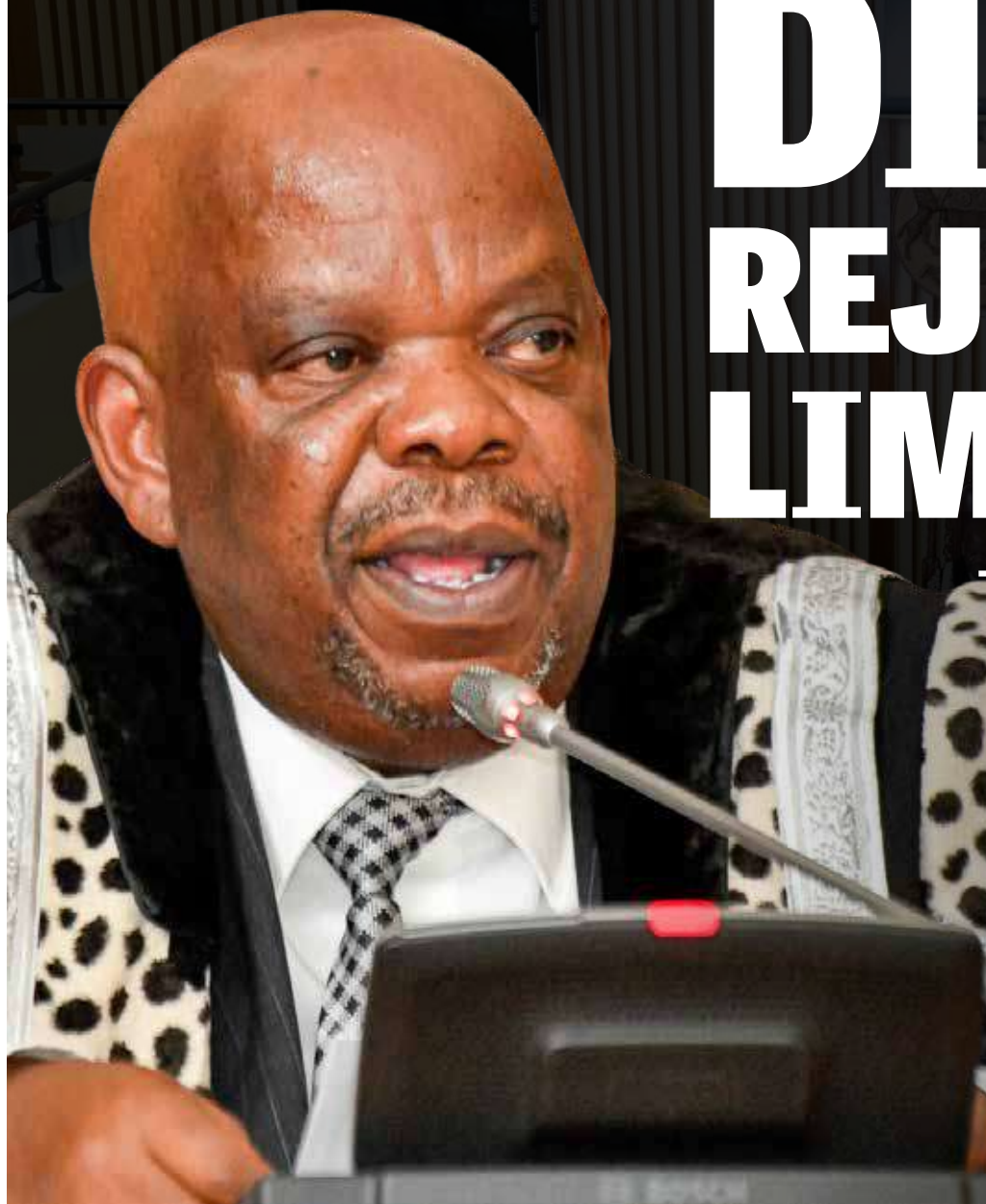




# DIKGOSI REJECT BOKO'S LIMITS CLAIM



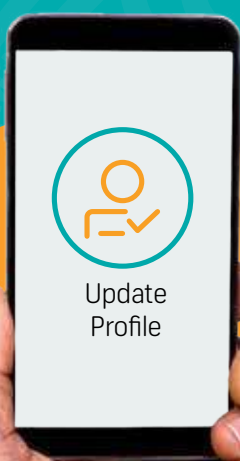
Traditional leaders have rejected President Boko's attempt to limit their advice to customary law, saying the Constitution requires that they be consulted on any bills that may alter constitutional provisions or affect tribal interests.

**3.**

## Mzwinila to Sue Over Detention of Children

Former Minister Kefentse Mzwinila is set to challenge the government in court, alleging political harassment, unlawful raids on his farm, and the detention of his children

**4.**



Fraud awareness and prevention tips

### Beware of fraudulent KYC and fake profile update links

FNB will never ask you to update your KYC through a link on SMS. You can update your KYC on the FNB App or Online Banking safely.

Call 0800 302 302

Download FNB App



First National Bank of Botswana Limited Member of the Deposit Insurance Scheme of Botswana

# TIRED OF SHARING?

**Click on the icon  
to join our private  
Whatsapp group**



**to receive your  
own weekly copy  
of The Botswana  
Gazette for Free**

# DIKGOSI REJECT BOKO'S LIMITS CLAIM

Traditional leaders have rejected President Duma Boko's attempt to confine their constitutional mandate to customary law, insisting that Parliament cannot proceed with key bills, especially those affecting tribal interests, without consulting the Ntlo ya Dikgosi



it confirmed their concern that citizens are being marginalised. "He is exactly confirming our concerns that the people have been left behind. Why then does he want to proceed if he recognises the need and importance of consultation and education?" he asked.

Kgosi Mosadi Seboko of Balete declined to elaborate on Boko's parliamentary remarks, saying only that "the Constitution is clear on the functions of the Ntlo ya Dikgosi and may be referred to for guidance."

## GAZETTE REPORTER

**D**ikgosi have firmly rejected President Duma Boko's assertion that their advisory powers apply only to customary law, arguing that the Constitution requires the National Assembly to consult them on any bill that may alter constitutional provisions or affect tribal interests.

### BOKO DISMISSES THEIR OBJECTIONS

The clash follows Boko's remarks in Parliament on Monday, where he brushed aside the Ntlo ya Dikgosi's opposition to the Constitutional Court bill. Responding to Minister Onneetse Ramogapi, Boko maintained that the House of Chiefs has no mandate outside customary matters and the administration of their courts.

"Their powers are strictly advisory, and only on customary law. Anything beyond that is just talk, and we merely listen," he said, adding that their position on the bill might have changed "had they been properly informed."

### DIKGOSI PUSH BACK

The comments prompted a strong response from the traditional leadership. Chairperson of the Ntlo ya Dikgosi, Kgosi Malope II of Bangwaketse, countered that the institution is constitutionally empowered to advise on any matter of public interest brought before them. He said their mandate extends beyond custom because they serve as "guardians of the people" on issues that shape national governance.

Kgosi Lotlamoreng II of Barolong, a lawyer and former deputy chairperson, accused Boko of selectively interpreting the Constitution. He cited Section 85, which authorises the Ntlo ya Dikgosi to advise on any matter referred to it by the government or the National Assembly. He added that Parliament is barred from proceeding with any bill that would amend the Constitution or affect tribal interests without engaging the House of Chiefs.

### CONSTITUTIONAL SCOPE

Lotlamoreng further emphasised that the Constitution allows the Ntlo ya Dikgosi to make representations to the President or send messages to the National Assembly on matters affecting tribes or traditional institutions, reinforcing their wider advisory authority.

### "THE PEOPLE HAVE BEEN LEFT BEHIND"

He criticised Boko's suggestion that the chiefs lacked information, saying



Stanbic Bank

## Ghanzi, re gola le wena.



## Introducing the Ghanzi BluePoint – Service Centre

Experience the **Ghanzi BluePoint**, a seamless, smarter and cashless way of banking designed to move Ghanzi and surrounding areas forward.

🔍 | For more information, call +267 398 7801

Member of the Deposit Insurance Scheme of Botswana.

# David Magang's Advice to Boko

Veteran politician David Magang has urged President Boko to move beyond his lecturer and lawyer mindset and consider the wider interests of Botswana's citizens

GAZETTE REPORTER

Veteran politician and former cabinet minister David Magang has offered guidance to President Duma Boko, urging him to broaden his approach beyond the methods of his past legal practice and to consider the wider interests of Botswana's citizens.

Speaking in an interview, Magang said he hopes President Boko can transition from his experience as a private lawyer, where the focus was often on advancing individual clients' cases, to leading a nation with diverse and competing interests.

"He now represents a wide spectrum of people with broad interests, and not always to ad-

vance his personal circumstances or struggle with the law to push all to agree with him there and then," Magang said.

## CONSTITUTIONAL COURT

On the topic of a constitutional court, Magang expressed agreement with Boko, noting that "Botswana's evolving society, with its educated and rights-conscious population, now requires such an institution".

He continued: "Back then, we were few, with only a handful of cases reaching the courts, and it wasn't really a priority. Establishing a constitutional court then would have amounted to a waste of resources," he said.

## LECTURE SYSTEM

Magang also reflected on what

“He now represents a wide spectrum of people with broad interests”

he called the "lecture system" approach that Boko has sometimes used to advance his vision. "When you are a lecturer, you



(Pic:Monirul Bhuiyan/PRESS PHOTO)

want those listening to take what you say and do as you say. But it is different when you are a President. I know the President was a lecturer at some point, and that may influence his character, but I hope and pray he matures out of that approach," he said.

Despite these critiques, Magang expressed optimism about Boko's leadership and the Umbrella for Democratic Change (UDC). "Like his party, Boko is still learning the ropes and deserves to be given a chance. I am

hopeful that they will acclimatize with time. They deserve our support because they are captaining the ship we are on," he said.

## CIVIL SERVICE

Magang further emphasized the need for the UDC to prioritize business support and effective civil service engagement. Reflecting on past governance, he noted that his own party, the Botswana Democratic Party (BDP), "faired terribly" in this regard, and he hopes the UDC can succeed where his party fell short.

# Mzwinila to Sue Over Detention of Children

Former Minister Kefentse Mzwinila is set to challenge the government in court, alleging political harassment, unlawful raids on his farm, and the detention of his children

GAZETTE REPORTER

Former Minister of Land Management, Water and Sanitation Services, Kefentse Mzwinila, has revealed plans to take the government to court, citing harassment of his business and the detention of his children.

In a brief interview, Mzwinila said: "There is going to be a number of legal challenges for detaining my children, harassing my customers and ruining my busi-

nesses."

Mzwinila described a recent raid on his farm as politically motivated, claiming that security agents seized a hired tractor and other farming implements. "They were carrying assault rifles and took pictures as they conducted their search," he said, disputing the legality of the operation. He also denied circulating claims that he was living beyond his means.

## HEIGHTENED SCRUTINY

## FROM DCEC

The legal dispute arises amid intensified monitoring by the Directorate on Corruption and Economic Crime (DCEC), which has reportedly placed Mzwinila and some family members on red alert. This designation signals heightened surveillance at national border points.

## BORDER CONTROL MEASURES IMPLEMENTED

A savingram issued by Andries Moeng, Acting Director of the Department of Immigration and Citizenship, instructed border managers to flag Mzwinila and designated family members in the Passport and Border Control (PBC) system. Due to technical

connectivity issues, officials were advised to share the information directly with their respective ports of entry and contact DCEC personnel when the individuals are encountered.

## RAIDED

Security agencies, including the Botswana Police, Directorate of Intelligence and Security Services, and the Botswana Defence Force, reportedly carried out the raid on Mzwinila's farm last week. Officials seized property allegedly linked to unexplained wealth, though the former minister has publicly challenged the legitimacy of the operation.

## POTENTIAL LEGAL IMPLICATIONS

Observers say the escalating standoff highlights tensions between Mzwinila and state investigative authorities, underscoring the sensitive nature of corruption probes in Botswana. Legal challenges are expected to focus on procedural fairness, the legality of property seizures, and the treatment of family members during enforcement operations.

Sources close to the matter indicate that the case could have far-reaching implications for how government agencies engage with former public officials under investigation, potentially shaping future enforcement practices.

The Best just got Better

Get connected

+267 391 2345

www.paratus.africa/botswana

Fiber 40

P400 p/m

Fiber 60

P540 p/m

Fiber 120

P810 p/m

Fiber 240

P1,100 p/m

Fiber 320

P1,560 p/m

Reliable, Uncapped Home Fiber Internet!

PARATUS  
Always Prepared

Prices are VAT inclusive. 12 months contract. FTTH is available in Gaborone, subject to a feasibility check. T's & C's apply

Ya

Batswana

Super Savings

SPAR

SUPER MAIZE MEAL

Naturally High in Energy  
Source of Vitamins  
& Minerals  
Source of Biotin

12.5 kg

SPAR Super Maize Meal 5 kg 47<sup>95</sup> each

OR

SPAR Super Maize Meal 12.5 kg 107<sup>95</sup> each

SPAR

WHITE BREAD WHEAT FLOUR

SPAR White or Brown Bread Flour 5 kg 69<sup>95</sup> each

OR

SPAR White or Brown Bread Flour 12.5 kg 128<sup>95</sup> each

SPAR

REFINED WHITE SUGAR

SPAR White or Brown Sugar 5 kg 69<sup>95</sup> each

SAVE EXTRA

Cross & Blackwell Mayonnaise Assorted 750 g 27<sup>95</sup> each

WITH Rewards CARD

SAVE EXTRA

All Gold Tomato Sauce 700 ml 25<sup>95</sup> each

WITH Rewards CARD

SAVE EXTRA

Brookes Concentrated Squash 2 litre 28<sup>95</sup> each

WITH Rewards CARD

SAVE EXTRA

Pampers Active Disposable Nappy or Pants Value Pack Assorted 144<sup>95</sup> per pack

WITH Rewards CARD

SAVE EXTRA

Jnr 42s, Maxi 50s, Maxi 45s, Midi 58s, Mini 68s, Size 1 76s, XL 6 36s, Pants: Jnr 40s, Maxi 46s, Midi 52s, XL 35s

WIN

your share of Millions Everyday

Ts & Cs apply

Exclusive to SPAR Rewards customers. Ts & Cs apply

15 Sep - 7 Dec 2025

My SPAR

My Botswana

Level Up your hustle

It's Bigger. It's BETTER. It's Bolder...

GA165642

Weekend Freshtival

Delicious Made Easy

Chicken Wrap 25<sup>95</sup> each

Quarter Chicken and Chips 99<sup>95</sup> per kg

Beef Burger and Chips 24<sup>95</sup> each

Minced Hake Portion 150 g & Chips 25<sup>95</sup> per combo

Baker's Selection

SPAR Premium White or Brown Bread 700 g 10<sup>95</sup> per loaf

Jumbo Pies Assorted 16<sup>95</sup> each

Chocolate Cake Slab 28<sup>95</sup> each

Pizza Slice 10<sup>95</sup> each

Cocktail Scones 10s 21<sup>95</sup> per pack

Butcher's Best

Lamb Liver 45<sup>95</sup> per kg

Beef Mince 72<sup>95</sup> per kg

Pork Braai Chops 69<sup>95</sup> per kg

Chicken Braai Pack 52<sup>95</sup> per kg

Fresh Produce

SPAR Country Value Sweet Potatoes 1 kg 15<sup>95</sup> per pack

Mistico Red Or White Grapes 250 g 24<sup>95</sup> per pack

Peaches 500 g 21<sup>95</sup> per pack

Nectarines 500 g 20<sup>95</sup> per pack

Strawberries 250 g 20<sup>95</sup> per pack

Potatoes 7 kg & Onions 10 kg 115<sup>00</sup>

SPAR Rewards

More for You

SPAR Rewards

More for You

SIGN UP FOR MORE! MORE SAVINGS. MORE WINS. MORE FOR YOU.

SPAR Rewards deals available while stocks last.

Maximum 10 deals per customer on all SAVE EXTRA products. Specials only available at SPAR and SUPERSPAR stores from 04 December 2025 up to and including 07 December 2025, while stocks last. We reserve the right to limit quantities. Prices include VAT. E&OE.

SBT1382

Ya

Batswana

SPAR

at

TOPS!

Vilaanté Seriously Old Dirt 750 ml 246<sup>95</sup> each

Rupert & Rothschild Wine Classique 750 ml 219<sup>95</sup> each

Smirnoff 1818 Vodka 750 ml 193<sup>95</sup> each

Amarula Cream Liqueur Assorted 750 ml 176<sup>95</sup> each

Niche Mimosa 660 ml 31<sup>95</sup> each

Rain Dance Sweet Rosé, Sweet Red or Dry Red Wine 1 litre 39<sup>95</sup> each

Corona Extra Beer Non-Returnable Bottles 6 x 355 ml 104<sup>95</sup> per pack

Heineken Premium Lager or Silver Non-Returnable Bottles 6 x 330ml 102<sup>95</sup> per pack

Savanna Dry Cider Non-Returnable Bottles Assorted 6 x 330 ml 118<sup>95</sup> per pack

Castle Lite Beer Non-Returnable Bottles 6 x 330 ml 85<sup>95</sup> per pack

St Louis Beer Cans 6 x 500 ml 103<sup>95</sup> per pack

4th Street Wine Range Assorted 5 litre 189<sup>95</sup> each

SPAR Rewards

More for You

SPAR Rewards

More for You

SPAR Rewards deals available while stocks last.

Specials only available at TOPS at SPAR stores from 04 December 2025 up to and including 06 December 2025, while stocks last. We reserve the right to limit quantities. Prices include VAT. E&OE.

TOPS at SPAR

Not For Persons Under The Age Of 18.

# Boko Seeks Refuge in 'Disgraced' Dibotelo Commission

## ...as NGOs, Dikgosi, unions, churches and the opposition oppose Constitutional Court bill

GAZETTE REPORTER

Under mounting pressure from a broad coalition of civil society groups, Dikgosi, trade unions, churches and opposition parties to halt

the constitutional amendment process establishing a Constitutional Court, President Duma Boko has turned to the much-criticised Dibotelo Commission report for justification, a commission he previously dismissed.



According to the same commission that the President once sharply rejected, “there were submissions to establish the Constitutional Court.

# FIRST MUTUAL

## HEALTH

Go Beyond

## VACANCY

## ACCOUNTS CLERK - BOTSWANA

Applications are invited from suitably qualified and experienced persons to fill the above vacancy that has arisen within First Mutual Health Proprietary Limited.

The Job

Reporting to the **Finance Manager**, the successful candidate will be responsible for the following:

- Preparing payment batches for suppliers and service providers.
- Preparing and reconciling petty cash and bank statements.
- Capturing supplier and service provider invoices into the accounting system
- Recording daily receipts, payments, and petty cash transactions.
- Supporting preparation of monthly cash flow updates and funding requests
- Maintaining procurement documentation.
- Assisting with month-end reconciliations and audit documentation.

The Person

The ideal candidate must possess the following:

- Diploma in Accounting or Finance
- Registered Member of the Botswana Institute of Chartered Accountants (BICA).
- Bachelor's Degree in Accounting / Finance or related.

Candidates meeting the above criteria should apply using this link <https://forms.office.com/r/GdUcH6u18R> or scan the QR below by 8 December 2025.



N.B Clearly label the position you are applying for in the subject line.

First Mutual Holdings Limited is an equal opportunity employer which does not discriminate on the basis of race, colour, religion, sex, gender, national origin, age and disability status. The Group encourages applications from competent people of different demographic groupings. We foster a work environment that is inclusive and diverse where every idea and perspective is valued.

In Parliament on Monday, Boko invoked findings of the commission to support his insistence that the process should proceed despite calls for widespread consultation and public education.

