chaos in Chobe, Moremi Game Parks

The Botswana Guides Association has called for a review of issuance of tour operator licences and a new study to determine the carrying capacity of Botswana's prime tourism destinations in the face of alleged environmental degradation at Chobe National Park and Moremi Game Reserve

SESUPO RANTSIMAKO

Unmanageable congestion of safari vehicles at two of the country's prime wildlife destinations, Chobe National Park and Moremi Game Reserve, has caused consternation at the Botswana Guides Association (BOGA).

Unchecked licensing worsens the problem

According to the Chairman of BOGA, Kenson Kgaga, the situation is being exacerbated by continued issuance of tour operator licences without regard for envi-

ronmental impact.

Speaking in an in interview, he added that the influx of new operators, each bringing in their own fleet of vehicles, is saturating the parks. "There is a serious increase in the number of vehicles entering these parks," Kgaga said.

Self-Drive tourism adds to the chaos

"With every new tour business bringing in more vehicles, when you add self-drive tourists to the mix, the traffic becomes overwhelming and damaging to the environment."

Environmental and safety concerns mount

He noted the paradox of tourism being a vital contributor to the economy of Botswana and unregulated growth in tourist traffic threatening the very ecosystems that attract visitors.

Kgaga spoke of deforestation caused by frequent off-roading and, in extreme cases, wild animals being provoked as consequences of overcrowding in protected areas. "The congestion leads to misconduct in the parks," he said.

Conservation undermined by

misconduct

"Off-roading damages delicate vegetation, and in some cases, tourists' safety is compromised when animals are provoked by the activity and noise. This defeats the purpose of conservation and puts lives at risk."

Call for urgent policy reform

BOGA is now urging the government to urgently review licensing and impose stricter limits on both guided tours and self-drive entries into Botswana's flagship parks.

The organisation has called for a new study in carrying capacity to determine the optimal number of vehicles that Chobe National Park and Moremi Game Reserve can accommodate without causing ecological harm.

Sustainable tourism must be a priority

Kgaga emphasised that while

BOGA supports growth of tourism, it must be balanced with sustainable practices that protect natural resources for future generations.

Ministry acknowledges concerns

Reached for comment, the Minister of the Environment and Tourism, Wynter Mmolotsi, confirmed the longstanding concerns raised by BOGA.

"For the longest time, BOGA has been presenting issues of concern to the ministry and advising accordingly, but they were never addressed.

"However, since I took over the ministry, I have been meeting with the association to pursue some of the issues. We keep meeting to get advice and address areas of concern in the tourism industry."

## TENDER NOTICE AND INVITATION TO TENDER



**Tender Reference No: RFP-09-2025**

**Procurement Requirements:** Provision of Medical Advisory Services (3 years contract)

**Procurement Method:** Open Domestic Bidding

**Prescribed Reservation Schemes:** Reserved for 100% citizen owned entities

**PPRA Codes:** Code 317 Other Consultancy Services- Sub code 07- Health Consultancy Services or Code 322 -

Health Care Consulting Services Sub code: 01- Clinical

**Tender Fees:** The tender is issued at a non-refundable standard fee of **P150.00** and

**P75.00 VAT inclusive** for youth owned companies in Botswana upon submission of proof of registration.

**Tender Closing:** Tuesday, 19 August 2025 at 1500hrs



MVA Fund House, Plot 50367,  
Fairgrounds Office Park  
Tel: 318 8533 Fax: 318 8124 | Toll free 0800 600 739  
Email: mvafund@mvafund.bw  
Website: www.mvafund.bw

@mvafund.bw

mvafund botswana

MVA Fund Botswana



(Pic: Godfrey Mjuse - dailynews.gov.bw/)

## Anglo in Direct Talks with Botswana to Increase 15% De Beers Stake

Anglo American has confirmed that Botswana is in active talks to increase its shareholding in De Beers as it seeks greater control of a business that underpins a significant portion of its economy

**BONGANI MALUNGA**

The Botswana Government and Anglo American are in active negotiations about Botswana's potential increase of its 15% equity stake in De Beers.

This comes amid Anglo American's formal announcement that it has initiated a structured sales process to divest its 85% controlling stake in the diamond giant.

Speaking at Anglo's 2025 Interim Results Presentation in Johannesburg last Friday, the CEO of Anglo, Duncan Wanblad, stated that despite having preemptive rights, Botswana will not be afforded any price concession.

### No discount for Botswana

He asserted that Botswana will have to pay the same price per share as other bidders because the country cannot leverage its shareholder status to secure a discounted deal.

"We are now in a formal process with third party buyers," Wanblad said. "We are also engaging with the Government of Botswana on its interest in increasing their stake in the business.

"So, in the next month or so, we will be moving into what is effectively the second round of a sales process. We obviously will be looking to do this on fully commercial terms with the Government of Botswana."

### Six to nine months

He estimated that a full sale process, dependent on the buyer's capabilities, could take between six to nine months to be completed.

"I would suggest that certainly, from a trade sale point of view, if we get the right buyer or the right consortia of buyers together for this, it's not impossible to have this done in the next six to nine months," he added.

The Anglo CEO expressed full confidence that De Beers is poised to excel as the diamond market recovers.

**Botswana will have to pay the same price per share as other bidders because the country cannot leverage its shareholder status to secure a discounted deal**

### Upside potential

"With some of the best diamond mine resources and best marketing capabilities in the world, De Beers, is well positioned to emerge and thrive as the market recovers," he said.

"We continue to believe that there is significant upside potential in this business for the right combination of owners."

## Tswapong Area Loses Logistics Hub Project to Phikwe

A multi-million Pula logistics hub initially planned for the Tswapong area will now be developed in Selebi-Phikwe, following a high-level decision chaired by President Duma Boko

**GAZETTE REPORTER**

A multi-million Pula logistics hub initially earmarked for the Tswapong area will now be developed in Selebi-Phikwe, following a high-level decision chaired by President Duma Boko earlier this year.

The relocation, which signals a major boost for the economic recovery of the former mining town, was confirmed in a savingram dated 22 January 2025 from Permanent Secretary in the Ministry of Lands and Agriculture, Kabelo Ebineng. The memo, addressed to top officials across key ministries — including Trade, Transport, Water, and the State President — indicates that the decision followed consultations with the project's developer, 123 Dimensions (Pty) Ltd.

### Initial plans

The investor had initially proposed developing the logistics hub in the Tswapong area, covering villages such as Kgagodi, Lesenepole, Goo-Moremi, and Tamasane. However, Ebineng's correspondence reveals that 123

Dimensions expressed openness to relocating the project and even described Selebi-Phikwe as their first preference.

"The meeting understood and accepted that 123 Dimensions were amenable to relocating their proposed development from the hitherto sought Tswapong area," Ebineng stated.

**"Selebi-Phikwe had always been their preferred location anyway," the investor was quoted as saying, with Boko instructing them to proceed "with absolute probity"**

### Relocation

During the meeting, President Boko reportedly posed two key

Pic Credit: <https://www.pexels.com/>

questions to the investor: whether they had the funds and readiness to start the project immediately, and whether Selebi-Phikwe would be a viable alternative. The investor confirmed both, leading to the President's endorsement of the relocation.

"Selebi-Phikwe had always been their preferred location anyway," the investor was quoted as saying, with Boko instructing them to proceed "with absolute probity."

### Expectations

The planned logistics hub is expected to play a strategic role in improving trade facilitation and transport connectivity in the

region. While its initial siting in Tswapong stirred local concern over land usage and environmental impact, the shift to Selebi-Phikwe has been welcomed by observers as a timely intervention to reinvigorate a town still recovering from the 2016 closure of the BCL Mine.

The savingram outlines several next steps, including coordinated involvement from key agencies such as the Botswana Trade Training Centre (BTTC), the Civil Aviation Authority of Botswana (CAAB), and the Selebi-Phikwe Economic Diversification Unit (SPEDU).

Also engaged is the Spe-

cial Economic Zones Authority (SEZA), as portions of the proposed development site near the Selebi-Phikwe airport may fall under its jurisdiction.

"Following discussions are ongoing," Ebineng wrote, urging all relevant permanent secretaries to support the project and "facilitate as appropriate."

The relocation is expected to bring much-needed jobs and infrastructure to Selebi-Phikwe, bolstering government efforts to transform the town into a hub for logistics and trade under broader national economic diversification initiatives.

# Gambling Authority CEO Suspended Amid Parastatals Shake-Up

Gambling Authority CEO Emolemo Kesitilwe has been suspended, amid a wave of high-level shakeups across major parastatals

GAZETTE REPORTER

The Chief Executive Officer of the Gambling Authority, Emolemo Kesitilwe, has reportedly been suspended from his position.

The suspension, issued by the Ministry of Trade and Entrepreneurship, comes less than three years after Kesitilwe's appointment in August 2022.

### Ongoing investigations

Although official reasons for the suspension remain undisclosed, it is widely believed to be linked to ongoing investigations into the operations and governance of several key parastatals.

Although official reasons for the suspension remain undisclosed, it is widely believed to be linked to ongoing investigations into the operations and governance of several key parastatals

These developments have recently culminated in the dissolution of boards at the Botswana Development Corporation (BDC), Citizen Entrepreneurial Development Agency (CEDA), Local Enterprise Authority (LEA), Companies and Intellectual Property Authority (CIPA), and the Gambling Authority itself.

The broader restructuring exercise according to some, is part of the government's Botswana Economic Transformation Programme (BETP), which aims to reposition and revitalise state-owned enterprises to better align with national economic goals.

Neither the Ministry of Trade and Entrepreneurship nor the Gambling Authority have issued official statements to confirm or deny the reports.



Pic Credit: Gambling Authority - Botswana



## LEADERSHIP ANNOUNCEMENT

Export Credit Insurance and Guarantee Company Botswana (BECI) appoints

**Segametsi Sethantsho**

as **Chief Executive Officer**



We are pleased to announce the appointment of Segametsi Sethantsho as the Chief Executive Officer of Export Credit Insurance and Guarantee Company (Botswana) Pty Ltd (BECI).

Sethantsho joins BECI with a wealth of leadership experience spanning the fields of strategic development, risk management, and operations. Throughout her career, she has demonstrated commitment to innovation, led high performing teams pan African wide, and delivered sustainable results in complex and evolving environments.

She holds a Master of Science in Leadership and Change Management from Leeds Metropolitan University (UK) and a Bachelor of Arts (Honours) in Economics and Environmental Science from the University of Botswana. In addition, she is a chief advocate for sustainability, championing responsible practices and driving inclusive leadership approaches that prioritize empowerment, transformation, and positive impact.

In her role as CEO, Sethantsho will lead BECI into

its next chapter of growth, with a sharp focus on:

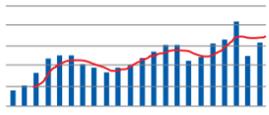
**Innovation** – modernising BECI's product and service offerings to meet the changing needs of our clients and stakeholders.

