The Botswana
GAZETTE

WEDNESDAY
18 FEBRUARY 2026
SINCE 1984

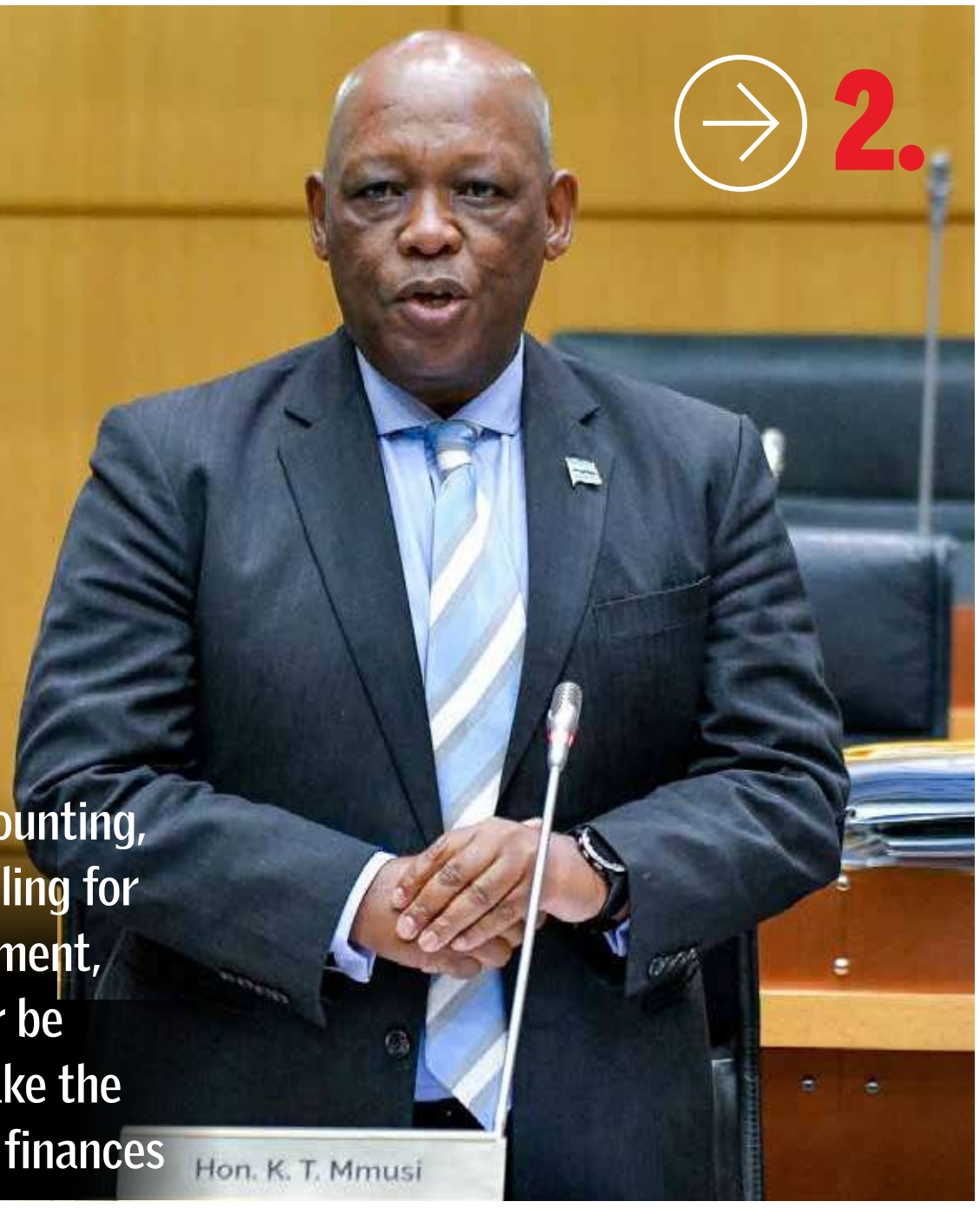


Why Middleton's New Cookbook is 25. Winning

TIME FOR PAY CUTS

2.

With Botswana's fiscal pressures mounting, former minister Kagiso Mmusi is calling for sweeping salary cuts across government, arguing that austerity can no longer be avoided and that leadership must take the lead in restoring discipline to public finances



Khama, BDP at Odds Over Retreat Invite 5.



Govt, Pharma Firms at Odds?

2.

Botswana's leading pharmaceutical firms warn that government misinterpretations of local manufacturing could endanger the country's medical supply chain, amid claims by the health ministry that they are merely middlemen



TIME FOR PAY CUTS

With Botswana's fiscal pressures mounting, former minister Kagiso Mmusi is calling for sweeping salary cuts across government, arguing that austerity can no longer be avoided and that leadership must take the lead in restoring discipline to public finances



GAZETTE REPORTER

Former Cabinet Minister and Gabane–Mmankgodi Member of Parliament, Kagiso Mmusi, has challenged the ruling Umbrella for Democratic Change (UDC) to demonstrate genuine commitment to austerity by slashing salaries of top public officials amid mounting economic and fiscal pressures.

Economists have painted a stark and worrying picture of Botswana's economic outlook, highlighting deepening uncertainty and mounting risks. Yet, despite publicly acknowledging these harsh realities, the government, they say, appears to be carrying on as if business is normal, raising concerns about its urgency and responsiveness to the country's financial challenges.

Speaking during the 2026/27 national budget debate, Mmusi unveiled what he described as bold and necessary measures to rein in government expenditure and restore fiscal discipline.

> "Difficult economic times demand equally decisive action to restore fiscal discipline."

Under his proposal, the President, Vice President, Speaker of Parliament, Chief Justice, Cabinet ministers and judges would take a 20 percent salary cut. Members of Parliament and members of the Ntlo ya Dikgosi would see their salaries reduced by 15 percent. He further called for the immediate cancellation of constituency allowances for both the Speaker and the President.

TERMINATE SPECIALLY ELECTED MPS

Mmusi also proposed the termination of specially elected Members of Parliament and specially nominated councillors by April 2026, arguing that the move would significantly reduce recurrent expenditure.

For the public service, he suggested a 15 percent salary cut for officers on the F0, F1 and F2 salary scales and a 10 percent reduction for those on the E scale. He further recommended scrapping scarce skills and commuted allowances for employees on E scale and above.

PARASTATALS

Turning to parastatals, Mmusi proposed a 30 percent salary reduction for chief executive officers and executive management, alongside a 50 percent cut in all board sitting allowances.

He argued that leadership must lead by example, insisting that difficult economic times require equally difficult but decisive measures to align government spending with Botswana's current economic realities.

NDP 12 FANTASY

In its latest Economic Review for the fourth quarter of 2025, Econsult economic firm has warned the draft NDP12 Public Investment Plan (PIP), which spans five years from 2025/26 to 2029/30, exposes deep flaws in the government's budgeting approach and unrealistic political expectations.

Government's proposed P378 billion development budget therein has been described as "a fantasy," with economists warning that the figures are neither implementable nor financeable under current fiscal conditions.

Govt, Pharma Firms at Odds?

Botswana's leading pharmaceutical companies warn that government misunderstandings of local manufacturing could throw Botswana's medical supply chain into jeopardy

GAZETTE REPORTER

Top pharmaceutical firms have expressed concern over 'misunderstandings and mischaracterizations' of local pharmaceutical manufacturing by the government, warning that such misconceptions could be detrimental to national medical supply chain.

The concerns follow repeated remarks by the new administration characterising local firms as mere middlemen who simply package medicines and sell them to government at inflated prices. Speaking at Parliament yesterday, the Minister of Health, Dr Stephen Modise indicated a preference to procure medicines "directly from manufacturers," in Abu Dhabi, a position the companies worry overlooks the scope of local pharmaceutical operations.

The companies say they have been licensed by Botswana Medicines Regulatory Authority, Trade Ministry and are recognised by the World Health Organization has manufacturers.



WHO Standards Compliant

In a detailed letter, leaked by the Ministry of Health sources, addressed to the health Ministry, the Botswana Medicines Regulatory Authority, and the trade and Industry Ministry, the companies stressed that recent claims suggesting Botswana's pharmaceutical operations are limited to "packaging-only" activities are incorrect and not aligned with international standards.

The companies highlighted that under the World Health Organization (WHO) definition, pharmaceutical manufacturing encompasses a broad range of activities beyond just active pharmaceutical ingredient (API) production. These include quality control (QC) testing, batch certification and release, primary and secondary packaging, stability testing, and adherence to Good Manufacturing Practices (GMP).

Local Operations Meet Manufacturing Criteria

"Facilities conducting QC testing and packaging are legitimate manufacturing entities, not simple packaging operations," the letter reads, noting that these activities require licensed premises, qualified personnel, and regulatory oversight.

International Comparisons

The letter also referenced international examples, pointing out that countries such as South Africa, Kenya, Ethiopia, and EU nations recognize facilities that perform QC testing and packaging of imported bulk products as manufacturers eligible for public procurement. In Botswana, the companies argue, excluding such operations from procurement decisions could contradict national industrial policy and Vision 2036 goals.

Risks to Medicine Supply and Industrialization

Beyond the legal and regulatory arguments, the pharmaceutical sector warned that ignoring these definitions could jeopardize medicine supply security, regulatory control, industrialization, skills development, and crisis preparedness. They urged the government to align procurement policies with technical compliance, regulatory approvals, and international best practices rather than narrow interpretations of manufacturing.

Call for Technical Engagement

To foster clarity, the companies proposed technical briefings by Ministry pharmaceutical experts, independent GMP verification, and a review of local QC testing and batch release systems. They emphasized that their submission is intended to refine public statements and policy decisions without undermining confidence in Botswana's healthcare system.

Awaiting Government Response

The government is yet to respond to the letter, but stakeholders in the health and industrial sectors are watching closely, as the outcome could in the nearby future affect the country's ARV supply chain and local pharmaceutical industrialization ambitions. Sources at the Ministry of Health say that industry representatives were recently turned away in their attempt to secure a meeting with the Ministry's top officials for a meaningful engagement on the way forward.

First National Bank
Local & Foreign Currency and Deposit and Lending Rates
February 2026

The following standard Savings, Lending and Investment rates will apply

Local Currency Deposit Interest Rates

Type of Deposit Account	Nominal Rate per Annum (NACM)	Annual Effective Rate	Minimum Opening Balance (BWP)
Current	-	-	Nil
Call	0.00% - 0.46%	0.00% - 0.46%	1,000
Money Maximiser	0.00% - 3.35%	0.00% - 3.40%	100,000
Savings (Poloko)	0.00% - 3.40%	0.00% - 3.45%	100
FutureSave	0.00% - 0.40%	0.00% - 0.40%	100
Future Forward	0.00% - 2.50%	0.00% - 2.53%	50
Savings Pocket	0.00% - 1.60%	0.00% - 1.61%	-
FNB Motshelo Savings Account	2.25% - 3.35%	2.27% - 3.40%	500
Flexi Fixed (3 Months)	2.95% - 3.20%	2.99% - 3.25%	100
Flexi Fixed (6 Months)	4.05% - 4.35%	4.13% - 4.44%	100
Flexi Fixed (12 Months)	4.85% - 5.35%	4.96% - 5.48%	100
7 Day Notice	0.15% - 1.25%	0.15% - 1.26%	100
32 Day Notice Plus	1.25% - 2.00%	1.26% - 2.02%	1,000
1 Month Fixed Deposit	2.50% - 2.55%	2.53% - 2.58%	1,000
3 Months Fixed Deposit	3.20%	3.25%	1,000
6 Months Fixed Deposit	4.75% - 5.00%	4.85% - 5.12%	1,000
12 Months Fixed Deposit	5.55% - 6.25%	5.69% - 6.43%	1,000
24 Months Fixed Deposit	5.65% - 6.60%	5.80% - 6.80%	1,000
Over 36 Months Fixed Deposit	5.85% - 6.80%	6.01% - 7.02%	1,000
MoPR	3.50%		

***For term deposits the minimum amount is BWP 1 million to qualify for a special rate.
- Interest is calculated on the daily account closing balance and credited in to the account monthly (For all interest bearing products excluding fixed deposits).
- Fixed deposits interest is calculated based on the principal amount, agreed term and applicable interest rate. The accrued interest is credited at Maturity or termination.
- Interest rates are linked to the Monetary Policy Rate (MoPR).

Local Currency Lending Interest Rates

Lending Rates	Nominal Interest Rate Per Annum (%)	Average Effective Interest Rate
MoPR	3.50%	3.50%
Prime Lending Rate	7.01%	7.01%
Mortgage Facility	Prime +12% to 17%	Prime +14% to 20.08%
Overdraft Facility (Revolving Credit Lines)	Prime +8% to 10%	Prime +9.33% to 11.64%
Credit Card	22% to 28%	24.36% to 31.89%
Lease Loans (VAF)	Prime +15.5% to 23%	Prime +18.22% to 27.74%
Unsecured Personal Loans (Excluding Overdraft, Mortgage and Credit Card)	Prime +17% to 22%	Prime +20.08% to 26.44%
Other Term Loans		

*Scheme related lending is as per the scheme contract.

Foreign Currency Deposit Rates

ZAR – South African Rand***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (ZAR)
Current (Global Account)	2.00%	2.00%	1,000
1 Month Fixed Deposit	1.00%	1.00%	1,000
2 Months Fixed Deposit	1.05%	1.05%	1,000
3 Months Fixed Deposit	1.25%	1.26%	1,000
6 Months Fixed Deposit	1.50%	1.51%	1,000
12 Months Fixed Deposit	2.00%	2.00%	1,000
24 Months Fixed Deposit	2.50%	2.50%	1,000

AUD – Australian Dollar	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (AUD)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	These rates are quoted on request		100
2 Months Fixed Deposit			100
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100

USD – US Dollar***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (USD)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	0.40%	0.40%	100
2 Months Fixed Deposit	0.47%	0.47%	100
3 Months Fixed Deposit	0.50%	0.50%	100
6 Months Fixed Deposit	0.55%	0.55%	100
12 Months Fixed Deposit	0.80%	0.80%	100
24 Months Fixed Deposit	1.30%	1.30%	100

EUR – Euro	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (EUR)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	These rates are quoted on request		100
2 Months Fixed Deposit			100
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100
Over 36 Months Fixed Deposit			100

GBP – British Pound Sterling***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (GBP)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	0.07%	0.07%	100
2 Months Fixed Deposit	0.09%	0.09%	100
3 Months Fixed Deposit	0.10%	0.10%	100
6 Months Fixed Deposit	0.15%	0.15%	100
12 Months Fixed Deposit	0.20%	0.20%	100
24 Months Fixed Deposit	0.20%	0.20%	100

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

For more information:

Visit FNB Branch Visit fnbbotswana.co.bw

First National Bank of Botswana Limited Registration Number BW00000790476. Member of the Deposit Insurance Scheme of Botswana

P100b Scandal Haunts UDC

The shadow of the BDP-era P100 billion scandal continues to trail the UDC government, defying efforts to contain it. With lingering questions and mounting pressure for answers, the controversy has refused to go away or at least sleep

BONGANI MALUNGA

The Botswana government, this week, revealed that it will proceed with an inquest into the controversial P100 billion case. This was revealed by the Minister for State President, Defence and Security, Moeti Mohwasa, who said the inquiry is necessary despite the government having already issued a public apology over the matter.

Mohwasa was responding to a question from the Member of Parliament for Tswapong South, Dr Kesitegile Gobotswang in Parliament on Monday. According to Mohwasa, the government is compelled to institute an internal retrospective probe to fully establish the circumstances surrounding the case and to ensure accountability.



Minister for State President, Defence and Security, Moeti Mohwasa

RESTORING PUBLIC CONFIDENCE

He emphasised that the inquest is not merely symbolic but a critical step aimed at restoring public confidence and strengthening institutional oversight. "The issue has understandably generated significant public interest and concern, particularly given the importance of the Bank of Botswana as a central institution in our financial system. You might be aware that Government has already issued an apology regarding this matter," Mohwasa explained.

HOLISTICALLY EXAMINED

"The Government wishes to inform this August House that the matter in question is still being holistically examined by relevant entities to ensure that all relevant facts, legal processes and institutional responsibilities are properly understood. This will guide the next cause of action.

Mohwasa underlined that the outcome of the inquest will inform possible reforms and any further measures deemed necessary in the handling of the Bank of Botswana matter.

SEEKING DAMAGES

Bridgette Motsepe, previously linked to the alleged P100 billion scandal, is suing the Botswana government for R83 million in damages over reputational harm, following a public apology issued last year, according to the South African media reports. The claim has unsettled the Botswana government, who had believed the issue was settled.

FIRE THE PERPETRATORS

Meanwhile, critics are calling on the UDC government to take decisive action against alleged perpetrators of the P100 billion case, including dismissals, a step the administration appears hesitant to take.

THE BUTTERFLY HEADACHE

The headache is further compounded by the unresolved Welhelminah "Butterfly" Maswabi case. Despite government claims that Maswabi's case has been dismissed, the matter remains active, with a hearing scheduled for March, where she is seeking millions in damages.

EXECUTIVE APPOINTMENT



Welcome

The Botswana Digital & Innovation Hub (BDIH) is pleased to welcome **Mr. Kabo Phetlhu** as the new Chief Executive Officer, effective **16 February 2026.**

Mr Kabo Phetlhu is a visionary digital transformation executive with over 20 years of experience driving enterprise-wide technology innovation and strategic business evolution within the mining and resources sectors.

Prior to his appointment at the BDIH, Kabo served as the Head of Digital and Automation at Debswana Diamond Company, where he spearheaded the Group's digital agenda. He successfully crafted the "Future Smart Connected Mine" strategy, orchestrating a P1.5 billion digital transformation portfolio focused on reimagining mining operations through the convergence of information and operational technologies. Kabo also held several managerial roles within Debswana Diamond Company, overseeing Information Technology, Information Management and Innovation & Digital Transformation. Additionally, he gained international experience working for De Beers Group as the Global Information Management Manager – SAP based in South Africa, overseeing the group-wide global Enterprise Resource Planning (ERP) solutions landscape.

A recognised thought leader in Innovation Ecosystem Development, Kabo led the Debswana Innovation and Digital Transformation program, a critical pillar of the company's "Strategy 2024." He has a proven track record of building future-ready operating models, designing digital governance frameworks, and fostering cultures of innovation. His global experience includes leading the De Beers Group Global SAP Centre of Excellence (CoE), where he executed a massive restructuring of the global Enterprise Resource Planning (ERP) applications strategy, consolidating SAP services across South Africa, Canada, and the UK, into a single cost-efficient, unified global service with a service delivery centre out of India, resulting in significant OPEX reductions and improved service levels.

Beyond his corporate achievements, Kabo is deeply committed to governance and community development. He currently serves as the Chairperson of the Board of Directors for Broadhurst Primary School, where he is spearheading the school's education and infrastructure modernisation strategy to ensure learners are equipped with the future-ready skills required for a global knowledge economy.

Kabo holds a Bachelor of Science (Hons) in Information Systems Engineering from the University of Manchester (UMIST) and completed the Global Executive Development Programme at Gordon Institute of Business Science (GIBS). He is currently advancing his executive leadership capabilities through the Massachusetts Institute of Technology's (MIT) Chief Operating Officer (COO) Program. Kabo specialises in architecting digital strategies that deliver measurable business value, operational excellence, and sustainable competitive advantage.

Kabo is well-positioned to leverage his strategic foresight and transformative leadership to accelerate Botswana's digital innovation and economic diversification. We are confident that, under his leadership, BDIH will further strengthen the national innovation ecosystem and play a pivotal role in realising Botswana's vision of becoming a globally competitive, knowledge-based economy.

Botswana INNOVATION HUB

Khama, BDP at Odds Over Retreat Invite

Former BDP president Kgosi Khama IV has denied receiving an invitation to the party's upcoming retreat in Palapye, contradicting claims by party Secretary General Kentse Rammidi

SESUPO RANTSIMAKO

Former Botswana Democratic Party (BDP) president Kgosi Khama IV has strongly denied reports from his former party that he received an invitation to the BDP retreat set for later this month in Palapye, saying he is unaware of any such notice.

KHAMA REJECTS INVITATION CLAIMS

Responding to enquiries from The Botswana Gazette following assertions by the BDP that all former party presidents had been invited, Khama, now a Kgosi, said he never received any communication regarding the retreat. His statement directly contradicts claims by party leadership that he had been formally notified.

The BDP is expected to host a retreat in Palapye later this month and has maintained that all former party presidents were invited, including Khama, who left active politics in 2025 to assume bogosi in Serowe. Khama exited the BDP in 2013 after a protracted fallout with party leadership. He later formed the Botswana Patriotic Front (BPF) before withdrawing from partisan politics altogether.