COMMISSION'S FINDINGS

According to the same commission that the President once sharply rejected, “there were submissions to establish the Constitutional Court. The reasons for establishing the Constitutional Court were that there are delays in completion of cases and trials at the High Court.”

In what amounted to a rejection of the above finding, the commission said that “no evidence was provided regarding the statistics of constitutional cases that reached the Court of Appeal. Further, there was proof that the current system of dealing with constitutional matters is not effective.”

CRITICISM

The Commission of Inquiry into the Review of the Constitution, chaired by former Chief Justice Maruping Dibotelo, was established in December 2021 by then-President Mokgweetsi Masisi and handed its report to him in September 2022. The report was widely criticised and later rejected by Parliament after public outcry over its omissions, gaps and alleged failure to reflect the nation's views.

BOKO INVOKES DISCREDITED REPORT TO JUSTIFY BILL

Despite that history, Boko told MPs that Batswana have spoken explicitly in support of a Constitutional Court, claiming the Commission had recorded such submissions even if it ultimately did not adopt them. He has dismissed calls to wait for the promised holistic constitutional review, arguing that the constitutional court is urgently needed.

“The people have requested and directed. It is not true that Batswana do not want a Constitutional Court,” Boko said, insisting that such a court would strengthen the rule of law, deepen constitutionalism and ensure justice that is “accessible and fair to all.”

According to the Commission's own record, it conducted extensive national consultations covering 132 places across Botswana, held 132 kgotla meetings and 158 interest-group sessions, with 28,524 people attending kgotla gatherings.

Critics maintain the Commission lost credibility long before its report reached Parliament. The President, they say, cannot rely on a report he previously rubbished to push through a constitutional amendment of this scale.

In response, the UDC counters that its 2024 manifesto explicitly pledged to establish a Constitutional Court.

# New Savingram Signals Deepening Fiscal Strain

The government has issued a new sweeping savingram tightening austerity across all MDAs, suspending non-essential travel, freezing overtime and government purchase orders, and imposing strict budget controls

GAZETTE REPORTER

The government has reportedly issued a sweeping new savingram extending and tightening austerity measures across all Ministries, Departments, and Agencies (MDAs), signaling that Botswana’s financial troubles may be deeper than previously acknowledged.

The memo, titled “Extension of the Moratorium on Travel, Overtime Working and Generation of Government Purchase Orders (GPOs),” builds on earlier directives under Presidential Directive CA-B19A/2025 issued on 10 July 2025. Previous measures had already mandated a 50 percent cut in travel budgets by December 2025 and progressive quarterly reductions of overtime expenditure to 10 percent of basic salary.

## STRICTER CONTROLS IMPLEMENTED IMMEDIATELY

According to sources, the new savingram enforces even stricter controls with no room for deviation. Effective immediately, all government travel is suspended except for essential missions, delegations are to be kept minimal, and ministries are instructed to rely on virtual platforms such as Zoom and Microsoft Teams for regional and international engagements.

The memo further imposes a hard freeze on requests for supplementary budgets or virements. The Ministry of Finance will only approve additional funding under “exceptional circumstances,” and even fully sponsored travel or workshops will only be cleared if they impose zero cost on government coffers.

## OVERTIME CAPPED AND TIGHTLY MONITORED

Overtime payments, long a strain on departmental budgets, are now under intense scrutiny. MDAs must enforce tighter supervision, negotiate time-off in lieu of pay, and ensure quarterly reductions continue until overtime spending reaches the 10-percent target by year-end. Non-compliance may trigger further restrictions.

## GOVERNMENT PURCHASE ORDERS FROZEN

In one of the more drastic measures, the generation of online Government Purchase Orders (GPOs) via the Government Accounting and Budgeting System (GABS) has been frozen. Manual GPOs will not be accepted, and access rights to GABS are being centralized under the Office of the Accountant General to prevent unauthorized spending.

The savingram instructs all ministries to implement the directives “without delay” and notes that additional cost-containment strategies are being prepared for Cabinet consideration. Observers say the aggressive measures confirm a serious budgetary squeeze, raising concerns about service delivery and operational efficiency in the coming months.



Stanbic Bank

up to  
**10%**

that's more **INTERESTing!**

Open a **Fixed Deposit Account**  
and let your money  
do the growing.

Click Here

\*T&Cs apply

Member of the Deposit Insurance Scheme of Botswana.



# Death by Water

The WHO has warned of a deepening health crisis that is driven by unsafe water, poor sanitation, air pollution and climate-related threats in Botswana

GAZETTE REPORTER

Botswana faces a deepening health crisis that is driven by unsafe water, poor sanitation, air pollution and climate-related threats.

According to a new World Health Organisation (WHO) health and environmental scorecard that paints one of the starkest warnings yet for the country's public health system.

The scorecard reveals that 66% of diarrhoea-related deaths in Botswana are directly linked to unsafe drinking water, inadequate sanitation and poor personal hygiene.

**COSTING LIVES**

Despite government allocations



Botswana faces a deepening health crisis that is driven by unsafe water, poor sanitation, air pollution and climate-related threats.

## Deposit & Lending Interest Rates

For the month of December 2025

| Type of Deposit Account | Nominal Interest Rates (%) | Effective Interest Rates (%) | Minimum Opening Balance |
|-------------------------|----------------------------|------------------------------|-------------------------|
|                         | (Lowest-Highest)           | (Lowest-Highest)             | (Pula)                  |
| 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                                                                       | 3.5%                                   | 3.5%                                    |
| Access Bank Botswana Prime Lending Rate                                    | 7.16%                                  | 7.16%                                   |
| Mortgage Facility                                                          | From ABB Prime +0.5% to ABB Prime +10% | From ABB Prime +0.50% to ABB Prime +10% |
| 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 +10%   | From ABB Prime +1% to ABB Prime +10%    |
| 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 |
| Fairgrounds Branch                  | - 367 4600 |
| Airport Junction Branch             | - 371 9700 |
| The Square Branch                   | - 398 5700 |
| Ghanzi Sales and Service Centre     | - 659 8800 |
| Molepolole Sales and Service Centre | - 592 3050 |
| Letlhakane Sales and Service Centre | - 298 5011 |
| Kanye Sales and Service Centre      | - 544 6300 |
| Shakawe Sales and Service Centre    | - 687 5244 |

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

| Type of Deposit Account | Foreign Currency | Nominal Interest Rates | Effective Interest Rates | Minimum Opening Balance |
|-------------------------|------------------|------------------------|--------------------------|-------------------------|
|                         |                  | (Lowest-Highest)       | (Lowest-Highest)         | (Pula)                  |
| Current                 | USD              | Nil                    | Nil                      | Nil                     |
|                         | ZAR              | Nil                    | Nil                      | Nil                     |
|                         | EUR              | Nil                    | Nil                      | Nil                     |
|                         | GBP              | Nil                    | Nil                      | Nil                     |
| Call                    | USD              | 0.10% - 0.25%          | 0.10% - 0.25%            | 100                     |
|                         | ZAR              | 1.95% - 2.50%          | 1.97% - 2.53%            | 100                     |
|                         | EUR              | 0.10% - 0.25%          | 0.10% - 0.25%            | 100                     |
|                         | GBP              | 0.10% - 0.25%          | 0.10% - 0.25%            | 100                     |
| 91 Day                  | USD              | 0.00% - 1.40%          | 0.00% - 1.41%            | 1000                    |
|                         | ZAR              | 2.50% - 3.15%          | 2.52% - 3.19%            | 1000                    |
|                         | EUR              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
|                         | GBP              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
| 6 Months                | USD              | 2.35% - 2.85%          | 2.36% - 2.87%            | 1000                    |
|                         | ZAR              | 3.70% - 4.70%          | 3.73% - 4.76%            | 1000                    |
|                         | EUR              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
|                         | GBP              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
| 12 Months               | USD              | 2.85% - 4.50%          | 2.85% - 4.50%            | 1000                    |
|                         | ZAR              | 4.71% - 5.50%          | 4.71% - 5.50%            | 1000                    |
|                         | EUR              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
|                         | GBP              | 0.10% - 0.25%          | 0.10% - 0.25%            | 1000                    |
| 24 Months               | USD              | Negotiable             |                          |                         |
|                         | ZAR              |                        |                          |                         |
|                         | EUR              |                        |                          |                         |
|                         | GBP              | Negotiable             |                          |                         |
| Over 24 Months          | USD              |                        |                          |                         |
|                         | ZAR              |                        |                          |                         |
|                         | EUR              |                        |                          |                         |
|                         | GBP              |                        |                          |                         |

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

deemed adequate for national drinking water plans, only 75.94% of resources needed for urban and rural water supply have been met - a shortfall that health experts say is costing lives, especially among children, the elderly and low-income communities.

The report indicates that air quality has also emerged as a major blind spot. The WHO notes that 30% of deaths from stroke and ischemic heart disease are tied to exposure to air pollution.

Botswana has no legal standards for PM2.5, the dangerous fine particles that penetrate deep into the lungs, and national compliance with WHO air quality guidelines is unknown.

Policies addressing household energy use, which are a key source of indoor pollution, are similarly absent.

### EXPOSURE TO EXTREME HEAT

The scorecard also indicates that climate change is amplifying risks.

With Botswana's energy consumption still 100% dependent on fossil fuels and traditional biomass, the WHO warns of a projected 61-fold increase in heat-related deaths among people aged 65 and older by 2050 under a high-emissions scenario.

The country lacks a fully implemented national vulnerability assessment and adaptation plan, leaving older populations highly exposed to extreme heat.

The report highlights serious gaps in occupational safety. Informal employment accounts for 76% of all jobs, placing many workers in hazardous environments without adequate protections.

### OCCUPATIONAL DISEASES

The WHO estimates 14 annual deaths per 100,000 working-age people from occupational diseases, while 4 per 100,000 die from injuries associated with working 55 hours or more per week. National occupational health policies remain only partially in force.

According to the scorecard, compounding the crisis are missing or incomplete standards for water, sanitation, hygiene and healthcare waste management in medical facilities.

Key data on infrastructure, including access to electricity, is also lacking.

### ENVIRONMENTAL THREATS

The WHO says its scorecards are designed to help governments identify urgent gaps in managing major environmental threats.

For Botswana, the message is clear: without accelerated action on water, sanitation, air quality and climate resilience, preventable deaths will continue to rise.





# LIVE A WEALTHIER LIFE

Wealth is not a one-size-fits- all concept, but a reflection of you in every aspect. At Stanbic Bank Private, our promise goes beyond banking. We commit to protect, grow, and preserve your wealth - helping you live a wealthier life every day.

LIVE WEALTHIER  
WITH **PRIVATE**  
**BANKING.**



Stanbic Bank Botswana is a member of The Standard Bank Group, an authorised financial services and registered credit provider. Member of the Deposit Insurance Scheme of Botswana.



[CLICK HERE TO  
LEARN MORE](#)

# LSB Stumbles As Boko Appoints Judge "Illegally"

It has emerged that the Law Society of Botswana failed to act in time to block Mmako Abram's High Court appointment, learning only after the fact that President Duma Boko had already sworn her in



The Law Society of Botswana (LSB) has reportedly blundered in its attempt to block the appointment of Mmako Abram as a High Court judge, after delaying to file urgent court papers only to learn that President Duma Boko had already sworn her in.

GAZETTE REPORTER

The Law Society of Botswana (LSB) has reportedly blundered in its attempt to block the appointment of Mmako Abram as a High Court judge, after delaying to file urgent court papers only to learn that President Duma Boko had already sworn her in.

The swearing-in ceremony held last week also saw veteran lawyer Dick Bayford assume office as the new Attorney General, replacing Abram, whose elevation to the bench had sparked sharp criticism from the LSB.

LEFT IN DISARRAY

Information reaching *The Botswana Gazette* indicates the misstep has left the LSB in disarray. This follows days of strongly worded statements condemning what it called an "irregular and unlawful" judicial appointment process. The Society had planned to urgently interdict Abram's appointment, but by the time its legal team finalised papers, the President had already completed the process.

ASSUMPTIONS BACKFIRE AS JUDGE ALREADY SEATED

Sources say LSB leadership had believed there was still time to halt the appointment. Instead, by the time the Society was ready to file, Abram had already taken her seat as a High Court judge—rendering the intended interdict impossible and forcing the organisation back to the drawing board.

LSB SLAMS JSC OVER SECREITIVE PROCESS

In a press release issued on 19 November, the LSB expressed deep concern over how the Judicial Service Commission (JSC) handled Abram's appointment. The Society said it only learned through the media on 8 November that Abram—until recently the Attorney General—had been appointed without any advertisement of a vacancy or evidence of an application process.

The Society argued that the move flouts constitutional principles, established practice, and its own long-standing policy positions dating back to 2011 and

2023, which demand transparent and merit-based judicial appointments.

The Society characterised the move as flouting constitutional principles, established practice, and its own long-standing policy positions dating back to 2011 and 2023 which demand transparent and merit-based judicial appointments

APPOINTMENT 'EXCEEDS LEGAL LIMIT' OF JUDGES

The LSB further noted that the High Court had already reached its statutory complement as set out in the High Court Act. "Any appointment made beyond the authorised number of judges is therefore unlawful," the Society said, adding that the JSC has for years ignored calls for clear and public appointment procedures.

According to the LSB, the pattern of opacity within the JSC undermines judicial integrity, accountability and public confidence. The Society said it has raised these issues repeatedly for more than a decade without meaningful response.

SUBSTANTIVE COURT CHALLENGE STILL POSSIBLE

Despite the setback, sources say the LSB may still proceed with a substantive review application challenging both the legality and procedural propriety of Abram's appointment. However, critics argue the delay has likely cost the Society vital ground in a battle it had hoped to stop before the appointment became a legal fait accompli.

AIM WHERE EAGLES SOAR

Join our dynamic Eagles team at Phakalane English Medium Schools. We are committed to shaping industry pioneers and change-makers, guiding learners in their journey of life long education. Make an impact in educating the global citizens of tomorrow.

Applications are invited for the role of **Primary School Principal**

**Minimum qualification:**

- Bachelor of Education (BED) degree
- Masters in Education (MED) degree is an added advantage

**Minimum work Experience:**

- 10 years teaching experience
- At least 5 years in a management/leadership position
- A valid Permission To Teach is an added advantage

**Key Competencies and Skills:**

- Strong leadership, communication and interpersonal skills
- Develop and implement a comprehensive curriculum that promotes holistic learner development
- Capacity to monitor and support teaching staff to delivering effective instructions
- Integrity, discipline and commitment to School's vision and values

**Applicants should attach he following document copies:**

- Academic certificate
- Transcripts
- Curriculum Vitae (CV)
- Cover letter
- Copy of Identity document
- Reference letters

Email all correspondence to : [vacancies@phakalaneinternational.co.bw](mailto:vacancies@phakalaneinternational.co.bw)

**Physical Address** : Plot 21475 Magang Avenue, Phakalane, Gaborone

**Postal Address** : Private Bag BR 307, Gaborone

**Contact number** : 3907010

**Closing Date** : 16<sup>th</sup> December 2025

Please note: No physical applications will be accepted. All applications should be sent via the school email or postal address; referencing the position being applied for.

Due to the number of applications that we normally receive, we will ONLY REPLY to short-listed applicants

Click on the icon to join our private Whatsapp group

TIRED OF SHARING?

to receive your own weekly copy of The Botswana Gazette for Free

**Gaborone Office**  
Plot 1188 - 1196, 1845, 5th Floor,  
Debswana House, Main Mall,  
Gaborone, Botswana  
Private Bag 00512, Gaborone, Botswana  
Tel: +267 361 4288 Fax: +267 393 6239



**REQUEST FOR PROPOSALS - PROVISION OF INVESTMENT CONSULTANCY SERVICES**

Debswana Pension Fund (DPF) is a private defined contribution pension fund, which was established in October 1984 as a trust. The trust was set up as a joint initiative between De Beers Botswana Mining Company (now Debswana), Anglo American Corporation Botswana (Pty) Ltd and De Beers Prospecting Botswana (Pty) Ltd. Currently DPF provides exclusive pension management services to all employees of the Debswana and De Beers group of companies namely, Debswana Pension Fund, Debswana Diamond Company, Diamond Trading Company Botswana, De Beers Holdings Botswana, De Beers Botswana Global Sightholder Sales, Mmila Fund Administrators, Morupule Coal Mine, and Naledi Mining Services.

The Request for Proposals (RFP) is being issued to invite qualified bidders to submit a proposal to provide Investment/Asset Consultancy services to the Board Secretariat. The Investment Consultant will be expected to provide a comprehensive range of investment advisory services to the Fund.

The RFP tender document will be provided electronically, interested bidders will obtain the RFP documents on payment of a non-refundable fee of BWP 2000.00 payable through Electronic Funds Transfer (EFT).

In order to make payment for the RFP, kindly contact the Chief Investment Officer (AG), Mr. Mbakisi Gopolang at MGopolang@debswana.bw, and copy in the Head of Finance and IT, Mr. Motlatsi Mmusi at Mmmusi@debswana.bw

**Submission Deadline**

DPF must receive all proposals no later than **4:00 p.m. January 29th, 2026.**

For further information, please contact the underlisted officers.

| Mbakisi Gopolang                          | Motlatsi Mmusi                            |
|-------------------------------------------|-------------------------------------------|
| Chief Investment Officer (AG)             | Head of Finance and IT                    |
| Debswana Pension Fund                     | Debswana Pension Fund                     |
| Plot 1188-1196, 5th Floor; Debswana House | Plot 1188-1196, 5th Floor; Debswana House |
| (267) 364 8768                            | (267) 361 4288                            |
| Email: mgopolang@debswana.bw              | Email: mmmusi@debswana.bw                 |

Follow us on [www.dpf.co.bw](http://www.dpf.co.bw)

Member Centric    Credibility    Accountability    Agility    Self Driven & Motivated    Innovation

# Parley Establishes National Forensic Land Audit

A nationwide land audit will review allocations by Land Boards and examine MPs, councillors and Tribal Administration officials in the allocation process



(Pic: BWP Parliament)

BONGANI MALUNGA

Parliament has approved a motion to conduct a nationwide forensic land audit, aimed at scrutinizing land allocations made over the past 15 years.

The audit seeks to ensure transparency, accountability and equitable distribution of land across the country amid reports of illegal land allocation, insider dealing, corruption and maladministration.

“Internal audits have revealed issues of plots with no evidence of allocations, double allocations and abandoned plots or those that remain undeveloped for many years as well as encroachment”

Championed by the Member of Parliament for Mogoditshane East, Letlhogonolo Barongwang, the nationwide land audit will scrutinize all land allocations, encompassing the activities of Land Board officials, employees, councillors, MPs and senior staff within Tribal Administration.

**COMPREHENSIVE**

While the motion originally aimed to examine land al-

locations in Mogoditshane, parliamentary deliberations highlighted the necessity of a comprehensive audit extending to all Land Boards across the country. The audit will cover five tenures of the past Land Board officials and three political terms since 2010.

**OBJECTIVE EXAMINATION**

Commenting in absentia, the Acting Minister of Lands and Agriculture, Dr Edwin Dikoloti highlighted the need for independent and objective examination of land transitions in Mogoditshane and other areas of the country.

**COMPLAINTS**

“Our ministry has received representations from individuals and groups registering complaints against the Mogoditshane Land Board. Allegations of the involvement of the mentioned parties (officials) in the motion do exist. Internal audits have revealed issues of plots with no evidence of allocations, double allocations and abandoned plots or those that remain undeveloped for many years as well as encroachments,” Dikoloti stated.

**UNEARTHED BY THE AUDIT**

“It is my considered view that whatever happened and who overdid it and how it happened and whether it was illegal will be unearthed by the forensic audit. The audit is expected to further address the impact or lack thereof of the administration reforms instituted in an effort to address these challenges,” the minister concluded.