**Sustainable Growth** – expanding BECI's reach and impact while ensuring financial and operational resilience.

**Change Management** – fostering a culture of agility, excellence, and customer-centric transformation across the organisation.

We are confident that under Sethantsho's leadership, BECI will continue to evolve as a leading institution in the credit insurance space, empowering businesses across Botswana and beyond to thrive in both local and global markets.

Please join us in welcoming Segametsi Sethantsho to the BECI family. We look forward to the journey ahead, guided by her capable and visionary leadership.



# De Beers Navigates Tough Diamond Market

## Vice President Paul Rowley outlines challenges and cautious recovery amid synthetic competition and China's shifting role

The combined impact of synthetic diamonds and the shifting role of China in the global diamond market has made the last two years among the toughest for the company, De Beers vice president, Paul Rowley.



Photo Credit: De Beers/ facebook

### GAZETTE REPORTER

The combined impact of synthetic diamonds and the shifting role of China in the global diamond market has made the last two years among the toughest for the company, De Beers vice president, Paul Rowley, has said.

Presenting the company's latest results, Rowley noted that China, previously the second-largest source of demand, has become a net exporter. This, along with the continued rise of lab-grown diamonds, has significantly pressured the industry.

To counteract the downturn, Rowley said De Beers has taken steps to support

industry stability, including reducing production, increasing marketing efforts, and focusing on synthetic differentiation.

#### Nascent recovery in Q1

"We've also had to take some very tough decisions in our own business," he said, citing the streamlining of operations and booking of trading losses to generate cash

flow and maintain purchases from producers. "These actions supported a nascent recovery in the first quarter."

He added that while sentiment in the midstream segment has improved and synthetic differentiation has increased, uncertainty around US tariffs has paused momentum as retailers wait for clarity before restocking.

Rowley said the upstream remains the most challenged part of the supply chain, with demand for new rough diamonds still muted. The midstream has seen gradual recovery as supply and demand find better balance.

#### US stable, India growing, China finding balance

"Consumer demand has been steady, with US demand stable, India continuing to grow, and China starting to find balance," Rowley noted. "However, retailers remain cautious and are holding back on restocking ahead of final tariff announcements."

He added that synthetic diamond sales volumes continue to rise, even as prices fall. "More retailers are looking to shift back to natural diamonds due to changing economics," he said, noting an increasing focus on fashion jewellery.

Rowley acknowledged that while sales are improving, they have come at a cost. "An EBITDA loss of several hundred million dollars represents a major transfer of value to producers, as we purchased stock at high prices and sold it at lower ones," he said.

#### Larger diamonds

Despite price decreases, the average realised price remains relatively high, with larger diamonds in greatest demand due to being less affected by synthetics. Rowley said unit costs are being tightly managed, and capital expenditure has been significantly reduced - especially at the Venetia Mine in South Africa.

Looking ahead, the De Beers vice president said near-term trading conditions remain challenging due to continued tariff uncertainty, but he maintained confidence in the company's long-term strategy.

# Botswana Exports Dropped in May

## Diamond sales decline leads to 18.9% fall in export earnings as imports surge

### GAZETTE REPORTER

Botswana's export earnings fell by 18.9 percent in May 2025, dropping from a revised April figure of P8.73 billion to P7.08 billion.

According to the latest data gleaned from the International Merchandise Trade Statistics Monthly Digest May 2025 of Statistics Botswana, the decline is primarily due to a significant drop in diamond exports.

Diamond sales fell by 25.3 percent, from P7.14 billion in April to P5.34 billion in May.

But despite the decline, diamonds re-

mained the country's top export commodity, contributing 75.4 percent of total exports. Copper followed with a 14.7 percent share.

#### The UAE, India and China

Asia continued to be the leading destination for Botswana's exports, receiving 58.7 percent of all outbound trade. Within Asia, the United Arab Emirates (UAE), India, and China were the top recipients, accounting for 29.9 percent, 18.9 percent, and 6.4 percent of total exports, respectively.

Diamonds dominated exports to both the UAE and India, making up 99.6 percent and 99.2 percent of exports to

those countries. China's imports from Botswana were entirely composed of copper, valued at P451.9 million.

"Asia continues to play a dominant role in Botswana's international trade, particularly through its demand for diamonds and copper," the report noted.

#### Diamonds lead imports

Meanwhile, total goods imported by Botswana were valued at P8.1 billion in May 2025, up 19.3 percent from the revised April figure of P6.8 billion.

Diamonds were also a key driver of the increase in imports, with the commodity's value tripling from P376.5 million in April to P1.5 billion in May. Machinery and electrical equipment followed, rising by 22.9 percent (P224.4 million) to reach P1.2 billion.

The Southern African Customs Union (SACU) remained Botswana's larg-

est source of imports, supplying goods worth P5.9 billion, or 72.4 percent of total imports.

#### SA leading SACU source

South Africa accounted for the bulk of this, with 60.1 percent, followed by Namibia at 11.7 percent (P953.5 million).

**"Asia continues to play a dominant role in Botswana's international trade"**

Top commodity groups imported from SACU included fuel (19.8 percent), diamonds (19.5 percent), and food, beverages, and tobacco (18.1 percent).

Other significant imports were chemicals and rubber products at P580 million (9.8 percent), and machinery and electrical equipment at P510.5 million (8.6 percent).

# BPOPF Flags Early Pension Withdrawals

The Fund is concerned that while some members use their early withdrawals to finance business ventures or pay off debt, many of these plans do not succeed, leaving pensioners financially exposed



Speaking at a press briefing in Gaborone recently, the Principal Officer of BPOPF, Moemedi Malindah, urged members to be cautious about accessing their pension funds early because such decisions can compromise financial stability in retirement. Photo Credit: facebook.com/bpopf

## GAZETTE REPORTER

In a trend that has raised concerns, a growing number of members of the Botswana Public Officers Pension Fund (BPOPF) are opting to withdraw large portions of their retirement

savings before reaching retirement age.

Speaking at a press briefing in Gaborone recently, the Principal Officer of BPOPF, Moemedi Malindah, urged members to be cautious about accessing their pension funds early because such

decisions can compromise financial stability in retirement.

Malindah stressed that for many members, their pension is the cornerstone of their retirement. "It's risky to gamble it on uncertain ventures," he said, noting that the Fund has seen cases

where members deplete their savings and end up depending on significantly reduced incomes.

### Too much withdrawn too soon

He said large withdrawals diminish the ability to purchase annuities that provide a guaranteed monthly income after retirement. "Even if members choose to buy annuities elsewhere, the fundamental issue remains - retirement security is undermined when too much is withdrawn too soon," Malindah emphasised.

The trend follows amendments to the Retirement Funds Act in 2022, which now allow members to withdraw up to 50 percent of their pension savings prior to retirement.

BPOPF has acknowledged that the change was intended to provide financial flexibility but cautioned that it may lead to long-term financial insecurity. During the 2024/2025 financial year, 1,992 members collectively withdrew P266 million from the Fund under this provision.

### Between 66% and 81%

According to the Chairperson of the BPOPF Board, Gaone Macholo, while the law permits members to encash up to half of their savings, most take the full amount, thus significantly reducing their Net Replacement Ratio, which is the percentage of income they receive after retirement compared to their pre-retirement earnings.

"Our aim is for retirees to receive between 66 percent and 81

percent of their pre-retirement income," she said. "But a member who would have retired on 88 percent could see that drop to 50 percent or less after withdrawing half of their savings."

While the law permits members to encash up to half of their savings, most take the full amount, thus significantly reducing their Net Replacement Ratio, which is the percentage of income they receive after retirement compared to their pre-retirement earnings

Macholo added that while some members use their early withdrawals to fund business ventures or pay off debt, many of these plans do not succeed, leaving pensioners financially exposed.

### BPOPF remains financially sound

She encouraged members to consider smaller withdrawals - such as 30 percent - rather than the full 50 percent that is allowed by law.

The amended legislation also applies to deferred members - those no longer contributing but not yet retired - allowing them to withdraw up to half of their accumulated savings. Previously, this group could only access up to one-third of their funds.

But despite the rise in withdrawals, BPOPF's financial position remains sound. In the last financial year, the Fund received P4.8 billion in contributions and paid out P4.5 billion in benefits.

# Sefalana Posts Record P11.2bn Revenue

Retail group cites growth amid inflation and supply chain strain

## TLOTLO KEBINAKGABO

Sefalana Group has reported a record revenue of P11.2 billion for the 52-week period ending 27 April 2025, marking a 15 percent increase from the previous year.

This is disclosed in the Group's audited financial results released this week.

"This solid growth was achieved against a backdrop of regional inflation ranging between 2 to 5 percent and builds upon the 7 percent growth recorded in the previous year," said the Managing Director, Chandra Chauhan. "Top-line growth remains a key indicator

of market share expansion."

### Cashflow pressures and borrowing

Despite growth, Chauhan noted that pressure on working capital has increased, largely due to delayed payments from institutions experiencing cash flow challenges.

The Group ended April with P528 million in cash, which it used to settle part of the P895 million owed to suppliers.

"This necessitated, for the first time in over a decade, the drawdown of additional debt facilities during the year to assist with working capital requirements," Chauhan stated.

### 938 new jobs

In October 2024, Sefalana

entered into a P250 million loan agreement with a local bank. According to the Group, these funds were mainly directed towards an investment in preference shares in South Africa.

The Group said it created 938 new jobs during the reporting period, bringing total staff to 8,172. Sefalana maintained that it continues to focus on employing citizens across its operations, with non-citizen employment remaining below 1 percent.

Sefalana's Botswana operations accounted for 62 percent of the Group's profit before tax (PBT), down from 69 percent in the prior year. These

units generated P340 million in PBT, up from P306 million previously.

"This necessitated, for the first time in over a decade, the drawdown of additional debt facilities"

### 134 retail outlets in Botswana

The Group reported having 134 retail outlets in Botswana by the end of April 2025, compared to 128 a year earlier.

New stores were opened in Moshupa, Mogoditshane, Mmamashia, Selebi-Phikwe and Molepolole. In addition, existing Cash & Carry outlets in Letlhakane and Jwaneng were converted into Hyper stores.

Chauhan said consumer buying patterns show a continued focus on essentials, value packs, and private label products over luxury items, which has placed pressure on gross margins.

### One-stop shops

"The desire for a one-stop shop is very much apparent and we have responded accordingly through range extension," he noted.

The Botswana FMCG segment includes 6 Sefalana Hyper stores, 23 Cash & Carry outlets, 36 Shopper supermarkets, 57 Liquor stores, 6 Quick convenience stores and 6 fuel stations.

Revenue from the transportation of goods by rail in Botswana amounted to P47.5 million in the first quarter of 2025.



# Rail, Air Traffic Slump in Q1

## Statistics Botswana reports revenue and volume drops in transport sector

GAZETTE REPORTER

Revenue from the transportation of goods by rail in Botswana amounted to P47.5 million in the first quarter of 2025.

According to the latest Transport and Infrastructure Stats Brief by Statistics Botswana, 32.4 percent of the revenue was generated from exports, 27.3 percent from

imports, 24.4 percent from local traffic, and 15.9 percent from transit traffic.