BDP CITES TRADITIONAL PROTOCOL

BDP secretary general Kentse Rammidi said Khama was invited in his capacity as Paramount Chief of the Bangwato, explaining that the party was merely notifying him of an event taking place within his area of jurisdiction.

"We formally informed him that we will be holding a retreat within his jurisdiction, so he is welcome to attend or, if he prefers, to send a representative," Rammidi said.

When questioned why Khama would be invited as a kgosi when Palapye has its own traditional leader, Rammidi argued that the Palapye kgosi falls under Khama's authority as Paramount Chief of the Bangwato, making the notification appropriate.

FUTURE ENGAGEMENT

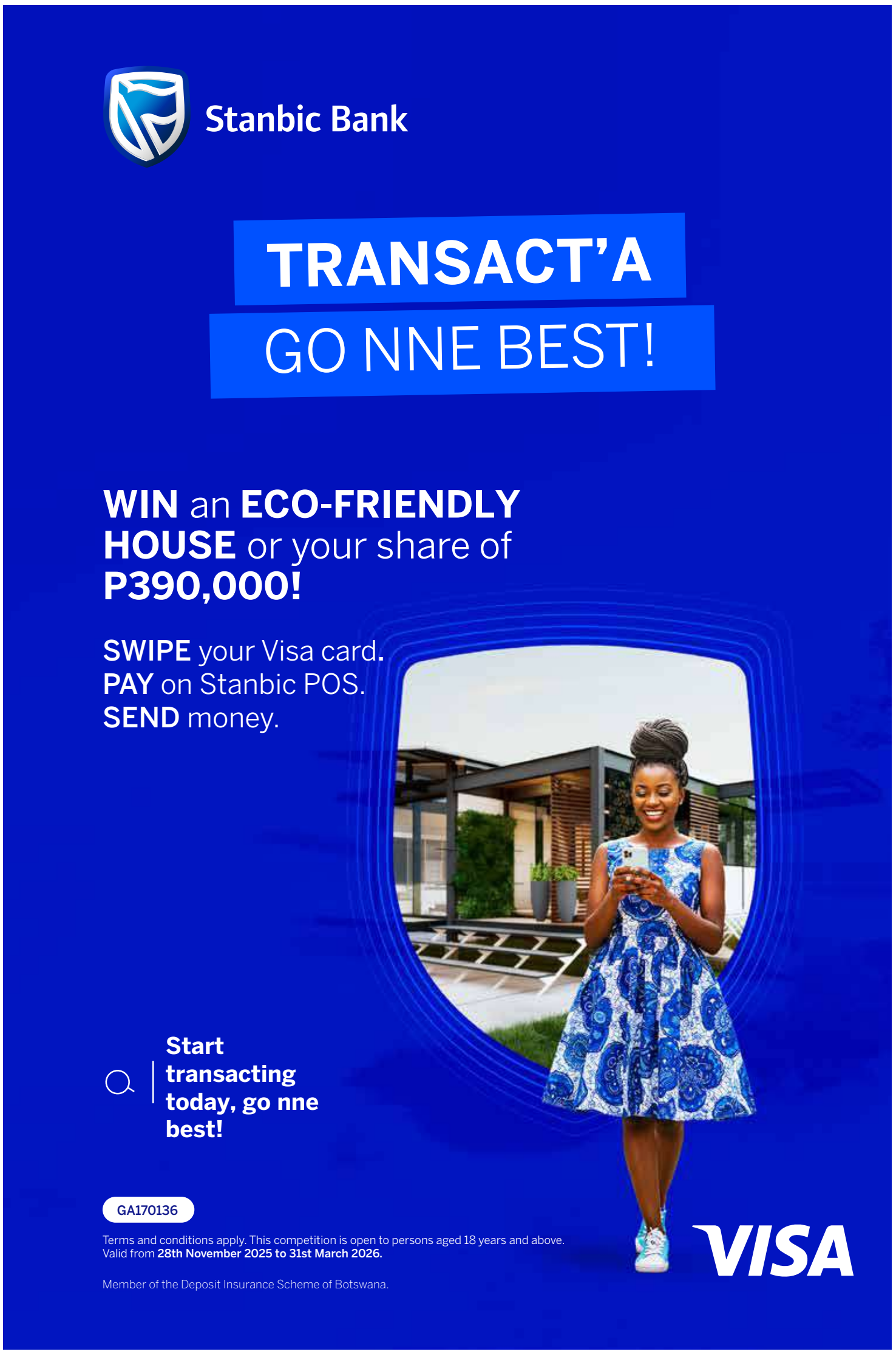
Rammidi further suggested that the party intends to engage Khama not only as a traditional leader but also in recognition of his former political role.

"Nothing erases the position he once held in the party, even if he quit active politics," he said.

KHAMA'S INFLUENCE

Critics accuse the BDP of attempting to leverage Khama's influence to regain ground in the Bangwato area, where the party's dominance waned following the emergence of the BPF, a claim the party has strongly denied.







De Beers Bets on Local Diamond Entrepreneurs

De Beers launches a 10-year programme to empower Batswana across the diamond value chain, selecting and developing entrepreneurs to build competitive, globally viable businesses.

BY LEATILE ZACHARIAH

In a move aimed at deepening citizen participation in the diamond value chain, De Beers has launched its Diamond Enterprise Development Programme, a long-term initiative designed to nurture sustainable, competitive diamond businesses owned and run by Batswana.

The programme, hosted at the De Beers Global Sightholder Sales offices in Gaborone, follows a public call for applications issued late last year. More than 140 entrepreneurs applied over a two-month period between November and December, with 30 participants selected for the initial phase.



Watch: Inside the programme developing Botswana's next diamond entrepreneurs, equipping them with skills, mentorship, and global exposure to compete across the value chain.

According to Baleseng Best Raditladi, Vice President of Sales and Beneficiation at De Beers, the programme is designed to build real businesses rather than meet compliance requirements.

"We wanted to ensure that this journey adds value. It is not a tick-box exercise," he said. "You need to come in, learn something, and take something home."

A FUNNEL TOWARD EXCELLENCE

The programme follows a structured funnel approach. The initial 30 participants attended a two-day workshop focused on business discovery and network building. From there, the group was reduced to 20 entrepreneurs now undergoing an intensive week-long training programme.

The 20 will be narrowed down to 10, and ultimately to five businesses that will form the first cohort of a five-year development journey. A second cohort will follow, making the initiative a 10-year programme in total.

Applicants were required to demonstrate active participation in the diamond sector, including jewellery manufacturing, cutting and polishing, or trading, and to possess the necessary licences and certifications to operate in Botswana.

Raditladi said success would be measured through business growth, employment creation, and the ability to compete internationally.

"We are not guaranteeing profitability. Profitability is up to the entrepreneurs themselves. But we want to see strong businesses, employment creation, and the ability to compete in international markets."

FUNDED SUPPORT AND GLOBAL EXPOSURE

The programme is fully funded by De Beers, covering workshops, training sessions, and online modules delivered in partnership with Raizcorp of South Africa.

For the final five businesses, support will extend to mentorship, market access, and international exposure at trade shows such as JCK in the United States.

Tshepo Serokolo from Raizcorp said Botswana has strong technical skills in diamond production but requires greater business capacity.

"This is a diamond-making country. There is talent here," he said. "But many entrepreneurs know how to cut and polish or design jewellery, they are craftsmen. What we are helping them with is the business side."

> "We are not guaranteeing profitability. But we want to see strong businesses, employment creation, and global competitiveness."

He said the programme is already encouraging collaboration among participants across the value chain.

"One designs, another manufactures, another retails. That's the chain, Motswana designing, Motswana producing, Motswana retailing. That's what we want to see."

BUILDING CONFIDENCE IN A CHANGING MARKET

The initiative comes at a time when global diamond sales remain under pressure. De Beers views the programme as part of a broader strategy to strengthen local beneficiation and increase citizen participation in the industry.

Raditladi said the programme also seeks to change perceptions that the diamond industry is inaccessible.

"This is an opportunity to illustrate that it is open. Yes, it requires capital and technical expertise, but this programme is about enabling Batswana to perform in their own niche."

Among the participants is Delphine, CEO and founder of Lefa Diamonds Botswana and a director of Legacy Inspired in Dubai, who facilitates the buying and selling of rough diamonds between Botswana and Dubai.

"I joined because I wanted to understand how to survive the diamond chain in Botswana," she said. "I've learned about resilience, about understanding customers' problems, and about compliance in buying and selling diamonds locally."

> "You don't build a sustainable business in one year. If they mentor us for five years, that is practical support."

She said the programme offers opportunities for both local and international exposure, as entrepreneurs across the value chain begin working together.

SCALING FOR EMPLOYMENT AND VALUE ADDITION

Kabo Benjamin Motlogelwa, founder of Benjamite Holdings trading as Benjamite Diamonds, said his business is focused on value addition across the entire diamond chain.

> "It is not a tick-box exercise. You need to come in, learn something, and take something home."

"We deliberately chose not to sell rough stones as they are," he said. "We want to go through the full value chain to create employment at every segment."

His long-term plan includes employing at least 250 people. He said the programme has highlighted gaps in his business approach.

"You think because you've submitted a business plan to get your licenses, you know the business. Then you come here and realize you still have a lot to learn," he said.

He added that sustained mentorship will be critical to building viable enterprises.

"You don't build a sustainable business in one year. If they mentor us for five years, that is practical support. That is what we need."

A LONG-TERM VISION

De Beers expects the programme to produce citizen-owned diamond businesses that generate employment and strengthen Botswana's position in the global diamond market.

As the country navigates a challenging global environment, the initiative signals a shift toward deeper local participation in the diamond industry, from mining to manufacturing, design, trading, and retail.







Businesses Reject 46% Electricity Hike

Botswana's business community has rejected a proposed 46% electricity tariffhike by BPC, warning it could stifle growth, cost jobs, threaten economic recovery, and urged a phased, predictable approach

GAZETTE REPORTER

Botswana's business sector has strongly opposed a proposed 46 percent electricity tariff increase by Botswana Power Corporation (BPC), warning it could cripple private-sector growth, destroy jobs, and slow the country's economic recovery.

Through their umbrella body, Business Botswana, companies voiced their objections during a public hearing convened by the Botswana Energy Regulatory Authority (BERA), which is reviewing BPC's proposed tariff adjustment for the 2026/27 financial year.

Presenting the organisation's position, Head of Policy and Research Mpaphi Tsholofelo said while cost-reflective tariffs are important to sustain reliable electricity supply, the magnitude of the proposed increase is "unreasonable and unaffordable."

"The proposed 46 percent increase has the potential to negatively impact businesses and the broader economy," Tsholofelo said, citing detailed cost analysis, member consultations, and a nationwide survey as the basis for their objections.

> "The magnitude of the proposed increase is "unreasonable and unaffordable"

PROPOSAL FOR PHASED INCREASES

Instead of a steep once-off hike, Business Botswana recommended a moderated, multi-year adjustment framework starting with a single-digit increase in the first year. This, they argued, would allow businesses to gradually absorb higher costs while minimising economic disruption.

The hearing attracted a wide range of stakeholders, including mining firms, business associations, and consumer groups such as Flotek, the Tuli Block Association, BEMA, Khoemacau, Jindal, and Consumer Watchdog, highlighting the far-reaching impact of electricity pricing on the economy.

COMPOUNDING FINANCIAL PRESSURE

Business Botswana noted that the proposed hike follows a 24 percent tariff increase implemented in July 2025, adding further financial pressure on businesses and households.

It warned that escalating electricity costs would significantly increase operating expenses across sectors, reduce productivity, discourage investment, and threaten employment—particularly among small, medium, and informal enterprises.

CALLS FOR SUSTAINABLE ENERGY POLICY

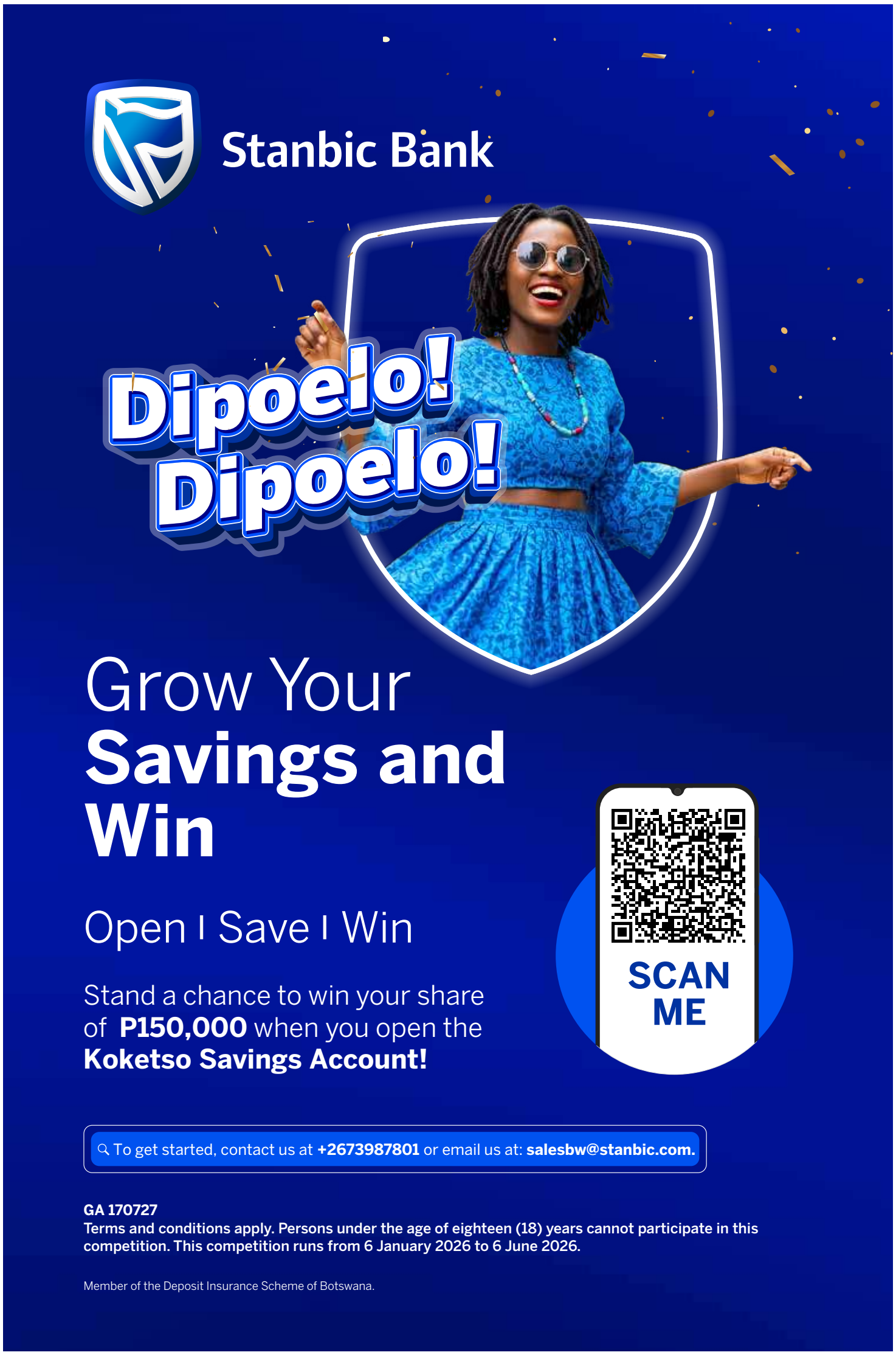
"A vibrant, competitive and enabling business environment is critical to economic transformation, job creation, and fiscal sustainability," the organisation said, stressing that affordable and predictable electricity pricing is essential for investment and expansion.

Business Botswana further cautioned against using tariff increases to offset inefficiencies within the electricity supply industry, arguing that transferring such costs to consumers would weaken competitiveness and undermine Botswana's productive capacity.

RECOMMENDATIONS FOR REFORM

To balance economic stability with power sector sustainability, Business Botswana recommended: A phased tariff adjustment with a predictable multi-year framework, linking tariff decisions to measurable improvements in efficiency, governance, and cost containment, introduction of differentiated tariffs to protect vulnerable and productive sectors such as manufacturing, agriculture, healthcare, tourism, and small enterprises, and accelerating energy sector reforms, promoting renewable energy, and increasing private-sector participation to improve affordability and long-term competitiveness.

Business Botswana said it remains committed to working with government, regulators, and stakeholders to build a sustainable and resilient energy sector but stressed that electricity pricing decisions must support economic growth, protect jobs, and advance national development goals.



Insurance Giants Face Price-Fixing Scrutiny

Botswana's top insurers are under investigation for alleged price-fixing and market abuse, but stalled court processes at the non-functional Competition and Consumer Tribunal are delaying justice

GAZETTE REPORTER



Botswana's leading insurance companies are under intense scrutiny as the Competition and Consumer Authority (CCA) struggles to advance long-pending cases over alleged anti-competitive practices, including price fixing and market abuse.

During the 2024/25 financial year, the CCA revealed that delays in litigation are undermining its efforts to hold insurers accountable. Case CCT/A/01/2023 I-CCA v Botswana Insurance Company & others has been mired in procedural delays largely beyond the Authority's control.

The Competition and Consumer Tribunal, responsible for adjudicating such cases, has been non-functional since September 2024, when the contracts of most tribunal members expired. As a result, ongoing cases have stagnated, and no new cases have progressed, the CCA said.

ALLEGATIONS AGAINST MAJOR INSURERS

The matter dates back to the 2023/24 financial year, when the CCA investigated major players including:

Bryte Insurance Company Botswana (Pty) Ltd, Bryte Risk Services Botswana, Hollard Life Assurance Company of Botswana (Pty) Ltd, Old Mutual Life Insurance Company (Botswana) (Pty) Ltd, and Botswana Insurance Company Limited (BIC).

According to the CCA, a four-year investigation found that these insurers allegedly abused their market dominance by: engaging in price-fixing, dictating hourly labour rates charged by motor vehicle panel beaters, and requiring panel beaters to source parts exclusively from nominated suppliers.

If proven, such practices could have far-reaching consequences for Botswana's insurance sector and for consumers who rely on fair competition.

JUSTICE DELAYED

"The Authority has completed its investigations and referred the case to the Competition and Consumer Tribunal for prosecution," the CCA said. However, with the tribunal inactive for several months, justice remains delayed, raising concerns over the enforcement of Botswana's Competition Act and the capacity of regulatory institutions to curb anti-competitive behaviour.

RISK TO MARKET INTEGRITY

Prolonged delays in prosecution could embolden other dominant players in Botswana's financial services sector, potentially undermining market integrity and consumer confidence.

Despite these challenges, the CCA reiterated its commitment to pursuing these cases once the tribunal becomes fully operational. "Corporate dominance and anti-competitive practices will not escape scrutiny indefinitely," the Authority said.

"The CCA has faced delays in litigation mainly outside its control; one of the delays being that the tribunal has not been functional since September 2024 when contracts for most members ended. Therefore, ongoing cases have been pending since then and no action has been taken on new cases that have been registered," the report notes.

ENKO BOTHO IGCSE RESULTS | CLASS OF 2025

enko schools Botho African International School


BALESAMANG OSEGO KEKELETSO EMERITUS
7A* 1A 1B


MUGORE PANASHE THEO
6A* 3A


MOILWA TLOTLA OBOIKANYO
4A* 5A 1B


LESOTLHO AONE YANA TSOTLHE
4A* 4A 1B


MOSALA RORISANG WARREN
3A* 4A 1B


NIGUSSU NUHAMIN ERMIAS
2A* 4A 1B


BENOY ELSITA
6A 2B


CUNHA LUCELIO KIAME AGOSTINHO
6A 2B


MATHANJANE LETSO AMANI
2A* 3A 4B


ALOGENG PRINCE MASA
1A * 4A 2B


SINOMBE LEANDRA REFILWE
2A* 1A 4B


RUTHENBERG ALRIK
2A 4B 1C


PHIRI KEITH SHALOM
1A* 3B 3C


MOSHOKE THEO
2A 1B 3C


MAKGOTHI EMELYN FIKILE KGOTHATSO
1A 3B 3C


DICHABENG KEONE TEBOGO JORDAN
1A* 2B 3C


RAMAOLO BAONE AMY
1A 2B 3C


MOTLHABANE KHUMO HANISO LEFIKA
2A 6B

2026 ADMISSIONS OPEN!

UCLES CAMBRIDGE International Examinations



AVERAGE SCORE OF ENKO BOTHO STUDENTS 41 Points

NUMBER OF STUDENTS WHO GOT 42 - 45 POINTS: 6

NUMBER OF STUDENTS WHO GOT 47 POINTS: 3

NUMBER OF STUDENTS WHO GOT 48 POINTS: 8

NUMBER OF STUDENTS WHO GOT 40 - 41 POINTS: 11

44% of ENKO BOTHO Students SCORED : 40 POINTS and above.