## BBS Bank Interest Rates Schedule 01 December 2025

| Type of Deposit Account          | Nominal interest rate (Lowest - Highest) | Actual Interest Rates (Lowest -Highest) | Minimum Opening Balance (Lowest to highest) |
|----------------------------------|------------------------------------------|-----------------------------------------|---------------------------------------------|
| BBS Prime Lending Rate           |                                          | 7.01%                                   |                                             |
| Current                          | Nil                                      | Nil                                     | P200.00                                     |
| Call                             | 0.10%                                    | 0.10%                                   | P1,000.00                                   |
| Ordinary Savings                 | 0.10%                                    | 0.10%                                   | P100.00                                     |
| Special Savings                  | 0.10% - 0.70%                            | 0.10% - 0.70%                           | P500.00                                     |
| SME Ordinary Savings             | 0.10%                                    | 0.10%                                   | P1,000.00                                   |
| Letsibogo Savings                | 1.21% - 1.76%                            | 1.22% -1.77%                            | Nil                                         |
| Tlamelelo Mortgage Savings       | 1.76%                                    | 1.77%                                   | P250.00                                     |
| Lerako Savings                   | 1.01% - 2.76%                            | 1.02% -2.80%                            | P25,000.00                                  |
| Paid-Up-Savings                  | 1.61%                                    | 1.62%                                   | P100.00                                     |
| Subscription Deposit             | 2.26%                                    | 2.28%                                   | P100.00                                     |
| Fixed Term Deposit               | 1.01% - 4.11%                            | 1.02% -4.12%                            | P1,000.00                                   |
| 3 Months (Regular Fixed Deposit) | 1.10% - 1.40%                            | 1.11% -1.41%                            | P1,000.00                                   |
| 6 Months (Regular Fixed Deposit) | 1.15% - 1.45                             | 1.16% -1.46%                            | P1,000.00                                   |
| 12 Months Fixed Deposit          | 1.51% - 1.81                             | 1.52% - 1.83%                           | P1,000.00 -P200,000.00                      |
| 24 Months Fixed Deposit          | 1.57% - 1.91%                            | 1.58% - 1.93%                           | P1,000.00 -P200,000.00                      |
| Over 24 Months                   | 1.60% - 2.06%                            | 1.61% - 2.08%                           | P1,000.00 -P200,000.00                      |
| Lending Facilities               | Effective Rates                          |                                         |                                             |
| Unsecured Personal Loans         | BBS Prime Lending Rate+12%- 20%          |                                         |                                             |
| Mortgage Facilities              | BBS Prime Lending Rate +3% - 8.5%        |                                         |                                             |
| Secured Short Term Loans         | BBS Prime Lending Rate +10%              |                                         |                                             |
| Business Overdraft               | BBS Prime Lending Rate + (2% - 10%)      |                                         |                                             |
| Business Term-loan               | BBS Prime Lending Rate + (2% - 10%)      |                                         |                                             |
| Purchase Order Finance           | BBS Prime Lending Rate + (10% - 20%)     |                                         |                                             |

Member of the Deposit Insurance Scheme of Botswana



# Task Force to Regulate Sale of BCL Houses

The task force will be mandated to streamline the transaction process, ensure transparency, and protect the interests of both former mine employees and prospective buyers



BONGANI MALUNGA

The Botswana government is set to establish a dedicated task force to oversee and regulate the sale and purchase of BCL Mine residential properties, the Minister of Water and Human Settlement Onneetse Ramogapi has announced.

The task force will be

mandated to streamline the transaction process, ensure transparency, and protect the interests of both former mine employees and prospective buyers.

Speaking at a consultation meeting with former BCL Mine employees in Selibe Phikwe last week, Ramogapi noted that government intervention has become necessary to prevent irregu-

larities in the disposal of the properties and to provide clear guidelines that align with national housing and land management policies.

INCLUSIVE

According to the minister, the task force will include former BCL Mine employees and it is expected to begin its work once its terms of reference are finalized. The minister stated that

the decision is a deliberate move to ensure that the former BCL Mine employees are a part of the decision making process.

“We are not here to impose a pre-agreed decision on you. We have urged former BCL Mine employees to consult with other stakeholders and form part of a task team that will be headed by the District Commissioner,” Ramogapi stated.

FORMER BCL MINE WORKERS PRIORITISED

“We have to ensure that the houses are sold to the rightful candidates. Former BCL Mine workers are given first preference and first priority in this exercise. We want to make sure that nobody will claim that they are not aware of the existence of a task team at the tail end of this exercise,” Ramogapi added.

The government handed over 1226 BCL houses in Selebi-Phikwe to former employees in October this year after purchasing the properties from the BCL liquidator for P300 million. The units have since been transferred to the Bonno Housing Scheme, where

former BCL Mine workers are expected to benefit from discounted purchasing rates.

“

Former BCL Mine workers are given first preference and first priority in this exercise

”

SPECIAL DISPENSATION

Ramogapi clarified that the ex-miners will receive a special dispensation under the initiative, with tailored guidelines that differ from the standard Bonno Housing Scheme framework. This, he said, is intended to recognize their long-standing service and the socio-economic impact of the mine’s closure on their livelihoods.

# Boko Wants To Appoint Judges Unchecked – BDP

The former ruling party has warned that unchecked presidential influence over judicial appointments could alter the future of capital punishment in Botswana and other key legal principles

BONGANI MALUNGA

Rather than supporting a publicly-driven constitutional review process that prioritises broad-based participation, President Duma Boko wants to have unfettered authority to appoint judges, the Botswana Democratic Party (BDP) has said.

Speaking through a statement, the former ruling party says it is concerned that without proper safeguards, the President could potentially appoint judges who

align with his personal views and thus reshape the judiciary in ways that may include abolishing capital punishment to reflect his own stance.

“THE PRESIDENT’S VIEWS ARE NOT THE GOSPEL”

“The constitutional review process needs to start with consulting Batswana rather than with the President’s desire to keep appointing judges unchecked,” said the BDP statement. “Government must not put the cart before the

horse.

“The President’s views are not the Gospel, and if he is allowed a free ride with an insistence on his views and wishes without regard for dissenting voices, soon he may forcefully end capital punishment as it is publicly known that there are some convicted people on death row whose executions he won’t sign.”

“

“The constitutional review process needs to start with consulting Batswana rather than with the President’s desire to keep appointing judges unchecked. Government must not put the cart before the horse”

”

MPS’ PROTEST WALKOUT

The party also applauded opposition MPs for walking out of Parliament on Monday, saying their action was a justified response to



what they viewed as an opaque and inconsistent handling of the Constitution (Amendment) Bill.

The BDP added that the walk-out underscored growing concerns about transparency and due process in the ongoing constitutional reform debate.

“A Constitutional review ought to commence with the gathering of the public’s views,” it said. “This is common knowledge.”

MPS’ WORKSHOP

“Actually, a few days earlier, all Members of Parliament had been taken through a workshop facilitated by professionals of Constitutional Law where this fact was

reiterated.

“However, it is disappointing to observe that the ruling Party does not take its own advice.”

PIECEMEAL

According to the BDP, the creation of a Constitutional Court in isolation represents a piecemeal and unnecessary amendment that risks shifting judicial power disproportionately towards the presidency.

The party contends that such changes could undermine prospects for a meaningful and comprehensive constitutional review in the future.



# Dumelang Batswana,

Ke bidiwa Continental Re.  
Ke tla ka dikgang tse di monate...



President Advocate Duma Boko walking towards the Parliament Chamber Hall to join the debate on the Constitution Amendment Bill at the First Meeting of the Second Session of the 13th Parliament on 1 December 2025. (Pic: Monirul Bhuiyan / PRESS PHOTO)

# Pushback On Constitution Amendment Bill Crystallises In Civic Coalition

A broad coalition of civic groups has cited inadequate transparency and limited public consultation to demand withdrawal of the Constitution Amendment Bill

BONGANI MALUNGA

Civil society organisations, trade unions and faith-based organisations have concluded that the Constitution (Amendment) Bill (2025) should be withdrawn without delay because the process has lacked transparency and meaningful public participation.

Speaking as a broad-based coalition, the CSOs contend that constitutional reforms of such magnitude require broad national consultation to ensure legitimacy and reflect the will of the people.

## COMPREHENSIVE CONSULTATION

The coalition includes the Botswana Council of Non-Governmental Organisations (BOCONGO), the Botswana Council of Churches (BCC), the Botswana Federation of Trade Unions (BFTU), the Botswana Chapter of the Organisation of African Instituted Churches (OAIC), and the Botswana Federation of Public, Private and Parastatal Sector Unions (BOFEPUSU).

Speaking as one, they have called on the government to withdraw the Bill and prioritise comprehensive national consultations that fully reflect the voices and concerns of Botswana.

Speaking as one, they have called on the government to withdraw the Bill and prioritise comprehensive national consultations that fully reflect the voices and concerns of Botswana

## CUSTODIANS OF THE CONSTITUTION

It is their position that the Bill and proposed constitutional amendment process “lacks transparency and a clearly defined roadmap, with no consultations held on the envisioned process or its implementation timeline”.

“It shows inconsistency with national commitments on the constitutional review process, fails to prioritise civic education and public awareness and falls short of ensuring full accountability to citizens who are the rightful custodians of the Constitution,” the coalition says in a statement.

## PEOPLE-DRIVEN

It urges the government to engage a broad range of stakeholders, including civil society groups, trade unions and faith-based organisations to ensure that the constitutional review process is genuinely people-driven.

The coalition also challenges the government to uphold political accountability by honouring its public commitments to an inclusive and transparent reform process.



SPEDU, a company mandated to drive economic development, industrial diversification and investment attraction within the SPEDU Region, is seeking to appoint a dynamic and visionary leader to the position of **Chief Executive Officer (CEO)**.

### Job Purpose:

Reporting to the Board of Directors, the CEO will provide strategic leadership in the positioning of the SPEDU Region as a competitive investment destination. The role will drive economic diversification, stakeholder engagement, organisational performance and the development of sustainable industries, aligned with national and regional priorities.

### The Job

The position will, inter alia, be responsible for the following:

- Directing the development and implementation of an investment and Marketing strategy for the SPEDU Region, by unlocking sector value proposition for priority areas.
- Leading SPEDU's economic development, investment attraction and regional diversification mandate.
- Developing key value chain processes by implementing and monitoring process execution activities.
- Unlocking the value chain of all priority sectors within the Region and ensuring that there is a strategic map in place to facilitate such.
- Directing the undertaking of studies to gauge the feasibility of diverse activities; the needs of different stakeholders and the impwwacts of economic development interventions in the Region.
- Facilitating SPEDU clients/investors to access the “One Stop Shop Service”.
- Developing and promoting a strong investment value proposition across priority sectors.
- Overseeing regulatory, governance and management processes that enhance ease of doing business.
- Guiding feasibility studies, research and strategic planning to support regional growth.
- Strengthening stakeholder and investor relations, including facilitation of the utilisation of the “One Stop Shop Service”.
- Providing leadership that fosters high performance, teamwork and organisational cohesion.
- Leading human capital development, performance management and succession planning.

### The Person

The right candidate will possess the following:

- A Bachelor's Degree in Social Sciences, or equivalent, plus a Master's Degree in Business Management, Economics, or related field.
- At least fifteen (15) years' experience, including a minimum of 3 years at Executive Management level.
- Demonstrated experience in economic development, investment attraction, industry development or related fields.
- Strong understanding of regional economic development best practices, Government policy frameworks, national development strategies and private-sector dynamics.

### Key Competencies

- Strategic Thinking and Planning.
- Leadership and People management.
- Stakeholder Engagement and Influence.
- Entrepreneurial Mindset and Results Orientation.
- Knowledge of Economic and Regional Development Processes.

To apply in confidence, please visit [www.peopleconnections.co.bw](http://www.peopleconnections.co.bw). Applicants should submit a Cover Letter, Detailed Curriculum Vitae, and Academic Certificates. **Application documents should be in .pdf format and merged.**

**Closing Date: 12 December 2025**

**For enquiries: Contact 3975917 / 3915503**



# Boko Explains Leadership Shakeup At ODC

Speaking in the wake of Mmetla Masire parting ways with the state-owned diamond marketer and the company setting a new strategic course, President Boko has expressed disappointment with both De Beers and ODC for underperforming

BONGANI MALUNGA

Okavango Diamond Company (ODC) has fallen short of its mandate to effectively sell and market the country's diamonds, President Duma Boko has told Parliament.

Speaking within days of the state-owned entity's departure with Mmetla Masire as Managing Director, Boko said the company's underperformance has hindered Botswana's ability to maximise value from its mineral wealth.

He emphasised the need for stronger governance, improved market strategies and better alignment with national economic objectives.

## NEW STRATEGIC TRAJECTORY

Masire – who left his post – will be replaced on an acting basis by the company's Chief Financial Officer Lipalesa Makepe.

In announcing Masire's departure, the state-owned diamond marketer signalled its intention to pursue a new strategic trajectory that aligns with the priorities of the ruling Umbrella for Democratic Change (UDC).

The plans entail recalibrating ODC's mandate to better reflect the realities of a rapidly shifting global diamond market.

Central to this is the aim to strengthen the company's contribution to Botswana's economy, improve market competitiveness and ensure that the country secures greater value from its mineral resources.

## "SOMETHING IS WRONG HERE"

President Boko told Parliament: "Demand for rough diamonds is much higher than the demand for synthetics. How do you explain a situation where this demand does not correlate with purchases?"

"Something is wrong here. We engaged De Beers and the Okavango Diamond Company to sell and market our diamonds. Have these two delivered on this project of marketing and selling our diamonds? We must agree they have failed."

Even so, Masire – who first joined ODC in July 2021 – is widely credited with steering the organisation through a pivotal turn-around period.

## UNDER MASIRE'S LEADERSHIP

Under his leadership, ODC achieved its highest-ever revenue of US\$1.1 billion in the 2022–2023 financial year, marking a historic performance for the state-owned diamond trader.

A major driver of this record-breaking revenue was ODC's strategic penetration of the United States market, which rapidly grew to account for a significant share of the company's sales and strengthened its global footprint.



Botswana Accountancy College (BAC) is a Premium Institution with all the hallmarks of a supreme learning environment, characterised by an international footprint. BAC is a highly focused business school, which is continuously forging relations with renowned international partners, i.e. universities and global professional bodies. As a learning institute driven by a passion to excel, the College is recognised for the quality of its programmes and their relevance to the needs of the economy. The College subscribes fully to the growth of Botswana's human capital development agenda and is a key player in the national human resources development and skills capacity building programme.

The College intends to transition to a university and In pursuit of this vision, is seeking to appoint a consummate leader, with a proven record of financial stewardship, good governance and organisational effectiveness, in the capacity of **Executive Director**.

### Job Purpose:

Reporting to the Board, the Executive Director, who is the CEO of the College, will provide visionary and strategic leadership, to ensure BAC delivers academic excellence, operational efficiency, financial sustainability and global competitiveness. The role drives the College's transformation agenda, strengthens institutional capability and positions BAC as a regional leader in higher education.

### The Job:

The position will, inter alia, be responsible for the following:

- **Strategic Partner Relationship Management:** Sustaining long-term partnerships by aligning BAC's programmes with partner strategies and maximising collaboration opportunities.
- **Risk Oversight & Governance:** Embedding strong governance, quality assurance and compliance with all relevant legislation, policies and standards.
- **Strategy Creation & Execution:** Providing strategic direction aligned to BAC's vision, mission and strategic plan and leading the implementation of institutional growth and transformation initiatives.
- **Business & Opportunity Development:** Driving strategies that promote business development, commercialisation and client/partner relationship management.
- **Leading Change:** Championing organisational transformation, innovation and change management and fostering a culture of resilience and adaptability.
- **Academic Excellence & Programme Delivery:** Overseeing the delivery of high-quality academic and professional programmes responsive to industry needs, and promoting research, innovation and stakeholder partnerships.
- **Research Commercialisation & Enterprise:** Advancing the conversion of research outputs into practical applications, marketable products and services and ensuring robust systems for technology transfer, venture creation and IP protection.

### The Person

The right candidate will possess the following:

- A Master's Degree in Business Administration, Education, Finance, or another relevant field, or Fellow membership of a recognised Accounting professional body.
- A PhD will be an added advantage.
- At least Ten (10) years post qualification experience, of which five (5) should have been at executive level.
- Demonstrated success in strategic leadership, institutional transformation and stakeholder management.
- Proven record of financial stewardship, governance and organisational effectiveness.
- Deep understanding of the higher education landscape and trends in professional development.

### Competencies and Skills Required

- Strategic Vision & Innovation.
- Technology Effectiveness.
- Venture Creation and Enterprise.
- Corporate Governance & Risk Oversight.
- Financial Management & Business Acumen.
- Talent Leadership & Organisational Culture.
- Stakeholder Engagement & Communication.
- Change Management & Institutional Transformation.

To apply in confidence, please visit [www.peopleconnections.co.bw](http://www.peopleconnections.co.bw). Applicants should submit a Cover Letter, Detailed Curriculum Vitae, and Academic Certificates.

**Application documents should be in .pdf format and merged.**

**Closing Date: 12 December 2025**

**For enquiries: Contact 3975917 / 3915503**





# Rising HIV Infections Among Women Disturbing - MoH

BONELA has urged the government to scale up HIV funding and community oversight to safeguard national response, especially for at-risk groups

BONGANI MALUNGA

The Ministry of Health (MoH) has raised alarm over the rising rate of new HIV infections among women and adolescent girls in Botswana because the trend threatens to erode the country’s progress in combating the epidemic.

According to the Minister of Health, Dr Stephen Modise, more than 4000 new HIV cases were recorded in 2024, with women and girls accounting for a concerning 27

percent of all new infections.

Speaking on World Aids Day in Kanye on Monday, the minister revealed that Botswana recorded 4120 new HIV infections last year, with adolescent girls and young women aged 15–24 accounting for 1118 of these cases.

**SURPASSED GLOBAL 95-95-95**

He warned that the rising infections within this demographic pose a serious threat to Botswana’s overall HIV response, particularly at a time when the country has made significant gains in preventing mother-to-child transmission and surpassed the global 95-95-95 treatment targets.

“Despite having successfully exceeded the 95-95-95 targets, it is concerning that many Batswana still get infected with HIV,” said Minister Modise.

“Last year alone, about 4120 people were estimated to have contracted new HIV infections in Botswana, out of which 1118 or 27 percent were among the adolescent girls and young women aged between 15 and 24.”



“While Botswana has made remarkable progress against HIV, growing economic pressures, funding uncertainties and persistent inequalities threaten to undermine hard-won gains



**TARGETED INTERVENTIONS**

Experts have warned that underlying social vulnerabilities, limited access to preventive services and persistent gender disparities continue to drive the spike.

Consequently, experts have called for intensified community outreach, improved sexual health education and targeted interventions for at-risk groups.

The Botswana Network on Ethics, Law and HIV/AIDS (BONELA) has called on the government to take urgent and decisive action to protect and strengthen the country’s HIV response.

**FUNDING UNCERTAINTIES**

In a statement released on Monday, the organisation urged authorities to boost HIV financing, enhance accountability mechanisms and prioritise meaningful community involvement in monitoring and evaluating key programmes.

“While Botswana has made remarkable progress against HIV, growing economic pressures, funding uncertainties and persistent inequalities threaten to undermine hard-won gains,” said the BONELA statement.

It added that “access to new HIV prevention and treatment innovations remains uneven, especially for those at risk” and urged the government to address stigma, discrimination and violence against people living with HIV and other at-risk groups.