The highest share of rail revenue was recorded in March, contributing 40.4 percent of the quarterly total.

### Drop in rail volumes

“A total of 196,637 net tonnes of goods were transported by rail this quarter,” the report states, marking a 24.1 percent decline compared to the previous quarter.

Transit traffic accounted for 12.9 percent of the total volume, while local traffic made up 21.7 percent. Imports and exports contributed 32.9 percent and 32.4 percent, respectively.

### Passenger cars top registrations

Meanwhile, motor vehicle first registrations in Q1 2025 stood at 11,583, reflecting a 12.5 percent increase compared to 13,244 in the previous quarter.

Passenger cars dominated the new registrations, accounting for 71.6 percent, followed by vans (10.9 percent) and trailers (5.2 percent).

Used vehicles constituted 77.4 percent of

all first-time registrations, with 85 percent of these imported from Japan. Brand new vehicles made up 22.4 percent, while rebuilt vehicles represented only 0.2 percent.

### Toyota leads

“Of the brand-new vehicles registered, 77.5 percent were imported from South Africa,” the report notes.

Toyota made up the largest share of vehicle registrations at 21.6 percent, followed by Honda (19.0 percent) and Mazda (18.3 percent).

Used passenger cars comprised 83.3 percent of all used vehicle registrations, while rebuilt trailers dominated that category with 84.2 percent.

### Aircraft activity declines

Vans and passenger cars each made up just over a third of all brand-new vehicle registrations.

The report also shows that aircraft movements dropped by 22.4 percent in Q1 2025, falling from 17,706 in the previous quarter to 13,745. Domestic movements represented 76.8 percent, while international ones made up 23.2 percent.

“Both categories experienced decreases compared to the previous quarter,” it reads, noting domestic activity fell 24.8 percent and international by 13.2 percent.

### Maun Airport the busiest

Maun Airport recorded the highest share of aircraft movement, accounting for 66.1 percent. It was followed by Sir Seretse Khama International Airport (19.5%), Kasane (12.5%), Phillip Matante (1.7%), and both Selibe-Phikwe and Ghanzi at 0.1% each.

Air passenger movements stood at 168,933 for the quarter, down 19.9 percent. International passengers accounted for 61.8 percent of the total, while domestic travellers made up 38.2 percent.

Domestic passenger traffic declined 23.4 percent, while international numbers dropped by 17.5 percent.



Botswana has launched activities leading up to the 21st Annual General Meeting (AGM) of the Regional Universities Forum for Capacity Building in Agriculture (RUFORUM), with government officials and academics calling for greater investment in higher education, innovation, and agricultural transformation across Africa.

# Botswana Opens RUFORUM AGM Activities

## Education and innovation take centre stage ahead of December summit

GAZETTE REPORTER

Botswana has launched activities leading up to the 21st Annual General Meeting (AGM) of the

Regional Universities Forum for Capacity Building in Agriculture (RUFORUM), with government officials and academics calling for greater investment in higher education, innovation, and agricultural

transformation across Africa.

The pre-AGM launch event was held on 31 July 2025 at the Botswana University of Agriculture and Natural Resources (BUAN) in Sebele. It was hosted by the Ministry of Higher Education and brought together representatives from government, universities, development partners, and the private sector. The main

RUFORUM AGM is scheduled to take place in Gaborone in December 2025.

### Universities urged to adapt

In his remarks, BUAN Vice Chancellor Professor Ketlhatlogile Mosepele said African universities must transition into “fourth-generation” institutions—fully integrated into local innovation systems and responsive to national and continental needs. He noted that while Africa’s population has grown substantially since the 1960s, agricultural productivity has not kept pace.

“We need universities that transcend national boundaries,” he said, emphasizing the need for institutions to collaborate across sectors and focus on technological advancement.

### Government emphasizes youth and science

Delivering the keynote address, the Minister of Higher Education Prince Maele highlighted Africa’s demographic potential, with 60% of its population under the age of 25. He stressed that unlocking this dividend would require strategic reforms in higher education and increased support for research and development.

He cited RUFORUM’s ongoing work in postgraduate training over 6,200 master’s and 2,800 PhD candidates but expressed concern over Africa’s low average of 198 scientists per million people, far below the global average of 1,150. “This must change,” said Minister Maele. “If Africa is to break the cycle of dependency and underdevelopment, our

To Page 21

# Go Boloka Mo Bankeng: Your Key to a Better Future

For individuals who want to secure their future, support their families and participate meaningfully in national development, placing money in a formal bank account is no longer optional, it is essential

## GAZETTE REPORTER

In a world of rising living costs, economic uncertainty and growing opportunity, the importance of saving money cannot be overstated. For Botswana, the principle of go boloka (to save) is a deeply embedded cultural value. Yet as Botswana's financial landscape evolves, so too must our approach to managing money. Informal savings methods, though familiar and trusted by many, are increasingly insufficient to meet the rapid changes in demands of the modern economy. For individuals who want to secure their future, support their families and participate meaningfully in national development, placing money in a formal bank account is no longer optional; it is essential.

### A safer way to save

The most immediate and obvious advantage of saving in a bank is security. Cash stored at home is highly vulnerable to theft, damage or simple loss. Botswana's banking sector, regulated by the Bank of Botswana, provides a stable, trustworthy environment for depositors. Funds held in licensed banks are protected through regulatory safeguards, making them far more secure than informal alternatives. In times of personal emergencies or broader economic shocks, money kept in a bank is both safer and easier to access.



### Let your money work for you

Beyond safety, saving in a bank allows individuals to benefit from compound interest, a powerful yet often underappreciated financial tool. Unlike money that sits

idle in a drawer, money in a bank account grows over time. Interest is earned not just on the initial deposit, but also on the accumulated interest itself. This process of compounding helps depositors

build wealth gradually and reliably. It transforms small, regular savings into substantial resources that can cushion unexpected expenses, fund large purchases or provide a safety net during retirement.

### Building a financial identity

Engaging with the banking system also helps build a financial identity. In today's Botswana, access to credit whether for a business loan, home purchase or school fee, depends heavily on one's financial history. Banks assess creditworthiness based not just on income, but on savings patterns, account activity and demonstrated financial discipline. A consistent savings record within the formal banking sector enhances one's eligibility for these opportunities. For small business owners, young professionals and informal traders, this can be the key to unlocking further growth and upward mobility.

### Securing the next generation

Saving formally is not just about personal gain. It has powerful implications for family planning and intergenerational progress. Botswana's youthful population brings with it increased demand for quality education, secure housing and meaningful employment. Parents who establish savings accounts, especially those designed for long-term goals, are better positioned to invest in their children's futures. The costs of tertiary education, family events such as manyalo, or even building a family home are made more manageable through structured saving. These financial preparations allow families to face life's major transitions with dignity, confidence and reduced reliance on debt.

### Fueling national progress

There is also a broader impact to consider. Money deposited in banks contributes directly to national development. Banks use customer deposits to provide loans that fund businesses, housing projects, agricultural development and educational financing. This cycle of lending and borrowing stimulates the economy, creates jobs and strengthens the country's financial ecosystem. By saving money in a bank, each individual becomes an active participant in Botswana's economic growth, helping to build a more prosperous society.

### Saving is for everyone

Perhaps the most important misconception to address is the idea that saving is only for the wealthy. In truth, saving is most transformative for those of modest means. Regular deposits, even in small amounts, can have a significant impact over time. The key is consistency. Whether someone is a teacher in Francistown, a vendor in Gaborone or a cattle farmer in Maun, developing the habit of saving through a bank account can lay the groundwork for long-term stability and opportunity.

### A commitment to the future

Botswana's national development has been guided by a spirit of prudence, vision and resilience. These same values should shape how we manage our personal finances. Saving in a bank is more a commitment to our future, our families and our country. As the world changes, the individuals and communities who thrive will be those who prepare today. Real progress starts with small choices, and saving in a bank is one of the smartest you can make.

## Botswana Opens RUFORUM AGM Activities

From Page 20



Delivering the keynote address, the Minister of Higher Education Prince Maele highlighted Africa's demographic potential, with 60% of its population under the age of 25.

universities must lead in knowledge production, innovation, and economic transformation."

"If Africa is to break the cycle of dependency and underdevelopment, our universities must lead in knowledge production, innovation, and economic transformation"

### Declining Agriculture sector in focus

The Minister also pointed to Botswana's declining agricultural sector, noting that its contribution to GDP had dropped from 40% in 1966 to just 2% in 2024. He called for science-led solutions to reverse this trend, underscoring that agriculture remains a significant employer across the continent despite reduced national investments.

**Continental networks and partnerships**  
RUFORUM Executive Secretary Professor Patrick Okori welcomed Botswana's role as AGM host and reaffirmed the network's mission to expand research and training across its 124 member universities. He emphasized alignment with African Union frameworks such as the Comprehensive Africa

Agriculture Development Programme (CAADP) and the Science, Technology, and Innovation Strategy for Africa (STISA).

He also underscored the importance of youth engagement, highlighting capacity-building initiatives including data science training, mentorship programs, and pre-AGM hackathons.





In early August 2025, Presidents Duma Boko of Botswana and Hakainde Hichilema of Zambia met in Lusaka and elevated their bilateral ties to a Bi-National Commission. It was billed as a breakthrough in cooperation - a shared commitment to regional peace, integration, trade and climate resilience. Photo Credit: BWPresidency

# Botswana-Zambia Relations: Typically African

Herein lies the larger African story: an entire continent full of bilateral relations that are cordial but not catalytic, symbolic but not systemic

DR DOUGLAS RASBASH  
SPECIAL CORRESPONDENT

In early August 2025, Presidents Duma Boko of Botswana and Hakainde Hichilema of Zambia met in Lusaka and elevated their bilateral ties to a Bi-National Commission. It was billed as a breakthrough in cooperation - a shared commitment to regional peace, integration, trade and climate resilience.

But strip away the ceremony and what remains is a relationship that is not special, not exceptional, not particularly strategic. It is, in fact, typically African.

## Migration without movement

Botswana and Zambia maintain visa-free travel regimes for each other's citizens, permitting up to 90 days of stay per year. Yet actual migration is modest. Zambians are not among the top foreign nationals resident in Botswana; Botswana citizens in Zambia are even rarer.

Neither country has tailored immigration policies for each other beyond what is extended to fellow SADC members. Residence and work permits are processed through the usual bureaucratic channels, with no mutual recognition of qualifications or fast-tracking procedures. For all the political talk of brotherhood, the people themselves are largely static, separated more by indifference than by borders.

## Technology without twinning

Both Botswana and Zambia are part of regional climate and science platforms like SASSCAL, which foster research collaboration across SADC countries.

Yet there are no documented R&D partnerships or university twinning arrangements specifically linking Botswana

and Zambia. There are no joint innovation hubs, no shared datasets on energy or agriculture, no evidence of cross-border digitisation projects.