Statistical Snapshot of Our IB Diploma Results - 2025

AVERAGE SCORE OF ENKO BOTHO STUDENTS 33 Points GLOBAL AVERAGE : 29.3* POINTS

40% of ENKO BOTHO Students SCORED : 32 POINTS and above.

HIGHEST SCORING ENKO BOTHO STUDENT: 39 POINTS

SECOND HIGHEST SCORING ENKO BOTHO STUDENT: 38 POINTS

*SIGNIFICANTLY ABOVE THE IB *GLOBAL AVERAGE OF 29.3 POINTS (NOVEMBER 2025 SESSION)

THE 2025 IB DIPLOMA RESULTS REFLECT A YEAR OF EXCEPTIONAL ACADEMIC EXCELLENCE.

Congratulations TO THE ENKO BOTHO INTERNATIONAL BACCALAUREATE CLASS OF 2025

International Baccalaureate

Enko Botho offers the IB Diploma Programme for a duration of 2 years - Creating excellence at every step!

76711365 / 75943937 admissions.botho@enkoeducation.com enkoeducation.com/botho

Judges' Drivers Threaten P20M Writ

The government is under fresh legal fire after failing for nearly three years to pay over P20 million in standby allowances to 32 judges' drivers

GAZETTE REPORTER



The government is under renewed legal pressure after failing for nearly three years to fully comply with a High Court order to pay more than P20 million in standby allowances owed to 32 drivers serving judges.

Attorneys representing the drivers, Olatotse Solomon Attorneys, have served a statutory notice on Deputy Registrar and Master of the High Court, Maggie Rampha, and the Attorney General, warning that they will seek a writ to compel payment if the matter is not resolved within 30 days.

ORIGINS OF THE DISPUTE

The dispute dates back to a November 18, 2022 judgment by the Francistown High Court, which ruled in favour of the drivers. The court declared that their "peculiar circumstances" entitled them to standby allowances, directed that they be treated equally to drivers employed by Industrial Court judges, and instructed the government to implement provisions of the government's Green Book conditions of service. Retrospective salary payments dating back to 2003 were also ordered.

CONTINUED NON-COMPLIANCE

Despite the ruling, the state has repeatedly failed to comply, according to the drivers' lawyers. "Three years passed without the Respondents complying with the Court Order," they said. Even after a follow-up application to report non-compliance was determined in August 2023, the government allegedly continued to ignore the order.

A contempt application was subsequently filed, resulting in a contempt order. While authorities later provided calculations and paid a portion of the owed sums, the balance remains outstanding.

WRIT OF EXECUTION PENDING

On September 1, 2025, the drivers applied for a writ of execution to attach government property. However, the application has yet to be signed or rejected by the Assistant Registrar. "To date the writ has not been signed or rejected and the balance remains unpaid," the attorneys said.

SUBSTANTIAL SUMS OWED

The 32 drivers are owed varying amounts, ranging from just under P300,000 to over P1 million each. The largest award of P1,000,115 is due to Tshenolo Molefe, while others such as Boipelo Itshakeng (P910,345) and Mbigani Sechele (P949,220) are also owed substantial sums.

DRIVERS' PLIGHT

Frustrated by delays, the drivers last year petitioned the Francistown High Court seeking permission to attach and auction property belonging to the Office of the Chief Registrar to recover their money. They argue they were effectively on call 24 hours a day, transporting judges to court circuits, official duties, and unscheduled assignments, including trips for judges' family members.

The drivers maintain that other government departments, such as the Ministry of Health, provide standby allowances under similar working conditions.

The standoff places the Ministry of Justice and Correctional Services in an awkward position, accused of defying orders issued by the very courts it administers.

If the government fails to act within the statutory notice period, the drivers will return to court seeking an order compelling officials to execute payment.

Botswana Savings Bank
welcome to smooth banking

P O Box 1150, Gaborone, Botswana
Telephone: +267 367 0000/ 1
Facsimile: +267 395 2608/ 393 6126
Website: www.bsb.bw
bsb_bw
Botswana Savings Bank
Botswana Savings Bank

ADDENDUM No: 001/2026

A Services Contract for the Renewal of Endpoint Protection Services (2-Years Contract) To Botswana Savings Bank

REFERENCE No: BSB/PU/ICT/014-2025/26

Subject: Correction of Tender Closing Date

This addendum serves to notify all prospective bidders of a correction to the tender closing date previously communicated.

The original closing date of 16 February 2026 is hereby amended.

Revised Closing Date:

25 February 2026 at 10:00

All other terms, conditions, and requirements of the tender remain unchanged.

Bidders are advised to take this change into consideration when preparing and submitting their proposals.

Regards,

Manager, Procurement

welcome to smooth banking
A member of the World Savings Bank Institute, Belgium, Brussels

UB Students Take UDC to Task Over P2500

The Ministry of Higher Education is facing mounting pressure from students to review government allowances after receiving a substantial P2.70 billion increase in its annual budget allocation



BONGANI MALUNGA

The University of Botswana Student Representative Council (UBSRC) has formally called on the ministry to ensure that the 58 percent budget boost translates into tangible benefits for students, many of whom rely entirely on government support for accommodation, food, transport, and academic materials.

The UBSRC argued in a letter addressed to the Minister, Prince Maele that while the expanded budget signals government commitment to higher education, students continue to struggle with rising living costs that have eroded the value of existing allowances.

According to students, current allowances no longer adequately cover essential expenses such as food, accommodation, transport, learning materials and basic personal needs. The UBSRC maintains that failure to adjust student allowances, currently sitting at P1900, in line with economic realities undermines students' academic success and overall well-being.

ESCALATING PRICES

"As enrollment rises, so too does the cost of survival. Food prices continue to escalate. Accomodation costs remain prohibitive, transport expenses increase steadily. The current student allowance no longer reflects prevailing economic conditions," the UBSRC stated.

NOT SUSTAINABLE

"Increasingly, students are forced to choose between basic nutrition, academic materials and personal wellbeing. This situation is neither sustainable nor consistent with the national vision of an empowered, educated citizenry. This is an issue we have had a discussion on before," the student collective added.

> "Increasingly, students are forced to choose between basic nutrition, academic materials and personal wellbeing"

ENGAGEMENT NEEDED

The student body urged the ministry to engage student representatives in meaningful consultations to ensure that policy decisions reflect the lived experiences of students and promote equitable access to higher education. They highlighted that "academic excellence cannot thrive where financial distress is the norm." Against this backdrop, the students believe that the current economic climate justifies a review of student allowances preceded by talks with the Minister to explore the matter in detail.

OKAVANGO DIAMOND COMPANY

Okavango Diamond Company (ODC) is a rough diamond marketing company wholly owned by the Botswana Government. We offer our global customer base open access to a scaled supply of the full range of rough diamonds sourced from Botswana. We are inviting candidates with proven business acumen and impeccable integrity to apply for the following positions, tenable in Gaborone

Production Manager

Main purpose of the job
ODC is seeking an experienced operations Production Manager to oversee the Diamond production process from start to finish. This role ensures that the highest quality standards are met across ODC's production operations and that products are delivered to customers on time and with consistency.

Key responsibilities include:
- Implement and monitor production systems and processes for efficiency, ensuring the delivery of high-quality diamond assortments.
- Align production with ODC's strategic goals and improve operational systems for greater efficiency.
- Oversee systems that ensure all products meet ODC's strict quality standards and assortment requirements.
- Liaise with internal and external stakeholders to drive product quality and adherence to Service Level Agreements.
- Oversee sales lot valuations, calculate rough diamond values, and prepare price adjustments based on market trends.
- Manage stock control processes, month-end stock reconciliations, and work closely with the security team to mitigate risks

Qualifications & Experience:
- Bachelor of Commerce degree or equivalent.
- Minimum 10 years of experience in a diamond production environment, with at least 3 years at a managerial level.
- Deep understanding of rough diamond sorting, valuation, and sales assortments.
- Expertise in stock management systems, regulatory compliance, and process improvement

Production Controller

Main Purpose of the Job
The Production Controller ensures accurate sorting of diamonds based on ODC's classification model, maintaining technical consistency in assortment lots for sale. The role involves capturing data for reporting, optimizing operational efficiency, and supporting stock management and export processes. The controller also ensures compliance with technical standards and security procedures while fostering positive stakeholder relationships and upholding ODC's values.

Key Responsibilities:
- Sort diamonds into categories according to ODC's diamond classification model.
- Ensure technical consistency of the diamond lots for sales, aligning with ODC's standards.
- Accurately capture analytical and statistical data into electronic programs for reporting.
- Assist in managing stock using ODC's internal systems, ensuring compliance with security protocols.
- Prepare sold sale lots for inspection and export, ensuring compliance with all regulations.
- Build effective relationships with stakeholders, ensuring alignment and trust.

Qualifications:
- Diploma in a business-related field.
- Minimum 5 years in a diamond-related industry, with at least 1 year in a similar production role.
- Proficient in rough diamond sorting, valuation and stock management systems.

Are you interested in these challenging and dynamic position? Please, using the title of the position in subject line, send your application and CV to hr@premiere.co.bw or contact us on Tel: 3952878.

Closing date: 5 March 2026
Correspondence will be limited to Shortlisted Candidates only.

Data privacy: By submitting your application, you give consent for the processing of your information by Premiere, in a lawful manner for legitimate recruitment purposes.

PREMIERE PERSONNEL
SINCE 1982

Opposition Demands Independent ConCourt Talks

Opposition parties have challenged Cabinet-led Constitutional Court consultation discussions saying the review should be managed by an independent Constitutional Assembly, bringing together all key stakeholders to ensure transparency and inclusivity

BONGANI MALUNGA

Opposition parties have called on the government to revise its approach to consultations surrounding the Constitutional Court, arguing that the process should not be led by Cabinet Ministers. Instead, the opposition maintains that such an important national exercise should be overseen by an independent Constitutional Assembly that brings together all key stakeholders.

POLITICISED PROCESS

According to the opposition, allowing Ministers to spearhead the consultations risks politicizing a process that should be inclusive, transparent and guided by broad national consensus. They argue that a Constitutional Assembly would provide a neutral platform where political parties, civil society organizations, legal experts and other interest groups can meaningfully contribute to discussions on constitutional matters.



The position was amplified by the Member of Parliament for Tswapong South, Dr Kesetegile Gobotswang during a kgotla meeting in Ngwapa village last week. The Tswapong South legislator advocated for legal, gender and religious organizations to lead the Constitutional Court talks as they have no political motives.

SPECIAL COMMITTEE

"Constitutional Court consultations should be led by a special committee comprising of relevant stakeholders and organizations. It should be led by a Constitutional Assembly which includes the Law Society of Botswana, churches and many other independent organizations. It should function like Parliament led by relevant groups," Dr Gobotswang suggested.

> "Constitutional Court consultations should be led by a special committee comprising of relevant stakeholders and organizations"

The opposition further emphasized that constitutional reforms require public trust and collective ownership, which they say can only be achieved through a consultative framework that represents diverse voices across the country. They have urged the government to reconsider its position and adopt an approach that reflects democratic principles and inclusivity.

Worker Exploitation Behind In-Sourcing Policy-DPSM

Government to internalise security, cleaning and gardening services from April, citing fair pay and job security concerns

BONGANI MALUNGA

The government's decision to in-source public services was largely driven by concerns over exploitative wages and the widespread use of short-term contracts under private outsourcing arrangements, the Directorate of Public Service Management (DPSM) has said.

Since the policy was announced in November last year, the DPSM has confirmed that services such as security, cleaning and gardening, will be brought in-house starting April 1st this year.

FAIRER COMPENSATION

By bringing these services back under direct public management, the government aims to ensure fairer compensation for workers, provide greater job security and foster more consistent service delivery, while reducing reliance on profit-driven contractors whose practices often prioritized cost-cutting over employee welfare and quality.

COMPREHENSIVE STUDY

In a televised interview last week, DPSM Director Gaone Macholo stated that the internalising of the aforementioned services is the first step in the government's overall plan to review the Public Service Outsourcing Programme. Macholo revealed that the government enlisted the assistance of the Botswana Institute for Development Policy Analysis (BIDPA) to conduct a study on the efficiency and employment conditions of workers under outsourced services.

SHORT TERM CONTRACTS

"In that study BIDPA was able to confirm that under these outsourced services, workers were employed under very short term contracts because of tenders. When tenders expire the employees are often left in the lurch," Macholo explained.



> "In that study, BIDPA was able to confirm that under these outsourced services, workers were employed under very short term contracts because of tenders"

The Director of Public Service Management (DPSM), Ms. Gaone M. Macholo

"Secondly, the study also indicated that these employees are paid very low wages. They were not able to improve their lives, they had no access to bank loans or to take better care of themselves through signing up for medical aid or setting up pension policies," Macholo added.

PRIVATE SECTOR CONCERNS

Meanwhile the affected private sector has raised concerns about the long term effects of the move on local businesses. Observers have stated that private companies will be forced to downsize or close up as a result of the government's move.

Botswana Savings Bank | TENDERING PROCEDURES | EXPRESSION OF INTEREST

EXPRESSION OF INTEREST FOR INCLUSION IN BOTSWANA SAVINGS BANK'S SUPPLIER DATABASE

Botswana Savings Bank invites suitably qualified, well- established and reputable 100% citizen- owned companies to express interest to be included in BSB's supplier database for a period of two (2) years.

Section A – List of Services

1. Advertising Agency services (Advertising, branding & Marketing
2. Catering & Conferencing
3. Event Management, Stage Set-Up
4. HR Consultancy
5. Staff Training
6. Accommodation/hospitality (Hotels & Lodges).
7. Maintenance (Air Con, Plumbing, Electrical, carpentry)
8. IT Hardware & Related products & services
9. IT Networks & related products & services
10. Software, licenses and related products & services.
11. Internet & connectivity services
12. IT security & disaster recovery services.
13. CCTV & Access Control
14. Auctioneering.
15. Corporate Clothing & Promotional material.
16. Banners & Outdoor Displays
17. Stationary, Consumables & Office Equipment.
18. Cleaning chemicals & Detergents
19. Fire Products & Services
20. Photography
21. Filming
22. Printing Houses, Designing & Printing.
23. Towing services / Panel Beaters
24. Television Production
25. Artworks and Crafts
26. Generator set maintenance
27. Refuse collection
28. Printing services
29. Travel agency services
30. Property valuation
31. Structural engineering services
32. Motor vehicle rentals
33. Office equipment rentals
34. Pest control
35. Stationery and Office consumables
36. Courier services
37. Removals, Shipping and distribution
38. General supplies etc.

Section B – Compliance Documents

EOI submissions will be checked for completeness and compliance with the requirements of this invitation for expression of interest. The selection will be made based on the following:

1. A certified copy of tax clearance certificate, certified by the issuing authority.
2. A certified copy of PPRA registration certificate of relevant codes certified by the issuing authority.
3. Certified copy of certificate of incorporation
4. Company profile with company address & bank details.
5. Certified copy(ies) of share certificates for company shareholders or equivalent
6. A certified copy(ies) of identity documents for shareholders. In the event a company is a shareholder (shareholder company), a certificate of incorporation accompanied by share certificates as well as identity documents of shareholders of shareholder company must be filed/submitted.
7. A certified copy of trading licence.
8. A minimum of three related references or reference sites.
9. Contact details of key staff
10. Certified copy of EDD certificate (where applicable).
11. Any certification for entitlement under government preservation and preference schemes (where applicable).

NB. All suppliers/vendors who are currently in the BSB vendor list are required to register as they are not exempt from this process. Failure to register will however exclude existing and unregistered vendors from invitation to quote/opportunity to quote as and when BSB requires the services, goods and works above. Note that BSB is building a supplier database and as such this exercise doesn't guarantee that indeed the bank will solicit goods, services and works from the list above.

NOTE: A certified copy is the one that bears the original stamp. These original certified copies should be enclosed in the submission.

Section C – Registration and Document Submission Guidelines

Please note that this is a two 2- step process as illustrated below:



1. Fill in your company details on the online registration form at *https://shorturl.at/W7fiK* and click submit.



2. Email all listed compliance documents on Section B to procurementdatabase@bsb.bw with the following subject: Supplier Database Registration – (Company Name)

Enquiries should be directed to:
(267) 367 0237/0162/0163 or email: kmavika@bsb.bw copied to okeitsing@bsb.bw and bratsatsi@bsb.bw

CLOSING DATE:

06 March 2026 @10:00HRS

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

www.bsb.bw
Member Of The Deposit Insurance Scheme Of Botswana.

Lesedi 2025

BOTSWANA SAVINGS BANK
welcome to smooth banking

Legal Suit Looms Over Tourism Fee Hikes


(Pic:Monirul Bhuiyan/PRESS PHOTO)

As Botswana Guides Association argues that lack of consultation could harm international bookings and business operations

SESUPO RANTSIMAKO

The Botswana Guides Association (BOGA), representing the country's professional tour guides and operators, has announced its intention to take legal action against the government over proposed increases in tourism fees. The association cites a lack of consultation and potential financial losses for operators as the main reasons for pursuing the matter in court.

GOVERNMENT FEE HIKES SPARK CONCERN

BOGA chairman Kenson Kgaga told The Botswana Gazette that the government's decision to raise license fees, park entry charges, and service levies without engaging stakeholders prompted the legal challenge. The new rates are expected to take effect in April.

"The proposed hikes were leaked late last year. We reached out to the Ministry of Environment and Tourism to confirm their authenticity, but our efforts stalled until recently," Kgaga explained. "During the recent tourism pitso, the Minister of Finance Ndaba Gaolathe, who was one of the speakers, confirmed the proposed fees and apologized for the lack of consultation."

EMERGENCY MEETING AND LEGAL STRATEGY

Following the minister's confirmation, BOGA held an emergency meeting and resolved to pursue the matter through the courts. Kgaga emphasized that the main concern is the impact on international tourists who have already booked trips under the old rates.

"We have been marketing our services with the previous fees. These proposed hikes are exorbitant, and without consultation, we don't know whether to charge clients the old or new rates. This uncertainty will inevitably lead to losses," he said.

BOGA has engaged Dingake Law Partners to lead the legal challenge, arguing that bookings and marketing campaigns were planned long before the proposed fees were announced, meaning operators could not have factored the additional costs into their pricing.

PROPOSED RATES COULD AFFECT TOURISM

Under the new proposal, international visitors would pay P270 for park entry, a standard camping fee of P60 per day, and luxury campsite rates ranging between USD 50 and USD 70.

Kgaga concluded, "We are not opposed to reasonable adjustments in tourism fees, but the process must involve consultation with those directly affected. Moving forward without engagement undermines the entire tourism sector."

Gov't U-turns on Class Size Deal

Teachers' unions, BOSETU and BTU have accused the government of reneging on a binding agreement to cap class sizes at 25 learners per teacher, warning that numbers are worsening workloads



SESUPO RANTSIMAKO

Botswana's teachers' unions, BOSETU and BTU, have accused the government of backtracking on a binding agreement to reduce class sizes, reigniting tensions over teacher workload and classroom conditions.

COVID-19 AGREEMENT IGNORED

BOSETU Secretary General Tobokani Rari told *The Botswana Gazette* that the agreement, reached during the COVID-19 period and reaffirmed for the post-pandemic era, set a clear cap of 25 learners per teacher. The unions are alarmed that the arrangement has effectively been abandoned, despite formal commitments.

"That understanding has not been honored," Rari said. "Today, teachers are experiencing worse workloads than before. In many schools, classes range from 30 to 45 learners, despite our agreement to maintain the COVID-19 cap."

TERMS OF THE AGREEMENT

A copy of the agreement, signed on 20 May 2020, outlines measures to sustain reduced class sizes. It provides for: dividing learner cohorts by 30 to determine additional classes required, allowing double-shift arrangements in some schools without automatically needing extra classroom space, engaging additional teachers for primary schools where shifts are introduced, and hiring extra teachers in secondary schools based on workload to prevent staff overload.

GROWING FRUSTRATION AMONG TEACHERS

The unions' concerns come amid warnings to teachers not to accept workloads beyond the prescribed maximum, signaling escalating frustration within the profession.

Rari stressed that failure to adhere to the agreed class-size framework undermines both teacher welfare and education quality, and risks triggering further labour disputes if the matter is not urgently addressed.

The minister of Basic Education and Child Welfare, Nono Kgafela Mokoka had not responded to enquiries at the time of going to press.