# FIRST MUTUAL

HEALTH

Go Beyond

## VACANCY

### BUSINESS DEVELOPMENT OFFICER - BOTSWANA

Applications are invited from suitably qualified and experienced persons to fill the above vacancy that has arisen within First Mutual Health Proprietary Limited.

**The Job**

Reporting to the **Head of Business Development**, the successful candidate will be responsible for the following:

- Developing client prospecting strategies
- Preparing and pitching customised presentation to prospective clients as per identified needs.
- Proposing customised products as per corporate client needs.
- Building and maintaining a pipeline of new and existing clients.
- Identifying and recommending suitable exhibitions, partnerships and sponsored programs for participation.
- Identifying new and emerging markets and formulate growth strategies.
- Implementing marketing plans for new products
- Conducting market intelligence and recommend product and service adjustments to suit market needs

**The Person**

The ideal candidate must possess the following:

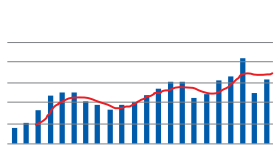
- Degree in Marketing or related
- 3 years’ experience in an Insurance Industry
- Strong communication skills.
- Understanding of sales processes and techniques.

Candidates meeting the above criteria should apply using this link <https://forms.office.com/r/Mh1tp84WUb> or scan the QR below by 12 December 2025.



**N.B Clearly label the position you are applying for in the subject line.**

First Mutual Holdings Limited is an equal opportunity employer which does not discriminate on the basis of race, colour, religion, sex, gender, national origin, age and disability status. The Group encourages applications from competent people of different demographic groupings. We foster a work environment that is inclusive and diverse where every idea and perspective is valued.



# Rotting Produce Pushes Tuli Block Farmers Into Crisis

Commercial farmers say millions have been lost as vegetables rot unsold, citing poor implementation of an otherwise good policy, government inefficiencies in stakeholder engagement, and a declining local consumption pattern driven by economic challenges, despite acknowledging the importance of government import restrictions



Tuli Block farmers are facing heavy financial losses as large volumes of vegetables go unsold, leaving produce to rot in fields and pushing commercial growers into crisis. This publication understands that at least one farmer has suffered losses of roughly P10 million, underscoring the scale of the problem.

## GAZETTE REPORTER

**T**uli Block farmers are facing heavy financial losses as large volumes of vegetables go unsold, leaving produce to rot in fields and pushing commercial growers into crisis. This publication understands that at least one farmer has suffered losses of roughly P10 million, underscoring the scale of the problem.

In a telephone interview, Tuli Block

Farmers Association liaison officer Letty Masunga confirmed the severity of the situation.

“We are talking about commercial farmers here who are not helped by the government,” she said. “They do not get any aid.”

She noted that while farmers are selling what they can, much of the damage is already irreversible.

## DEMAND DECLINE WORSENS

Masunga added that the collapse in

consumer demand has worsened the crisis. Economic pressures, she said, have reduced household spending and slowed vegetable purchases across the country.

“We planted for the local market, but there is not sufficient uptake,” she explained. Farmers are now racing to secure export markets to absorb the glut, noting that “the local uptake is not following normal purchasing patterns.”

The mismatch between production levels

and shrinking domestic demand has left farmers with tonnes of produce that the market cannot absorb.

## POLICY CONSULTATION GAPS

Masunga said that delayed or unclear decisions by the Ministry responsible for agriculture further compound the losses. She emphasized that decisions about applying or lifting horticultural import restrictions often occur without adequate consultation with farmers.

“They should be directed by supply to make such decisions, and sometimes we do not know what informs them,” she said.

Farmers argue that inconsistent policy timing creates uncertainty and makes it difficult to plan harvests, avoid excess supply, or prevent waste.

“We are talking about commercial farmers here who are not helped by the government,” she said. “They do not get any aid.”

## VALUE OF RESTRICTIONS

Despite their frustrations, farmers remain appreciative of government efforts to regulate imports.

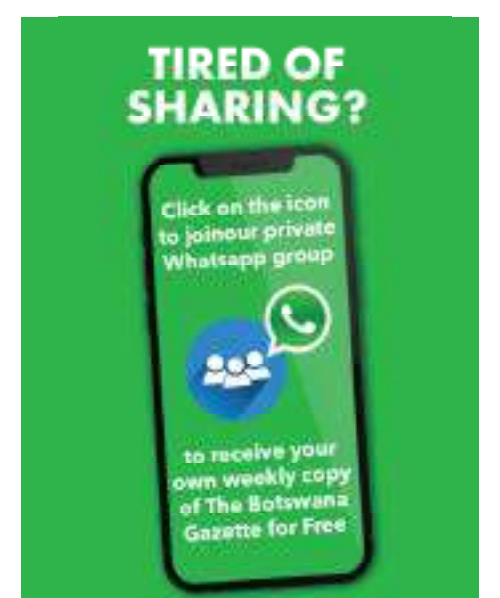
“We appreciate the government’s efforts in implementing import restrictions — it would not have been possible to grow local production without them,” she said. The restrictions help protect local farmers from South African producers who operate at far lower costs.

However, Masunga warned that delays in enforcing restrictions have had devastating consequences. Even when farmers report strong supply, implementation sometimes takes weeks — long enough for perishable crops to spoil.

“Who decides when restrictions are imposed or lifted?” she asked. “If the decisions come late, the crops perish.”

## SMUGGLING UNDERMINES MARKET

Masunga cited the smuggling of produce (potato and onion but not limited to that) into Botswana during restriction periods as another destabilizing factor. She said illegal imports undercut local farmers and weaken the effectiveness of policy measures intended to support them.





Stanbic Bank

Stanbic Bank Botswana  
DEPOSIT, LENDING AND FOREIGN  
CURRENCY DEPOSIT RATES  
December 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%                              | P50,000                 |
| 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  
<sup>a</sup> Rate applies to Flexi - Access Account

All interest rates quoted are on annual basis

Lending Interest Rates

| Lending Rates                                                              | Nominal Interest Rates % (Lowest - Highest) | Actual Interest Rates % (Lowest - Highest) |
|----------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------|
| MoPR                                                                       | 3.5%                                        |                                            |
| SBBPLR Lending Rate                                                        | 7.01%                                       |                                            |
| Mortgage Facility                                                          | SBBPLR - SBBPLR + 15%                       | SBBPLR - SBBPLR + 16.08%                   |
| Overdraft Facility (Revolving credit lines)                                | SBBPLR +5% - SBBPLR +18%                    | SBBPLR + 5.12% - SBBPLR + 19.56%           |
| Credit Card                                                                | 28% - 32%                                   | 31.89% - 37.14%                            |
| Lease Loans                                                                | SBBPLR - SBBPLR + 15%                       | SBBPLR - SBBPLR + 16.08%                   |
| Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards) | SBBPLR +8% - SBBPLR +22%                    | SBBPLR + 8.30% - 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 |
|-------------------------|----------------------------|---------------------------|-------------------------|
| SA RAND                 | SA RAND                    | SA RAND                   | SA RAND                 |
| 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 |
|-------------------------|----------------------------|---------------------------|-------------------------|
| BRITISH POUND           | BRITISH POUND              | BRITISH POUND             | BRITISH POUND           |
| 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 |
|-------------------------|----------------------------|---------------------------|-------------------------|
| U.S. DOLLAR             | U.S. DOLLAR                | U.S. DOLLAR               | U.S. DOLLAR             |
| 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 |
|-------------------------|----------------------------|---------------------------|-------------------------|
| EURO                    | EURO                       | EURO                      | EURO                    |
| 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.

Member of Deposit Insurance Scheme of Botswana

# Rising Import Bill Exposes Botswana's Food Vulnerability

Despite strong local sorghum output, Botswana continues to rely heavily on imported cereals as producers call for policy reforms



GMO maize



## PUBLIC NOTICE

### JOINT PUBLIC ADVISORY BY THE FINANCIAL INTELLIGENCE AGENCY AND THE GAMBLING AUTHORITY - UNREGULATED ONLINE BETTING SCAMS

The Financial Intelligence Agency (FIA), in collaboration with the Gambling Authority, wishes to alert the public to the growing trend of unregulated online betting scams targeting unsuspecting individuals in Botswana. Investigations and monitoring conducted by both institutions have revealed that several online betting platforms operate without a licence from the Gambling Authority. These platforms often disguise as legitimate betting or investment opportunities, luring members of the public to deposit money into personal or third-party bank accounts as well as mobile and digital payment platforms.

While betting is legally permitted in Botswana only under licensed operators, these unregulated activities have taken the form of crowd sourcing or pooling of funds, where multiple individuals contribute money into a single account, allegedly for betting purposes. Such arrangements expose participants to a high risk of financial loss and possible involvement in fraudulent schemes, money laundering and even terrorist financing activities.

- Members of the public are advised to be on high alert and to watch out for the following red flags:
- Online betting or investment opportunities advertised through social media platforms by unlicensed persons.
  - Poor online footprint such as new domains and social media pages with very few followers which may suggest a freshly made account.
  - Unrealistic Promises with claims such as "95 per cent success rate" or "guaranteed returns".
  - Requests to deposit money into another person's or third party bank accounts as well as mobile and digital payment platforms.
  - Use of pressure tactics such as timers counting down, messages urging "deposit now or miss out."

The FIA and the Gambling Authority therefore urge the public to exercise extreme caution, to verify the licence status of any betting operator before committing funds and to report any suspected illegal gambling activities to the Gambling Authority. Entrusting money to unlicensed entities or individuals puts your hard-earned income at risk of fraud and potential legal consequences.

Public Relations Office  
Financial Intelligence Agency  
Private Bag 0190, Gaborone  
Tel:3998400  
www.finance.gov.bw  
fia-pr@gov.bw

Gambling Authority  
Private Bag BR161, Gaborone  
Tel:3957672  
www.gamblingauthority.co.bw  
info@gamblingauthority.co.bw

#### GAZETTE REPORTER

Botswana's latest Food and Beverages Import report shows that the country's food and beverages import bill reached P1.2 billion in August, with cereals dominating the list. According to Statistics Botswana, other maize (corn) and semi-milled or wholly milled rice were the leading imports, accounting for 45.7 percent and 29.9 percent of cereal imports respectively. Other wheat and muslin, excluding durum wheat, contributed a further 22.8 percent.

#### LOCAL OUTPUT STRUGGLES

In an interview with this publication, Botswana Grain Producers Association Vice Secretary Lilian Scheepers said the trend is unlikely to change soon because the country remains far from food sufficient. She noted that while national consumption of maize and maize products is high, production continues to lag.

“It's contradictory to import GMO maize while farmers can't grow it.”

“We do not need to import sorghum this year because we produced it very well — we have more than enough to feed the whole nation,” she said. “All the other products we need to import because we do not produce enough.”

#### GMO POLICY DEBATE

Scheepers added that local farmers could achieve better maize yields if they were permitted to plant genetically modified (GMO) varieties. “It's contradictory that Botswana imports GMO maize and maize-based products while prohibiting farmers from growing them,” she said. “This can help our farmers produce better as the advantage of it (GMO) is lower production costs, higher yields per hectare, and better resistance,” she said.

#### POLICY CHANGES AHEAD

Scheepers argued that the country's Bio-Safety Act needs urgent updating to support modern agricultural practices. She expressed optimism, noting that GMO policy reform is included in the NDP12 commitments under the Ministry of Lands and Agriculture. “We are hopeful it will be changed,” she said.

# BTC Pushes Botswana's Digital Expansion

The telecommunications company outlines new investments to strengthen connectivity, improve customer experience and expand digital inclusion nationwide



GAZETTE REPORTER

## CUSTOMER EXPERIENCE PRIORITIZED

Botswana Telecommunications Corporation (BTC) says it will accelerate Botswana's digital transformation in the second half of 2025 through a series of initiatives aimed at enhancing customer experience,

improving network reliability and broadening financial inclusion.

In financial results for the six months ended September 30, 2025, BTC says it is rolling out an omnichannel service strategy designed to tightly integrate physical, digital and mobile touchpoints. "This approach ensures a more convenient and responsive customer experience across all platforms,"

the company says.

BTC adds that it is working to upgrade service reliability and increase network capacity while extending high-speed connectivity to underserved communities. The company is also enhancing its mobile money platform to simplify onboarding and create a more intuitive user journey. "We are upgrading and enhancing our mo-

bile money platform to provide a superior, more intuitive experience," BTC notes.

Meanwhile, BTC plans to widen SME-GA Pay acceptance through QR and tap-to-pay solutions, a move the company says will "empower the informal sector and retail outlets to accept secure digital payments effortlessly."

## DIGITAL INCLUSION EFFORT

Working with the Government of Botswana, BTC says it is providing high-speed satellite connectivity to 61 rural villages, bringing internet access to schools, clinics, community centres and other public-service institutions.

The company is also connecting 105 localities nationwide and introducing Voice over LTE. "VoLTE delivers HD voice quality, faster call setup times and uninterrupted use of voice and data services," BTC says.

## ENTERPRISE SOLUTIONS EXPANDED

BTC says it continues to support business digitalisation through advanced data-centre solutions offering secure, scalable and locally hosted services. The company is also enabling cloud-based disaster recovery to strengthen business resilience and protect critical information.

In addition, BTC has launched Cybersecurity as a Service, which provides real-time threat monitoring, vulnerability management and incident-response support.

Revenue for the period rose to P796 million, a 10.3 percent increase. BTC attributes the performance to solid data-service growth, digital-project deliveries and sustained momentum in mobile-money services. Profit before tax reached P148 million despite increased spectrum fees and higher debt-impairment charges.

# Smart Regulation Drives Sustainable iGaming

Botswana advances toward a modern, ethical and innovation-driven gaming industry through strong governance and digital transformation



Botswana is emerging as one of Africa's most credible and forward-looking gaming jurisdictions, powered by reforms aligned with Vision 2036, Agenda 2063 and the UN Sustainable Development Goals.

GAZETTE REPORTER

Botswana is emerging as one of Africa's most credible and forward-looking gaming jurisdictions, powered by reforms aligned with Vision 2036, Agenda 2063 and the UN Sustainable Development Goals. These frameworks prioritise strong institutions, digital innovation, social justice and inclusive economic growth. As the global gambling industry shifts toward digital platforms, iGam-

ing has become the new frontier. For Botswana, the question is no longer whether to participate, but how to do so responsibly. The Gambling Authority is responding through principled, future-ready reforms designed to protect citizens, attract investment and strengthen national development.

## DIGITAL REGULATORY TRANSFORMATION

Botswana is investing in the full digitalisation of licensing, monitoring and compliance systems. Real-time compliance

tools, automated auditing and AI-enabled oversight will position the country among the region's most technologically advanced regulators. This is more than efficiency; it is a foundation for the knowledge-based economy envisioned in Vision 2036 and a direct response to SDG 9 on innovation and resilient infrastructure.

## RESPONSIBLE GAMBLING STRENGTHENING

The Authority is enhancing its Responsible Gambling framework with affordabil-

ity checks, algorithmic early-risk detection and stricter consumer safeguards. Acting CEO Moruntshi Kemorwale stresses that "A competitive gaming industry must first be a safe industry. Protection of players, families and communities is not just a regulatory obligation, it is a national development priority." These reforms align with SDG 3 and Agenda 2063's aspiration for a healthy, prosperous society.

## ESG AND LEGISLATIVE REFORM

Botswana is reviewing the Gambling Act to embed ESG principles, streamline licensing and explore models where citizens retain ownership of high-value licences such as lottery, betting and iGaming. This approach supports SDG 10 on reducing inequalities and ensures gaming contributes to equitable national growth.

## TOURISM AND YOUTH OPPORTUNITIES

There is increasing recognition that gaming and tourism can jointly strengthen Botswana's diversification agenda. Integrated entertainment hubs combining casinos, hospitality, retail and cultural attractions could extend visitor stays and deepen revenue streams. The sector also offers opportunities for youth empowerment through skills development in hospitality, surveillance technology, digital operations and customer experience.

## GOVERNANCE AND INNOVATION BALANCE

Kemorwale emphasises that "Innovation must flourish, but never outside clear ethical boundaries." Allowing growth in areas such as e-sports, fantasy gaming and iGaming within transparent systems will attract responsible, sustainability-minded operators.

# BHC Revenue Falls After Once-Off Projects

Botswana Housing Corporation reports a steep revenue decline as government-funded projects end, while a national housing programme begins to reshape its long-term outlook



GAZETTE REPORTER

Botswana Housing Corporation (BHC) says its rental income and revenue from contracts with customers fell sharply to P170.6 million for the six months ended 30 September 2025,

down from P357.6 million a year earlier. In its financial results released recently, the corporation said the decline “reflects the non-recurrence of government social housing projects and other external construction contracts, which generated P130.5 million in the prior period, as well as the cessation

of the government rental subsidy of P58 million recognised as residential rental income in 2024.”

BHC added that, despite the lower headline figures, its core rental business remained steady. “Excluding these once-off items, underlying rental collections re-

mained resilient,” the report noted. Rental revenue, it said, was supported by higher facilities management income, tenant purchase scheme receipts, recoverable maintenance, and P5.1 million from unit sales, which helped offset weaker inflows.

## PROGRAMME MOMENTUM GROWS

The corporation said the launch of the Bonno National Housing Programme has injected “renewed momentum to housing delivery in Botswana.” The rollout coincides with the beginning of BHC’s five-year long-term strategy, which commenced toward the end of the first half of the financial year.

With the government aiming to deliver 100,000 houses over five years, BHC said it has already taken what it described as a “bold step,” initiating 4,743 units alongside strategic partners. During the reporting period, 1,274 units were under construction, with several expected to be completed within the current financial year. The corporation said these completions are anticipated to “enhance revenue through both sales and rental income.”

## LONG-TERM STRATEGY OUTLINED

The 2024–2025 financial year marks the first year of BHC’s new long-term strategy, anchored on three pillars: delivering 100,000 houses, doubling revenue to P1.5 billion, and promoting social inclusion by directing 30 percent of spending toward marginalised groups.

“The BHC strategy is very bold, and Management and the Board are committed to supporting the government in accelerating housing delivery across the country,” the corporation said. It added that processes to secure private-sector partnerships are “at an advanced stage” as project delivery remains a top priority.

# Botswana’s Exports Decline in September 2025

A new trade report shows a downturn in key mineral exports as imports continue to surge



GAZETTE REPORTER

Botswana’s exports fell by 6.0 percent in September 2025, dropping from the revised August figure of P5.4 billion to P5.1 billion, according to the International Merchandise Trade Statistics – September 2025 report released by Statistics Botswana. The agency notes that “the decrease was mainly driven by declines in diamond and copper exports,”

which fell by 2.7 percent (P100.6 million) and 9.6 percent (P83.4 million), respectively.

Diamonds remained the country’s leading export commodity group, accounting for 69.5 percent of all shipments. Copper followed with 15.2 percent (P782.3 million), while Machinery & Electrical Equipment contributed 5.6 percent (P290.1 million). Salt & Soda Ash accounted for 2.6 percent (P131.5 million) of total exports.

## ASIAN MARKETS LEAD

According to the report, “Asia received 58.9 percent of Botswana’s total exports in September,” with diamonds and copper comprising the bulk of the region’s import basket at 87.4 percent and 12.1 percent, respectively. The UAE, India and China were the top Asian destinations, receiving 27.4 percent, 20.0 percent and 7.1 percent of total exports.

The report adds that “diamonds were the

primary export commodity group to both the UAE and India, accounting for 99.5 percent of total exports to each country.” China received copper only, valued at P366.2 million.

“  
Asia received 58.9 percent of Botswana’s total exports in September.  
”

## Imports Rise

Botswana’s imports reached P7 billion in September. Machinery & Electrical Equipment was the largest contributor at 19.5 percent, followed by Fuel at 18.4 percent and Food, Beverages & Tobacco at 16.8 percent. Chemicals & Rubber Products added 11.0 percent.