Information moves but it does not integrate. What technological cooperation exists is mediated through multilateral donors or regional entities, not through direct, homegrown partnerships. It is typical of African science collaboration: promising in theory, fragmentary in practice.

## Trade without integration

Trade between Botswana and Zambia is not trivial but it is small. In 2023, Zambia exported about USD 133 million to Botswana - about 1.5% of Botswana's total imports. Botswana exports even less to Zambia. Trade is governed by the SADC Free Trade Area and the broader African Continental Free Trade Area (AfCFTA), which means duties are mostly eliminated, but practical integration is still elusive.

There is no bilateral customs union, no harmonised tariffs, no shared logistics platform. Currencies are not convertible, so most transactions are handled in US Dollars or South African Rand.

The most tangible infrastructure project linking the two countries is the Kazungula Bridge, jointly financed and operated, connecting Botswana and Zambia over the Zambezi River. It was hailed as a symbol of regional integration, offering road and potential rail linkage across a strategic corridor.

But despite its promise, Zambia is increasingly redirecting its trade routes towards the Lobito Corridor (via Angola) and the Dar es Salaam route in Tanzania, seeking greater efficiency and geopo-

litical diversification. The Kazungula Bridge may soon find itself underutilised, another monument to pan-African aspirations unmet by economic logic.

## Environment without strategy

Both nations profess concern for climate change. Both have submitted NDCs under the Paris Agreement and participate in SADC environmental committees. The Zambezi Watercourse Commission (ZAMCOM), to which both countries belong, does provide a multilateral framework for managing shared water resources in the Zambezi River Basin.

However, outside this regional mechanism, there are no bilateral environmental treaties, no joint national parks or ecological corridors, no common climate finance applications. Climate cooperation exists mainly within donor-funded regional research frameworks. Political rhetoric around a "unified environmental response" is just that - rhetoric.

## Policy without teeth

The new Bi-National Commission replaces the old Joint Permanent Commission, but its creation is more symbolic than structural. Most of the proposed cooperation - on education, infrastructure, trade, and youth empowerment - remains aspirational.

There are no measurable targets, no performance dashboards, no accountability mechanisms. There is little follow-up and less follow-through. Like many African bilateral mechanisms, it risks becoming a talking shop for officials, not a vehicle for implementation.

## Conclusion: The African norm

Zambia and Botswana are friendly neighbours, and that counts for some-

thing. But theirs is a relationship of proximity, not priority. They cooperate because they are near each other, not because they have forged a deeper strategic interdependence.

The new Bi-National Commission replaces the old Joint Permanent Commission, but its creation is more symbolic than structural. Most of the proposed cooperation - on education, infrastructure, trade, and youth empowerment - remains aspirational

The migration is shallow, the trade marginal, the technology shared only through third parties, and the environment co-managed only in theory. Their bilateral relationship is neither strained nor strong. **It is simply typical.** And therein lies the larger African story: an entire continent full of bilateral relations that are cordial but not catalytic, symbolic but not systemic. If Africa is to unlock the promise of regional integration, it must move beyond the typical - and build partnerships that are defined not by what is shared in speeches, but by what is delivered on the ground.



# PROMOTING COAL IN THE AGE OF CHEAPER SOLAR

For Botswana to remain competitive and secure, it must follow the sun, not the smoke, writes DR DOUGLAS RASBASH\*

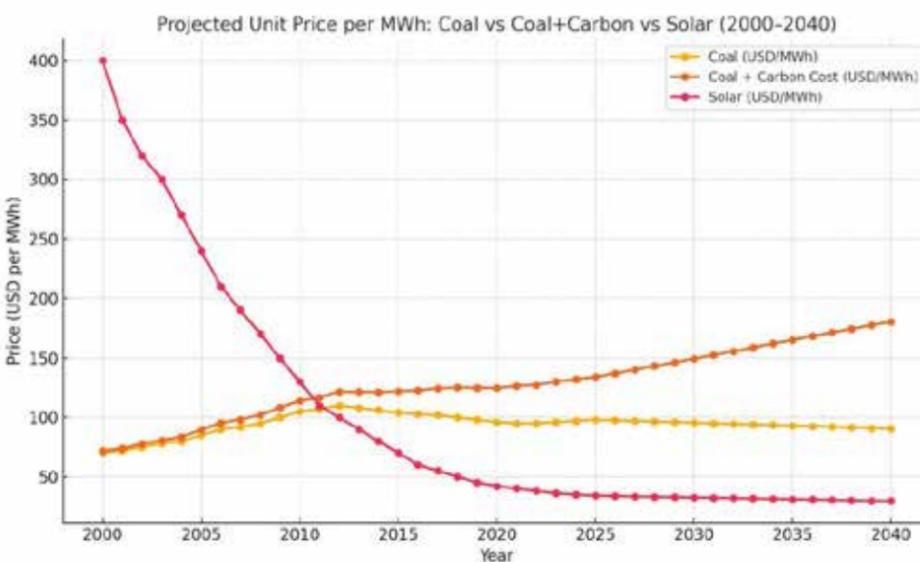
Botswana's decision to proceed with a 600 MW coal-fired power station in partnership with India's Jindal Industries is a baffling and counterproductive move that runs against both global energy trends and the country's long-term economic interests.

At a time when even the United Nations is declaring that fossil fuels have "run out of road," the Government of Botswana appears determined to turn into a cul-de-sac. The Secretary General of the UN, António Guterres, recently stated that the world is "on the cusp of a new era" in which clean energy is not only environmentally necessary but economically superior.

In addition to this gravid statement, the latest data from the International Renewable Energy Agency (IRENA) confirms that over 90% of new renewable projects globally are cheaper than fossil fuel alternatives. Solar power is now 41% cheaper than the cheapest fossil source, and wind energy costs less than half of what coal-fired electricity does. So why is Botswana pursuing coal?

**A costly mistake**  
Let's examine the economic case - or rather, the lack of one. Building and operating a coal-fired power plant is capital-intensive and risky. Thermal power plants are subject to volatile coal prices, long lead times, and escalating operation and maintenance costs. On top of that, Botswana will likely import significant inputs - engineering, equipment, and even operational expertise from overseas, leaking precious forex in the process.

In contrast, solar energy is now the most cost-effective form of new electricity generation in much of the world, including Africa. With over 3,200 hours of sunshine a year, Botswana is among the most solar-rich countries on the planet. In 2024, the levelised cost of electricity (LCOE) from solar PV has fallen to less than US\$40 per MWh, while coal-fired generation can ex-



ceed US\$100 per MWh when accounting for fuel, carbon and environmental compliance costs.

Financing a coal project at today's interest rates, amid rising risk premiums for fossil fuels, only deepens the hole. **Deterring investment, not attracting it** Energy cost is a key determinant for foreign direct investment (FDI). Multinationals looking to locate operations in Southern Africa assess the cost, stability and sustainability of power. By locking itself into high-cost thermal power, Botswana is making itself less attractive for global investors in manufacturing, data centres, and green industrial sectors. Ironically, this decision comes as major global technology companies are being urged by the UN to commit to 100% renewable power by 2030.

Why would any climate-conscious firm invest in a country doubling down on coal? Moreover, this kind of policy inconsistency sends a poor signal to credit rating agencies and development finance institutions. Botswana markets itself as a stable, forward-looking economy, but its energy policy sug-

gests that it is willing to gamble with stranded assets rather than transition strategically. **Stranded assets and sinking funds** The lifespan of a coal-fired power station is typically 30 to 40 years. Yet, global climate agreements - including Botswana's own Nationally Determined Contribution (NDC) - require deep emissions cuts within the next 15 years. Thermal plants constructed today are unlikely to reach the end of their economic lives. They will become stranded assets, unable to operate at full capacity or to recoup investment due to tightening climate regulations, carbon pricing, and divestment from polluting industries.

Botswana will also bear increasing costs for emissions mitigation. Export markets are shifting towards carbon border adjustment mechanisms, meaning that coal-powered products from Botswana may face tariffs and restrictions. At a time when value-added exports and trade competitiveness are supposed to be national priorities, this is short-sighted energy planning at best, and self-sabotage at worst. **The myth of energy security**

Government defenders argue that coal ensures energy security, but this is an outdated notion. As Guterres rightly pointed out, fossil fuels are now the biggest threat to energy security, not the solution.

They expose economies to supply shocks, volatile pricing, and geopolitical manipulation. Botswana's own coal logistics are not immune to these pressures, especially given limited rail infrastructure and reliance on South African ports.

Meanwhile, sunlight is free, abundant, and geopolitically neutral. A decentralised renewable system, combined with modern grid investment and battery storage, offers a far more secure, resilient and flexible power future. Yet Botswana continues to spend more on generation than on grids, with IRENA warning that for every dollar spent on generation, only 60 cents goes to transmission and distribution. This imbalance is a strategic error.

## A clean, competitive alternative

The chart presents a compelling long-term comparison of the unit cost per megawatt-hour (MWh) for electricity generated from coal, solar, and coal inclusive of carbon offset costs, from 2000 through to 2040. It reveals a clear economic divergence: while coal costs have remained relatively high and flat, solar energy has experienced a dramatic decline in price and is projected to continue falling - albeit at a slower pace - as technologies mature.

In 2000, solar power was prohibitively expensive at around USD 400/MWh, nearly six times the cost of coal. But by 2025, solar had fallen below USD 35/MWh, undercutting coal by more than 60%. This price advantage is set to continue, with projections suggesting that solar could fall to around USD 30/MWh by 2040. Coal, on the other hand, is not only more expensive to operate but is increasingly burdened by the rising costs of carbon emissions. The addition of carbon offset pricing dramatically alters the economics. By 2040, the total cost of coal generation, inclusive of carbon liabilities, could exceed USD 130/MWh - over four times the cost of solar.

This trend has profound implications for energy strategy. Countries like Botswana, that continue to invest in coal infrastructure risk locking themselves into high-cost energy regimes. Elevated electricity prices will deter foreign direct investment, reduce industrial competitiveness, and impose higher costs on consumers and the public purse.

Conversely, solar offers energy independence, long-term price stability, and alignment with global decarbonisation targets. The graph makes clear that coal is no longer a viable economic option.

Botswana has a chance to become a leader in solar energy in Africa, exporting power, building a green economy and attracting climate finance. But this window will not remain open forever. The global transition is accelerating, and those left behind will be penalised in trade, finance, and relevance.

By moving forward with the Jindal coal plant, the Government of Botswana is betting on the past, not the future. It risks raising energy costs, deterring investors, locking in economic inefficiencies, and jeopardising its international credibility.

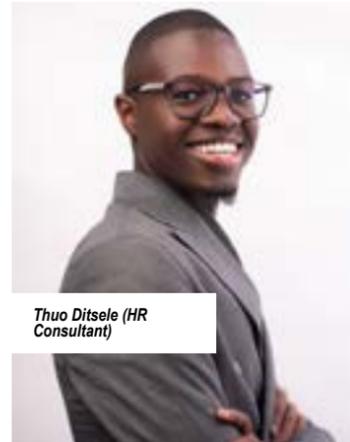
The sun is literally shining on Botswana. All that the country needs to do is look up. There is much talk about an economic transition as the workshop to develop the Economic Transition Programme opened on 23 July 2025. However, betting on coal is hardly transformative but is certainly regressive.