Physical Address: Plot 60113, Block 7, Sekoma Road, Ext 48, Gaborone, Botswana
Postal Address: Private Bag BR 108, Gaborone, Botswana
Email: recruitment@hrdc.org.bw
Tel: +267 393 0741

VACANCY
Vacancy No 1 of 2026

The Human Resource Development Council (HRDC), an autonomous body whose main objectives among others include provision for Policy Advice with regard to the National Human Resource Development Strategy, Coordination and implementation of the strategy, Planning and Advising on Tertiary Education Financing and Workplace Planning in Botswana, seeks to recruit suitably qualified persons for the following post:

DIRECTOR- STRATEGY, POLICY & BUSINESS DEVELOPMENT

Method of Application

Applications quoting the post being applied for and accompanied by detailed Curriculum Vitae, names and addresses of three referees, one of whom should be an employer/most recent employer and/or immediate supervisor (including their telephone numbers and e-mail address where applicable), true and certified copies of educational/Professional certificates and transcripts, references and certified copies of omang must be sent to: recruitment@hrdc.org.bw

Closing date: 3rd March 2026

For more information about this vacancy, please log onto our website: www.hrdc.org.bw

A re chenchheng

Botswana Human Resource Development Council

North West Resists Anti-Malaria Spray

Health authorities are battling more than rising malaria cases in the North West, as some communities push back against indoor residual spraying campaigns in what experts say may derail containment efforts



BONGANI MALUNGA

Communities in the Malaria-hit North West district have spurned the government's efforts to implement residual indoor spraying. The widespread resistance threatens to undermine the North West District Council's target of fumigating 85 percent of households in the region as health authorities have reported 36 confirmed Malaria cases and one death in the district so far, raising concerns that the outbreak could escalate if preventative measures are not widely adopted.

COMMUNITY PUSH-BACK

Speaking during a press conference in Maun last Friday, the district council's Deputy Secretary for Primary Health Services, Dr Sandra Maripe highlighted that there has been a push-back on the government's efforts to control the disease. Affected areas in the district include Toteng, Maun, Chanoga, Bodibeng, Sehithwa, Kareng and Legothwana.

> "A total of 964 people have refused to have their homes sprayed"

RESISTANCE

"A total of 964 people have refused to have their homes sprayed. On top of that our majority challenge is that we find a lot of homes locked with nobody around especially in the Delta and Toteng. This also happened in Khwae, Mababe and Sankoyo villages where most people work in camps. A total of 2590 people were not at home while 1013 homes were locked with nobody at home at all. These are the challenges that stall our progress," Dr Maripe revealed.

MISINFORMATION

Misinformation, fear of chemicals and a lack of community engagement have reportedly contributed to the pushback. The council is now considering intensified public awareness campaigns and engagement with traditional leaders to encourage households to participate in spraying programs. Experts warn that failure to achieve high coverage could reverse gains in Malaria control and place additional pressure on the already strained local health facilities.

LOW COMMUNITY COOPERATION

The situation in the North West district highlights the broader challenges faced by public health authorities in combating Malaria, especially in regions where community cooperation is low according to the council officials. Officials continue to urge residents to embrace preventive measures, stressing that collective action is vital to halting the spread of the disease and preventing further loss of life.

Meropa Rejects Worker Abandonment Claims

Meropa Resources has dismissed claims it left Masama Coal Mine staff behind to chase a new MMG Khoemacau Copper project

BONGANI MALUNGA



Meropa Resources has denied abandoning its workforce at Masama Coal Mine to pursue a new venture with MMG Khoemacau Copper Mine. The company insists it has consistently prioritised employee welfare, even amid financial strain caused by delayed payments from Minergy Coal.

Meropa Resources entered a five-year mining services contract with Minergy Coal in December 2023, employing around 600 staff. While the project delivered 125 000 tonnes of Run of Mine and maintained equipment availability above 80%, Minergy Coal reportedly failed to meet its payment obligations, prompting Meropa to use bank facilities to pay salaries at year-end 2024.

PROACTIVE ENGAGEMENT

Despite ongoing non-payments between April and July 2025, Meropa claims that it engaged proactively with the Botswana Mine Workers Union (BMWU) and government representatives to explore solutions, including potential retrenchment under the

Continues to page 15

DE BEERS GROUP

EXPRESSION OF INTEREST (EOI)–DE BEERS VOCATIONAL TRAINING INSTITUTE IMPLEMENTATION SUBJECT MATTER EXPERT

BACKGROUND AND OBJECTIVES

De Beers will establish the De Beers Vocational Training Institute (DVTI) as part of the transformative agreement signed between the two parties in February 2025. This milestone marks a bold new chapter in the longstanding partnership and supports Botswana's national development ambitions.The vocational training institute will unlock opportunities through skills development in the diamond industry in support of Botswana's aspirations to transition to a high-income economy by 2036. The scope of the training institute will be limited to sorting, grading, evaluation, commercial, cutting and polishing. De Beers aims to closely match training offerings by the planned vocational institute to industry requirements.

Therefore, engaging an Implementation Subject Matter Expert shall bridge the gap between technical teams and operations to ensure translation of the DVTI vision to reality. DVTI shall be established as a national skills platform that sets standards, enables progression and selectively delivers high-impact training by December 2027.

SCOPE OF WORK

- Define the Operating and Sustainability model consistent with study findings from a recently concluded study (findings to be availed)
- Successfully implement DVTI consistent with the finalised Operating and Sustainability model
- Identify, select and appoint qualified required technical subject matter experts to deliver DVTI workstreams
- Manage and account for milestones deliveries by technical teams. Project management capability, tracking and monitoring tool/s are a requirement
- Responsible for the supervision,reporting, troubleshooting and problem solving across all DVTI deliverables
- Lead successful deployment of systems, technologies and processes in alignment with business requirements and best practice

De Beers therefore invites bids from interested organisations/consultancy firms that believe they have the skills and technical capability to implement a training centre to submit to the below email address and ensure that evidence and references of past related works and/or performance (if any) is included. All companies based outside Botswana should indicate and explore partnership with a local organisation or company.

Note that submissions are requested on a non–committal basis and meant to assist De Beers to assess suitability to offer services. Shortlisting and evaluation will be made on the most suitable proposal received.

The selected service provider is to perform all work in full compliance with the company's Business Integrity Policy for the duration of the service.

COMPLIANCE REQUIREMENTS

De Beers operates within a Precious Stones Protected area. All companies and their employees involved in delivery of the service will be required to undergo a security and background clearance process and will be subject to all De Beers internal security and supplier registration procedures, including but not limited to Safety, Health and Environment, Business Integrity, and Anti Money Laundering considerations.

SUBMISSIONS

All submissions should be sent via email and titled **EXPRESSION OF INTEREST (EOI) – DE BEERS VOCATIONAL TRAINING INSTITUTE IMPLEMENTATION SUBJECT MATTER EXPERT** and must be emailed to &DBGSSProcurement@debeersgroup.com no later than **4PM(CAT) 27 February 2026.** Late submissions, physical submissions,facsimile, telephone, or telefaxed submissions will not be accepted.

LIMITATIONS

This is an Expression of Interest (EOI) only; it is not a procurement document nor is it a request for tender. The information contained in this EOI is intended for information purposes only to assist interested parties in assessing whether to respond to such request. No representation or warranty express is made by De Beers or any of its agents, as to the accuracy or completeness of such information.Neither De Beers nor its agents will be responsible for, and hereby expressly disclaim, any and all liability for any errors, omissions or inaccuracies in connection there with. In its response to this EOI, the respondent must disclose to De Beers, any potential conflict of interest that might compromise this process.If such a conflict of interest does exist, De Beers may,at its discretion, refuse to consider the response in question.

from page 14

Employment Act. According to Meropa, a multi-stakeholder agreement in August 2025 ensured outstanding salaries were advanced and employees received retrenchment notices with exit medical assessments.

DENIAL

"Meropa has never abandoned its employees. We have consistently engaged unions and authorities to safeguard salaries and benefits while managing contractual challenges with Minergy Coal," the company emphasized. Meropa's position stems from a statement by BMWU on February 9 this year asserting that the company had "dumped" it's workers for a new venture.

WORKERS STRANDED

"Botswana Mine Workers Union (BMWU) expresses its profound concern and outrage with Meropa Resources for leaving workers stranded at Masama Coal Mine after curtailment production and refusing to pay their accrued salaries from August 2025 to date including their terminal benefits. Meropa Resources has effectively rejected its responsibility and legal duty to pay its employees under their employment contracts," the union stated.

REFUSING TO PAY

"Meropa Resources, the sub-contracting company of Minergy Coal Limited, has refused and subsequently failed to honor its contractual obligations following its work stoppage on the 14th of February 2025," BMWU added.

> "Meropa Resources, cannot be engaged by MMG-Khoemacau Copper Mine, when it has unresolved labour compliance issues pending at Masama Coal Mine"

LICENSING CONDITION

"Recently, at the grounding breaking ceremony of MMG-Khoemacau Mine expansion project, the Minister of Minerals and Energy, Bogolo Kenewendo, noted the need to strengthen labour law compliance along the mining supply chains and making labour compliance a licensing condition for mineral rights holders. Emphasis was on the protection of workers engaged by subcontractors at Khoemacau – MMG," the union stressed.

UNRESOLVED LABOUR COMPLIANCE

"Considering the Minister's warning, Meropa Resources, cannot be engaged by MMG-Khoemacau Copper Mine, when it has unresolved labour compliance issues pending at Masama Coal Mine. It will be highly irregular and unlawful in terms of the amended Mines and Mineral Act, for a company with unresolved labour compliance issues to be granted a license and/or contract to continue work with unresolved issues," BMWU argued.

OBLIGATIONS NOT COMPROMISED

Responding to BMWU, Meropa maintains that any new initiatives, including collaborations with Khoemacau, will not compromise its obligations to former Masama Coal Mine employees.

CLICK HERE
To Join our private Whatsapp Goup

BSE Breaks Trading Record

Strong equity turnover in 2025 signals rising liquidity and sustained investor participation on Botswana's stock market

GAZETTE REPORTER

The Botswana Stock Exchange (BSE) recorded its highest equity turnover since inception in 2025, with the total value of shares traded reaching P5.9 billion.

The Exchange said the figure highlights the volume of capital channelled into shares during the year and underscores its role in facilitating capital formation, mobilisation and allocation within the economy. The closest comparable performance was recorded in 2023, when total equity turnover amounted to P4.1 billion.

TRADING LEVELS

"This amount of P5.9 billion in the value of shares traded translates into P24.0 million per day on average," the BSE said in its market performance report for the period January 1 to December 31, 2025.

The Exchange said this represents funds moving daily "from those buying shares to those selling shares and exiting or reducing their investment positions."

"It is also a significant amount in that higher levels of money exchanging hands daily show deeper capacity by investors to support entrepreneurship and private sector development," the BSE said.

The Exchange added that turnover levels are closely watched by companies considering listing. "Those willing to list companies on the Exchange watch closely, for the reasons that it indicates the extent to which their shares can be supported and the extent to which price discovery takes place in the market to unlock intrinsic valuations," it said.

MARKET GROWTH

Total market capitalisation grew by 3.4 percent, increasing from P686.8 billion in 2024 to P710.0 billion in 2025, according to the BSE.



BSE CEO, MR. Aobakwe Aupa Monyatsi

"As a percentage of the size of Botswana's economy, the BSE total equity market capitalization amounted to over 2.5 times the Gross Domestic Product of Botswana," the Exchange said.

The growth was driven by increases in both domestic and foreign market capitalisation, which expanded by 10.7 percent and 2.7 percent respectively. "These increases reflect movements in share prices as well as changes in the number of securities issued over the year," the BSE noted.

"The size of the market, and also its growth, as represented by market cap is another indicator that entrepreneurs who want to list their companies on the Exchange watch closely," it said. "As the market cap of a company grows, so does the wealth of all shareholders, including the founders."

SECTOR ACTIVITY

Retail and wholesaling accounted for the largest share of equity turnover in 2025, representing 32.8 percent, or P1.9 billion, of total trading.

"This is the sector where you find three of the top five companies that traded the most in 2025, being Sefalana, Sechaba and CA Sales," the BSE said. The sector also included Choppies, whose share price rose the most during the year.

The banking sector followed, with trading activity amounting to P1.5 billion, or 26.1 percent of total equity turnover. "This turnover was dominated by First National Bank Botswana, whose share transactions alone accounted for nearly a billion (P920.8 million), making it the most actively traded company in 2025," the Exchange said.

INVESTOR SENTIMENT

"This significant inflow of investment is an expression of expectations of a healthy consumer buying power in these companies," the BSE said.

"When investors buy shares in a company, they are expressing a sentiment in the operations and management of a company, just as they sell shares of such a company," it added.

Inflation Edges Higher in January

Transport and food prices pushed inflation up as regional and monthly variations emerged across the country

GAZETTE REPORTER

In January 2026, Botswana's annual inflation rate rose to 4.1 percent, up 0.2 of a percentage point from the 3.9 percent recorded in December 2025, according to a report by Statistics Botswana titled Consumer Price Index January 2026.

The report shows that the main contributors to annual inflation were the Transport group, which accounted for 1.6 percentage points, followed by Miscellaneous Goods & Services and Food & Non-Alcoholic Beverages, each contributing 0.9 of a percentage point. In contrast, the Housing, Water, Electricity, Gas & Other Fuels group exerted a moderating influence, recording a negative contribution of 0.4 of a percentage point.

REGIONAL TRENDS

"Between December 2025 and January 2026, inflation rates displayed regional variation," the report states. In Urban Villages, inflation increased by 0.2 of a percentage point, from 4.1 percent to 4.3 percent. Cities and Towns recorded a 0.1 of a percentage point rise, reaching 3.7 percent in January, while Rural Villages also increased by 0.1 of a percentage point to 4.2 percent.

On a month-on-month basis, the national Consumer Price Index rose by 0.6 percent, from 139.6 in December 2025 to 140.5 in January 2026. All geographic indices—Cities & Towns, Urban Villages and Rural Villages—each increased by 0.6 percent over the same period.

EDUCATION COSTS

Most group indices recorded changes of less than 1.0 percent between December 2025 and January 2026, except for Education and Food & Non-Alcoholic Beverages. The Education index rose by 2.0 percent to 125.8 in January, from 123.4 in December.

According to the report, this increase "was resultant from the increases in school tuition fees," reflected in Pre-Primary & Primary Education, which rose by 2.4 percent, and Secondary & Tertiary Education, which increased by 1.7 percent.

FOOD PRICES

"The Food & Non-Alcoholic Beverages Index indicated an increase of 1.5 percent," the report notes, rising from 156.6 in December to 159.0 in January 2026. Price increases were recorded across all food sections, with notable rises in Fish (2.9 percent), Coffee, Tea & Cocoa (2.2 percent), and Meat (2.1 percent).

The Alcoholic Beverages & Tobacco index increased by 0.9 percent, largely due to a 1.0 percent rise in Alcoholic Beverages.

> "Between December 2025 and January 2026, inflation rates displayed regional variation."

TRADEABLES MOVEMENT

In January 2026, the All-Tradeables index rose by 0.8 percent, while Domestic Tradeables increased by 1.2 percent and Imported Tradeables by 0.7 percent. The All-Tradeables inflation rate stood at 6.4 percent, up from 6.1 percent in December 2025.

Botswana Opens New Mining Frontier

As the country marks 60 years of independence, government is leveraging decades of mining experience to unlock unexplored ground, deepen partnerships and position Botswana for the next era of growth

GAZETTE REPORTER

Botswana is drawing on more than five decades of mining experience to shape a new future for the sector, as the country celebrates 60 years of independence.

Speaking in a recorded video interview at the Investing in African Mining Indaba last week, Minerals and Energy Minister Bogolo Joy Kenewendo said the government is reassessing decades of geological information to expand mineral exploration nationwide.

"We are really excited about the heritage that we have of excellence in mining for over 50 years," Kenewendo said. "We want to nurture those experiences and use them to leverage into the next 60 years."



UNTAPPED POTENTIAL AHEAD

Despite its long mining history, Botswana remains largely unexplored. Kenewendo said about 70 percent of the country's landmass has not yet been explored, presenting significant opportunities for new investment.

"We are re-evaluating and reassessing all the information that has gone into exploration," she said. "We are building on that information in order to unlock the rest of the 70 percent of Botswana that hasn't been explored."

To support this effort, Botswana has established a national exploration company that will work with private-sector partners to accelerate exploration activities.

PARTNERSHIPS AS STRATEGY

Kenewendo emphasized that collaboration remains central to Botswana's mining success, pointing to the country's long-standing partnership with De Beers through Debswana.

"This partnership has been running for 50 years," she said. "It's the oldest triple P in the world and also the most sustained partnership between government and the private sector."

She said Botswana intends to use this model as a case study to expand public-private partnerships and encourage business-to-business collaboration across the mining sector and the wider region.

LOCAL VALUE ADDITION

Botswana has signed a memorandum of understanding with mining companies to leverage their supply chains and budgets to promote local manufacturing and value addition. The focus includes production of critical consumables such as flocculants, meshes, mesh wires and explosives.

Special Economic Zone incentives, Kenewendo said, are being used to ensure that companies relocating or investing in Botswana do so viably, while also serving regional markets.

BEYOND DIAMONDS VISION

While diamonds remain central to the economy, Botswana is also pursuing diversification. Working with De Beers, the government is developing a Diamond for Development Fund to support entrepreneurship and economic activity beyond the diamond industry.

> "TWe are building on that information in order to unlock the rest of the 70 percent of Botswana that hasn't been explored."

Botswana is also collaborating with countries including Saudi Arabia and Oman to establish a centre of excellence for laboratory testing through its geoscience institute.

"We really want to know exactly what we are producing and what we have under earth," Kenewendo said.

MINING OPEN BUSINESS

Kenewendo said Botswana remains one of the world's leading mining jurisdictions and is actively seeking new partners.

"We believe our true success will be defined by a united vision and intentional action across the region," she said.

opracon
IT SPECIALISTS
Consulting & Training

DATA PROTECTION ACT WORKSHOP

GABORONE : 06 MARCH 2026, OASIS MOTEL
MAUN : 13 MARCH 2026, MAUN LODGE

The Data protection Act No. 18 of 2024 which became operational in 2025 brings about notable obligations on all businesses who obtain, process or otherwise deal with personal data of natural persons. Non-compliance with this law attract some of the highest administrative fines in the country of between P10m and P50m, which can make many businesses technically insolvent. Effectively, the Act binds every employer (companies and not-4-profit organizations) since the employers cannot exist without employees, the latter whose information is classified as personal data by the said Act.

Opracon IT Specialists therefore brings you a 1-day workshop where employers/ other organizations obligations are discussed in detail under the following topics:

- The technical terms; personal data, sensitive personal data, data controller, data processor, data processing, data breaches etc
- The requirements for every enterprise to have a Data Protection Officer
- Data safeguards which must be employed by every business as well as cross-border data transmission

THE FACILITATORS

The workshop will be facilitated by Rachel Hore and Edwin Duta.

Rachel Hore has over 25 years' experience in Data Analysis as a Research Specialist, she holds a BSc Degree in Agricultural Economics as well as a MSc in Data Science from the University of East London (UK). Rachel is the Lead Research consultant at Data Collection and Analysis, research firm.


Mrs Rachel Hore
Lead Research Consultant

Edwin has around 4 years' experience in IT matters including hardware setup and maintenance, software installations, website designs, migration from manual systems to cloud based systems, among others. Edwin holds a Bachelor of Science Degree in IT Networking and Software Engineering from the Institute of Development Management (IDM).


Mr Edwin Duta
Lead IT Consultant

Investment: P1,599.00 VAT inclusive
Bookings: E: finance@aupracontax.co.bw cc
tax7@aupracontax.co.bw T: +267 3939 435 C: +267 75 933 630

COST OF TRAINING IS NOT CLAIMABLE FROM HRDC

PrimeTime Weathers Property Headwinds

The Botswana Stock Exchange–listed property group reports stable performance, balance sheet gains and a resilient portfolio despite elevated interest rates and tighter liquidity

GAZETTE REPORTER

Elevated interest rates and tighter liquidity have had a discernible impact on the domestic property market in Botswana, slowing transactional activity, increasing funding costs and placing pressure on more marginal assets and tenants.

Against this backdrop, PrimeTime, a leading property investment company listed on the Botswana Stock Exchange, says its portfolio has shown notable resilience.

"These conditions have had a discernible impact on the Botswana property market," said PrimeTime chairman Paul Masie in the company's 2025 integrated report, pointing to slower activity and higher funding costs.

PORTFOLIO RESILIENCE SHOWN

PrimeTime's assets are concentrated in high-demand, accessible nodes and underpinned by strong property fundamentals, including quality, efficient building design and a growing emphasis on environmental performance.

Investments in energy efficiency, solar generation and modern building systems have become increasingly important to tenants seeking cost certainty and operational resilience. According to the Group, these features enhance long-term competitiveness by moderating operating cost escalation.