The report highlights that “during the period under review, the SACU region contributed the largest share of imports at 65.1 percent.” South Africa remained the dominant source at 60.1 percent, while Namibia followed at 4.1 percent. SACU imports were led by Food, Beverages & Tobacco (22.2 percent), Fuel (21.8 percent), Chemicals & Rubber Products (11.4 percent) and Machinery & Electrical Equipment (11.1 percent).

# Banking Vision for Africa's Future

Access Bank CEO Roosevelt Ogbonna argues that African banks must take the lead in financing development by combining global reach with local expertise



At the recent Bloomberg Africa Business Summit, some of the continent's most influential banking leaders convened to address a defining question for Africa's economic trajectory: how the continent can sustainably fund its own growth in an increasingly interconnected world.

At the recent Bloomberg Africa Business Summit, some of the continent's most influential banking leaders convened to address a defining question for Africa's economic trajectory: how the continent can sustainably fund its own growth

in an increasingly interconnected world.

### RESILIENT MARKETS ATTRACT INVESTMENT

Roosevelt Ogbonna, Managing Director and CEO of Access Bank, highlighted the underlying resilience of African markets

despite prevailing geopolitical uncertainties. Citing Nigeria's oversubscribed recent Eurobond issuance, he said investor appetite remains strong in reform-driven environments. "Markets are more intelligent than the narratives that often surround Africa," he stated,

pointing to governance and policy consistency as key to attracting capital.

### SHIFTING AFRICA UP THE VALUE CHAIN

Speaking alongside Standard Bank Group CEO Sim Tshabalala and Absa Group CEO Kenny Fi-

hla, Ogbonna outlined a vision of Africa evolving from a consumer base into a global hub for innovation, manufacturing and trade. He said Access Bank aims to support retail clients, SMEs and investment-heavy sectors including renewable energy and digital infrastructure.

Ogbonna noted that African banks have a strategic advantage as some Western institutions reduce their presence on the continent

### AFRICAN BANKS TO LEAD DEVELOPMENT

Ogbonna noted that African banks have a strategic advantage as some Western institutions reduce their presence on the continent. He argued that unlocking domestic capital flows and reducing risk bias will be essential to accelerating regional development. He expressed confidence that Africa's resources, talent and innovation can drive the continent's future if paired with strong leadership and global engagement.

# Access Bank Wins Global Awards

Three new international awards highlight how digital banking upgrades and community-focused initiatives aim to make financial services easier and more inclusive for Batswana

Access Bank Botswana has received three international awards recognising advances in digital banking and community-driven initiatives. The recognition comes as more customers demand easier access to credit and financial services.

### DIGITAL SOLUTIONS FOR EVERYDAY NEEDS

The bank was named Best Digital Banking Initiative – Botswana by The Digital Banker Global Retail Banking Innovation Awards 2025 for its Salary-Advance solution. The fully digital credit facility allows salaried clients to instantly access short-term funds through mobile app or USSD — a solution aimed at reducing financial stress when cashflow becomes tight.

### SUPPORTING WOMEN AND TRANSFORMATION

The Global Banking & Finance Awards® also honoured the institution with Best Bank for Digital Transformation – Botswana 2025, noting the impact of its Women Banking Initiative ("W-



Commenting on the achievement, Sheperd Aisam Managing Director of Access Bank Botswana said, "These awards affirm our journey of transformation and purpose-driven innovation.

Initiative). The programme offers women entrepreneurs and professionals access to targeted financial services and training to help them grow businesses and wealth.

### COMMUNITY IMPACT DRIVES ENGAGEMENT

A third accolade, Best CSR Programme for Employee Engagement – Botswana 2025, recognised the bank's efforts in health, education, youth develop-

ment, entrepreneurship, and environmental actions, including staff participation in national clean-up and education drives.

Commenting on the achievement, Sheperd Aisam Managing Director of Access Bank Botswana said, "These awards affirm our journey of transformation and purpose-driven innovation. Through digital excellence and a strong CSR foundation, we are redefining what it means to be a modern, inclusive bank, one that empowers individuals, businesses, and communities to thrive."

Further awards were earned in 2024 for progress in digital payments and nano-loans, reflecting the bank's wider move toward accessible, technology-enabled banking solutions that aim to improve customer experience and financial inclusion.



# BoFiNet Opens Tier III Data Centre

New facility aims to improve service reliability for government, businesses, and everyday digital users



Botswana Fibre Networks (BoFiNet) has launched the Digital Delta Data Centre (DDDC), the first Tier III-certified carrier-neutral facil-

ity of its scale in the country. The infrastructure is expected to support improved digital services for businesses and government systems that citizens rely on daily.

## SUPPORTING NATIONAL DIGITAL SERVICES

Speaking at the event, Acting CEO Keabetswe Segole said the project took nearly 10 years to

complete and was fully funded from BoFiNet operations. He said the facility is designed to strengthen data sovereignty and service reliability as more essential services—such as licensing, passports and social benefits—shift online.

## BUSINESS EFFICIENCY AND LOWER COSTS

Segole added that hosting capacity at the centre provides companies with an alternative to expensive in-house data servers. This includes opportunities for cloud adoption, enhanced cybersecurity and reduced downtime

for digital platforms that consumers depend on.

## STRENGTHENING BOTSWANA'S DIGITAL HUB ASPIRATION

The Minister of Communications and Innovation David Tshere said the launch aligns with national priorities to improve public access to technology. He noted that the DDDC complements investments already made in fibre backbone infrastructure and international connectivity.

## READY FOR REGIONAL COMPETITION

BoFiNet Board Chair Molimisi Sechaba said the Tier III certification gives confidence to potential investors looking for secure and resilient hosting environments in the region.



# BIC at 50

Fifty years of national protection, market leadership, and financial strength

Botswana Insurance Company's (BIC) 50-year Golden Jubilee opened with a challenge that immediately set the tone for the evening. Group CEO Newton Jazire stepped onto the podium and declared: "Dream no small dreams — they do not stir the hearts of men." It was a fitting invitation from the leader of an institution whose five-decade journey is intertwined with the growth, stability, and economic resilience of

modern Botswana.

## A NATIONAL STABILISING FORCE

Jazire used the milestone to chart the chronology of a company that began as a humble national insurer in 1975, yet steadily grew into a stabilising force at the heart of national development. Reflecting on this trajectory, he noted: "For fifty years, BIC has stood at the anchor of protecting Botswana's national assets. From the balance sheets of blue-chip

enterprises to the livelihoods of ordinary families, our role has remained the same — to safeguard progress and enable the nation to move forward with confidence."

## LEADING THE MARKET

His remarks captured the dual identity that has defined BIC for half a century — one part strategic pillar supporting the country's economic infrastructure, and one part everyday partner to households, motorists, small businesses, and travellers whose lives are made easier by the insurer's products and claims service. BIC reclaimed market leadership in 2020, growing to 30% market share as BIC and 33% as BIC Group. Contributed over 50% of general insurance sector profits, supporting national revenue through the Botswana Unified Revenue Service (BURS). Earned consistent industry

recognition, including PMR. Africa's Best General Insurer Award for five consecutive years (2021–2025) and multiple CICM Service Excellence Awards. **FINANCIAL STRENGTH AND GLOBAL TRUST**

Jazire highlighted how BIC's underwriting discipline and balance sheet strength have positioned it as Botswana's largest short-term insurer by underwriting profit, with a Moody's international credit rating that signals the capacity to pay claims several times over. This strength has elevated BIC's credibility among global reinsurance partners, enabling the firm to cover broader and more complex risks as Botswana's economy and corporate landscape evolve.

## PART OF BOTSWANA'S ECONOMIC STORY

Board Chairman Shingai Mutsa reinforced the national importance of the milestone, describing the anniversary as "a celebration of continuity, leadership, and trust earned over generations." He added: "BIC's journey is

proof of what disciplined governance and national purpose can build. This is not just the story of a company — it is part of Botswana's economic story."

## SUPPORTING DAILY LIFE

The jubilee also emphasised BIC's commitment to enhancing the everyday lives of its customers. Whether through household cover, motor insurance, travel products or commercial protection for SMEs, thousands of families and businesses have rebuilt, restored, and recovered because BIC has been there at their most vulnerable moments. This, Jazire underscored, is what grounds the institution's future ambitions.

## READY FOR THE NEXT 50 YEARS

As the company looks ahead, its aspirations extend beyond maintaining market leadership. Jazire pointed to a future driven by digital transformation, AI-enabled customer engagement, agile product design, and deeper alignment with national development priorities.





“  
Territory  
alone does not  
guarantee real  
power  
”

# Is Russia Winning? A Clear-Eyed Look at What the War Has Achieved and What It Has Not

A straightforward assessment weighs Russia's battlefield gains against major geopolitical setbacks and what that means for future peace negotiations

DR DOUGLAS RASBASH

As talk of peace negotiations re-emerges, a basic question is resurfacing: is Russia winning the war in Ukraine? Many assume that because Russia controls territory, it must be in a strong position. But “winning” depends entirely on what Russia actually hoped to achieve. Moscow has given different explanations for the invasion — from stopping NATO, to defending ethnic Russians, to “reuniting” historic lands, to resisting Western influence. So instead of looking at the war emotionally or through propaganda, a better approach is simple: judge Russia's results against the goals it may have been pursuing. What follows is a clear, non-technical assessment of four possible objectives and whether Russia has advanced or undermined them.

## STOPPING NATO EXPANSION

For decades, Russia has argued that NATO expanding eastwards threatens its security. One of the invasion's key justifications was that Ukraine needed to be forced back into neutrality so the Western

“  
If anything, NATO is  
bigger, richer, closer  
and more united than  
at any time since the  
Cold War  
”

military alliance would not end up at Russia's doorstep. If that was the goal, it has backfired spectacularly. Finland and Sweden — both historically neutral — joined NATO because of the invasion. European military spending has jumped, especially in Germany, which reversed 70 years of military restraint. The US now has more, not fewer, troops in Europe. Ukraine itself is now tightly embedded in NATO training, intelligence and weapons systems, even if not formally a member. Clearly Russia is not winning here. If anything, NATO is

bigger, richer, closer and more united than at any time since the Cold War.

## BRINGING UKRAINE BACK UNDER RUSSIAN INFLUENCE

President Putin has long claimed that Ukraine and Russia are “one people” and that Ukraine's independence is an artificial Western project. Under this view, the war was meant to return Ukraine to Russia's orbit. The opposite has happened. Ukrainian national identity has hardened to its strongest point in modern history. Areas that previously felt closer to Russia — particularly the east and south — have turned away after experiencing occupation. The Ukrainian state is now more legitimate internationally, with EU candidate status and record diplomatic support. Even if Russia holds land, it has lost the hearts and minds of the Ukrainian population for at least a generation. Strategically, Russia has damaged its ability to ever influence Ukrainian politics again. It has lost far more than it has gained.

## PROTECTING ETHNIC RUSSIANS AND RUSSIAN SPEAKERS

Russia often claims humanitarian motives: defending ethnic Russians from alleged persecution. This narrative has been used since Crimea in 2014 and again in 2022. On the surface, Russia now controls large parts of Donetsk, Luhansk, Zaporizhzhia and part of Kherson — areas where many people historically speak Russian. But there are uncomfortable contradictions: Russian-speaking cities like Mariupol and Severodonetsk were destroyed largely by Russian bombardment. There have been reports of forced passports, deportations and filtration camps — actions that undermine the claim of “protection.” Many civilians who once felt culturally close to Russia now feel betrayed. Territorial gains, yes. But the humanitarian justification has collapsed. Russia may control land, but it has lost trust and legitimacy among the very people it claims to defend.

## BLOCKING THE EU'S EXPANSION AND INFLUENCE

Russia sees the European Union not just as a trade bloc, but as a political model that spreads democratic norms and legal standards. Countries moving toward the

EU generally move away from Moscow's influence. Again, Russia's actions have accelerated what it hoped to stop: Ukraine and Moldova were granted EU candidate status at record speed. Georgia's public opinion has swung strongly toward Europe and away from Russia. The EU has become more unified, especially regarding energy, sanctions and foreign policy. Russia is losing strategically. Europe is more cohesive and more determined than before.

## OTHER POSSIBLE MOTIVES: TERRITORY AND RESOURCES

Beyond the political goals, Russia may have had narrower motives: securing a land bridge to Crimea, controlling strategic industries, natural resources or gaining leverage over the Black Sea region. Here, Russia has had mixed results. It holds significant areas and has fortified them heavily. But these gains come with high costs: maintaining occupation forces, rebuilding damaged infrastructure, and facing long-term insurgency risks. Territory alone does not guarantee real power.

“  
Even if Russia holds  
land, it has lost the  
hearts and minds  
of the Ukrainian  
population for at  
least a generation  
”

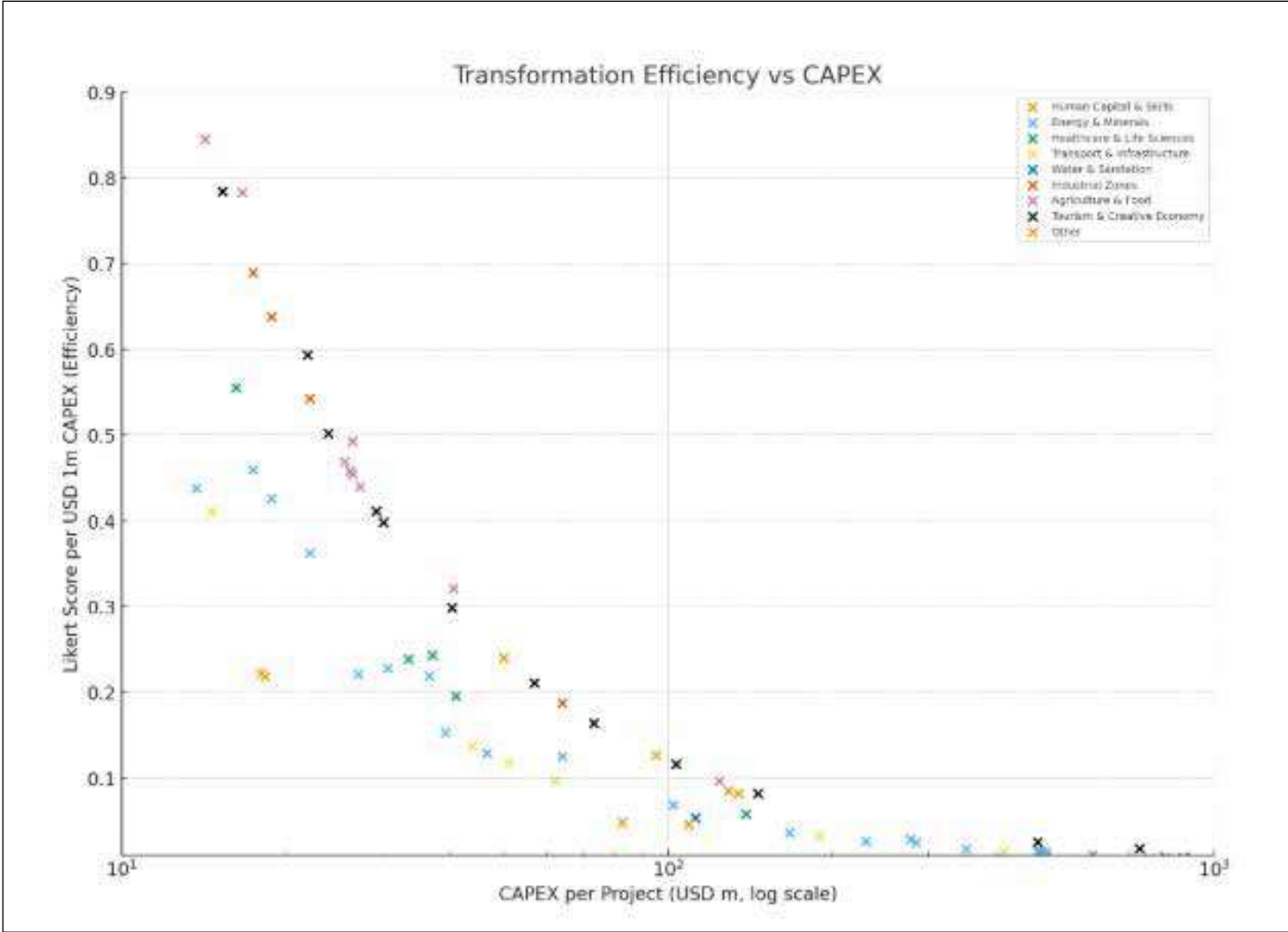
## WHY THIS MATTERS FOR PEACE TALKS

Understanding Russia's actual position — not its propaganda claims — is essential for any realistic peace negotiation. Firstly, it shows what Russia can still pursue, and what it cannot. Stopping NATO? That ship has sailed. Dominating Ukraine politically? No longer possible. Holding territory? Still possible, but costly. Next, it prevents negotiators from working under illusions. If mediators assume Russia is winning across all fronts, they may push premature or unbalanced concessions. If they assume Russia is collapsing, they risk encouraging unrealistic Ukrainian expectations. Then it clarifies where compromise might be found. Some of Russia's stated goals — such as protecting Russian speakers — may be more rhetorical than real. Others, such as security guarantees or sanctions relief, may matter more in practice. Peace efforts work best when built on the real power balance, not the imagined one.

So, Is Russia Winning? It depends on what you measure. If “winning” means holding territory, Russia has made gains and fortified them. If “winning” means shaping the future of Europe, Russia is losing on all fronts. In summing up, NATO is larger, the EU is stronger. Ukraine is more united and more anti-Russian than ever and Russia's influence is shrinking even as its footprint grows. The irony is sharp: Russia has created the very strategic environment it feared. If peace is to come, it must be built on this reality — not on claims of victory, but on the hard truth that the war has diverted attention and resources from the real global issues of advancing human development and protecting our environment.

# BETP: A Transformation Plan That Lost Sight of Its Own Objectives

A closer look at the BETP project list reveals a critical mismatch between spending and the transformation goals Botswana urgently needs to achieve



DR. DOUGLAS RASBASH  
SPECIAL CORRESPONDENT

Botswana’s Economic Transformation Programme (BETP) is the most ambitious development agenda the country has ever assembled. A USD 32 billion investment pipeline made up of 188 projects across 13 sectors, it promises a new growth model built on high-income ambition, economic diversification, digitalisation, and the creation of 500,000 jobs. No post-independence programme has attempted transformation at this scale. Yet as the Gazette’s analysis of the full BETP project list shows, an unexpected and worrying pattern emerges: the spending does not match the goals.

### PLAN MISALIGNED WITH ITS PURPOSE

About 50 % of the BETP Capital Expenditure or CAPEX is allocated to enabling projects that do not themselves generate jobs, diversification, digitalisation or income growth directly — but can create the conditions for others to do so. This has been the classical developer economics model that has been used of the years. It is

assumed that spending on roads and bridges, power generation and transmission, water supply and sanitation, digital backbone infrastructure, border post upgrades, indus-

“This misalignment not capacity, not funding, not political will is the single greatest risk to the success of the BETP”

trial parks ( if not linked to specific firms/ value chains ) and lastly transport hubs and airports, directly generate GDP growth jobs and will diversify the economy, but this is no longer the case. Unemployment has risen and GDP declined despite the

abundance of infrastructure.