The transition to renewables is not only a climate imperative but a financial one. For Botswana to remain competitive and secure, it must follow the sun, not the smoke.

# EMPLOYMENT & LABOUR RELATIONS BILL 2025: PERMANENT AND FIXED-TERM WORKERS ARE NOW EQUAL IN THE EYES OF THE LAW



By: Tumisang Bagidi  
Lead HR Consultant



Thuo Ditsele (HR  
Consultant)

as regards the terms of the contract of employment between such employer and the fixed-term worker, or subject such fixed-term worker to any other detriment by any act, or deliberate failure to act, by the employer". Section 156(6) goes on to outline the less favourable areas and they are as follows: "any period of service qualification relating to any particular condition of service; the opportunity to receive training; or the opportunity to secure any permanent position in the establishment." Section 156(9)(b) goes on to make exceptions to the above when it states that "any differential treatment between a fixed-term worker compared to a permanent worker may be justified on objective grounds such as — seniority, experience or length of service, quality or quantity of work performed, or any other criteria of a similar nature."

Contracts of employment are usually tailored to employers needs. They are meant to bridge a gap on a casual, part-time, fixed term or permanent basis. The terms of such an engagement are usually outlined in the previously mentioned contract and these become binding when the parties involved sign. To shed some light on contracts of employment, section 2 of the Employment Act defines them as "an agreement, whether oral or in writing, expressed or implied, whereby one person agrees for a wage or other benefit or both to let his labour to and to perform it under the orders of another person who agrees to hire it". The said contracts are prepared by the employer and extended to the employee, giving the employer complete control over these. However, every contract must be compliant with the prevailing labour law and this is supported by section 37 of the Employment Act when it states that "where a contract of employment, whether made before or after the commencement of this Act, provides for conditions of employment less favourable to the employee than the conditions of employment prescribed by this Act, the contract shall be null and void to the extent that it so provides." Speaking of prevailing labour laws, we are currently in a space of transition in Botswana. New labour laws are imminent, in the form of an Employment and Labour Relations Bill. These laws are set out to create a level playing field whilst making employee rights the cornerstone of every organisation.

This week our article will focus on permanent and fixed-term employees, how does the Bill remove disparities? Read on!

## Definitions

The focus will be on the definitions provided in the Bill. The contract of employment definition is more or less the same as that provided above therefore we will skip that. Section 2 of the above-mentioned Bill defines a fixed-term contract as "a contract in terms of which a worker is employed for a specified period; or until the completion of a specified task; or the occurrence or non-occurrence, of a specified event." The same section goes on to define a fixed-term worker as a "worker who is employed under a fixed-term contract". It is worth noting that these terms are not explicitly defined in the Employment Act. Now, let us get to unearthing the sections that make fixed-term employees equal to their counterparts thus creating a fair game for all.

Permanent vs Fixed-Time  
According to section 156(5) of the above-mentioned Bill "a fixed-term worker shall have the right not to be treated, by an employer, less favourably than the employer treats a comparable permanent worker

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To consult, contact us on +267 75 54 67 84, +267 393 9435 or [info@aupracontax.co.bw](mailto:info@aupracontax.co.bw)

## Conclusion

In conclusion, it is safe to say the Bill aims to remove any cloud of uncertainty and inequality that may exist over the above-mentioned types of employment contracts. However, in the same breath it does appreciate some situations that may allow for inequalities to prevail. One thing is for sure, employers are to get with the program or fall off because there is a new Sheriff in town.

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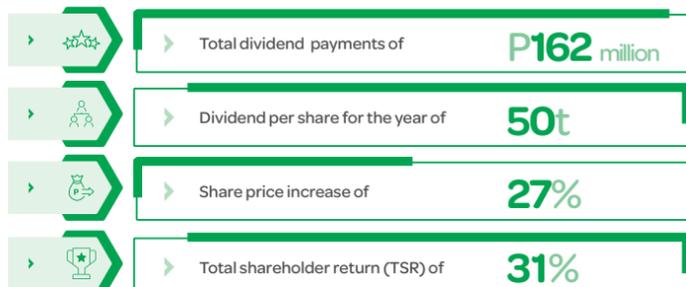


## The financial year at a glance



### 1

#### Shareholder value creation



### 2

#### Investment in preference shares



### 3

#### Employment creation



One of the largest private sector employers

99.6%  
Citizen employment ratio

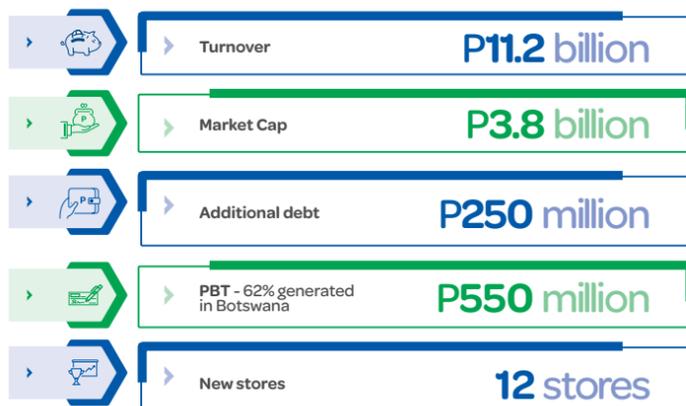
### 4

#### Fund utilisation during the year

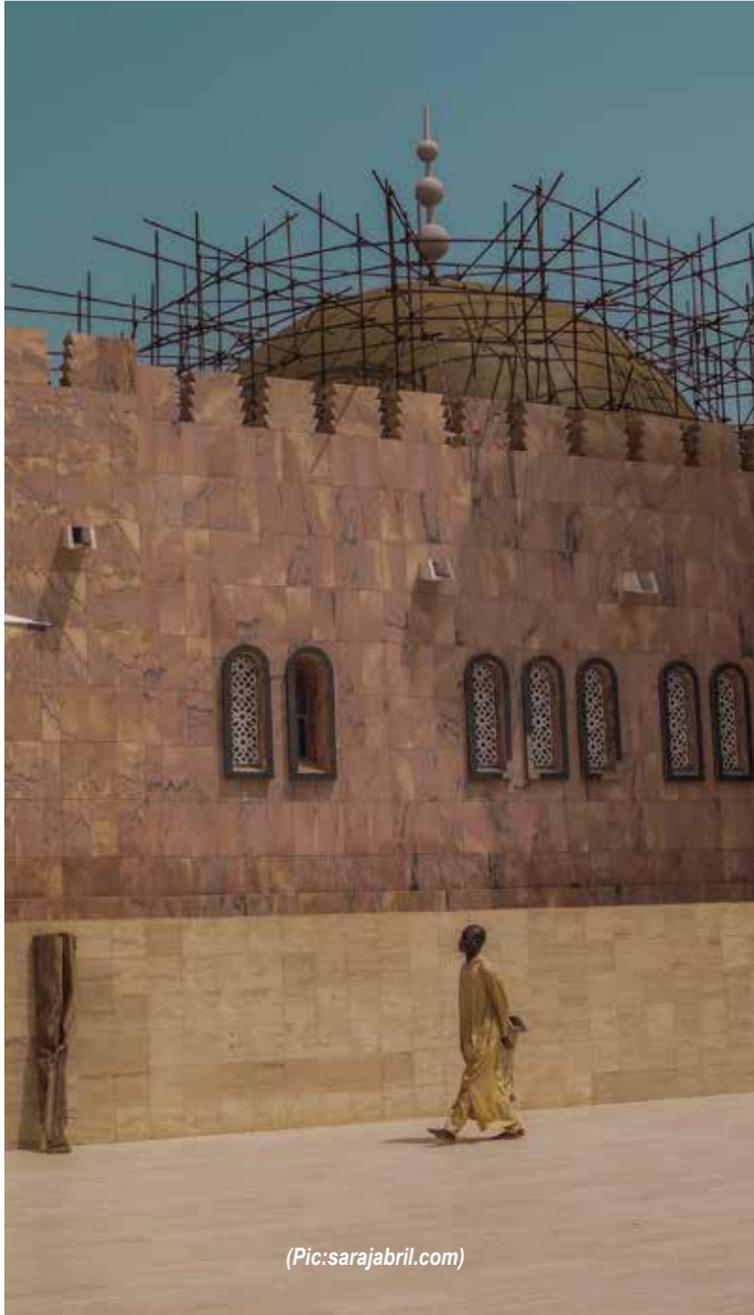


### 5

#### Business performance Snapshot



We are pleased to report another set of record-breaking results – the best in our 51-year history.



(Pic:sarajabril.com)

# AFRICA THROUGH JABRIL'S LENS

Ongoing exhibition by international photographer Sara Jabril, "Beyond the Journey," is inviting viewers to Alliance Française in Gaborone to see untold stories of culture, place and human connection

desire to reconnect with her roots while reshaping how the world sees Africa — not through the gaze of outsiders but from within.

Jabril's imagery often highlights African-owned hotels and lesser-known travel destinations, turning her body of work into both a visual love letter and a resourceful directory for travellers looking to explore the continent more consciously.

## Capturing the fleeting and the familiar

Each photograph in the collection carries its own pulse. One standout piece, On the Back of a Boda, was captured on a motorcycle taxi in Kampala, Uganda.



The viewer sees what Jabril saw: another rider balancing a full load of bananas in front of her, with the majestic Uganda National Mosque standing tall in the distance. "It captures what

it feels like to move through the city: fast, layered, and full of life," she said.

And impressively, not all her work relies on high-end gear. "Even smartphones can do the job," she noted, pointing to one photograph in the exhibition shot entirely with her iPhone.

## A curator's vision

The exhibition was brought to life by curator Thabo Kgatlwane, who first connected with Jabril at a wine tasting event earlier this year. "What started as a casual conversation about storytelling became this full-circle moment," he shared. "Now, it's happening right here in Botswana."

The partnership exemplifies a growing appetite in Botswana for cross-cultural artistic dialogues. This is a vision shared by Alliance Française Director Angélique Saverino, who emphasised that art exhibitions such as this help create educational spaces beyond the classroom.

"Art is a window to the world," she said. "And through Sara's work, we've viewed different countries with empathy, vibrancy and respect."

## GOSEGO MOTSUMI

Botswana's creative community recently gathered at Alliance Française in Gaborone for the opening of "Beyond the Journey," an evocative photography exhibition by international photographer and visual storyteller, Sara Jabril.

Running until 27 August, the exhibition invites audiences to reflect on the beauty and complexity of culture, human connection and the spaces we inhabit — all through the lens of an artist on a mission.

The exhibition brings together a curated selection of Jabril's photographic works, capturing deeply personal and universal moments alike.

## Flipping old narratives

Born in Germany to a Somali father, Jabril's multicultural identity fuels her artistic vision. She told at-

tendees on opening night: "I started shooting different spaces because, growing up in Germany, Africa was always shown through a narrow lens. I wanted to flip that narrative."