"The portfolio is therefore well positioned to attract and retain blue-chip tenants across financial services, essential retail and corporates," Masie said, supporting stable income streams.

FINANCIAL PERFORMANCE STABLE

Despite macro headwinds, the Group recorded a stable performance during the year. Revenue increased by 4 percent to P236.1 million, while profit before tax

To Page 18

SMEs Key to Botswana's Growth

At a recent budget speech review, Linda Cele outlined how technology, sustainability and resilience can help small businesses drive jobs, diversification and long-term economic growth



GAZETTE REPORTER

Small and medium-sized enterprises (SMEs) remain central to Botswana's economy, accounting for over half of private sector jobs and contributing between 13 and 35 percent to GDP in recent years. Speaking at the FNB Budget Speech Review, Linda Cele, Sustainability Lead for FNB South Africa, said SMEs are no longer just survival mechanisms but "a strategic imperative" for economic growth.

"We always speak of SA Inc, and I guess the conversation today is about Botswana Inc," Cele said, adding that SMEs have been key absorbers of youth, women and first-time job seekers, strengthening the longevity of the employment environment.

RESILIENCE AMID PRESSURE

Cele acknowledged that many SMEs are operating in unfamiliar and strained economic conditions, marked by high interest rates, tight liquidity and global uncertainty. Despite this, she noted that simply surviving beyond the first two years already places many businesses among the most resilient.

"A status law is that up to 80 percent of SME companies don't go past the one or two year mark," she said. "So the fact that you're here today means that you're one of the more resilient SME companies."

She pointed to swift responses from banks and government, including programmes designed to help SMEs participate more effectively in the economy.

TECHNOLOGY AS CAPACITY

A central theme of Cele's address was the role of technology and artificial intelligence in creating capacity rather than replacing people. She said automation can free business owners and staff to focus on what matters most: clients and growth.

"How do you allow capacity for yourself to focus on what's most important?" Cele asked.

She highlighted tools such as cloud accounting software, integrated point-of-sale systems and AI-assisted cash-flow forecasting, which offer real-time visibility, better pricing decisions and stronger applications for finance.

DATA DRIVEN DECISIONS

Cele said AI can also turn raw data into actionable insights, shifting businesses away from manual analysis towards faster, informed decision-making.

"The opportunity is to move from intuition and experience to data-driven decision making," she said, noting that dashboards and predictive tools can help businesses anticipate risks and opportunities rather than rely on past conditions that may no longer apply.

> "The fact that you're here today means that you're one of the more resilient SME companies"

SUSTAINABILITY AS GROWTH

Beyond technology, Cele framed sustainability as a growth imperative rather than a soft, environmental add-on. She said sustainable solutions can lower costs, open new markets and improve long-term competitiveness.

Installing solar energy systems, adopting efficient equipment and recycling waste into secondary products were among the examples she cited. Such measures, she said, can stabilise cash flows, create additional revenue streams and support circular business models.

FINANCING THE TRANSITION

Cele acknowledged that sustainable solutions often require upfront investment, but said Botswana still offers funding mechanisms, green finance and concessional loans to ease adoption.

"The bigger the business gets when they try to transition, the higher the cost of transitioning," she said, urging SMEs to adopt sustainable practices early to support long-term growth.

From Page 17



rose to P120.6 million.

Net asset value increased by 14 percent to P1.02 billion, driven by strong fair value increases in Botswana. PrimeTime attributed the results to disciplined rental management, strong collections and a conservative approach to portfolio stewardship, noting strong institutional demand for the quality of its assets.

DELEVERAGING PROGRESS MADE

PrimeTime also made progress on its multi-year deleveraging strategy. The loan-to-value ratio declined to 45 percent, from 48 percent in FY2024 and 51 percent in FY2023, improving financial flexibility in a high-interest-rate environment.

With planned disposals underway, the Group expects to strengthen its balance sheet further through accelerated debt reduction, while recycling capital into targeted growth and development opportunities.

REGIONAL FOOTPRINT GROWS

Since its listing in 2007, PrimeTime has strategically grown and diversified its portfolio, expanding its footprint across Botswana, South Africa and Zambia.

The Group now manages 28 high-quality properties, down from 30 in 2024, comprising 119,500 square metres of lettable office, retail and industrial space.

OUTLOOK CAUTIOUSLY OPTIMISTIC

Looking ahead, PrimeTime enters the new financial year with a stronger balance sheet, a nearly fully let portfolio and a disciplined development and recycling pipeline. Liquidity conditions in Botswana, regional interest-rate trajectories and sovereign risk dynamics are expected to continue influencing the operating environment.

Nonetheless, the Group sees long-term opportunities in infrastructure, logistics, trade and services. Priorities include continued deleveraging, execution of planned asset disposals and recycling of capital into future development phases at Prime Plaza II and the Munali Mall extension.

Although near-term conditions remain constrained by macro headwinds, higher funding costs and utility pressures, the strategic actions taken in FY2025 have strengthened the business.

Whose grandmother is this, really?

And isn't it time we let her enjoy her retirement in peace instead of turning her into every brand's favourite cliché? To win everyone, you must first choose who to lose! Let's navigate BW's brand positioning paradox.

MANUEL VEIRUAPI RUHAPO



There is a familiar scene that plays out across countless brand campaigns. A grandmother stands at the gate, smiling warmly as she waves goodbye to the parents leaving for work. The children run back to her, laughter in the air, as she becomes the quiet anchor of the home. The shot is always safe, usually a medium frame that captures just enough context to feel relatable, just enough emotion to feel universal.

This image has been used to sell everything from telecommunications to medical aid. It is comforting, recognisable, and easy. But it is also increasingly hollow. The characters are two-dimensional, reduced to roles that serve the brand's need to appear relatable to everyone. The grandmother is always nurturing. The parents are always busy. The children are always carefree.

But one has to ask: is this still true? Does the modern grandmother not want to travel, to rest, to live a life beyond childcare? Does the modern family really exist in such neat, predictable frames?

> The more a brand tries to speak to everyone, the more it risks saying nothing at all.

What we are seeing is not reality, but a branding shortcut. A trope that has become so pervasive because it feels "safe" and broadly appealing. And that is precisely the problem.

Because when brands try to speak to everyone, they often end up saying nothing meaningful at all.

It's one of the most common requests we get from new clients. They come to us with a product or service and say, "We want to appeal to everyone." It sounds like a sensible goal. After all, why would any business want to turn away potential customers? In a market as small as Botswana, with just 2.6 million people, the instinct to cast the widest possible net is powerful.

But here lies the first and most fundamental paradox of branding: the more you try to appeal to everyone, the less you appeal to anyone.

Think about it. A brand that tries to be everything to everyone ends up being nothing to no one. It becomes a blur of generic promises and bland messaging. It stands for nothing, so it means nothing. In the battle for the customer's mind, the most dangerous position is not to be hated, but to be ignored.

This is the Positioning Paradox. True brand strength is not found in universal appeal, but in ruthless, strategic exclusion.

THE SCIENCE BEHIND THE PARADOX

> In branding, the real danger is not being disliked. It is being ignored.

This isn't just a marketing opinion; it's rooted in human psychology. Our brains are wired to categorize. We are bombarded with thousands of messages every day, and to cope, we create mental shortcuts. We put brands into boxes. One brand is the "safe" choice, another is the "cheap" choice, and another is the "premium" choice.

As brand strategists Al Ries and Jack Trout explained in their groundbreaking book, Positioning: The Battle for Your Mind, the goal is to own a single word or concept in the customer's mind.

> Strong brands are built not on inclusion, but on the courage to exclude.

When a brand tries to own everything—quality, value, innovation, and service—it fails to own anything. It becomes a jack-of-all-trades and a master of none.

THE BOTSWANA CONTEXT

We see this paradox play out across multiple industries.

Collections by BK Proctor chose to focus on premium, locally-inspired streetwear and accessories, targeting a specific, style-conscious audience instead of everyone.

Choppies focuses on value and convenience. It does not try to be a premium grocer. By choosing its lane, it dominates it.

FNB chose innovation and convenience, becoming the clear choice for a younger, tech-savvy market, even at the risk of alienating more traditional customers.

WHAT THIS MEANS FOR YOU

For the public, the brands you connect with most are the ones that stand for something clear. For business owners, this is a call to stop trying to please everyone. Your strategy should define who you are not for. If your brand strategy does not make you nervous, it is not bold enough.

THE TAKEAWAY

In a crowded marketplace, the only way to stand out is to stand for something specific.

The path to broad appeal is through narrow focus.

Ask yourself not how to appeal to everyone, but who you are willing to lose to win those who matter.





Orange Renews FA Cup Deal

P16.8m funding spans three seasons

Orange Botswana has renewed its sponsorship of the Orange FA Cup with a P16.8 million commitment covering the next three seasons, extending its partnership with the Botswana Football Association.

LONG-TERM FOOTBALL SUPPORT

The announcement was made at the launch of the 2025/26 tournament on 13 February. Since its inception in 2019, the partnership has grown into one of the most meaningful sponsorships in Botswana's sporting landscape driving talent development, community upliftment, and professional growth within the football ecosystem.

Orange Botswana chief executive officer Néné Maïga said the company would continue investing in football development. "It is important to continue investing in platforms that develop talent, uplift communities and create opportunity," she said.

PATHWAY FOR EMERGING PLAYERS

The knockout tournament features 48 teams competing in 47 matches across the country. It brings together lower- and upper-division sides, offering players exposure and opportunities to progress to higher levels of the sport.

Maïga said the competition contributes to youth development and social mobility. "Sustained investment creates structured opportunities for young people to grow, compete and succeed," she said.

DIGITAL FAN ENGAGEMENT

Organisers plan to expand community activations and introduce additional digital features, including fan interaction through the Orange Max it app and online ticketing for matchday access. The changes are also intended to improve security and event management.

Reigning champions Jwaneng Galaxy are set to defend their title in the upcoming season, with teams from multiple divisions expected to participate.

Pull quote: "Sustained investment creates structured opportunities for young people to grow, compete and succeed"

Article edited for length

FNB, Petrohyper Seal SME Deal

New financing model targets citizen fuel contractors



First National Bank Botswana and Petrohyper have signed a memorandum of agreement to expand access to working capital for citizen-owned small and medium enterprises operating in the fuel and logistics supply chain.

STRUCTURED FINANCING MODEL

The agreement links funding to secured contract cashflows from Petrohyper, allowing contracted transporters and suppliers to obtain financing from the bank. The model is intended to reduce lending risk while enabling SMEs to deliver on large commercial contracts.

FNB Botswana chief executive officer Steven Bogatsu said the partnership was designed to address longstanding challenges in access to capital. "This partnership reflects a shift in how we approach financing not just as a transactional function, but as a strategic tool to enable participation in high-value sectors of the economy," he said.

SUPPORT FOR CITIZEN ENTERPRISES

Bogatsu said the fuel and logistics sector supports mining, retail, manufacturing and regional trade, and increasing citizen participation was important for economic diversification. "By linking funding to secured commercial contracts within Petrohyper's ecosystem, we are creating a platform for citizen enterprises to operate competitively and scale responsibly," he said.

Petrohyper business development director Tshedukani Elijah said the company would use the agreement to expand opportunities for citizen contractors. "This memorandum of agreement represents more than cooperation; it represents empowerment," he said.

SECTOR-FOCUSED LENDING STRATEGY

The bank said the arrangement forms part of a broader strategy to develop sector-specific financing models tied to established commercial ecosystems. The agreement will run until 2027 and is expected to support the growth of citizen contractors participating in Petrohyper's supply chain.

Bogatsu said the bank's role was evolving beyond conventional lending. "Where credible commercial ecosystems exist, our responsibility is to provide the capital architecture that allows them to expand," he said.

Article edited for length





Human Capital Director Mlungisi Jackalas

FNB Tops Employer Rankings

Bank earns Botswana's top employer title as it celebrates 35 years and strengthens its people-first culture.

FNB Botswana has been named the Number One Top Employer in Botswana for 2026 and secured Top Employer Africa certification for the second consecutive year, marking the achievement alongside its 35th anniversary. Awarded by the Top Employer Institute, the recognition reflects strong people practices, a positive employee experience, and a high-performance culture. Human Capital Director Mlungisi Jackalas said the accolade highlights the Bank's focus on developing talent, listening to employees, and fostering an environment where people can thrive. The certification reinforces FNB Botswana's investment in learning, wellbeing, and inclusion, strengthening its position in a competitive market.

> "Awarded by the Top Employer Institute, the recognition reflects strong people practices, a positive employee experience, and a high-performance culture."

FSG Appoints Mothudi

FSG Limited has appointed Josephine Mothudi as Group Head of People and Culture, strengthening its executive team as it pursues regional growth.

FSG Limited has appointed Josephine Mothudi as Group Head of People and Culture, effective 2 February 2026, as part of efforts to strengthen leadership capacity across its operations in Botswana, Zambia and South Africa.

STRENGTHENING LEADERSHIP

The company said the appointment supports its strategy to build a resilient, performance driven culture aligned with long term growth.

Group Chief Executive Officer Fergus Ferguson said, "Our people are central to our ability to deliver consistent value to customers, partners and stakeholders and finding the right calibre of expertise to support them has been a key priority for us."

> "The company said the appointment supports its strategy to build a resilient, performance driven culture aligned with long term growth."

He added that the appointment reinforces the Group's commitment to "building a resilient, values driven and performance oriented organisational culture."

REGIONAL EXPERIENCE

Mothudi brings over 15 years of experience in human resources. She most recently served as Southern Cluster Human Resources Director at G4S, overseeing operations across Botswana, Namibia, Malawi and Zambia.

She holds an MBA and BBA from the University of Botswana and is pursuing a Doctorate in Business Administration with the Paris School of Business.

FSG said the appointment reflects continued investment in leadership and organisational culture to support its growth strategy.



FNB Introduces Motshelo Savings Account

Bank formalises group savings tradition



FNB retail director Monkgogi Mogorosi said the account was designed to provide a structured and transparent option for group savings.

First National Bank Botswana has introduced a new savings product aimed at formalising motshelo, a long-standing communal savings practice widely used across the country.

FORMALISING A TRADITION

The FNB Motshelo Savings Account allows groups to pool funds through a bank-managed platform. The product includes zero monthly fees, free deposits at ATMs and ADTs, and interest of up to 3.35 percent per annum, with a maximum balance of P2.5 million.

FNB retail director Monkgogi Mogorosi said the account was designed to provide a structured and transparent option for group savings. "Motshelo remains a vital financial and social practice for Batswana from all walks of life," she said.

DIGITAL GROUP MANAGEMENT

The account requires three signatories, all of whom must hold FNB accounts and meet Know Your Customer requirements. Up to 16 additional members can be added digitally, and all members must be at least 18 years old.

> "Motshelo remains a vital financial and social practice for Batswana from all walks of life"

Mogorosi said the platform allows members to track balances and transactions. "From transparent notifications via inContact alerts to full visibility of account activities and balances to all members, the product combines traditional practices with digital access," she said.

USES FOR COLLECTIVE SAVINGS

According to the bank, the account can be used for social events, small-scale investments and other shared financial goals. Free payouts to members' bank accounts or eWallets are included, subject to standard fees.

"Coming together to save for a common goal is critical," Mogorosi said, adding that the product responds to existing saving habits among customers.

The account is available across FNB Botswana branches.

Article edited for length

Press Play, Thank Us Later

An intimate jazz performance by Grow To Black Collective is now streaming on YouTube, as Smoke Break Live Sessions continues to spotlight Botswana's world class talent



Bullsheep Creative Studios has released Episode 3 of its Smoke Break Live Sessions, now streaming on YouTube, delivering an intimate live performance by the Grow To Black Collective.

The episode captures the group's jazz sound in a stripped back studio setting, designed to bring audiences closer to the music and the moment.



"Great music belongs in special spaces. Smoke Break Live Sessions creates an intimate setting where audiences can connect deeply with music that is lovingly and diligently crafted. Botswana is home to world class talent, and this platform offers a space where that talent can be truly seen, heard and appreciated," said Zinedine Gioia of Bullsheep Creative Studios.

Watch it now

Conceptualised as a platform for live performance and storytelling, the series continues to build a digital stage for Botswana's artists, while giving audiences direct access to local music.

Episode 3 is now available on the Bullsheep Creative Studios YouTube channel. Viewers are encouraged to watch the full performance and subscribe for upcoming releases.

Press play and experience it for yourself.

Bash Connektor Sets ToneFor Year Of Experiences

More than events, Bash Connektor positions itself as a curator of experiences, urging businesses to plan meaningful engagement across the entire year, not just at financial year end.



For Basadi Masimolole, founder and director of Bash Connektor, Tatso-Connekt Sessions are not events but curated experiences designed to reshape how businesses and individuals connect.

The 7 February 2026 Tatso-Connekt Gin and Tea Brunch, held with Botho Treats at Arabella Café in Lobatse, marked the start of a broader calendar of engagements rather than a stand-alone gathering.

"Businesses need to think about how they create meaningful experiences throughout the entire year," Masimolole said. "The way you engage people consistently matters just as much as the results you report."

CURATED EXPERIENCES

Masimolole said her work focuses on creating intentional spaces that blend wellness, culture and business networking.

The brunch, which ran from morning into the evening, was measured not by its duration but by its impact. Attendees said they felt "ba tlhokometswe" and were reminded to "go itlhomela", reflecting the event's focus on self-awareness.

"I love exploring different ways of bringing people together," she said. "The goal is to create something that stays with people."

YEAR-LONG FOCUS

Since launching in 2022, Tatso-Connekt Sessions have evolved into high-value, low-volume experiences with a growing community focus.

Upcoming initiatives include Women's Month Pop-Up Markets and TatsoConnekt for Bagwebi, connecting small businesses with established entrepreneurs across the country.

Masimolole said Botswana remains central to the concept.

"We are here to create spaces where people can grow, connect and feel empowered."

Run The World For A Cause

Maruapula School launches a global fun run to raise funds for orphaned and vulnerable children.

LEATILE ZACHARIAH

Maruapula School has launched "MAP Runs the World," a global fun run set for the 28th March to raise funds for its Orphan and Vulnerable Children (OVC) Programme, which provides scholarships to disadvantaged students.

Global Run, Local Impact

Participants can run five or ten kilometres from anywhere in the world, with runners already confirmed in Botswana, Zambia, and the United States. Principal Nicholas Evans described the concept as both inclusive and exciting, allowing people across borders to support a shared cause.

Transforming Lives Through Education

Funds raised will go directly to the OVC Programme, which supports students identified under government criteria. Evans said the initiative has helped learners access higher education and careers in fields such as finance and engineering, describing it as "life-changing."

A Legacy of Access

Founded in 1972 as an anti-apartheid institution, Maruapula School continues to promote equality by offering access to quality education for students from diverse backgrounds.



Call for Support

The school is working with partners, including the American Friends of Maruapula, to sustain the programme. Evans urged corporate partners, alumni, and the public to contribute, stressing that all proceeds go directly to supporting students.

For further information, contact Ms. Polelo Kilner on (+267) 391 2953/ 72 407 242 or email, polelo.kilner@maruapula.org.