This misalignment—not capacity, not funding, not political will—is the single greatest risk to the success of the BETP. When the BETP was launched, it was framed around four clear missions: 1) Boosting Employment (labour-absorbing sectors), 2) Enhancing Economic Diver-

sification (growing non-mining GDP to ~70%), 3) driving Growth to High-Income Status and 4) Digitisation and Public-Sector Efficiency. These objectives are sound, necessary and widely supported. They represent exactly what Botswana must achieve as the diamond era fades and global competitiveness becomes the new currency of prosperity. However, when the Gazette reorganised all 188 BETP projects according to these four missions—rather than by sector—the structure of the plan changed dramatically. A new classification emerged, showing which projects genuinely contribute to the national goals and which serve as enabling or supporting investments.

### HOW TRANSFORMATION LIKERT SCORES WERE ASSIGNED

Each BETP project was evaluated using a 0–5 Likert scale against Botswana’s four transformation objectives: Job creation, Economic diversification, Digitalisation and public-sector efficiency and Growth in per capita GNI. Scores were derived from the project’s sector characteristics, description, expected economic effects, and evidence from comparable investment types (such as job intensity, diversification potential, productivity gains, and digital readiness). For each objective, a project was assigned a likelihood score using the following scale:

- 0 – Not at all: No contribution expected
- 1 – Very unlikely: Minimal or marginal impact
- 2 – Unlikely: Weak or indirect relevance
- 3 – Likely: Reasonable, expected contribution
- 4 – Very likely: Strong, direct contribution
- 5 – Highly likely / Perfect: Primary purpose advances the objective

The four scores were then summed to produce a Total Transformation Score out of 20. This provides a consistent, transparent basis for comparing all 188 projects and identifying which investments most strongly support Botswana’s transformation goals. Across all 188 projects in the BETP, the average transformation alignment score is just 9 out of 20—barely mid-table. In other words, the typical BETP project is not strongly aligned with the country’s own transformation objectives. The highest scoring sectors were financial services, digital and e Government and Agriculture and Food, whereas the lowest transport, water and social protection.

Correspondingly, the highest scoring BETP projects were those related to financial services and agro processing as shown in the top ten project league table.

A critical consideration is whether BETP provides value against its four overarching objectives. Using the BETP data set, the analysis in the graph clearly shows that as CAPEX increases along the horizontal axis

To Page 26

| Rank | Project Title                                            | Sector Group               |
|------|----------------------------------------------------------|----------------------------|
| 1    | Bank of Botswana Innovation Hub                          | Financial Services         |
| 2    | Regulatory Sandbox                                       | Financial Services         |
| 3    | National Re-Insurance Company & Regulatory Strengthening | Financial Services         |
| 4    | Botswana National Chili Export Value Chain               | Agriculture & Food         |
| 5    | Digital Ecosystem & Infrastructure Upgrade for SMEs      | Digital & e-Government     |
| 6    | Tutume District Livestock Farming & Meat Processing      | Agriculture & Food         |
| 7    | Opulent Film City                                        | Tourism & Creative Economy |
| 8    | Safflower & Moringa Processing & Commercialisation       | Agriculture & Food         |
| 9    | Green Park Integrated Agro-Industrial Processing Hub     | Agriculture & Food         |
| 10   | Botswana Integrated Agro-Industrial Processing Zone      | Agriculture & Food         |

From Page 25

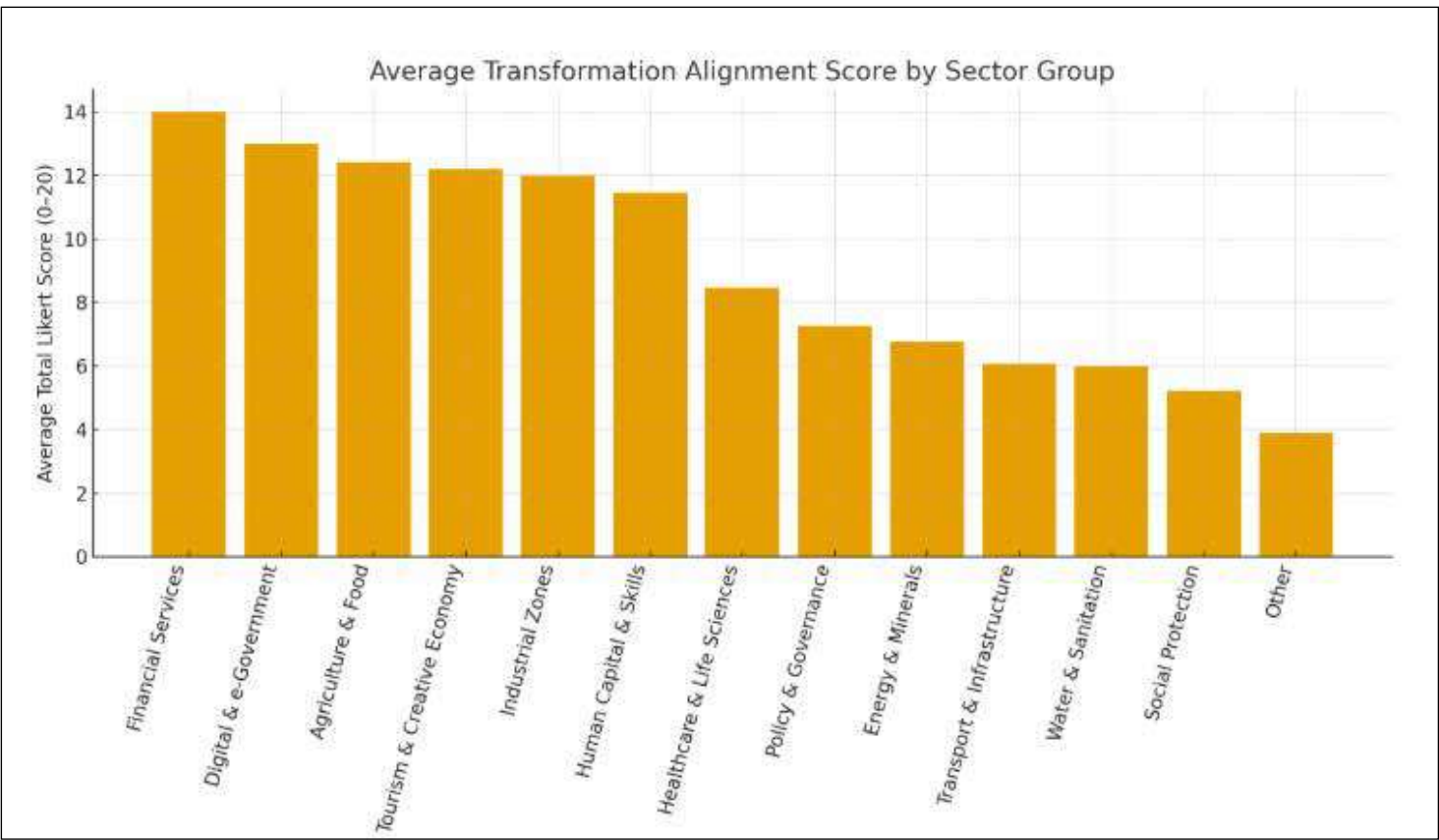
transformative effectiveness reduces along the vertical axis. Different colours denote different sectors of each project

A RETURN TO ‘FIRST REPUBLIC’ THINKING?

What needs to be realised is that while the classical developer economic model got us to middle income status in the

Across all 188 projects in the BETP, the average transformation alignment score is just 9 out of 20 barely mid-table

‘First Republic’ something very different is needed to get us to high income status in the Second Republic’. Information super highways and internet marketing will more likely achieve BETP transformation than asphalt and steel, yet it is the latter that is soaking up the BETP CAPEX. A Way Forward is to put the objectives back at the



centre of strategic planning. The good news is that BETP can still be course-corrected. The country has the resources, the stability, and the policy space to act decisively. What is needed is simple: 1)Reorganise the BETP around its four national objectives, (not around sectors or ministries). 2)Shift funding toward programmes that actually deliver jobs, diversification and digitalisation. 3) Create a delivery-focused

implementation unit with authority across ministries. 4) Publish transparent progress dashboards and link the BETP website to the full project database. The Gazette will publish the full 188-project dataset online for public inspection (insert link) This transparency is essential: transformation only works when citizens understand not just the ambitions—but the allocations. Transformation does not fail because plans are too ambitious. Transformation fails

when ambition and money are not pointing in the same direction. BETP has the right goals. But unless its spending is realigned to those goals, Botswana risks reverting to the development philosophy of the First Republic by delivering more infrastructure—but not more prosperity. The path to success begins with a simple correction: Put the objectives back at the heart of the BETP, and let the money follow the mission.

HR COLUMN



By: Thuo Ditsele (HR Consultant) and Tumisang Bagidi (Lead HR Consultant)

Employment and Labour Relations Bill: Termination on safety grounds can be deemed unfair

oprácon  
HR SPECIALISTS

For All Things HR

A division of Aupracon PL- Pronounced Oprah-Con

The Employment and Labour Relations Bill, marks a significant shift in the protection of workers’ rights in Botswana, particularly when it comes to workplace health and safety. One of the strongest messages communicated through

the Bill is that no worker should lose their job for refusing to work in unsafe or unhealthy conditions. When we look back into the Employment Act, it was silent on this aspect, however certain laws such as the Factories Act, provided a bit of clarity on safety at the workplace. So now let see what the new Bill has to say about workplace health and safety and determine if a worker can be terminated, should they refuse to work in such environment.

The Bill

Section 164(f) of the Bill stipulates that it will be considered unlawful dismissal if

an employer terminates an employment contract of a worker who refused to work in an unhealthy and unsafe working environment. This section explicitly gives workers the right to decline unsafe work without fear of disciplinary action or termination.

The reality in many workplaces is that workers often feel pressured to continue working despite hazardous conditions, faulty machinery, chemical exposure, insufficient protective equipment, structural risks, or unsafe work processes. In the past, raising these concerns sometimes resulted in victimisation or, in the worst cases, termination. The Bill seeks to reverse this culture by ensuring that safety is not negotiable, and that workers should never be punished for protecting their own wellbeing.

Unfair dismissal occurs when a worker is terminated for reasons that violate the law, lack justification, or disregard procedural fairness. Under the Bill, terminating a worker because they refused unsafe work automatically falls into this category. Once a worker identifies a danger and refuses to proceed, the employer is obligated to investigate, correct the hazard, and make the environment safe before expecting the worker to resume duties.

Importantly, the Bill recognises that the refusal to work must be based on reasonable belief, not fabricated concerns. However, “reasonable” does not mean expert-level knowledge. If a worker genuinely perceives that continuing work poses a risk to their safety or health, the law supports their decision to stop. A worker who refuses unsafe work is acting responsibly, not defiantly. The law now acknowledges this by framing such actions as part of maintaining a safe working environment, which is fundamentally the employer’s responsibility.

Employers

For employers, the message is equally important. The Bill creates a legal obligation to develop and maintain effective health and safety systems. Regular risk assessments, adequate training, functioning protective

equipment, and open communication channels are no longer optional, they are essential elements of compliance.

Now the question can be, what about those in the safaris, where the work is naturally risky? Or any other sector, well there is a stronger responsibility for them to actively identify, manage, and mitigate risks before assigning duties. Failing to provide adequate safety equipment, training, supervision, or emergency procedures could result not only in accidents but also in unfair dismissal claims if a worker refuses unsafe tasks. Lodges and camps must now improve documentation of safety protocols, ensure daily briefings, maintain equipment, and respond promptly to safety reports.

Conclusion

In conclusion, The Bill strengthens worker protection by making it clear that termination on safety grounds is unlawful and constitutes unfair dismissal. Workers are now empowered to prioritise their health and safety without fear of losing their jobs. A safe workplace benefits everyone, and the new Bill ensures that safety can never be a reason for dismissal.

Contacts

If you want to join our free HR WhatsApp group or to consult, contact us on:

Gaborone: +267 75 546 784, +267 393 9435 or info@aupracontax.co.bw  
Maun: +267 74 037 833, +267 686 0117 or tax5@aupracontax.co.bw



CLICK HERE

To join our free HR WhatsApp

# Moahi Charts New Path for BOU

Newly inaugurated Botswana Open University Vice Chancellor Professor Kgomotso Moahi has set out an ambitious vision to strengthen the university's competitiveness, financial sustainability and national relevance

GAZETTE REPORTER

Professor Kgomotso Moahi was inaugurated as the second Vice Chancellor of the Botswana Open University (BOU), describing the appointment as “a profound responsibility I accept with utmost dedication.” She acknowledged that Vice Chancellor-ship was never part of her early ambitions, but affirmed that she is ready to “bring all my experience, wisdom, and dedication to the responsibilities entrusted to me.”

She noted that she assumes leadership “at a critical juncture” as the higher education sector undergoes rapid transformation. With universities across the country now delivering education online, she said BOU must sharpen its competitive advantage in the Open and Distance Learning (ODL) space, stressing that “we must not merely compete; we must excel, innovate, and lead.”

INSTITUTIONAL STRENGTHS HIGHLIGHTED

Moahi commended her predecessor, Dr Daniel Rakgomo Tau, and the University Council for pioneering digital transformation within BOU. She reminded the audience that during the pandemic, when other institutions closed their doors, “Botswana Open University remained the steadfast provider of educational access,” a resilience she described as one of the university’s greatest assets.

“We must not merely compete; we must excel, innovate, and lead.”

She emphasised that ODL is not a second-tier alternative but “an evolution that removes geographical and temporal barriers, allowing education to find the learner rather than the learner to find education.” Moahi underscored that BOU’s strategy is aligned with key national plans, including the Economic Transformation Plan, NDP 12 and Vision 2036, and highlighted the recent signing of Shareholder Compacts as proof of the university’s commitment to national development priorities.

PRIORITIES OUTLINED CLEARLY

Moahi outlined her immediate focus areas, including strengthening collaboration with the University Council, reorienting staff culture to support the university’s mission, securing essential infrastructure, and improving organisational efficiency through the ongoing redesign process. She emphasised the need for financial sustainability, noting that the university must expand its programme offering, build research capacity and develop BOU-driven initiatives to generate its own income. Still, she appealed for continued support,

stating that seed funding and strategic partnerships remain vital for growth.

GRADUATION MESSAGE DELIVERED

With the inauguration held alongside the 2025 Graduation Ceremony, Moahi congratulated the Class of 2025 for succeeding through challenging and predominantly virtual learning conditions. She urged them to confront national and global challenges with creativity and courage, saying, “Do not wait passively for employment; create it.”



DEPOSIT & LENDING INTEREST RATES

As at December 2025  
Interest earned is Tax- free

DEPOSIT RATES

| Type of Deposit Account | Nominal Interest Rate | Actual Interest Rate | Minimum Opening Balance |
|-------------------------|-----------------------|----------------------|-------------------------|
|                         | (Lowest -Highest)     | (Lowest -Highest)    | (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 |               |               |          |
|----------------|---------------|---------------|----------|
| 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 |

|                    |       |       |       |       |
|--------------------|-------|-------|-------|-------|
| PRIME LENDING RATE | 8.01% | 8.01% | 8.01% | 8.01% |
|--------------------|-------|-------|-------|-------|

LENDING RATES

| Lending Rates                                                              | Nominal Interest Rate        | Average Effective Interest Rate |
|----------------------------------------------------------------------------|------------------------------|---------------------------------|
| MoPR                                                                       | 3.50%                        | 3.50%                           |
| Prime Lending Rate                                                         | 8.01%                        | 8.01%                           |
| 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                             |

Contact Us Now on: 367 0100 or Visit a BSB branch near you for more information.

Member of the Deposit Insurance Scheme of Botswana

www.bsb.bw





# Where Is The Festive Song?

With the festive season already in full swing, fans are calling out local artists to deliver the seasonal anthem — but the studio silence tells a story of a tough creative year

“People love songs they are familiar with and it is always advisable for artists to release early in the year around March”

## GOSEGO MOTSUMI

As the festive spirit spreads across the country, music lovers are asking a pressing seasonal question: where is the song that will define the festive period?

### A QUIET YEAR FOR HITS

Social media has turned up the volume on the concern, with fans directly calling out local artists to release something fresh to dance to. Multi-award-winning producer and sound engineer Kagiso “Fella on The Beat” Kenosi says the shortage of

new festive releases didn’t happen by accident.

“In terms of break-out or newly released songs, we currently don’t have enough,” he admitted in an interview. “Most people in the creative space are disgruntled about the bad economy... most artists were not incentivised enough to carry on and produce.”

The economic slump appears to have drained both studio budgets and creative momentum and without incentives, December hits have become harder to manufacture.

**FAMILIAR SONGS STILL**

### CARRYING THE SEASON

Fella believes this year’s playlist will rely heavily on existing releases. He lists crowd favourites such as *Chomi Yame* by Chef Gustos ft. Thato Tladi, Ezra Neethings’ *Merwalela* and *Ke Nnete*, and Han C’s *Pepetletsa* and *Chomiyaago* featuring Wave Rhyder as some of the hits set to fuel celebrations. Han C has also hinted at new music — a possible late festive entry?

“People love songs they are familiar with and it is always advisable for artists to release early in the year

around March,” he shared.

Topping charts and TikTok trends, *Tafita* by Spiza Valentino and Amanle Brown is already being hailed by fans as the unofficial Song of the Year.

### THE PRESSURE TO DELIVER HITS

Responding to fans’ pleas, Vee Mampeezy recently dropped *Shut Up & Dance*, a release greeted with both cheers and criticism. “I felt the love... and at the same time the pressure,” he posted. “But by God’s grace, here it is.”



# TNT FEST IGNITES FESTIVE EXCITEMENT

Tonota is gearing up for a show-stopping Christmas Eve celebration with the debut of TNT Fest, promising star-power and festive thrills

GAZETTE REPORTER

Tonota, just 20km from Francistown, is gearing up to launch its biggest festive attraction yet — the first-ever TNT Fest, set for 24 December 2025 at the Tonota FC Grounds.

Featuring heavyweight performers like South African producer Heavy-K, soulful singer Mthunzi, and gospel powerhouse Dr Winnie Mashaba, the festival aims to transform the usually quiet village into a buzzing holiday hotspot. Homegrown talents including DJ La-Timmy, Franco, Chokoma and S’fundo will also take centre stage.

SHOWCASING LOCAL TALENT

Event planners emphasise that booking local artists was a deliberate strategy to empower creatives from the area while spotlighting Tonota’s rising entertainment culture.

FESTIVE FUEL AND FULL LINEUP

Beyond major acts, a loaded roster of DJs and emerging artists will keep the energy high. The festival will also host festive add-ons like a *dikhwaere* showcase to amplify cultural flair.

TICKETS AND SUPPORT

Tickets are already on sale with tiered options ranging from Standard to Platinum. Early demand has boosted organisers’ optimism, supported by notable partners including Heineken, Hunters and The Voice Newspaper.

With strong logistics planning underway, Tonota’s TNT Fest is poised to become one of Botswana’s most exciting festive-season destinations.

## (RE)FRAME: Art As Advocacy

A regional exhibition at Thapong uses photography to confront gender-based violence and amplify stories of courage and resilience during the 16 Days of Activism

GOSEGO MOTSUMI

Stories of endurance and hope line the gallery walls at Thapong Visual Arts Centre in Gaborone, where the Embassy of Germany has brought a compelling photo exhibition titled “(RE)FRAME: Stories in Pursuit of Freedom from Gender-Based Violence.” Botswana is the second country to host this regional showcase after South Africa, aligning powerfully with the ongoing 16 Days of Activism against Gender-Based Violence.

At the heart of this exhibition is documentary photographer and filmmaker Yaseen J. Khan, whose camera work captures the human experience. Over 18 months, he travelled across six Southern African countries meeting survivors, activists and community leaders reshaping their environments to protect women and girls.

A LENS OF EMPATHY

Khan describes the project as a privilege and a deeply personal journey: “They trusted me to carry their truths in these images...portraits that speak of both struggle and hope.”