Her work is rooted in a



"I started shooting different spaces because, growing up in Germany, Africa was always shown through a narrow lens. I wanted to flip that narrative"

All works are available for purchase, offering visitors a chance to take home not just an image but a piece of the journey itself.



Bokang Siako of KFC Molepolole was crowned Botswana's MasterCook 2025 in a spirited cook-off held at KFC Village, Gaborone, marking the culmination of a months-long training and competition cycle aimed at celebrating excellence in culinary execution. The win not only placed Siako on the symbolic MasterCook throne—a tradition that honors precision and consistency in the kitchen—but also secured him a place at the Africa-level Monster Cup, where top KFC cooks from five countries will face off. His journey began through Chicken College, KFC Botswana's internal development programme that grooms staff from supplier level to branch leadership, reinforcing quality and operational standards across the brand. The MasterCook Challenge is part of a larger effort to recognize and elevate in-house talent across the continent.

## NOTICE

# PRIME LENDING RATE ADJUSTMENT

Please be advised that effective 18<sup>th</sup> August 2025, Botswana Savings Bank Prime Lending Rate (BSB PLR) will be increased by 200 basis points.

This adjustment means that the BSB PLR will move from 6.01% to 8.01% and as such, Interest rates for all BSB PLR linked facilities will be changed accordingly.

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# Ukrainian Cuisine Is Simple, Yet Exquisite

The Embassy of Ukraine in Botswana recently hosted an unforgettable Ukrainian Cuisine Night, celebrating centuries-old culinary traditions, vibrant flavours, and the power of food as cultural storytelling



GOSEGO MOTSUMI

**O**n a crisp weekend evening at the Serbian Church Grounds in Phakalane, something remarkable simmered - not just in the pots but in the spirit of cultural unity.

The Embassy of Ukraine in Botswana had invited guests to immerse themselves in the rich and hearty world of Ukrainian food

style Ukrainian Cuisine Night, a celebration of heritage, hospitality and shared human experience.

Guests were treated to an expansive menu of over 15 traditional dishes, including borscht, varenyky, olivie salad, deruny, banosh, and the delicate honey cake. Each plate told a story of resilience, migration, seasonal rhythm and celebration.

**Ambassadorial warmth**

In his welcoming address,

Ambassador Dr Oleksiy Syvak shared that Ukrainian cuisine represents more than nourishment - it's a living embodiment of his country's soul.

He emphasised that the cuisine, shaped by centuries of history and regional diversity, reflects the spirit and generosity of Ukraine's people. From the sheep-milk delicacies of the Carpathians to the potato-rich staples of Polissia, Ukraine's culinary map is as diverse as it is delicious.

The undisputed star of the evening was borscht - a vibrant beetroot soup with deep red hues and a deeper cultural significance. Often cooked with cabbage, beef stock and a touch of fermented sourness, borscht was recently added to UNESCO's Intangible Cultural Heritage List, celebrating its symbolic value.

**Borscht: The soul of Ukraine**

"Borscht is not just a dish; it is a symbol of identity and hospitality passed down through generations," the Ambassador noted. "Borscht is not just a soup; it is a cultural marker and a testament to the enduring spirit of the Ukrainian people."

Its inclusion on the UNESCO list three years ago marked an international recognition of a dish that is as much about flavour as it is about memory and meaning.

From festive staples like kutia and uzvar for Christmas and paska for Easter to korovay for weddings, Ukrainian cuisine has long played a ceremonial role in marking life's most significant moments.

Even its everyday dishes come with nutritional benefits. One such example is kulish, a millet-based porridge regarded not only as a comfort dish but also one rich in health benefits - supporting heart function and offering



minerals like magnesium and iron.

invitation to understand, to connect, and to appreciate. "In a globalised world, traditions like this help us stay grounded," said Ambassador Syvak. "They remind us of who we are and open doors for others to know us better."

The evening reminded all in attendance that food is one of the most powerful ways to share identity. Each dish served was a warm, generous offering of stories and solidarity in uncertain times.

Whether it was the comfort of varenyky, the intrigue of stewed cabbage, or the sweetness of honey cake, the Embassy of Ukraine proved that their cuisine is simple but undeniably exquisite.

**"Borscht is not just a soup; it is a cultural marker and a testament to the enduring spirit of the Ukrainian people"**

**Solidarity in uncertain times**

More than a tasting event, the Ukrainian Cuisine Night was an



(Pic: Embassy of Ukraine in the Republic of Botswana)

# MONEY MADE SIMPLE FOR YOUNG MINDS

Written by seasoned accountant and former educator, Tshepo Taboka Mathumo, *The Young Accountant* is a refreshing, practical and accessible accounting book tailored for students

**GAZETTE REPORTER**

**F**or years, junior school accounting students in Botswana have been navigating their studies with outdated textbooks and complicated jargon.

Seasoned accountant and former educator, Tshepo Taboka Mathumo, saw this firsthand and decided to act. The result is *The Young Accountant*, a 65-page book that breaks down accounting into digestible, practical con-

cepts for students.

What sets this book apart is its local relevance. From relatable examples to simplified definitions, Mathumo crafted the content around Botswana's current curriculum, ensuring that it speaks directly to the learners' daily experiences.

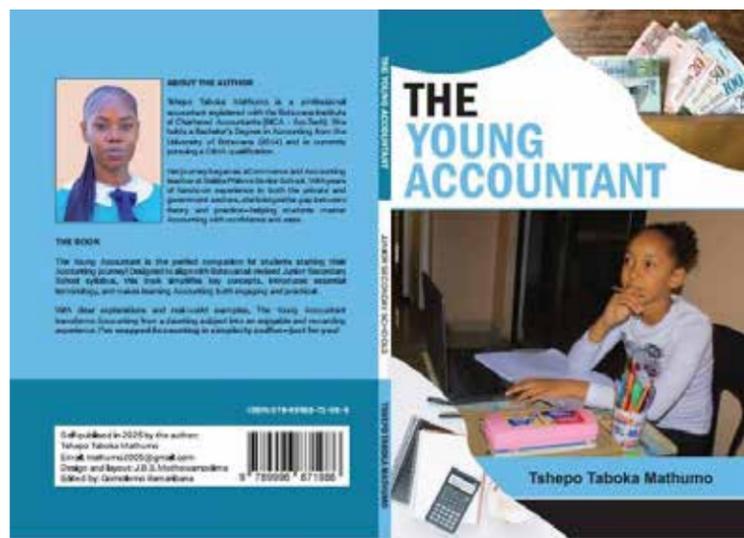
**Easy to grasp**

Whether in a classroom or learning independently, students can now engage with accounting in a way that is enjoyable and applicable to real life.

With a Bachelor of Accountancy from the University of Botswana and professional registration with BICA, Mathumo brings both credibility and compassion to her writing. Her teaching background has given her deep insights into the challenges learners face, and her book is a direct response to them.

"My goal was to make accounting relatable, easy to grasp and enjoyable," she explained in an interview with Time Out. "I wanted students to truly understand it, not just memorise terms that feel distant from their world."

**"My goal was to make accounting relatable, easy to grasp and enjoyable"**



**A guide to financial literacy**

In addition to her corporate and consultancy work with Alpha Accounting, Mathumo's passion for education and community upliftment shines through her work. Her faith-driven approach and dedication to youth empowerment make this book more than just an academic resource but a mission.

**The Young Accountant offers** more than a crash course in numbers - it is a guide to financial

literacy, confidence and future-readiness. Parents, teachers and policymakers alike are encouraged to take note: financial education starts young, and this book might just be the turning point.

The official launch of *The Young Accountant* will take place at the National Museum and Art Gallery in Gaborone on 28 August 2025. For tickets and/or further details, interested parties can reach the author directly at +267 75 613 844.



**Botswana Savings Bank (BSB) is an institution wholly owned by the Government of Botswana with a specific mandate of mobilizing the nation to save as well as providing inclusive financial services.**

We are seeking vibrant talent for the following positions to meet our drive for excellence:

1. Analyst, Business Applications × 2 (Re advertisement)
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3. Analyst, IT & Cyber Security

#### Submissions:

If you meet the requirements of the above stated positions, please follow the below link to apply:



<https://bsb.mcidirecthire.com/External/CurrentOpportunities>

For any further enquiries, you may contact Human Capital Office  
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We will only enter correspondence with shortlisted candidates.

**CLOSING DATE: 21<sup>st</sup> August 2025**



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[www.bsb.bw](http://www.bsb.bw)

# Women in Print Series Set to Ignite Empowerment and Innovation

The Women in Print Series 2025 returns with purpose and power, uniting Africa's boldest women in print, packaging, design and publishing

GOSEGO MOTSUMI

Printing SA, in partnership with Impulsradio and Television Africa, has announced the launch of a continent-wide campaign that celebrates women blazing trails across the printing, packaging, publishing, and design industries.

Styled Women in Print Series 2025, the Johannesburg leg of the series will run from 8 to 27 August as part of an annual powerhouse event built on a bold theme of "Empower, Innovate, Inspire – Shaping the Future Together."

The series has become a vibrant platform for African women in a historically male-dominated in-

dustry. It continues to reshape narratives by spotlighting leadership, innovation and resilience - bringing together over 350 women in Johannesburg alone.

#### A pan-African movement

More than just a South African event, the Women in Print Series is proudly pan-African - embracing the grit and brilliance of women across the continent, including those in Botswana's burgeoning creative and print scene.

The platform's podcast recently featured Mboko Basiami, who is the Founder and Creative Director of a local fashion house that is redefining Afrocentric design through bold prints, rich textures and cultural storytelling.

Glotta, as the fashion house is called, is known for experimenting with botanical dyes, organic textures, and signature zebra-inspired prints. Basiami's work celebrates innovation and inclusion, placing women and African heritage at the centre of the future of fashion and print.