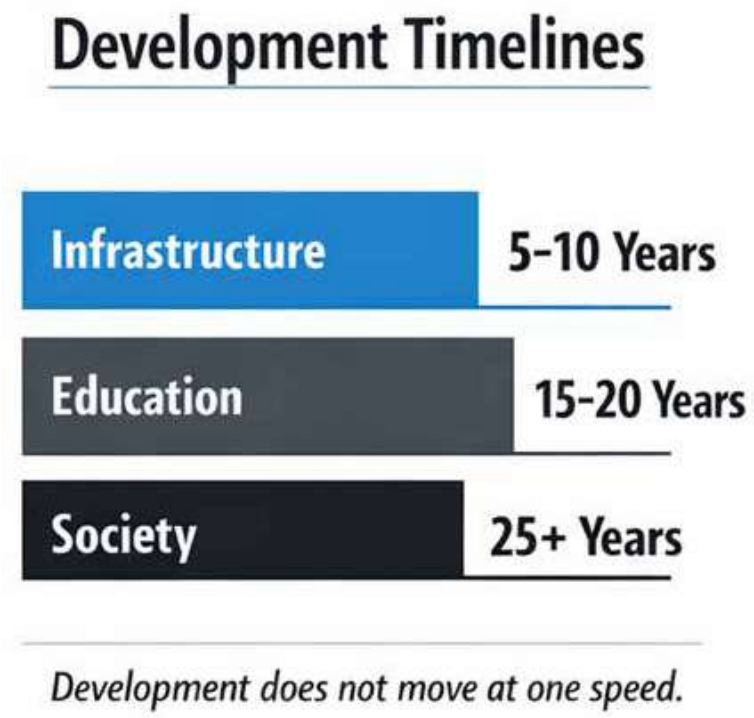
The Tyranny of Time

Why Development Feels Slow

DOUGLAS RASBASH

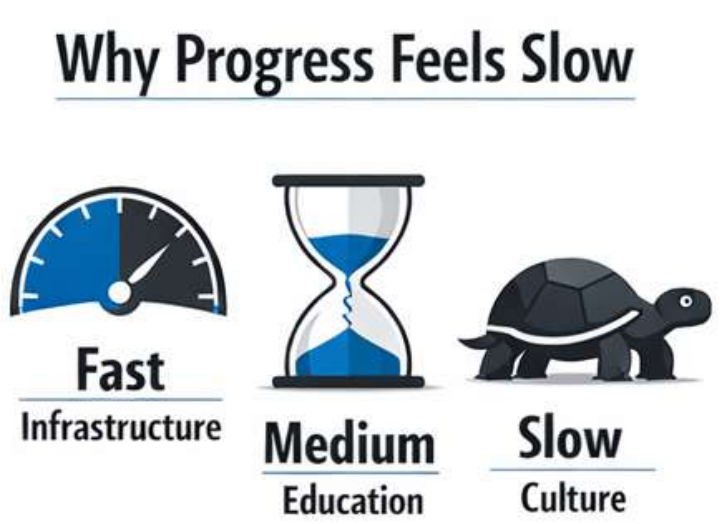
The bruhaha of Budget 26 recedes, leaving an unnerving sense of déjà vu. This is not criticism of the effort, but a feeling that much of it has been heard before. Development fatigue is often described as exhaustion among funding agencies, governments, and citizens. In Botswana, it surfaces in quiet conversations and public debate. Vision follows vision. Plans follow plans. Each promises transformation. Yet diversification remains elusive, youth unemployment persists, and the digital economy has yet to fully emerge.

The natural question arises: why does change feel so slow? The answer lies not in failure of intent or shortage of resources, but in a misunderstanding of time itself. Development does not unfold on a single clock. It unfolds on three fundamentally different clocks: infrastructure, education, and society. These clocks do not move at the same speed. When they fall out of alignment, development appears to stall even when progress is real.



THREE CLOCKS

The fastest of these clocks is infrastructure. Physical infrastructure can be built within a political cycle. Botswana's transformation since independence illustrates this vividly. In a few decades, the country constructed thousands of kilometres of paved road, modern airports, power stations, and telecommunications networks. More recently, fibre-optic cables have been laid across the country, connecting Botswana to the global digital economy. These achievements were accomplished within years, not generations.



Yet the presence of infrastructure does not automatically produce its intended effects. Botswana's digital infrastructure is now comparable in physical terms to more advanced African economies. Yet Botswana lags countries such as Kenya, Nigeria, and Rwanda in digital economic activity. Government processes continue to require physical paperwork and signatures. The cables are in the ground, but the habits of mind formed in an earlier administrative era remain dominant.

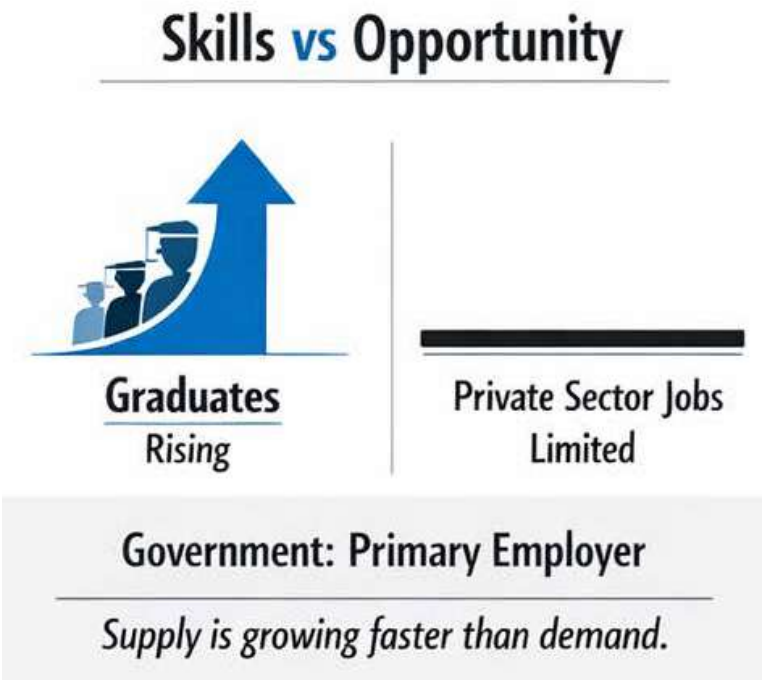


INFRASTRUCTURE GAP

The same pattern is visible in transport. Botswana's highways are modern and extensive, yet road fatalities remain stubbornly high. This is not a failure of engineering. It reflects the time required for social norms around speed, alcohol, and enforcement to evolve. The road was built quickly. Road culture is changing slowly. Infrastructure creates possibility. It does not guarantee assimilation, business creation, or jobs.

> "Botswana is not failing to develop. It is developing on a generational timeline."

The second clock moves more slowly: education. Educating a person requires consistency over nearly two decades, from early childhood to adulthood. Botswana recognised this early and invested heavily in human capital. The result is one of the most educated populations in Africa. University graduates now enter the labour market in large numbers, equipped with modern skills and global awareness.



EDUCATION GAP

Yet many enter an economy that has not diversified at the same speed as education expanded. Government remains the dominant employer, and private sector absorption is limited. This creates a sense of dislocation. Education prepares individuals for a modern economy. The modern economy itself is still emerging. This temporal gap is deeply consequential.

While conventional wisdom often focuses on individual capacity, the issue is largely systemic. Education can be expanded within a generation. The economic ecosystems required to absorb educated populations take longer to develop. South Korea offers an instructive example. In the 1970s, it rapidly expanded education, producing engineers and scientists faster than its economy could employ them. For a time, many worked in lower-value roles. Over subsequent decades, as industrial ecosystems matured, that same population became the foundation of globally competitive industries.

Botswana today stands at a similar juncture. The skills exist. The capacity is present. But the economic structures that can fully utilise them are still evolving.

SOCIETY

The slowest clock of all is society itself. Society is not transformed by infrastructure or education alone. It is shaped by culture, by norms of trust, authority, risk, and cooperation. Culture evolves over generations. Botswana's digital lag illustrates this clearly. The technology exists. The infrastructure exists. The educated population exists. Yet digital economic behaviour remains tentative.

Businesses prefer physical verification. Institutions rely on paperwork. Citizens prefer personal reassurance. These preferences are not irrational. They reflect habits formed over decades in an analogue world, where physical presence was the foundation of trust.

> "Development does not move on a single clock. It moves on three, and they rarely align"

CULTURE GAP

Trust operates on a generational timeline. Botswana's success since independence has rested heavily on institutional

To Page 24

From Page 23

trust. Citizens trust government. Investors trust contracts. This trust was built slowly, through consistent experience. However, trust in new systems, particularly digital ones, must be rebuilt. It cannot be legislated. It must be lived.

> Infrastructure can be built in years. Culture takes generations.

This generational dimension is visible in public administration. Botswana's civil service is highly educated and capable. Yet the time required to formulate, approve, and implement policy can stretch into years. This is rarely due to intellectual limitation. More often, it reflects an inherited administrative culture in which caution is rational and mistakes carry high personal cost. Procedure becomes protection. Decisions are deferred. Progress becomes incremental.

Training alone cannot change this, because the behaviour does not originate in knowledge. It originates in norms that evolve across generations. As younger cohorts, formed in a faster and more digital world, assume responsibility, this administrative tempo will change. But like all cultural change, it cannot be compelled.



DATA AND GOVERNANCE

A similar transition is visible in the move from experience-based judgement to data-driven governance. Modern states rely on statistics to guide policy, from labour surveys to productivity measures. Yet statistics represent abstraction, and abstraction requires trust. In systems shaped by observation and experience, quantitative evidence may feel less authoritative.

The result is not absence of data, but hesitation in fully subordinating judgement to it. Statistical signals may be balanced against political narrative or public expectation. This reflects a society navigating the transition from governance by experience to governance by measurement. Over time, as statistical systems prove reliable, this balance will shift. But like all cultural transitions, it unfolds gradually.

ENTREPRENEURSHIP

The same dynamics shape entrepreneurship. Botswana's economy has long been built around mining, agriculture, and public administration. Risk-taking outside these domains was neither necessary nor widely rewarded. Encouraging entrepreneurship therefore requires more than funding or policy support. It requires a cultural shift in attitudes toward risk, failure, and initiative.

Such shifts unfold over generations, not planning cycles. When these three clocks fall out of alignment, development fatigue emerges. Infrastructure advances rapidly, raising expectations. Education produces capable individuals. But society adapts more slowly, constrained by institutional memory.

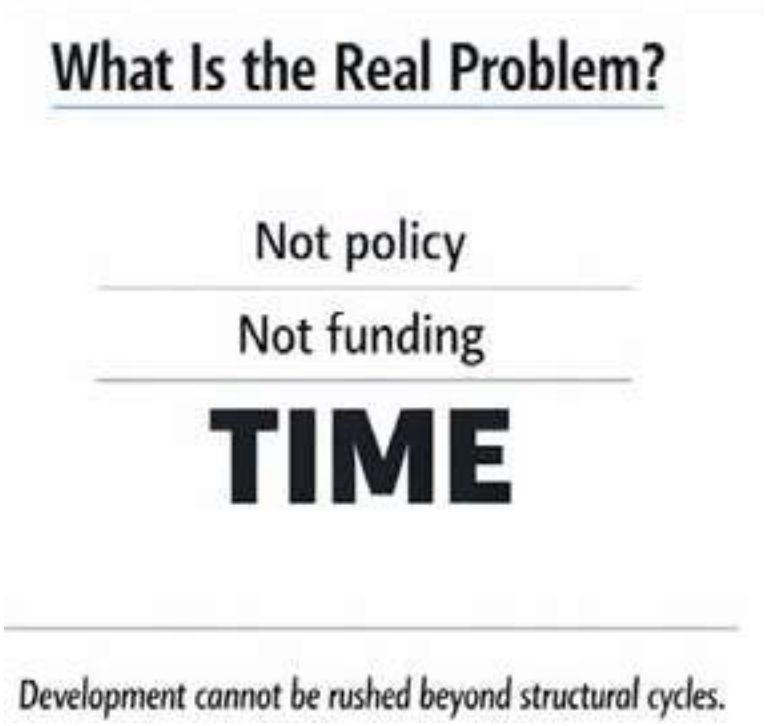
DEVELOPMENT FATIGUE

This produces the paradox Botswana faces today. On paper, the country possesses modern infrastructure, a highly educated population, and stable institutions. Yet diversification remains incomplete and digital transformation uneven. This is often interpreted as failure. It is more accurately understood as temporal misalignment.

Botswana's transformation since independence has compressed extraordinary structural change into a short historical period. Infrastructure can be accelerated through investment. Education can be expanded through policy. Social adaptation, however, cannot be compressed indefinitely.

TIME

International experience reinforces this. Singapore's transformation took two generations. South Korea's industrial culture took decades. Even established economies evolved over centuries. Botswana's progress, by comparison, has been rapid.



Development fatigue arises when expectations fail to account for these realities. Governments grow frustrated with slow behavioural change. Citizens grow sceptical of reforms whose benefits take time. Investors hesitate when institutional transformation appears incomplete.

Yet the constraint is not effort. It is time. Time for infrastructure to be absorbed into behaviour. Time for education to translate into economic ecosystems. Time for society itself to evolve.

CONCLUSION

Botswana is not failing to develop. It is developing on a generational timeline. The roads have been built. The universities have been filled. What remains is the slower work. The transformation of society itself.

Development is not simply the construction of modern systems. It is the alignment of infrastructure, education, and culture. And that alignment can only occur through time.

NEWS

Botswana to Host AFTRA 2026

Botswana secures a major continental education event as regulators push for teacher registration and stricter compliance.





LEATILE ZACHARIAH

Botswana will host the 30th Conference and 15th Roundtable of the African Federation of Teaching Regulatory Authorities (AFTRA) from 5 to 8 May 2026, marking a milestone for the Botswana Teaching Professionals Council (BOTEPCO).

MILESTONE EVENT

BOTEPCO Registrar Dr. Raphael Dingalo said securing the conference is a significant achievement for the three year old council. The event will bring together ministers, regulators, and international partners to discuss professional standards, ethics, and teacher mobility across Africa. Between 400 and 500 delegates are expected, with potential benefits for tourism and local business.

GLOBAL RECOGNITION

AFTRA Executive Director Professor Steve Nwokeocha praised Botswana's rapid progress, describing the hosting rights as evidence of strong leadership and growing influence in education regulation. He said the conference will position Botswana as a key player in advancing professional teaching standards on the continent.

LOW REGISTRATION CONCERNS

BOTEPCO reported that 1,016 teachers have been licensed, with 1,418 applications pending, out of an estimated 40,000 teachers nationwide. Dr. Dingalo said compliance remains low but is improving.

PENALTIES LOOM

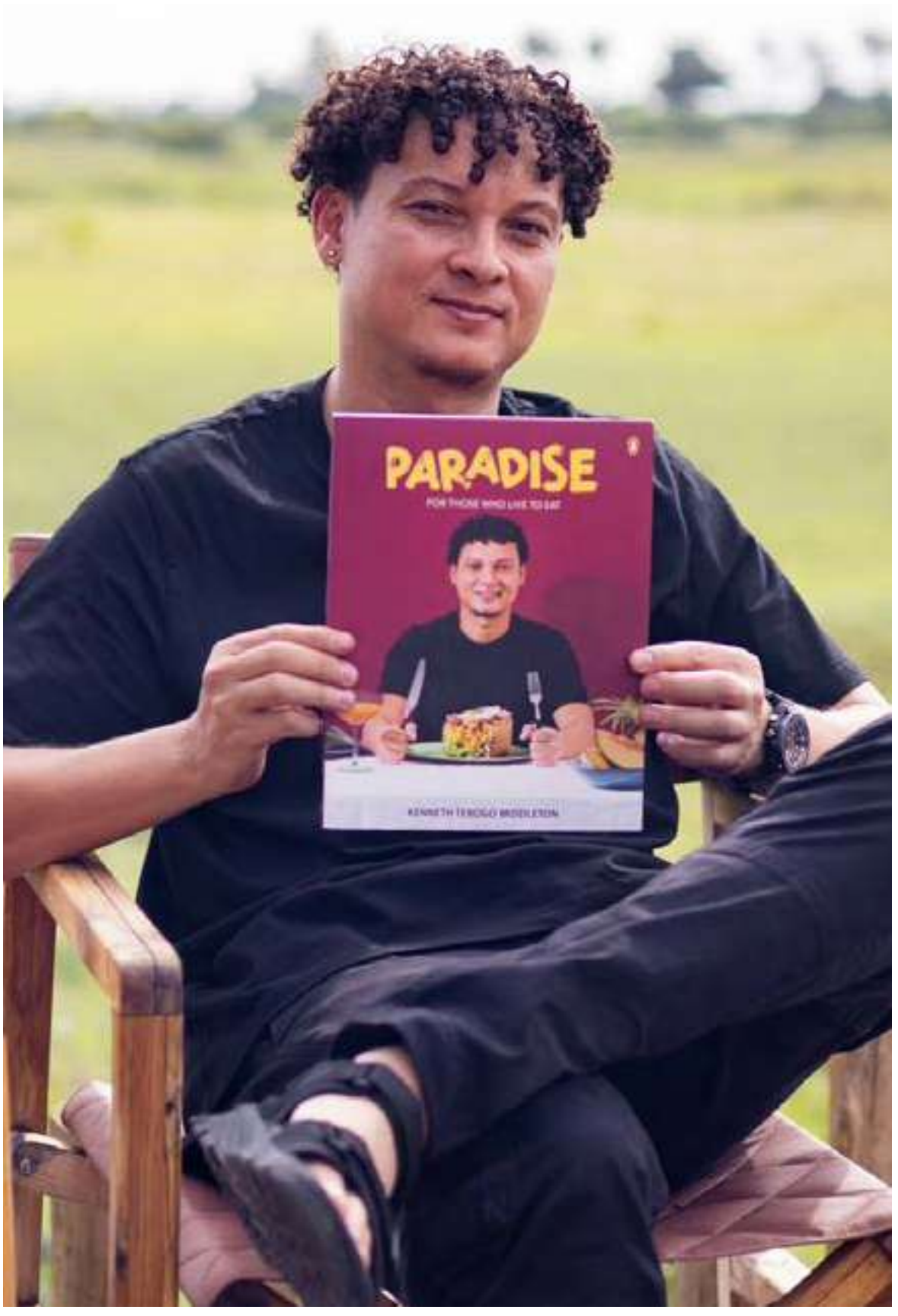
He warned that unregistered teachers could face fines of P5,000 or imprisonment, while employers risk penalties of P15,000. Enforcement is expected later this year.

The Botswana Gazette
TIME OUT
THE BOTSWANA GAZETTE
WEDNESDAY 18 FEBRUARY 2026

Why Middleton's New Cookbook is Winning

Foodie disruptor Kenneth Tebogo Middleton just dropped Paradise, a guilt-free gospel of elevated food and he's already deep into a second cookbook that promises even louder flavours and fewer rules

GOSEGO MOTSUMI



Kenneth Middleton doesn't plate food — he performs it. Every first bite ends the same way: a celebratory chant of "winning," half mantra, half mic drop. His debut cookbook Paradise reads like that moment: joyful and unapologetically indulgent.

Discovered through viral kota experiments and signed by Penguin Random House, Middleton turned a social media hustle into a cookbook for people tired of dieting their way through life. His thesis is simple: pleasure belongs on the plate.

THE ANTI-GUILT KITCHEN

In a food culture obsessed with cutting carbs, shrinking portions and moralising meals, Paradise does the unthinkable — it hands you extra cheese and pours the wine.

"I wanted to create a book that says you can go all out on your food," Middleton explained in an interview. Not daily decadence, but intentional indulgence: food as reward, memory and celebration.

TRADITION, BUT WITH A PASSPORT

Middleton doesn't replace classics; he remixes them. Banana magwinya arrives dressed with sauces and garnishes. Seswaa gets a glow-up as "Luxury Seswaa," maintaining its soul while stepping into fine-dining lighting.

The star of the book — and its cover — is the "private school kota," a crunchy, texture-stacked evolution of the township icon that launched his publishing deal.

"My mind is very random, and this creates a lot of variety, and that's how I enjoy food in a wide variety of forms," he said.

"You also have international influences in the book, dishes from all over the world. Of course, I've tried to simplify them so anyone can cook them."

FROM VIRAL TO VOLUMES

Years of content creation built a global audience across Botswana, South Africa and beyond, turning followers into first readers. For Middleton, the cookbook isn't a merch drop — it's a more intimate interface.

A page has no notifications. Just ingredients, steps and intention.

> "I wanted to create a book that says you can go all out on your food"

BOOK TWO IS ALREADY SIMMERING

Success hasn't slowed him. He's already drafting his second cookbook, proof that the process — testing, scrapping, reimagining — is his real addiction.

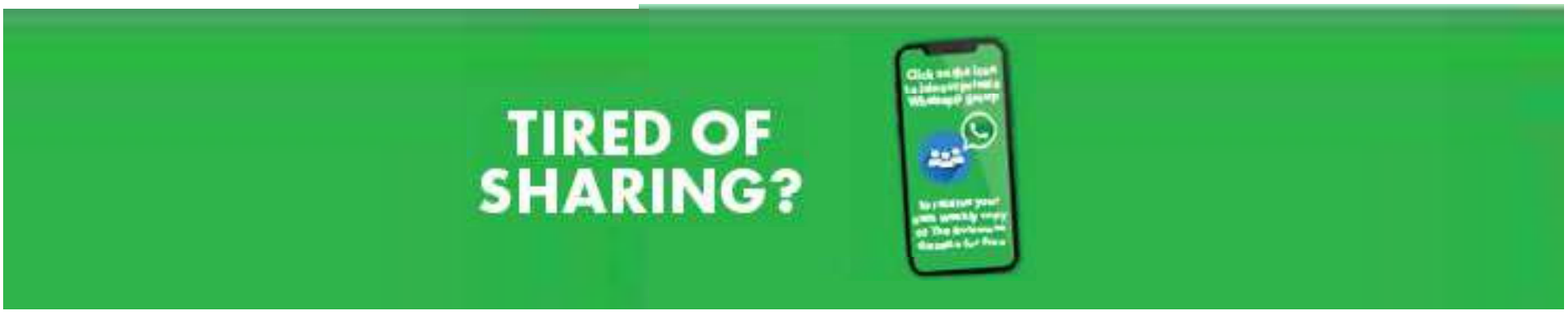
For those in Botswana, the book will be available at

Exclusive Books, Airport Junction.