His photographs reveal moments of pain intertwined with resilience as communities challenge the systems that have long enabled violence.

A PARTNERSHIP FOR REGIONAL CHANGE

The exhibition forms part of the Partnerships for Prevention of GBV in Southern Africa (PfP) programme, implemented by GIZ on behalf of Germany’s Federal Ministry for Economic Cooperation and Development. The initiative strengthens local organisations, works with leaders to shift harmful norms, and pushes prevention to the forefront of national agendas across the region.

Germany’s commitment to



gender equality was highlighted by Simone Goertz of the Embassy, who stressed collective responsibility in fighting GBV and supporting survivors.

“They trusted me to carry their truths in these images...portraits that speak of both struggle and hope”

She said: “GBV happens here, today, amongst us. It is our responsibility to make it visible, to protect women and girls. let us live up to human rights, let us bring progress to socio-economic development and let us play our part in proving what humanity can achieve at its best!”

The exhibition continues at Thapong until 3 December.

# Art That Speaks From The Battlefield

An exhibition at the Botswana National Museum transformed remnants of war into sacred symbols, urging viewers to reflect, remember, and hope

GAZETTE REPORTER

The Embassy of Ukraine in Botswana unveiled *Icons on Ammunition Boxes*, a stirring exhibition that was on display at the Botswana National Museum’s Gallery. Opened on Monday 24 November 2025, and free to the public, the showcase called for unity and a collective yearning for peace — seen even in the white dress code of the launch event.

## WEAPONS TRANSFORMED INTO PRAYERS

Sourced directly from the frontlines of Russia’s ongoing war against Ukraine, the reclaimed wooden ammunition boxes once carried weapons of destruction. Today, they serve as canvases for contemporary sacred art created by Kyiv artists Sofia Atlantova, Oleksandr and Herman Klymenko. The project transforms objects once used to hold lethal



weapons into images of protection, remembrance, and spiritual resilience.

## VR WINDOWS INTO REALITY

The opening also invited viewers to experience the war’s true weight through virtual reality. Using reconstructed imagery of Ukrainian cities before and after bombings, the VR experience provided a powerful visual narrative of destruction, loss, and enduring human resilience, serving as both testimony and remembrance.

## AN APPEAL TO REMEMBER HUMANITY

Among dignitaries at the event was Archimandrite Prof. Cyril Hovorun, who reminded attendees that war’s deepest casualties are not just buildings — but human beings, especially children who endure unspeakable trauma.

“This exhibition invites us not only to witness the beauty of Ukrainian creativity, but also to remember what has been lost, what must be protected, and what the world must never ignore,” he said.

By painting traditional religious icons on the lids and fragments of ammunition crates, the artists create visual prayers for peace, transforming instruments of destruction into symbols of endurance. Each piece

stands as a silent witness to the conflict - bridging the harsh realities of wartime materials with the centuries-old spiritual lineage of Ukrainian iconography.

“  
The project transforms objects once used to hold lethal weapons into images of protection, remembrance, and spiritual resilience

## SOLIDARITY BEYOND BORDERS

Ukraine’s Ambassador to Botswana Dr. Oleksiy Syvak, emphasised the profound symbolism of the exhibition: “This collection reminds us that even in times of great hardship, the human spirit seeks light. By transforming the remnants of war into sacred imagery, these artists reclaim dignity and hope.”

# Salvaged Works of the Iconic Molefhe

A daughter's search uncovers the extraordinary artistic legacy of Topo James "Jimmy" Molefhe, igniting a conversation about Botswana's forgotten creative heritage

GOSEGO MOTSUMI

Inside the Agamotse Centre in Partial, Gaborone, a quiet reclamation is taking place. "Salvaged Works: The Art of Topo James 'Jimmy' Molefhe" (1927-2010), honours a multi-talented pioneer—an educator, diplomat, musician, radio broadcaster, miniature train enthusiast and visual artist—whose creative reach spanned five decades. Yet, much of his brilliance nearly faded into obscurity.

## A DAUGHTER'S QUEST

His daughter, Wame Molefhe, revealed that 18 artworks now hang on display—pieces she once lived alongside without noticing their weight.

"I didn't really appreciate them," she admitted. "But



when someone asked about the artist behind the art, I dug deep. I wrote to Tiger Kloof, and Fort Hare University sent me a 54-page dossier on my father."

With the exhibition also displaying his clothes, letters, walking sticks and classical music tapes from his show *For You Alone*, Molefhe is fi-

nally being seen again.

## RESTORING CREATIVE HISTORY

Historian Galefele Molema said the exhibition isn't just about one artist—it's a confrontation with erasure. Botswana's artistic identity, he said, has long been sidelined, lost in absent archives.

"There isn't a long record



of Botswana and the arts," he noted.

"So, this exhibition represents a little bit of national identity, which is neglected by Botswana, because most of our identity is not what we say we are. It's what people interpret, and what people see, and how that is presented. So, the artwork in here gives you a picture of what the old man was thinking about back then, and what he was exposed to. And maybe he was longing for a better time, or when he was living in simpler times. Molefhe offers a pivot—a reference point for artists to validate their work."

His paintings—rich in landscapes, impressionistic touches and still life—reflect a man longing for beauty, and quietly

“Botswana's artistic identity has long been sidelined, lost in absent archives”

documenting Botswana's visual soul. The exhibition will be showing until 7 December, 2025.

# Copyright Unlocked For Creatives

A new guidebook aims to demystify copyright law for Botswana's creatives, turning complex legal jargon into everyday language, with quizzes included

GOSEGO MOTSUMI

Artists are getting a powerful new tool to protect their work and their wallets. "Copyright Unlocked: A Simplified Guide," a new book by multi-award-winning playwright and law student Sengwato Rampha, is officially released with the promise of making copyright law less intimidating and more accessible to the people who need it most.

## THE POWER OF KNOWING YOUR RIGHTS

For Rampha, the motivation behind the book stems from lived

experiences — both his own and those of fellow creatives who have paid dearly for not understanding their rights. "People must know the laws that affect them," he said in an interview. A believer in public legal education, he refuses to let the famous legal maxim *ignorantia juris non excusat* — ignorance of the law is no excuse — continue trapping creators in preventable losses.

## SIMPLIFYING A COMPLEX WORLD

While Botswana's Copyright and Neighbouring Rights Act (2000) is known for its technical language, "Copyright Unlocked"

breaks it down into digestible basics. The book mirrors the Act's structure but translates it into plain language, adding fun elements like quizzes, puzzles, and crosswords to reinforce understanding. "Even a Form 1 student can grasp it," Rampha said.

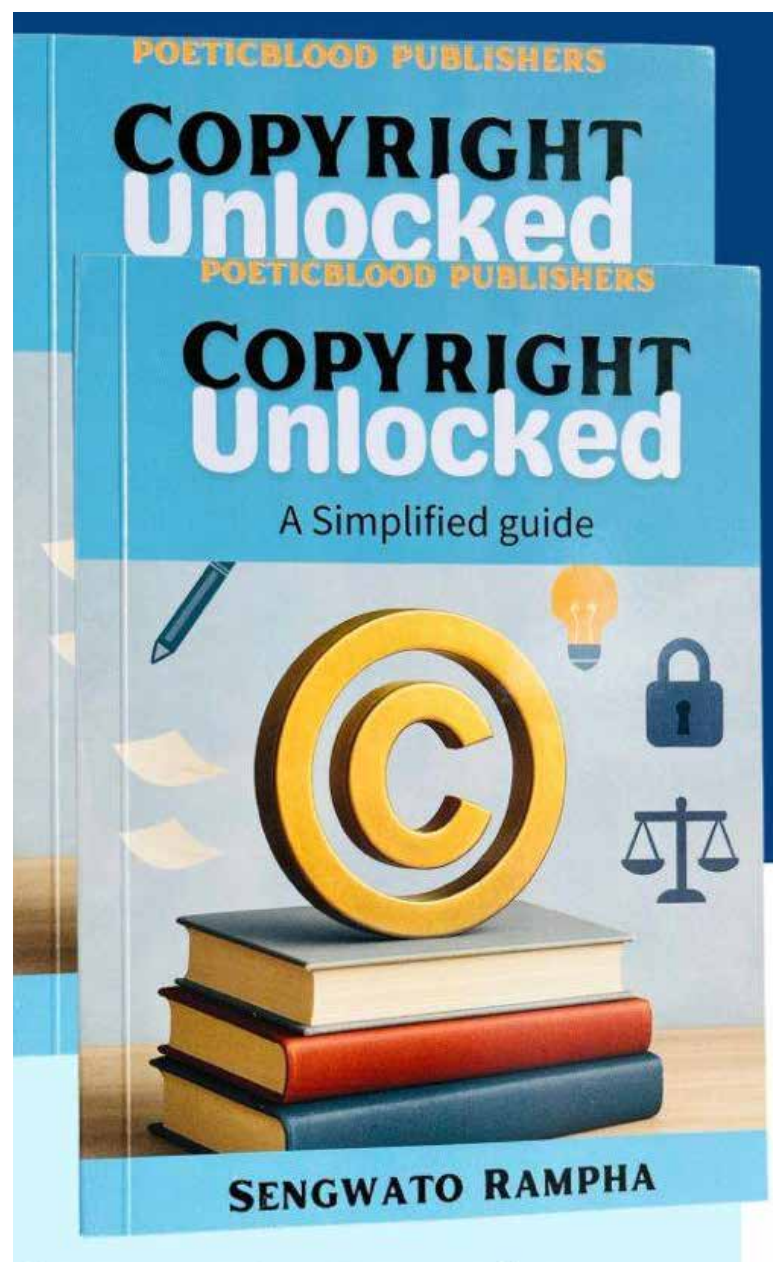
## CREATIVITY MEETS LAW

His unique background makes the book stand out — a decorated creative who stepped into law school and saw a glaring knowledge gap among artists. "I decided to apply the little knowledge I keep learning from school, combine it with my artistic experience and take a shot at simplifying the copyright act," he shares.

"Nobody armed with this book should henceforth struggle with asserting their rights. Even better, when read in tandem with the material document, that is The Act, it helps illuminate quite a lot on copyright, hopefully thereafter artists will do right by their works and get them registered and other necessary process to protect and benefit from them," he said.

## WHERE TO GET IT

The book retails for P200 and can be ordered directly from the author for nationwide courier delivery or purchased through PoeticBlood Publishers in Gaborone.



# Men Too Experience Menopause

A medical professional confirmed that men also experience menopause and highlighted how lifestyle changes can support hormonal transitions for both men and women

GOSEGO MOTSUMI

At the first Tea Lovers Club wellness session themed “Glow Through What You Go Through – Perimenopause and Menopause” at Protea Hotel Masa Square, guests were left both surprised and empowered when health expert Dr Orapeleng Phuswane-Katse shed light on men’s menopause, medically referred to as andropause. She explained that, just like women, men experience a natural decline in hormones—particularly testosterone—as they reach midlife.

### SYMPTOMS OF ANDROPAUSE

Fatigue, low libido, mood



swings, weight gain, sleep disturbances, hot flashes and decreased confidence can all signal hormonal imbalance in men. Many mistake these symptoms for stress or normal aging, delaying support and care.

### WHAT THE BODY NEEDS

Dr Taylor (Zhang Tao), an obstetrician and gynecologist,

emphasised the importance of lifestyle adjustments for women going through perimenopause and menopause.

“It’s important to keep active, do 7,000 steps a day, eat well—especially seafood for Omega-3 and soya beans,” Dr Taylor said.

Daily walks, yoga and stretching help reduce anxiety and improve sleep for everyone navigating hormonal change.

ety and improve sleep for everyone navigating hormonal change.

### BUILDING SAFE SPACES

Founded by a group of close friends who have personally experienced loss related to mental health and women’s wellness challenges, the Tea Lovers Club was born from a conviction

that women deserve safe spaces where their health journeys are understood and supported.

The session marked the beginning of a quarterly series, with the next gathering scheduled for February 2026.



## JUST KIDDING GOES BEYOND RADIO

Yarona FM brings its beloved “Just Kidding” radio segment to life with a family festival celebrating play, creativity, and young talent

GAZETTE REPORTER

Yarona FM is turning family fun up a notch with the first-ever Just Kidding Fam Fest, set for 6 December 2025 at Ba Isago Gardens in Gaborone. Hosted by the lively breakfast duo FOX and MOG, the festival promises an unforgettable day of laughter, games,

and stage-worthy talent from Botswana’s brightest kids.

### CELEBRATING THE JOY OF CHILDHOOD

The festival builds on the success of the popular Just Kidding segment from The Rush on Yarona FM — a space where children are encouraged to speak up, question the world, and shine in their own authentic ways. Now, those fun and curious conversations leap from the airwaves into real-life excitement.

### WHERE KIDS ARE THE HEADLINERS

Families can expect interactive activity zones, teamwork-boosting games, and the main event — the Kids Talent Show. From dance and music to comedy, poetry, and magic tricks, young stars will get the spotlight they deserve, cheered on by parents and new fans alike.

### RADIO MEETS COMMUNITY

“This is a chance for us to take Just Kidding into the heart of the community,” said Bokani King, Yarona FM Brand and Marketing Executive. “This event is also a chance for Yarona FM to connect directly

with our listeners by bringing the Radio Station to the people, where families can interact, participate, and experience Yarona FM in person.”

“This event is also a chance for Yarona FM to connect directly with our listeners by bringing the Radio Station to the people, where families can interact, participate, and experience Yarona FM in person”

Tickets are priced at P100 for kids and P50 for adults, making it an accessible day of connection and creativity. Yarona FM is also calling on corporates and local businesses to join through sponsorship, exhibitions, and activations aimed at young audiences and families.

**IN THE MAGISTRATE COURT FOR THE DISRICT OF GABORONE  
HELD AT VILLAGE**

**CASE NO. CCMVL – 000051 - 24**

In the matter between:  
**KABELO NTUKALALA**  
and  
**GEO DRILLING (PTY) LTD**

**PLAINTIFF**  
  
**DEFENDANT**

**NOTICE OF SALE IN EXECUTION**

**BE PLEASED TO TAKE NOTICE** that a sale in execution against Defendant will be held by **DEPUTY SHERIFF MESHACK MOSHABI** to the highest bidder as follows;

**DATE**

: 19<sup>th</sup> December 2025

**TIME OF SALE**

: 10:30 am

**PLACE OF SALE**

: Mathethe Village

**PROPERTY TO BE SOLD** : 1 x Mercedes- BENZ Axor 1823 Truck Reg No. B 241 AUX  
White in colour

**Terms and Conditions** : Cash or Bank guaranteed cheques.

**DATED AT GABORONE THIS 2<sup>ND</sup> DAY OF DECEMBER 2025.**



**Deputy Sheriff Meshack Moshabi**  
**C/o Paul & Partners**  
Plot 54513, Unit 6  
The Courtyard  
P O Box 885 ABG  
**GABORONE [MN/cm/01552]**  
**TEL: 71263198 / 71623026**

**PAUL & PARTNERS**

**NYAMADZABO JUDGE  
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA  
HELD AT GABORONE**

**CASE NO. CVHGB-002125/25**

In the matter between:  
**CRUSH ROCKS SERVICES (PTY) LTD**  
and  
**PHILLIMON NTHOMIWA**

**Plaintiff**  
  
**Defendant**

**NOTICE OF SALE IN EXECUTION**

**BE PLEASED TO TAKE NOTICE THAT** pursuant to the Judgment granted by the Honourable Court, the following property will be sold by Public Auction by Deputy Sheriff **ONKEMETSE MEDUPE** to the highest bidder as follows:

**DATE OF SALE**

: 19<sup>th</sup> December 2025

**TIME OF**

: 10:30 am

**VENUE**

: Broadhurst Police Station

**PROPERTY TO BE SOLD** : 1 x 1 Sliver Mercedes Benz, Registration No. B342 BWB-C300;  
1 x 1 White Mazda Truck Registration No. B452 BWB

**TERMS OF SALE** : Cash or Bank Transfer only.

**DATED AT GABORONE ON THIS 01<sup>ST</sup> DAY OF DECEMBER 2025**



**Malete Attorneys**  
ATTORNEYS, CONVEYANCERS & NOTARIES  
**MALETE ATTORNEYS**  
Plaintiff's Attorneys  
Plot 18573, Phase 2, Aresutalane Way  
(Opposite CDB)  
**GABORONE**  
**TEL:3972550/76650906**

**MOTLHABI J  
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA  
HELD AT GABORONE**

**CASE NO: MLHGB-001240-24**

In the matter between:  
**BOETELO LEUNGO NYAWARANDA (NEE SECHELE)**  
And  
**ITAI NYAWARANDA**

**PLAINTIFF**  
  
**DEFENDANT**

**NOTICE FOR SUBSTITUTED SERVICE**

**TO: ITAI NYAWARANDA** an adult male of full legal capacity, who is resident in Gaborone, whose full and further particulars are to the Plaintiff unknown.

**TAKE NOTICE THAT** by the Writ of Summons issued out of Court, you have been called upon to give notice within (14) days after publication hereof, to the Registrar of Court and to the Plaintiff's Attorneys (at their below mentioned addresses) of your intention to defend (if any) in an action wherein the Plaintiff claims against you the following;

a) Decree nisi for divorce;

b) Custody and maintenance of minor children;

d) Further and / or alternative relief.

**BE PLEASED TO TAKE NOTICE FURTHER THAT** if you fail to give such notice, judgement may be granted against you. Without further reference to you.

**DATED AT GABORONE THIS 25<sup>TH</sup> DAY OF NOVEMBER 2025**

**MOKOPAKGOSI ATTORNEYS**  
Applicant's Attorneys  
Plot 546, Extension 4, Gaborone  
P. O. Box 45287, Riverwalk  
**GABORONE**  
3960700/72723359



# BOTSWANA'S AVERAGE SALARY IS P6 093

As an independent firm specializing in market research, we analyze the implications of Botswana's monthly average salary on business decisions. The Quarterly Multi-Topic Labor Force Survey (QMTS) of Quarter 1 2024 by Statistics Botswana reports that the average monthly cash earning for wage-earners in Botswana is P6,093, a 1.06% increase compared to the P6,029 that was estimated in Q3 of 2023.

Any facts, statistics or other details relating to the salary survey as used in this article were as published in the QMTS. According to the said report, this headline figure masks a wide array of critical realities, including a significant gender gap where males average P6,493 and females P5,697. The key implication of this data for businesses lies in what this number doesn't reveal about the workforce's purchasing power & satisfaction, and how crucial it is for business performance and success.

## AVERAGE VS REAL WAGES

The report further states that the P6,093 average obscures vast structural inequalities. In the formal sector alone, managers average P21,942 per month, while basic occupations earn as little as P1,393. The QMTS furthers states that the estimated median salary for formal employment is approximately P3,948; a more credible measure reflecting the "average" wage of the majority.

It is also reported that, moreover, while average earnings rose 26.5% from 2019 to in 2024, this growth was outpaced by inflation, which surged by roughly 76.1% as reported by the International Financial Statistics from the World Bank. This substantial rise in the cost of essentials such as food, fuel and other essential utilities means that the average worker's real purchasing power is decreasing, forcing households to cut back on their savings and discretionary spending (World Bank).

## STATISTIC GOOD FOR DECISIONS

The publication of the average monthly salary gives a guide to employers of the magnitude of the salaries earned in the country. These statistics also help employees to appreciate the quantum of the salaries

that they may be getting from their employers. Whilst it is acknowledged that salaries differ per industry, qualification, location, among many other variables, the average salary statistic acts as a yardstick to both employers and employees, particularly in decision making.