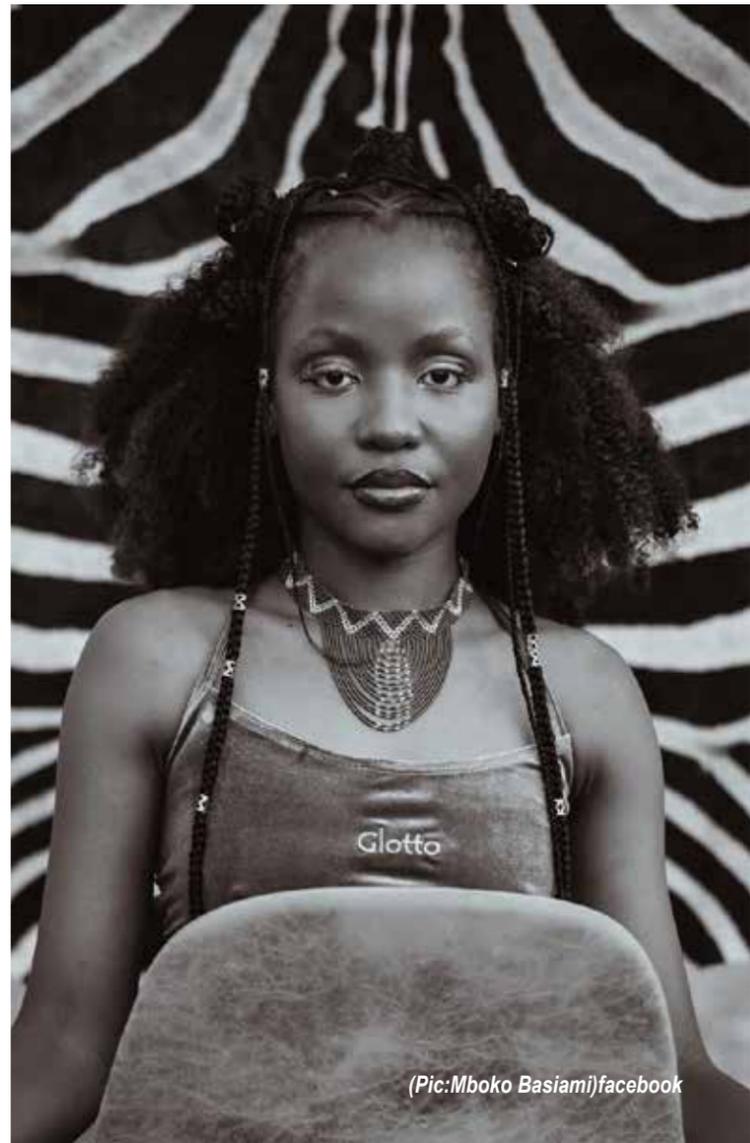
#### A 360-degree experience

At its core, this Women in Print Series is about possibility. With keynotes from thought leaders, mentoring sessions, lifestyle activations, and ministerial participation from the Department of Women, Youth and Persons with Disabilities, and the Department of Sports, Arts and Culture, the 2025 programme offers a 360-degree experience.

Aesthetic innovation also lies at the heart of the event - with abstract print iconography, digital textures, and geometric patterns that reflect a seamless fusion of craft and tech among this year's design elements.

More than just a South African event, the Women in Print Series is proudly pan-African - embracing the grit and brilliance of women across the continent, including those in Botswana's burgeoning creative and print scene

"The Women in Print Series is more than just an event; it's a movement," said Abisha Katerere, Head of Business Development and Marketing at Printing SA in a statement. "Having wit-



(Pic: Mboko Basiami)facebook

nessed the transformative impact of our previous events, we are incredibly excited to bring this empowering platform back to Johannesburg."

#### Leading from the front

As the industry shifts towards digitisation and innovation, this series is determined to ensure that women remain at the helm - not just included but celebrated, empowered and leading from the front.

As the official voice of South Africa's printing and packaging sectors, Printing SA continues to break ground with this flagship event, blending innovation with inclusion and advocacy with artistry.

With support from FP&M SETA and key government departments, the Women in Print Series is firmly positioned as Africa's premier print empowerment platform.

# RETAIL SHAME TO RADICAL SELF-LOVE

Kiki Tebogo Moribame-Setiko turns a moment of public humiliation into a transformative blueprint for wellness in her new book, *When All Else Had Failed*, offering readers practical advice and soul-deep reflections on what it truly means to heal

GOSEGO MOTSUMI

It was meant to be an ordinary day. One spent browsing through a new boutique in hopes of lifting a low mood with a little retail therapy. But for Kiki Tebogo Moribame-Setiko, a cruel remark from a shop assistant would turn a seemingly harmless outing into the beginning of a life-altering wellness journey.

Mistakenly assumed to be pregnant because of her size, Kiki was left feeling embarrassed. But that pain didn't just linger - it cut to the heart because it was quite caustic. "The experience served as a wakeup call for me," she recalls, "Looking back, I am grateful for the journey it initiated."

What followed was not another crash diet or punishing workout plan but a journey of education, self-compassion, and small, sustainable changes that would eventually lead her to shed 30kg in 12 months - and find her voice as an author.

"It had to come from within"



Kiki's debut, *When All Else Had Failed*, is a title steeped in frustration and resilience. It mirrors the dead ends and false hopes that she encountered through countless diets and short-lived fitness programmes.

"I kept trying things that promised fast results, but they never lasted," she says. "Eventually, I realised the solution wasn't outside me. It had to come from within."

The book's title marks this turning point; the moment she abandoned conventional fixes in favour of something more honest, more sustainable and more loving. What sets *When All Else Had Failed* apart is its balance between vulnerable storytelling and practical, accessible advice.

#### Small but powerful change

Kiki doesn't just share her transformation - she dissects it. She invites readers into her dark-

est moments and shows how each one planted the seeds for small but powerful change.

Interwoven through her personal narrative are wellness tips that span the physical, mental, and emotional spectra.

#### Filling the gaps in African wellness

Kiki's mission goes beyond her own story. Her book confronts glaring gaps in the African wellness space - chief among them the lack of culturally-relevant, emotionally-grounded resources.

#### Local context and lived experience

"So many guides focus only on numbers - how much weight you've lost, how fast you can lose it," she says. "They miss the real work: mental health, emotional resilience, and the way our communities shape how we see our bodies."

By rooting her message in local context and lived experience, Kiki offers a voice that resonates deeply with African readers who have long been underserved in

global wellness narratives.

At its heart, *When All Else Had Failed* is a love letter to those who feel defeated by their bodies, their diets or their past. Kiki's message is clear: setbacks don't mean failure. They're just signs that it is time to try differently.

#### "You can begin again"

In *When All Else Had Failed*, Kiki chronicles her 12-month journey of losing 30kg - not as a triumph of willpower but as a testament to shifting mindsets, nurturing the body and healing emotional wounds.

A graduate in Public Relations with an MSc in Strategic Management, Kiki combines academic insight with lived experience to advocate for inclusive, compassionate approaches to wellness.

#### Autographed copies

She is driven by a belief in every individual's potential and the power of telling our own stories to drive change.

The book is available at Botswana Book Centre (Gaborone Main Mall) and directly from 72540837 for P250 each. Autographed copies are available.



# NOTICE OF ANNUAL GENERAL MEETING

**Date:** 20th August 2025

**Time:** 1800hrs

**Venue:** TBC

*All BIBF members are cordially invited to attend the 34th annual general meeting.*

## AGENDA

1. Registration
2. Prayer
3. Opening of meeting and apologies
4. Minutes from the 33rd Annual General Meeting
5. Matters arising from the minutes
6. Annual Chairman's report
7. Adoption of audited financial statements
8. Announcements
9. Closure

**RSVP:**

**Email:** [enquiries@bibf.ac.bw](mailto:enquiries@bibf.ac.bw) **Tel:** +267 395 2493

## Notice of Intention to Change Marriage Property Regime

(In Terms of Section 8 (1) of Married Persons Property Act, 2014)

1. **BE PLEASED TO TAKE NOTICE** that, **MORAPELI MOCHOTOANE & NTHAKOANA NALANA-MOCHOTOANE** Married in community of property on the 19<sup>TH</sup> November 2009 at Gaborone, wish to change their property regime to "out of community of property".
2. The parties intend to apply to the high court of Botswana after the expiration of the prescribed three (3) weeks' notice from the date of first publication hereof.
3. Any person, creditor, or debtor who may have an interest in the assets and or liabilities of the parties' estates, should they have objection to the parties changing regime, are to inform the parties at Po Box 391 AEJ Gaborone before the expiration of the said three (3) weeks period or make representations before the high court of Botswana once the contemplated application is lodged.

DATED AT GABORONE ON THIS 15<sup>TH</sup> DAY OF MAY, 2025.

LEBURU LEGAL CONSULTANTS, Plot 117 Gaborone International Finance Park, Portion B First Floor, PO Box 46132 Village Plaza Gaborone  
Telephone: 3115281 cell: 73597019

## APPLICATION FOR A CERTIFIED COPY OF LOST TITLE DEED

NOTICE IS HEREBY GIVEN that the undersigned intends applying for a certified copy of lost Deed of Fixed Period State Grant of Title No. 1972/2006 dated 21<sup>st</sup> August 2006, made in favour of **GABALEMOGWE NELSON NTOKO** in respect of the following property:-

**CERTAIN** : Piece of land being Lot 57858;  
**SITUATE** : In the Gaborone Administrative District;  
**MEASURING** : 452 m2 (Four hundred and fifty two square meters);

Any person having objection to the issue of such copy, is hereby required to lodge the same in writing with the Registrar of Deeds, Private Bag 0020 GABORONE, within twenty-one (21) days from the second publication of this notice.

DATED at GABORONE THIS 18<sup>TH</sup> DAY of JULY 2025

**Badasu And Associates Plot 15752, Broadhurst-Tawana, Gaborone.**  
**P O Box 500385 Gaborone-Station, Tel: (267) 78421013/71826955**

DUBE J  
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA  
HELD AT LOBATSE

In the matter between;  
**THUSO PAUL HETANANG**  
And  
**KOPANO RANTUTU**  
**BOKAMOSO DUMELANG**  
**OTSILE ENOSE**

CVHGB-003133-24

PLAINTIFF

1<sup>ST</sup> DEFENDANT  
2<sup>ND</sup> DEFENDANT  
3<sup>RD</sup> DEFENDANT

### NOTICE OF SALE IN EXECUTION

**BE PLEASED TO TAKE NOTICE THAT;** pursuant to the judgement granted by this Honourable Court the following immovable property hereunder of the 3rd Defendant will be sold by public auction by the Deputy Sherriff Caine Mogorosi of contact number **(+267) 73 818 663 / (+267) 73 242 201** to the highest bidder;

**DATE OF SALE** : 29TH AUGUST 2025  
**TIME OF SALE** : 10:00 HOURS  
**PLACE OF SALE** : MOGODITSHANE, PLOT 34150, at the premises being sold  
**PROPERTY TO BE SOLD** : 3<sup>rd</sup> Defendant's rights, title and interest on a certain piece of land, being a tribal lot 34150 for residential purposes, measuring approximately, **23.75 x 16.00 x 14.64 x 25.04 x 36.15 x 50.09 sqm**, Mogoditshane with developments thereon

**TERMS AND CONDITIONS** : Cash or bank guaranteed cheque; otherwise, detailed conditions of sale may be inspected at the Plaintiff's Attorneys offices, situate at Plot 70669, Fairgrounds Office Park, Masa Center, Gaborone.

DATED AT GABORONE THIS 23<sup>RD</sup> DAY OF JULY 2024.

**McERICK**  
ATTORNEYS

DEPUTY SHERRIFF CAINE MOGOROSI  
c/o McERICK ATTORNEYS

## APPLICATION FOR ISSUE OF CERTIFIED COPY OF SURETY MORTGAGE BOND

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of Surety Mortgage Bond No. FT 155/2005 registered on the 9<sup>th</sup> day of March 2005 in favour of **SEBATI SEBATI** in respect of the following property:

**CERTAIN** : piece of land being Lease Area No.33-OM;  
**SITUATE** : at Hainaveld in the Batawana Tribal Territory;  
**MEASURING** : 5194,2011 Ha (Five One Nine Four Comma Two Nought One One Hectares);  
**HELD UNDER** : Memorandum of Agreement of Lease No.18/90 dated 26th January 1990 made in favour of SEBATI SEBATI;

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

DATED AT FRANCIPTOWN ON THIS 5<sup>TH</sup> DAY OF AUGUST 2025.