PARADISE AS A PHILOSOPHY

At its core, Paradise isn't just about recipes; it's about permission. Permission to elevate food, to fuse cultures and to eat without apology.

In Middleton's kitchen, indulgence isn't excess — it's expression. And every plate ends the same way: winning.



Ballots, Backstories and a Premiere in Waiting

Documentary film, 58 Years Later: Voices of Today Botswana finally brings the country's political plot twist home, powered by the young people who refused to wait their turn

GOSEGO MOTSUMI



For a film about disruption, 58 Years Later: Voices of Today Botswana had its own plot twist. The home premiere stalled for six months while the production team chased funding for a debut worthy of history.

"We had big ambitions for the homecoming premiere," the new documentary film's producer and award-winning documentary photographer and filmmaker Kefilwe Fifi Monosi told Time Out, "but we were not able to secure those resources."

Meanwhile, the documentary clocked air miles — Nairobi, Silicon Valley, Colombia, Sweden — telling Botswana's democratic glow-up to global audiences before showing it to the people who lived it.

Now it finally premieres on 27 February, 2026 at the BTV Auditorium in Gaborone, bringing the story back to its source.

POLITICS, BUT MAKE IT PERSONAL

Co-directed by Kenyan based filmmaker Ras Mutabaruka and Robert Asimba of TAP Films, the film trades podium speeches for kitchen-table strategy sessions. It follows three youth leaders under 40 as they campaign through the 2024 election that ended 58 years of single-party rule.

"This film goes beyond politics to show the human side of democratic change," Monosi said.

"You see the late nights, the family conversations, the moments of doubt and triumph. These are young people who refused to accept the status quo, and their stories deserve to be told."

THE GENERATION THAT WOULDN'T WAIT

Part of the continental Voices of Today series, the documentary positions Botswana inside a broader youth political awakening sweeping Sierra Leone, Ghana and beyond. But here the stakes feel intimate.

Campaign posters share space with WhatsApp voice notes. Strategy meetings look like group chats with better lighting. The protagonists are less politicians than cultural figures — proof that governance now has a youth aesthetic.

SCREENINGS AS CIVIC RITUAL

After the premiere, a week of public screenings (28 February – 5 March 2026) turns cinema into a community forum. Civic education meets popcorn. Governance meets post-film debate. It's less "watch and go home" and more "watch and talk about the future."

Further details on screening times, venues, ticketing, and community engagement activities will be announced.

> "This film goes beyond politics to show the human side of democratic change"

HISTORY WITH A SOUNDTRACK

What 58 Years Later captures is not just a transfer of power but a transfer of voice. The documentary offers a compelling case study of how African youth are challenging established power structures while carrying forward their nations' distinct political and cultural legacies.



HOW LEBO DAEVI IS REWRITING HER STORY

She vanished as Elté. She returns as a movement

GOSEGO MOTSUMI

Once a rising R&B darling, she slipped out of the spotlight without a goodbye. Now Lebo Daevi resurfaces — not with a single, but with an ecosystem. Divine Havoc is music, memoir, performance, and digital testimony stitched into one continuous act of reclamation.

What began as an album about her toxic marriage and the aftermath grew too large for a playlist. "The story couldn't be contained by music alone," she told Time Out. So she built a universe instead.

"Art cannot undo harm but it can name it, help to raise awareness, educate the mass and naming is where freedom begins"

A CREATIVE ERA

Divine Havoc has since expanded into a creative era of expression and advocacy, particularly around emotional, psychological, and spiritual abuse.

"The scope of the content, and the intent behind it, demanded a form that could hold complexity, continuity, and truth without dilution," she said.

Rather than sensationalising or instructing, the work will offer recognition and reflection. When people see their experiences mirrored with honesty, shame will begin to loosen and dissolve, and recognition becomes the first step toward reclamation.

"Art cannot undo harm but it can name it, help to raise awareness, educate the mass and naming is where freedom begins," she said. "If the work achieves anything, I hope it opens space for conversation, for self-recognition, and for questioning systems we've been taught not to interrogate."

THE HIATUS THAT WASN'T A BREAK

Her absence from 2015 wasn't a creative drought; it was survival. A controlling marriage, blocked opportunities, a lost record deal. The industry called it disappearance. She calls it being stripped of autonomy.

"Creativity requires safety, autonomy, and space," she says. "All of which were absent."

Private journaling became research. Research became lyrics. Lyrics became advocacy. Silence became method.

NAME AS AUTHORSHIP

Elté was a persona shaped by expectation. Lebo Daevi is integration. The shift is less reinvention than repossession — of voice, narrative, and body.

No nostalgia tour is coming. This is not about picking up where she left off; it's about dismantling the conditions that forced her to stop.

ART AS ECONOMIC SURVIVAL

There's a practical rhythm beneath the poetry. She left her marriage with nothing but safety for herself and her child. Divine Havoc is also a blueprint for rebuilding — financially, emotionally, spiritually.

"I decided to return because this work is no longer optional or performative, it is necessary," she added.

In a culture obsessed with comebacks, Lebo Daevi offers something sharper: a return with intent. Not a revival of a past self, but the arrival of a whole one — louder, deliberate, and finally in control of the mic.

LAW SOCIETY
OF BOTSWANA

PRESS RELEASE

PUBLIC WARNING: BEWARE OF NON-LAWYERS ADVERTISING LEGAL SERVICES

The Law Society of Botswana today issues a critical warning to the public regarding individuals unlawfully advertising and offering legal services. This is mostly some debt collectors pretending to be attorneys.

It is a criminal offence for anyone who is not a qualified and registered legal practitioner to offer or advertise legal services to the public.

This warning comes under the Legal Practitioners Act, which strictly regulates the legal profession to protect consumers and uphold the integrity of the justice system. The Act is clear: only admitted and practicing attorneys, advocates, notaries or conveyancers, registered with the relevant professional bodies, are permitted to provide legal advice, represent clients in court, or prepare certain legal documents.

Key Risks of Using an Unqualified Person:
·Invalid Legal Documents: Documents may not comply with the law, rendering them useless.
·Poor or Incorrect Advice: Leading to costly and irreversible legal consequences.
·No Consumer Protection: You cannot seek redress from the Law Society.
·No Professional Indemnity Insurance: You have no recourse if they make a serious error.
·Potential Legal Liability: You may be held liable for following incorrect legal procedures.

The Consequences for Offenders:
The Legal Practitioners Act prescribes significant penalties for any person who contravenes its provisions. Any person found guilty of advertising, holding themselves out, or pretending to be a legal practitioner commits an offence. In addition to criminal sanctions, the Law Society of Botswana may pursue appropriate civil remedies, including interdicts and other court ordered relief, to restrain and prevent such unlawful conduct.

How to Protect Yourself:
1. Always Verify Credentials: Before instructing anyone, ask for their full name and check their status as a legal practitioner with the Law Society of Botswana.

2. Ask Direct Questions: "Are you a registered attorney/advocate under the Legal Practitioners Act?" and "What is your professional fidelity certificate number?"
3. Be Wary of Unofficial Channels: Exercise extreme caution with service offers made through informal social media groups, classified ads, or word-of-mouth where credentials are not verifiable.

4. Look for Official Channels: Reputable law firms have professional websites, listed phone numbers, and physical offices.

Report Suspicious Activity:
Members of the public who encounter individuals or advertisements suspected of offering legal services illegally are urged to report them to the Law Society of Botswana at 3900200/ 777 or email administration@lawsociety.org.bw/ complaints@lawsociety.org.bw. And/or the nearest Police Station. All reports will be investigated, and matters will be referred to the Botswana Police Service for prosecution.

Issued by
Council of the Law Society of Botswana
18th February 2026

PLOT 69921 CHOBE WAY VILLAGE, GABORONE
P.O. BOX 50889 GABORONE, BOTSWANA
TEL: +267 3900200 FAX: +267 3909355
E-mail address: administration@lawsociety.org.bw
Website: https://www.lawsociety.org.bw
Established under the Legal Practitioners Act No. 13 of 1996

Less Tiara, More Toolkit For Miss Teen Elite

Sixteen-year-old Miss Teen Elite Botswana Eilleen-May Moapare is packing more than gowns for Mini Model World in Bogotá, she's carrying a movement stitched in empathy and discipline



GOSEGO MOTSUMI

There's a quiet rebellion happening behind the rhinestones. At just 16, Eilleen-May Moapare is flipping the script on what a beauty title looks like— less tiara, more toolkit. When she steps onto the Mini Model World stage this June, she won't just be modelling couture; she'll be modelling a new kind of teenage leadership.

Her project, Grace in Giving, launches in Gaborone on February 28 — a community initiative built to support underprivileged children with school supplies, basic needs and something rarer: emotional validation.

Because for Moapare, charity isn't a photo op. It's infrastructure.

THE MOTHER MANIFESTO

Behind the poise is a blueprint drafted at the kitchen table. Her mother, former pageant contestant Oteng Lorraine Moapare, raised her on a philosophy that sounds more like a leadership seminar than pageant prep.

"Beauty may open doors, but it is your heart that keeps them open," she told Time Out — a line that lands like a thesis statement for a generation tired of empty sparkle.

> "I want her legacy to teach girls that they can pursue excellence without losing humility, and that true beauty is found in purpose"

THE CROWN AS A COMMUNITY TOOL

Grace in Giving isn't framed as charity — it's framed as dignity. The strategy includes partnerships with schools, mentorship circles and youth collaboration, turning what could have been a one-day donation drive into a long-term social enterprise.

And that's where Moapare's story stops being a feel-good teen profile and becomes something bigger: a case study in how Gen Z is weaponising visibility for structural empathy.

"More than anything, I want her legacy to teach girls that they can pursue excellence without losing humility, and that true beauty is found in purpose," she said.

FULL-CIRCLE, FORWARD

Watching her daughter prepare has flipped the power dynamic at home. Lorraine admits the journey has taught her humility — proof that sometimes the crown trains the mother, too.

A NEW DEFINITION OF BEAUTY

In a culture where pageantry has long been synonymous with glamour, Moapare is proposing a remix: beauty as social entrepreneurship. If she succeeds, the legacy won't be the sash or the Bogotá spotlight — it will be the number of young girls who realise leadership doesn't require permission.

OPULENT ENTERTAINMENT GROUP

OPULENT ENTERTAINMENT GROUP
Opulent Entertainment Group (OPEG) is a premier media and entertainment powerhouse dedicated to revolutionizing the African entertainment landscape. By bridging the gap between local talent and global distribution networks, OPEG is poised to unlock the vast, untapped potential of Africa's creative economy.

Address:
RSA: 5 Benmore Ave, Kenmore Gardens, Johannesburg, 2196

BW: 5266/1 Kgwebe Rd, Ext 15, Gaborone

Phone:
+267 76 788 024
Email:
info@opulententertainmentgroup.com

Job Title:
CHIEF CREATIVE OFFICER (CCO)

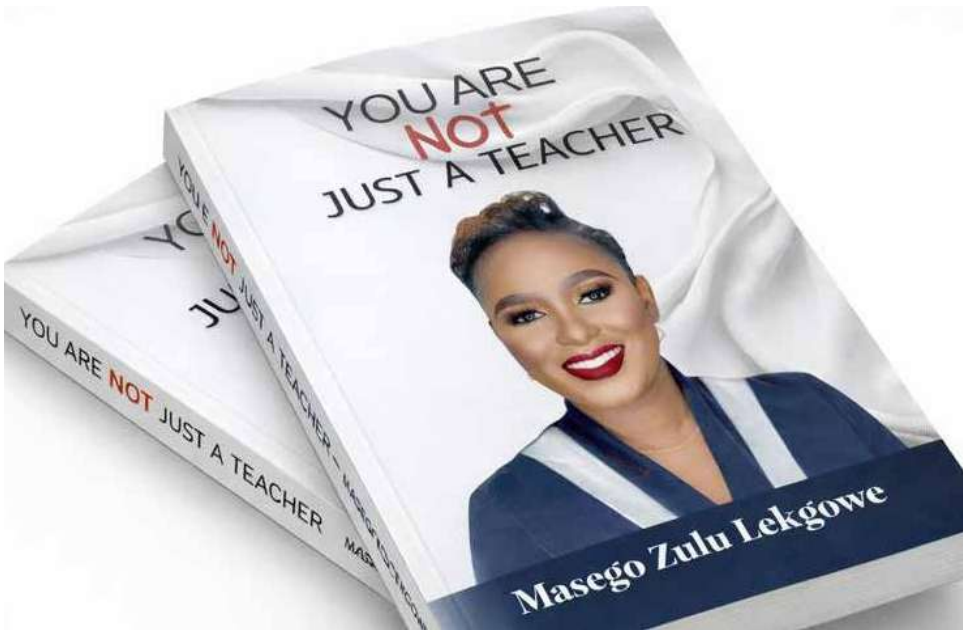
Job Summary:
Chief Creative Officer leads creative vision across film, TV & theater. Drive storytelling, oversee content pipelines, align artistic strategy with brand goals, and elevate global impact.

Qualifications & Experience
Education: Bachelor's degree in Fine Arts, Graphic Design, Marketing, Communications, or a related field.
Experience: 10+ years in creative roles, with at least 5 years in leadership, producing, or management positions.
Creative Leadership: Ability to manage, mentor, and inspire creative teams while fostering a collaborative, high performance environment.
Strategic Thinking: Proven ability to develop brand, content, and marketing strategies that align with business goals.
Communication: Exceptional ability to communicate creative concepts to stakeholders, clients, and teams.

Application Deadline: **MARCH 4th, 2026**

Services: Film & Television | Creative Agency

Inside Lekgowe's New Book Release



With You Are Not Just a Teacher, educator-author Masego Zulu Lekgowe turns the classroom into a confidence lab — rewriting the narrative from burnout to bold leadership and giving teachers a long-overdue standing ovation

GAZETTE REPORTER

The bell rings. Students leave. The real work lingers. In her new soul-stirring 54-page release, You Are Not Just a Teacher, Masego Zulu Lekgowe pulls back the curtain on the emotional overtime educators clock daily — the invisible mentoring, the quiet counselling, the life-shaping that never makes the timetable.

FROM JOB TITLE TO POWER TITLE

Lekgowe's central argument is a remix of identity. Teaching isn't a fallback, it's nation-building in sensible shoes.

"More than a motivational book, You Are Not Just a Teacher is a reframing of identity," she told Time Out turning a profession often boxed into survival mode into a blueprint for leadership and influence.

THE UNSEEN LABOUR, LOUDLY NAMED

Rooted in her own journey from primary school classrooms to advocacy work, Lekgowe gives vocabulary to the emotional math teachers solve daily: purpose plus exhaustion, care minus recognition, impact multiplied by time.

And then she flips the equation from apology to pride.

HEALING IN THE STAFF ROOM

The book reads like a group therapy session disguised as a manifesto. It speaks not just to teachers but to parents, policymakers and anyone shaped by a teacher's patience. It invites educators to protect their wellbeing, pursue growth and drop the narrative that they are "less than."

BEYOND THE BELL

Lekgowe refuses the tired trope of noble sacrifice. Instead, she offers sustainability: the idea that teachers can evolve, lead and expand their influence without abandoning the classroom.

At P150, the slim volume carries heavyweight energy — part mirror, part megaphone.

Because sometimes the most revolutionary lesson isn't on the syllabus. It's the moment a teacher realises they were never "just" anything.



So You Want To Get Into Wine?

A beginner's guide to building your palate, your people and your own wine story

PHENYO MOTLHAGODI

Wine doesn't start in the glass. It starts with curiosity. In this opening instalment, we explore how to begin your journey into wine without intimidation, jargon or pretense.

Here's a fun thought: there are around **10,000** grape varieties out there, but most of us drink the same dozen on repeat. Zoom in on our neighborhood and you'll find South Africa growing **dozens** of cultivars every harvest—far more diversity than the average wine list lets on. That's why the Cape is such a great classroom.

My own story? I started like everyone else—"this tastes nice" starting off with the sweeter stuff—and kept going. Two decades later I'm tasting with intention, taking notes, visiting cellars, and roping people into little tasting circles. Because wine gets better when the community around it grows.

MORE THAN A BOTTLE

Wine is not just a drink, it is an ecosystem that connects farms, factories, logistics, restaurants, tourism and livelihoods across entire regions. In South Africa alone, the wine and brandy industry contributes billions to the economy and supports hundreds of thousands of jobs, meaning every bottle carries more than flavour, it carries people. When you begin to engage with wine, you are not simply choosing what to drink, you are participating in a wider story that stretches from vineyard to table.



So You Want to Get Into Wine_ S…

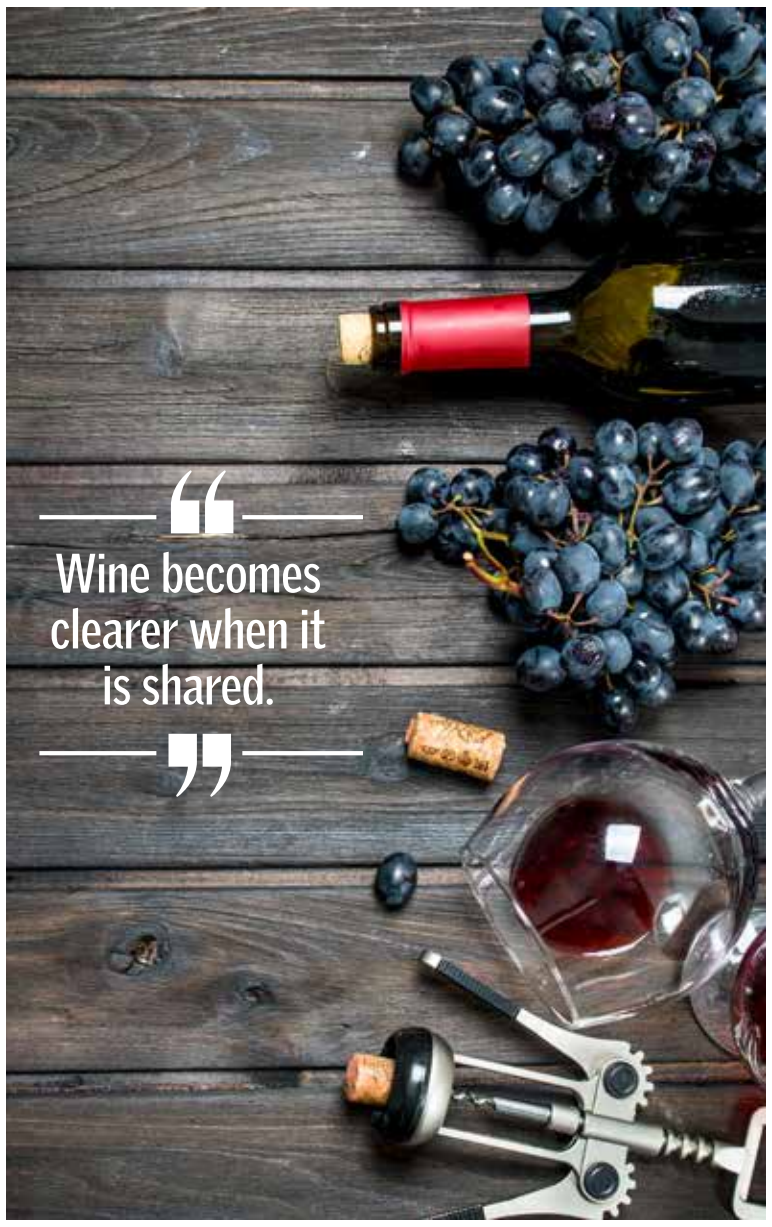
WHY THE CAPE WORKS

For Botswana drinkers, South Africa offers the ideal introduction to wine because of its diversity and accessibility. The country produces a wide range of grape varieties across different climates, which means the same grape can express itself in completely different ways depending on where it is grown. A Chenin Blanc from Stellenbosch may feel structured and rich, while one from Swartland may show more texture and spice, and cooler regions such as Elgin produce fresher, more delicate styles. You do not need to memorise these differences, you simply need to start noticing them.

So You Want to Get Into Wine_ S…

START WITH PEOPLE

The fastest way to understand wine is to taste it, and the best way to taste it is with others. Wine becomes clearer when it is shared because conversation sharpens your senses and gives you language for what you are experiencing. A small tasting group creates a space where learning happens naturally, without pressure or pretence. Keep it simple by choosing a theme, setting a budget and opening a few bottles, allowing curiosity rather than expertise to guide the experience.



TRAIN YOUR PALATE

You do not need a "good" palate to enjoy wine, you need an attentive one, and the easiest way to build that is through comparison. Tasting two wines side by side allows your brain to identify differences far more easily than tasting one in isolation. As you taste, ask yourself what the wine smells or tastes like, how it feels in your mouth, and what it reminds you of, whether that is food, a place or a memory. Writing down a few simple notes helps turn casual tasting into a more intentional process, and over time those notes become your personal reference point.