Furthermore, there are other organizations which push for higher wages, such as trade unions, and this statistic helps employers to justify the salary levels that they may have as it carries weight based on the fact that it is issued by the National Statistician. Employees on the other hand can use the said statistic to measure how much they should negotiate with current or prospective employers, after obviously considering various factors. Policymakers can also use the statistic to help craft prudent policies, regulations and data-based decisions.

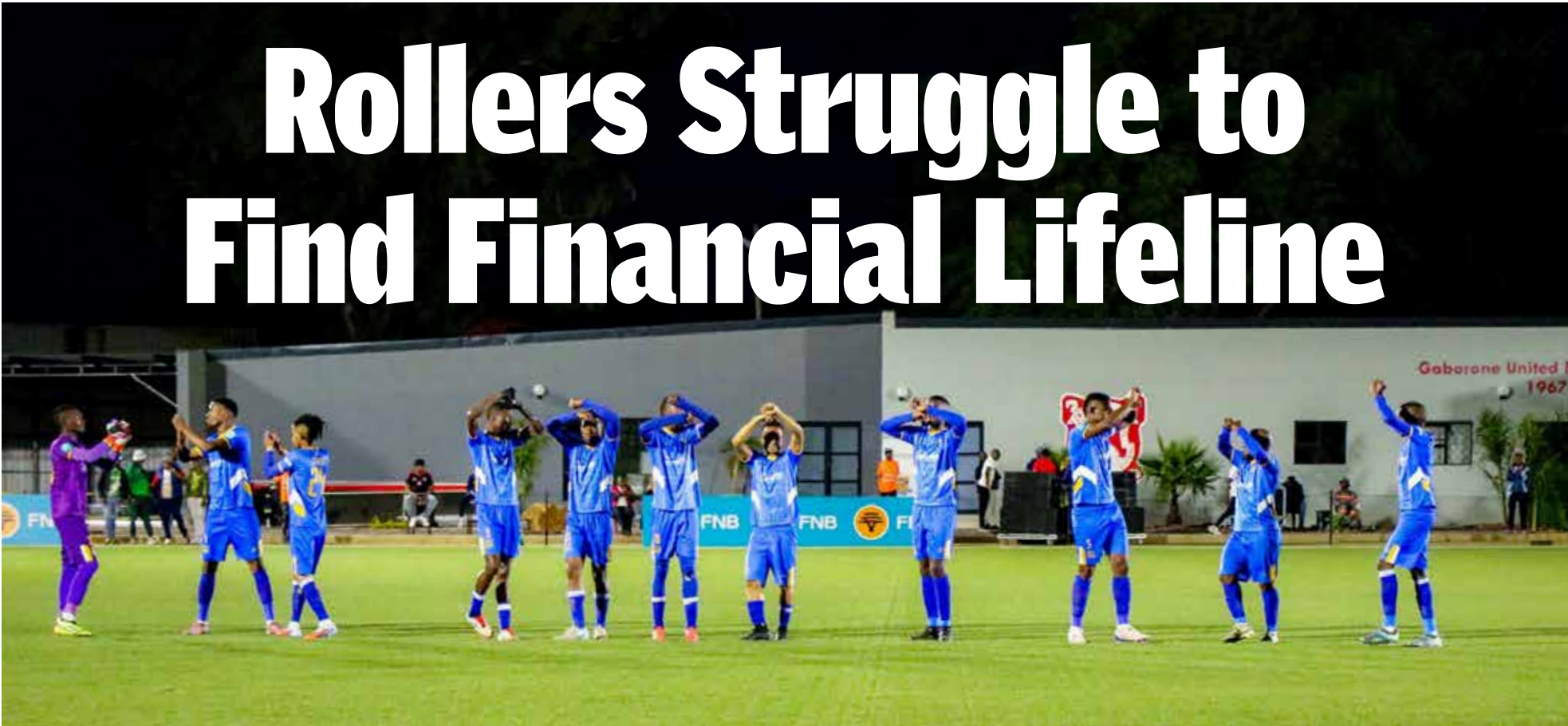
## Closing the pay gap

For businesses, understanding employee wages is a crucial strategic investment that extends beyond basic HR compliance. According to publicly available information, one US company, Gravity Payments, powerfully demonstrates this. The CEO, Dan Price, implemented a \$70,000 minimum annual salary, treating wages as a driver of competitive advantage.

This policy immediately aligned with goals for staff retention and satisfaction, halving employee turnover. Furthermore, it enhanced talent management by fostering fiercely loyal, skilled employees who drastically improved customer service. Employers could also consider using the average salary statistics as a voluntary minimum wage for their companies as they are likely to attain the benefits realized by Gravity.

Our services: We offer market research, feasibility studies, surveys, polls and any service related to data collection and analysis. You can contact us on [research@eastern-man.co.bw](mailto:research@eastern-man.co.bw), +267 7187 0023 or on +267 3939 435.





Township Rollers are facing severe financial challenges, with players unpaid for months. The interim committee is using the upcoming international break to seek sponsors and stabilize the club

GAZETTE REPORTER

Township Rollers’ interim committee says it hopes to use the upcoming international break to stabilize the club’s finances and attract new investors. The committee assumed leadership in mid-October 2025, but the search for financial backers continues. According to club spokesperson Kato-kato Freeman, officials are targeting the break—set aside for the Zebras’ AFCON preparations—to engage po-

tential sponsors. “This international break gives us an opportunity to clean house and look for sponsors to rescue the team from its financial troubles,” Freeman said. Players, however, have faced months without salaries. Sources close to the club say the last payments were made at the end of June 2025. “We are still confused when it comes to players’ salaries,” Freeman admitted. “When we assumed office mid-October, we were told that play-

ers were owed three months, but we keep receiving new information every day.” Since taking office, the interim committee has been unable to pay players fully as well but has been providing allowances from gate takings to help them “make ends meet,” Freeman added. “It’s tough financially, but we are trying,” he said. Despite the off-field challenges, the team maintained its competitive edge on the pitch, defeating Sua Flamingoos 5-1 in a weekend match in

Gaborone. Freeman said further updates would be provided during a press conference soon to be organized by the club. **TEAM REMAINS HOPEFUL** The interim committee remains committed to finding a path forward amid financial uncertainty. With the international break approaching, Rollers’ leadership sees a critical window to secure sponsors and stabilize the club’s future.

# BOTASH Boosts Chess Development Drive

GAZETTE REPORTER

The Botswana Chess Federation (BCF) successfully hosted the 2025 BOTASH Open Chess Championships from 28–30 November, thanks to a sponsorship from Botswana Ash (BOTASH). The company supported the event to the tune of P90,000, marking a P3,000 increase from last year’s P87,000 contribution. The tournament continues to attract top talent, with Monnaatsheko Keletshabile emerging champion in the open section after scoring 6 points in seven rounds, while the women’s section was dominated by Woman International Master Onkemetse Francis, who secured 6.5 points. **GRASSROOTS GROWTH PRIORITY** The BOTASH Open remains one of the country’s most strategic and prestigious chess events, largely because it is among the few competitions backed by corporate funding. According to Bo-

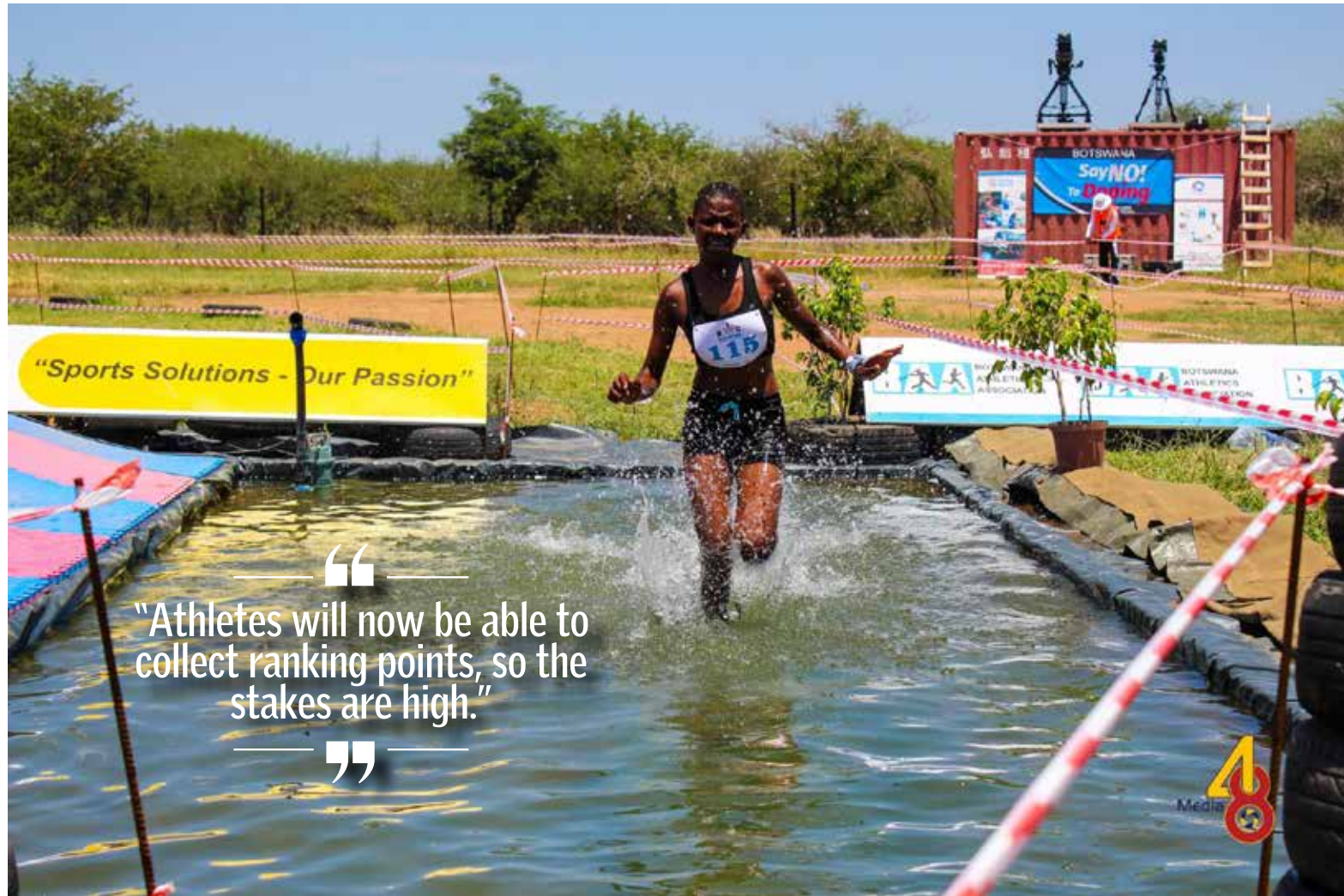
tswana Chess Federation spokesperson Goitsemodimo Makgatle, the sponsorship plays a pivotal developmental role. “One of BOTASH’s key requirements is that 60 percent of the sponsorship goes directly into grassroots development, and that aligns perfectly with our long-term growth objectives,” she said.

“Corporate involvement remains the backbone of chess growth in Botswana.”

Makgatle added that this investment not only enhances junior training pathways, but also helps the federation run targeted coaching clinics, broaden access in schools, and support rural development programmes. “The impact is tangible — more young players are entering competitive structures with confidence and proper guidance,” she noted. **STRENGTHENING SPORT PARTNERSHIPS** The tournament also reinforces the federation’s collaboration with the corporate sector. Makgatle emphasised that such partnerships are essential for expanding the sport’s reach, improving tournament organisation standards, and creating sustainable pathways for elite performance. “Corporate involvement remains the backbone of chess growth in Botswana. BOTASH has shown that consistent support transforms athletes and communities,” she said.



# Modipane Hosts High-Stakes Int'l Cross Country



The third edition of the Botswana International Cross Country promises thrilling competition as athletes chase World Athletics qualifying points

## GAZETTE REPORTER

The Golden Door Sports Agency Botswana International Cross Country

will take centre stage on 13 December at the Glody Dube International School and Sports Academy in Modipane, marking its debut as a World Athletics Cross

Country Tour – Bronze event.

The cross country spokesperson Calistus Kolantsho said the elevation has significantly boosted competition levels. “This is the

third edition of the event, and for the first time it will be hosted as a World Athletics bronze event,” he said in a telephone interview. “Athletes will now be able to collect ranking points to qualify for next year’s World Athletics Cross Country Championships in the USA. The stakes are high, and that’s why more countries have

registered.”

## INTERNATIONAL FIELD

A total of 164 athletes from Botswana, Kenya, Namibia, South Africa, Sudan and Zimbabwe have confirmed participation, making this the strongest field in the event’s short history. Kolantsho said the course is fully prepared: “In terms of set-up, the running course is complete. It’s ready to host.”

He acknowledged that the organisers were unable to secure a title sponsor this year, but noted the commitment of long-standing partners. “We didn’t manage to get any title sponsorships, but we have other partners who have been with us since the event’s inception,” he said.

## PRIZE MONEY

The upgraded status comes with a competitive prize structure. In the 10km Senior Men and Senior Women categories, winners will earn USD 1,000, with USD 600 for second, USD 400 for third, USD 300 for fourth, USD 200 for fifth and USD 100 for sixth.

The Junior Men’s 8km and Junior Women’s 6km events each award USD 500 to the winner, followed by USD 300, USD 200, USD 150, USD 100 and USD 50.

For the Youth Boys’ 6km and Youth Girls’ 4km races, organisers will present medals and goodie bags, while the 8km mixed relay will conclude with a trophy presentation.

## GUEST OF HONOR

The meet will welcome Barnaba Kipyego Korir, Director of Youth Development at Athletics Kenya, Meet Director of the Kip-Keino Classic and First Vice President of the National Olympic Committee of Kenya. His presence underscores the event’s growing stature in the African athletics calendar.

# PASSOBO Revives National Paralympic Games

After nearly a decade, Botswana hosts the National Paralympic Games in Jwaneng, with support from Debswana, the government, and local authorities. The event aims to uncover new talent for national development

## GAZETTE REPORTER

Botswana’s Paralympic Association (PASSOBO) is set to host the National Paralympic Games from December 3 to 5 in Jwaneng, marking the return of the event after nearly a decade. The games had not been held regularly due to financial constraints, with the last

edition reportedly in 2016.

Speaking in a telephone interview, PASSOBO president Tshepo Mafereka credited the revival to crucial community and corporate support. “Debswana is offering free accommodation with meals to all participants and providing access to facilities at no cost,” Mafereka said. He added that the government is



contributing P1.3 million to the games, with Debswana’s assistance allowing the funds to cover miscellaneous expenses. The District Commissioner’s office is also supporting the event with additional logistical arrangements.

## COMMUNITY SUPPORT VITAL

Mafereka emphasized that the combined support from public and private entities was instrumental in overcoming the financial hurdles that previously hindered the games.

## TALENT DISCOVERY FOCUS

The National Paralympic Games serve as a key platform for uncovering new athletic talent. Mafereka noted that PASSOBO has relied heavily on local clubs to identify athletes, a system that has limited the association’s reach. “The games allow us to discover new talent to strengthen our teams,” he said, highlighting the importance of a broader talent pool for national development.

## FINANCIAL CHALLENGES OVERCOME

## ES OVERCOME

While financial difficulties had delayed the event for years, the partnership between government, corporate sponsors, and local authorities has made it possible to revive the games. “It’s been tough to host them due to financial woes,” Mafereka acknowledged, underscoring the persistent challenges that organizations face in promoting sports for athletes with disabilities.

# SPONSORSHIP BOOST FOR TABLE TENNIS TRIO

Three rising table tennis prospects secure developmental support after standout performances at the 2025 Jwaneng Open



GAZETTE REPORTER

The 2025 Jwaneng Open (Table Tennis) which was held over the weekend concluded with a major uplift for Botswana’s junior table tennis prospects, after Just Table Tennis Director and South African elite athlete Luke Abrahams announced a developmental sponsorship for three young players.

The commitment—made moments after the tournament finals—underscored growing regional efforts to strengthen youth pathways in the sport.

The selected athletes are Reneilwe Lekorwe (13) of Smash Maniacs TTC, Boitlamo Nkele (13) of Bontleng/Ithuteng TT, and Carol David (12) of Bontleng/Ithuteng TTC. All three had impressed throughout the Jwaneng Open and in previous competitions, catching the attention of Abrahams and his team.

## DEVELOPMENT PACKAGE UNVEILED

The sponsorship includes playing gear and branded

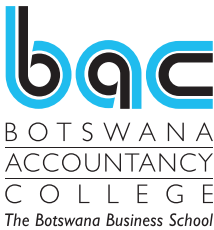
apparel, support that the Botswana Table Tennis Association (BTTA) says will significantly boost the players’ confidence and performance.

“Talent is everywhere, but opportunity is not,” Abrahams said in a statement by BTTA. “These young players have shown tremendous promise, and we want to ensure they have the resources they need to rise to elite level.”

Still in the statement, BTTA lauded the initiative, calling it timely as the association intensifies grassroots development and prepares juniors for international competition. BTTA said the gesture “strengthens an already growing junior pipeline and affirms that our athletes are being recognised beyond our borders.”

## MOMENTUM FOR GROWTH

The Jwaneng Open has become a catalyst for emerging talent, offering both exposure and platforms for advancement.



## BOTSWANA ACCOUNTANCY COLLEGE STRENGTHENS SUPPORT FOR SEBELE I PRIMARY SCHOOL IN MOLEPOLOLE

**Molepolole, Botswana** – Botswana Accountancy College (BAC) has once again demonstrated its commitment to community development through its continued support for its adopted school, Sebele I Primary School. On Tuesday 18<sup>th</sup> November 2025, BAC sponsored the school’s Annual Prizegiving Ceremony, celebrating outstanding achievements by both learners and educators.

The sponsorship, which covered prizes for top-performing students, dedicated teachers and support staff, forms part of the BAC broader community engagement initiatives. The funds were raised through the generous support of industry partners during the 2025 Annual Gaborone Golf Day held on 30<sup>th</sup> October 2025.

Celebrated under the theme “*Dream Big, Work Hard, Achieve More,*” the ceremony recognised academic excellence and inspired learners to pursue their aspirations with confidence and determination. Delivering the keynote address, BAC Registrar Mr. William Griffiths commended the school for its impressive performance in the 2024 Primary School Leaving Examination (PSLE). He applauded teachers for their unwavering dedication, describing them as “the oil of the economy” and emphasising their critical role in shaping the future of Botswana. Drawing from the event’s theme, he encouraged students to remain ambitious, disciplined and driven.

School Head Ms. Constance Regoeng expressed sincere gratitude for the BAC sustained support, noting that the partnership has been “invaluable in shaping the school academically, socially, and psychologically.” She



Sebele I Primary Standard 7 Best Performing Student, Pako Kgosietsile (right), handing over token of appreciation to BAC College Registrar, Mr William Griffiths (centre) during the Prizegiving Ceremony.

highlighted that the contribution that BAC makes continues to uplift the learning environment and strengthen motivation among both learners and staff.

As part of its ongoing community-centred initiatives, BAC continues to champion education empowerment and community development, recognising that transformative and lasting progress within Botswana’s education sector is achievable only through strong and strategic partnerships.

TIRED OF  
SHARING?



BACKPAGE  
WEDNESDAY 03 DECEMBER 2025  
SINCE 1984

The Botswana Gazette

# SPORT

# ROLLERS STRUGGLE TO FIND FINANCIAL LIFELINE

Township Rollers are facing severe financial challenges, with players unpaid for months. The interim committee is using the upcoming international break to seek sponsors and stabilize the club

34.



BUY A BUCKET &  
STAND A CHANCE TO

# WIN A CAR



FROM **159<sup>90</sup>**

**KFC®**

Ts & Cs apply. Images for illustrative purposes. While stocks last. Delivery prices may vary.