**MMMOHE**  
ATTORNEYS  
ATTORNEYS, NOTARIES & CONVEYANCERS

Plot No. 3936, Peolwane Street  
Minestone  
P.O. Box 1860  
**FRANCIPTOWN**  
Telephone No. 2441616

## CHANGE OF LAND USE

Notice to neighbors of Lot 14105  
Makgwaphana, Mochudi from residential to  
multi residential.

Please contact Kgatleng District Council  
physical planning, Molatlhegi Modimakwane  
cell 74430128 for any objection.



# TIRED OF SHARING?

The General Manager of Jwaneng Mine envisions sports development beyond football as part of community engagement

## GAZETTE REPORTER

**J**waneng Mine has ambitions of transforming the diamond mining town into a sports development hub.

Speaking to the media on the sidelines of the Jwaneng Mine GM's Soccer Fiesta held over the weekend, the general manager of Jwaneng Mine, Goitseone Gadifele, said the initiative goes beyond football and seeks to develop multiple sporting codes.

"We are not only looking at football but other sporting codes as well," he said. "We want to use these activities to benefit the surrounding communities."

**Charitable outreach**

Gadifele explained that events like the Jwaneng Mine GM's Soccer Fiesta are part of the mine's charitable outreach. "A good example is this tournament," he said.

"We started it four years ago. Every year we do it to make an impact on the surrounding communities."

He noted that Jwaneng Mine is working with near-



# GADIFELE OUTLINES JWANENG SPORTS VISION

(Pic: GM'S Soccer Fiesta)

by communities to improve sports training and access.

**"We want to export sports stars"**

"We are partnering with surrounding communities to ensure that they are well trained in sports because eventually we want to export sports stars - not only nationally but internationally," he said. "We want people to make a living out of sports."

"We want people to make a living out of sports"

Gadifele said they were pleased with this year's

turnout and announced that proceeds from the event will go towards building a health post in Betesankwe, a village that lies between Jwaneng and Kanye.

**Uncertainties in diamond industry**

Tournament spokesperson Keletso Thekiso acknowledged that organising this year's event was not without challenges, particularly due to the economic uncer-

tainty in the diamond industry.

"There was that conversation about whether we should pause and continue when the dust has settled," she said. "But because we are intentional with this tournament and use it as a tool for social transformation, we intend to continue with it due to the value it brings."

## CONNOR PLEASED WITH GALAXY PRE-SEASON DISPLAY

Jwaneng Galaxy head coach Sean Connor says the team applied key tactics in their pre-season tournament victory well

## GAZETTE REPORTER

**J**waneng Galaxy head coach Sean Connor has expressed satisfaction with his team's showing at the Jwaneng Mine GM's Soccer Fiesta at the Galaxy Stadium in Jwaneng over the weekend.

Galaxy claimed the tournament title after defeating Lesotho's Bantu FC 1-0 in the final to secure a cash prize of P40,000.

**Hard-fought victories**

To reach the final, Galaxy edged VIVA Dynamos Soccer Academy 1-0 in their opening match played on Saturday. Bantu FC advanced after a 3-1 win over Dinare FC of Ramotswa.



(Pic: GM'S Soccer Fiesta)

The closely contested final saw Galaxy manage another narrow 1-0 win to be crowned champions of the pre-season tournament, which is part of the mine's community and sporting engagement efforts.

"We introduced some of our main tactical elements that we are going to work on this season"

**Tactical preparation**

Speaking after the match, Connor said the tournament gave the team a good opportunity to test tactical elements ahead of the new season. "I am delighted with

the performance," he said.

"This is pre-season training. We are in preparation mode. Today we introduced some of our main tactical elements that we are going to work on this season. We applied them well, and I'm happy with the application."

**Busy season ahead**

Galaxy are expected to face a demanding schedule in the coming weeks.

The team will be in FNB Premiership that will kick off on 15 August and represent Botswana in the CAF Confederation Cup, having earned qualification by winning the Orange FA Cup last season.

Jwaneng Galaxy have been in pre-season preparations with a focus on fitness, squad depth, and implementing tactical structures.

# It's The Mascom Batanani Walk Weekend

This year's event will be staged at Francistown Council Stadium to raise funds for breast cancer awareness



(Pic: Mascom) facebook

GAZETTE REPORTER

The Mascom Batanani Walk is getting underway this Saturday 9 August at the Francistown Council Stadium from where participants will walk distances of 5km, 10km or 15km.

Launched in 2019, the walk is part of Mascom Wireless' corporate social responsibility efforts aimed at promoting unity and addressing pressing social issues in Botswana.

The 2025 edition is focusing on breast cancer awareness, with proceeds going to Journey of Hope, a nationwide campaign that promotes early detection and provides free breast examinations.

"The walk continues to unite communities in driving positive change"

**Focus on breast cancer**

Information gleaned from the company's official website says that this year's walk will honour the late Barbara Gotlop, a former Mascom employee who has been described as a breast cancer warrior, and cover its broader mission of community impact.

The company has noted that Journey of Hope "focuses on early detection and prevention of breast cancer through screenings, educating communities about breast health, and reaching underserved areas to ensure equal access to healthcare".

**Track record of causes**

Since its inception, the Batanani Walk has supported causes such as gender-based violence (2019), children's rights protection (2020), mental health (2021), support for the deaf (2022), and substance abuse prevention (2023).

**Positive change**

Last year, the walk raised awareness around digital safety through a partnership with Cyber Smart Botswana.

Says Mascom: "The walk continues to unite communities in driving positive change, truly embodying the spirit of Batanani - 'Tshwaragano,' or working together for change."

Each year's beneficiary is chosen based on several criteria, including measurable impact, sustainability, brand visibility, and the credibility of the receiving organisation.

**Long-term impact**

Mascom says beneficiaries must also be registered with the Registrar of Societies and have a track record of transparency and effective execution.

The initiative seeks to align community needs with its business objectives while ensuring long-term value for beneficiaries.

The telecoms company describes the annual walk as more than a once-off event, stating that it is "designed for long-term impact beyond the immediate support provided".

**Participants' info**

Participants can register for P200 via MyZaka or Mascom Online. Those unable to attend the Francistown event are encouraged to take part in a virtual walk by organising their own routes and sharing their experiences on social media.

Participants in the physical event are expected at Francistown Council Stadium from 6am.

# BOTSWANA EYES SPORTS FOR GROWTH

The country has positioned World Relays as a springboard for economic diversification

GAZETTE REPORTER

The government has reaffirmed plans to use sports as a catalyst for economic growth and diversification as preparations to host the 2026 World Athletics Relay gather steam.

Speaking at the launch of the Local Organising Committee (LOC) in Gaborone recently, the Minister of Sport and Arts, Jacob Kelebeng, said Botswana's hosting of the global athletics event aligns with a national strategy to use sports, tourism, and the creative industries to attract invest-

ment and develop new economic sectors.

**Economic growth through sports**

He noted that the event will support Botswana's five-year plan to develop a self-sustaining sports industry and increase the country's visibility on the global stage.

He said sports has been identified as a pathway to achieving high-income status through a diversified economy that includes meetings and conferences, adventure tourism, and cultural experiences.

"Sports has been identified as

one of the pathways to achieving prosperity for all," he noted.

**Botswana's hospitality**

Kelebeng called on the LOC to maximise the opportunity by ensuring responsible spending and seeking out global partnerships and sponsorships. He added that the event will serve as a platform to showcase Botswana's hospitality and culture.

The 2026 World Relays, scheduled for May, will be the first time the event is held in Southern Africa. Botswana secured hosting rights amid rising national interest in athletics and an ambition to become a hub for international



sports competitions.

The Chairman of the LOC, Professor Martin Mokgwathi, said the committee's immediate priority is preparing the National Stadium and the University of Botswana Stadium to meet World Athletics' standards.

**Site inspection**

"We are working tirelessly to get the National Stadium fully certified," he noted.

Professor Mokgwathi con-

firmed a scheduled site inspection by a World Athletics delegation from 5 to 7 August 2025 to assess readiness in specific areas, including athlete accommodation, media infrastructure, and event logistics.

He acknowledged financial challenges but expressed confidence in the local team's ability. "We have trained a significant number of local officials," he said, noting that only limited international technical support will be required.

**Key areas**

The LOC comprises representatives of various sectors, with the vice chairperson Oabona Theetso assisting with coordination. Committee members have been assigned key areas such as logistics, protocol, marketing, media, finance, and anti-doping.

Kelebeng concluded by urging national support for the event. "Let us showcase Botswana to the world in the best light possible," he said.

# Sunbet Bets Over P2m on Rollers, GU



Gaborone United (GU)

TLOTLO KEBINAKGABO

In a development that marked the company's entry into Botswana's football sponsorship arena, Sunbet Botswana has committed over P2 million to Gaborone-based clubs Township Rollers and Gaborone United (GU).

While the company has yet to confirm these details, sources familiar with the deal say Rollers are set to receive P1.5 million while GU will be sponsored to the tune of P1 million.

The difference is reportedly due to branding placement in which Sunbet's logo will appear on the breast of Rollers' jerseys while the logo will be featured on

the sleeves or back of GU kits.

**Breast of Rollers, back of GU**  
Bank Gaborone, which is already a sponsor of GU, occupies the main front position on the team's shirts.

The Country Manager of Sunbet Botswana, Tsholofelo Makgoeng, has declined to confirm the sponsorship figures, noting that the exact details will be announced at 10am at the official launch tomorrow at Avani Hotel in Gaborone.

Pressed further, Makgoeng said the teams themselves initiated the approach. "We saw an opportunity and jumped on board," she said in a telephone interview.

**"We see potential in both clubs"**

Sunbet has previously focused its sponsorship on horse racing, having spent over P1 million on various activities in that field. However, the company says it is now expanding into football in an effort to contribute more broadly to development of sports in Botswana.

Makgoeng said the decision to support Rollers and GU was also influenced by the two teams' status as major players in the local league. "We see potential in both clubs and also see growth in the league itself. That's why we came on board," she said.

**Widely supported clubs**

Township Rollers and Gaborone United are among the most successful and widely supported football clubs in the country. GU are the reigning FNB Premier-

ship champions while Rollers have a longstanding presence in domestic and regional competitions.

**"We see potential in both clubs and also see growth in the league itself"**

The sponsorship is expected to boost both clubs' financial positions ahead of the new season.



Township Rollers

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The Botswana Gazette  
**SPORT**

# SUNBET BETS OVER P2M ON ROLLERS, GU

Gambling company shifts focus from horse racing to football and is caught by the allure of the high-profile status of both Township Rollers and Gaborone United

**STORY ON  
PAGE 34**

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