So You Want to Get Into Wine_ S…

READ THE LABEL

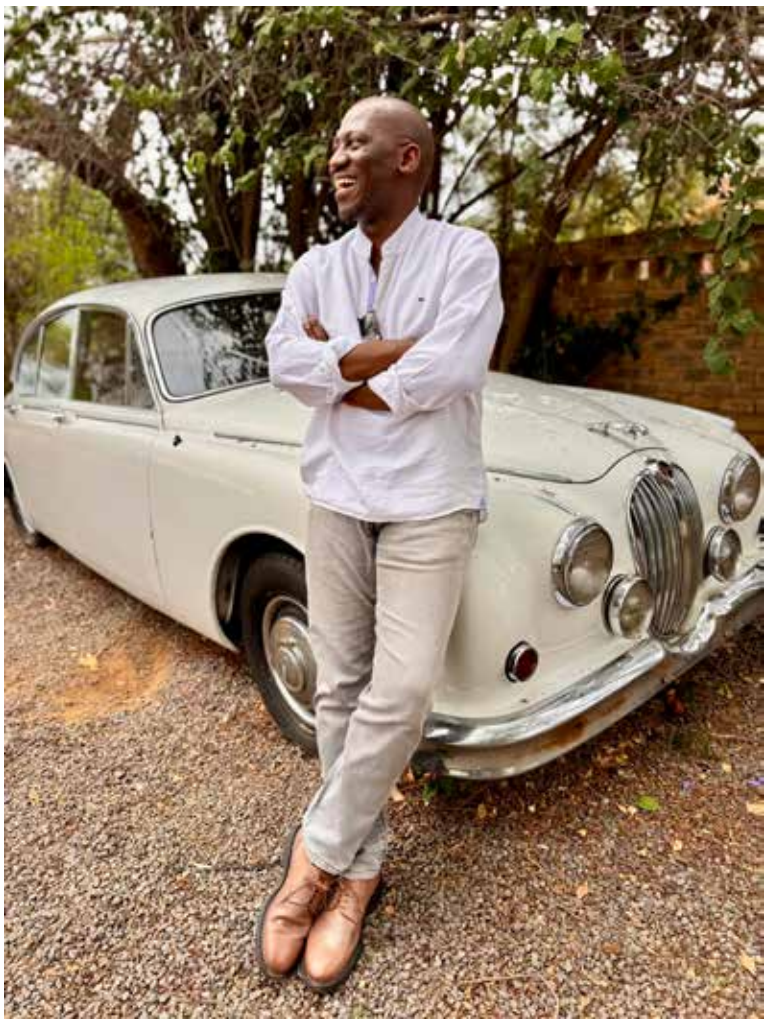
Wine labels are not there to confuse you, they are there to guide you. On South African bottles, "Wine of Origin" indicates where the grapes were grown and gives a strong clue to the style you can expect in the glass. The vintage tells you the year the grapes were harvested, while terms such as Cap Classique indicate how a wine has been made. You do not need to understand every detail immediately, but by paying attention to these elements you begin to build familiarity and confidence with each bottle.

KEEP IT SIMPLE

Wine should fit into your life rather than complicate it, and a few simple habits can make a noticeable difference. Whites are best served chilled, while reds should be slightly cooler than room temperature, particularly in Botswana's heat where warm wine can feel heavy and unbalanced. Storage also matters, and keeping bottles in a cool, dark and stable place away from sunlight will help preserve their quality. With these basics in place, wine becomes far more approachable.

START HERE

There is no perfect starting point when it comes to wine, only the next step. Choose a date, invite a few friends, select a simple theme and open a few bottles, allowing the evening to become a space for discovery rather than performance. Repeat the process, explore different styles and regions, and over time wine will shift from something that feels distant to something that feels familiar and personal. That is when the journey truly begins.



Phenyo Motlhagodi *— formally trained wine enthusiast (trained at the Cape Wine Academy); Chartered PR Practitioner (Chart.PR) with the Chartered Institute of Public Relations; and founder of a pan-African boutique PR, Influence & Reputation Management consultancy.*

Instagram: *@phenyomotlhagodi.*

APPLICATION FOR LOST TITLE DEED

NOTICE IS HEREBY given that the undermentioned intends applying for a certified copy of **DEED OF TRANSFER No. FT 984/2007** dated the **13TH** day of **NOVEMBER 2007** passed in favour of **NICOLAAS JOACHIM ALBERTS** in respect of the following property, that is:

CERTAIN : Piece of Land being Lot 12996, Francistown
SITUATE : In the Francistown Administrative District;
MEASURING : 1003 m² (One Thousand and Three Square Metres)

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

DATED AT FRANCISTOWN ON THIS THE 21ST DAY OF JANUARY 2026

VAN NIEKERK ATTORNEYS,
Plot 4660, Ditau Street, Area G
P. O. Box 37, Francistown



NOTICE OF INTENTION TO ENTER INTO A CONTROLLED TRANSACTION IN TERMS OF SECTION 34(1) OF THE TRIBAL LAND ACT OF 2018

NOTICE IS HEREBY issued in compliance to the provisions of the Tribal Land Act of 2018, Section 34 (1) that the following proposed transaction, for the sale of the under-mentioned property, to be entered into between **Mothibi Boniface Rakanye and Julius Jonathan -Non-Citizen**, that is to say -

CERTAIN : piece of land being Lot 2243 Tsamaya
SITUATE : at Tsamaya (cadastre 543) in the Tati Tribal Area;
MEASURING : 1040m² (One Thousand and Forty Square Metres);
WHICH PROPERTY IS HELD : Memorandum of Agreement of Lease No. FT TL 471/2021 registered on the 2nd day of June, 2021 in favour of **MOTHIBI BONIFACE RAKANYE**;

SUBJECT : to the reservations and conditions contained in the aforesaid Lease which may be inspected at the Offices of M. Mmohe Attorneys, Plot 3936, Peolwane Street, Minestone, P. O. Box 1860, Francistown.;

CONSIDERATION : **BWP75 000.00 (Seventy-Five Thousand Pula)**

BE PLEASED TO TAKE NOTICE THAT:

a) Any Botswana Citizen interested in entering into a similar transaction in respect of the above property, shall be given priority notwithstanding the agreement reached by the abovementioned parties regarding the controlled transaction.
b) Should any person wish to object to the proposed controlled transaction, notice of such objection with reasons thereto, should be addressed to the Tati Land Board, with copies of the objection to the undersigned within thirty (30) days of the date of publication hereof.

MMOHE ATTORNEYS
ATTORNEYS. NOTARIES & CONVEYANCERS

Plot 3936, Peolwane Street, Minestone,
P. O. Box 1860, Francistown
Telephone: 2441616

APPLICATION FOR ISSUE OF CERTIFIED COPY OF LOST DEED

NOTICE IS HEREBY GIVEN that the undersigned intends to apply for a certified copy of **Memorandum of Agreement of Lease No. TL 408/2019** registered on the **8th** day of **May 2019** in favour of **FANI TSELE TSEBETSAME** in respect of the following property:

CERTAIN : piece of land being Lot 33230 Molepolole
SITUATE : at Molepolole (cadastre 66) in the Bakwena Tribal Territory;
MEASURING : 1 000m² (One Thousand Square Metres);

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

DATED AT FRANCISTOWN ON THIS 10TH DAY OF FEBRUARY 2026.

MMOHE ATTORNEYS
ATTORNEYS. NOTARIES & CONVEYANCERS

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

INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

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

1. **MOSES LESEJANE** who is married to **ELAYA MAMY KALUME**, in community of property on the 28th day of Gaborone 2021, at Gaborone, intends to make an application to the High Court of Botswana for leave to change his property regime to out of community

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

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

DATED IN GABORONE ON THIS 12th DAY OF FEBRUARY 2026.

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



Babitseng Salutes Orange's Football Legacy

BFA president says sustained corporate commitment has transformed football structures, expanded opportunity and touched communities across Botswana

GAZETTE REPORTER

The impact that Orange Botswana has had on the lives of Batswana "cannot be overstated," according to Tariq Babitseng, who has credited the company's long-term support for helping to reshape the country's football ecosystem.

Speaking after the recent launch of the Orange FA Cup, Babitseng said the partnership exemplifies a rare depth of commitment from a profit-driven business. "What the company continues to do is not easy," he said, "yet Orange has consistently demonstrated a genuine commitment to the development of football and communities across the country."

Babitseng added that the Botswana Football Association had seen tangible returns from sustained investment. "We commend the Orange team and request that our sincere appreciation be conveyed to the powers that be," he said.

RESULTS MATTER

For Babitseng, recent national achievements underscore the value of continuity. Botswana's qualification for WAFCON and AFCON, he said, "did not happen by chance." Instead, they were the outcome of strategic partnerships that strengthened football structures, improved competitiveness and widened pathways for players from grassroots to elite levels.

"This partnership has created opportunities at every level," Babitseng said, urging other corporates to follow Orange's example. "We therefore call upon other organisations to come on board and support football development in a similar manner."

NATIONAL REACH

Since its inception in 2019, the Orange FA Cup has expanded into a truly national competition, reaching every corner of Botswana and offering exposure and hope to clubs and players from all regions. The tournament's nationwide knockout format brings lower-division sides face to face with top-flight teams, providing rare visibility and a bridge to professional football.

Several players who featured in the competition have since earned national team call-ups, reinforcing the Cup's role as a talent pipeline. Babitseng said the BFA was "extremely pleased with the depth, consistency and national impact" of the partnership.

CORPORATE VIEW

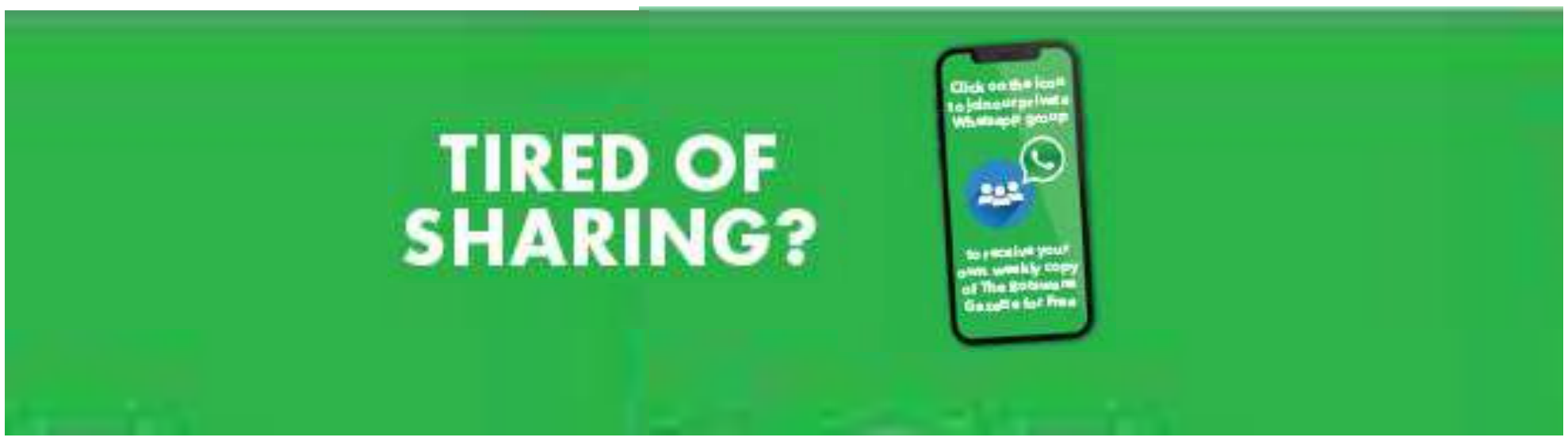
Orange Botswana's chief executive officer, Néné Maïga, said the company's continued involvement reflected a deliberate focus on long-term national impact. "As the number one telecommunications company in Botswana, we believe leadership comes with responsibility," she said. "It is important to continue investing in platforms that develop talent, uplift communities and create opportunity."

She added that the Orange FA Cup extended beyond sport. "It is about social mobility, youth development and strengthening communities through football," Maïga said.

SEASON AHEAD

Looking ahead, Orange Botswana and the BFA are targeting increased fan engagement, expanded community activations and wider national visibility. Digital interaction through the Orange Max it App, alongside online ticketing and improved matchday security, is expected to enhance the fan experience.

On the field, reigning champions Jwaneng Galaxy FC will defend their title as 48 teams contest 47 matches nationwide, promising another season of competitive, inclusive football.



Nogampe's Judo Scholarship Breaks Ground

Botswana's elite judo milestone signals a broader shift — one where mats and classrooms align, and young women are increasingly stepping into spaces once denied to them

TLOTLO KEBINAKGABO

When Neo Nogampe boarded a flight to Australia this week, she carried more than luggage and ambition. She carried history. As the 2025/2026 Elite Scholarship recipient from the Botswana National Sport Commission, Nogampe has become the first female judoka to benefit from the programme — a landmark moment for the sport in Botswana.

"It reflects the growth of judo in Botswana," said Linda Masingizane, general secretary of the Botswana Judo Federation in an interview. "The sport supports not only athletic progression but also academic excellence."

Her departure to Australia to commence her studies is a quiet but powerful statement: elite sport and education need not exist in tension. In Nogampe's case, they reinforce one another.

ROLE MODELS RISING

Progress, as Masingizane acknowledges, has been steady rather than swift. Female participation in judo has grown gradually, often against cultural and structural headwinds. Yet success has a way of accelerating belief.

"The success of our senior female judokas is playing a major role," she said. "They serve as visible and inspiring role models."

In a sport defined by physical confrontation and mental control, representation matters. Young girls watching Botswana's female judokas succeed are not merely seeing medals; they are seeing permission — to belong, to compete, and to dream.

BEYOND THE MAT

Nogampe's journey also challenges a persistent myth: that academic excellence and high-performance sport are mutually exclusive. Her scholarship reinforces a broader truth that administrators have long argued but rarely been able to demonstrate so clearly.



"When parents support their children, especially girls, in participating in combat sports like judo, it builds confidence, discipline and resilience," Masingizane said. "It opens doors when the right support structures are in place."

The language is practical, not romantic. Judo becomes a vehicle — for education, for character, for life beyond competition.

INVESTMENT REWARDED

From the federation's offices, this moment feels like validation. Years of administrative effort, programme development and advocacy have converged in one athlete's opportunity.

"Seeing one of our athletes receive such an opportunity is deeply rewarding," Masingizane said. "It motivates us to continue strengthening programmes that help our athletes succeed both locally and internationally."

> "The sport supports not only athletic progression but also academic excellence."

The challenges remain stark. Limited access to high-performance environments and the high cost of international travel have long constrained Botswana's judokas. Scholarships like Nogampe's do not erase those barriers, but they narrow them.

And sometimes, narrowing the gap is enough to change the direction of a sport.

Botswana's Badminton Breakthrough

The successful hosting of the All Africa Senior Championships has elevated Botswana's standing in continental sport, showcasing organizational excellence while revealing a clear pathway for future competitive growth.



TLOTLO KEBINAKGABO

Botswana reached a defining sporting moment in February after hosting the All Africa Senior Championships, one of African badminton's flagship tournaments. Held from February 9 to 15, 2026, at Royal Aria in Tlokweng, the championships attracted a record 192 athletes from 19 countries — the biggest turnout in the event's history.

"The championships were a historic milestone and, without doubt, one of the most successful tournaments in African badminton history," said Thobo Tshosa, spokesperson for the Botswana Badminton Association. "The organization, level of competition, and overall execution reflected excellence and strong collaboration among all stakeholders."

CONTINENTAL RECOGNITION

The unprecedented participation underlined Botswana's growing credibility as a host nation. According to Tshosa, the scale of the event demonstrated that the country is capable of delivering high-level international competitions.

"With a record of 192 athletes from 19 countries, this remarkable turnout shows that Botswana has the capacity, infrastructure, and organizational competence to host events of this magnitude — and potentially even larger tournaments in the future," he said. "It strengthens our reputation within the African badminton community."

Officials from across the continent praised the smooth running of the championships, from logistics and officiating to athlete welfare and scheduling.

BUDGET PRESSURES

Behind the scenes, however, organizers faced financial constraints. While the available funding was sufficient to stage the tournament, it left little room for error.

"The primary challenge was working within a tight budget," Tshosa explained. "We had enough funds to deliver the event, but there was very limited flexibility for contingencies. That required careful planning, disciplined financial management, and strong partnerships to ensure smooth execution."

Despite those pressures, the championships concluded without major disruptions, reinforcing confidence in the association's administrative systems.

LESSONS LEARNED

For Botswana badminton, the event was as much a learning experience as it was a celebration.

"We learned that we are fully capable as an association of delivering world-class events," Tshosa said. "The experience helped us identify our strengths and areas for improvement, and it has given us a clearer strategic direction for future growth and development."

That clarity is expected to inform future bids and long-term planning within the sport.

TEAM BOTSWANA GROWTH

On the court, Team Botswana showed signs of steady progress. Although the team exited in the group stages of the team event and reached the quarterfinals in individual competitions, performances reflected growing competitiveness.

"Team Botswana showed significant development compared to last year, particularly in terms of competitiveness and match performance," Tshosa said. "While we did not reach the podium, the progress demonstrated is encouraging and provides a strong foundation for future success."

PATHWAY FORWARD

The championships also highlighted the need for a stronger development pipeline.

"This experience has shown the importance of establishing a clear player development pathway," Tshosa said. "To compete consistently at this level, we must strengthen grassroots structures, talent identification, coaching systems, and regular exposure to high-level competition."

Kazungula Marathon Stakes National Claim

From logistics reform to tourism impact, Botswana's flagship bridge run positions itself as a national economic and sporting asset ahead of its 2026 edition



TLOTLO KEBINAKGABO

The benefits of hosting a major marathon extend well beyond the finish line, and the numbers, according to organisers, speak for themselves. The FNB Kazungula Bridge Marathon, slated for Saturday, February 28, 2026, has grown into a significant contributor to local tourism and business activity in northern Botswana.

"The marathon's economic impact is massive," said Orbet Morgan, founder of Kazungula Bridge Run Pty Ltd, during a recent press briefing. "The numbers are there, and they do not lie."

Held in the Chobe region, the event continues to attract a strong mix of local runners and international athletes, particularly in the full marathon and half-marathon categories.

OPERATIONAL RESET

Organisers say lessons from previous editions have driven a major overhaul in planning and execution. A dedicated marketing agency has been brought on board to streamline delivery timelines and communications.

"For the first time, our merchandise has been delivered well ahead of the event," Morgan said. "We have also identified a registration company in South Africa that has already provided a full database—registrations, T-shirt sizes, everything. This addresses a crisis we have faced in the past."

Corporate teams that have registered for the race are expected to begin receiving their race packs this week, well ahead of race day.

COURSE EVOLUTION

This year introduces adjusted race distances, replacing the traditional 5km and 10km races with 8km and 15km courses. The change, organisers say, ensures that every participant runs across the iconic Kazungula Bridge, the marathon's defining landmark.

"We realised that once we made the change, registrations for the 8km surged," Morgan noted.

The full programme now includes races over 42.2km, 21.1km, 15km, and 8km, alongside enhanced race-day logistics and post-race activities, including a silent disco boat cruise.

NATIONAL FOCUS

With wildlife management, safety planning, and stakeholder coordination underway, Morgan stressed that the marathon's purpose extends beyond branding.

"It's no longer about me," he said. "It's not about FNB or us as organisers. It's about what we can do for our country."

Chess National Team Selected

Veterans return, youth rise as Botswana names a balanced national chess squad following a fiercely contested selection tournament

GAZETTE REPORTER

The Botswana Chess Federation concluded its National Team Selection Tournament on February 15, 2026, capping a weekend of tense, high-level competition that highlighted the depth and maturity of chess talent in the country. The final rounds delivered drama and precision in equal measure, underscoring a program increasingly confident on the continental and global stage.

In the Open Section, Arnold Mothudi claimed top honors, completing a return that carried both competitive weight and symbolic meaning. Once a dominant figure in junior chess, Mothudi's victory signals a renewed presence at the highest level, combining experience with resilience honed over years away from the spotlight. His performance earned him a place on the senior national team and drew praise for its calm authority under pressure.

OPEN TRIUMPH

"The quality we witnessed this weekend speaks to the growth of chess in Botswana," said Kutlwano Tatolo, president of the federation, in a statement released after the tournament. "Arnold's return is a reminder that excellence can be sustained over time."

Tatolo also highlighted the emergence of two youth players, Sebetlela Gaasite and Thuto Mpene, who secured senior national team selection for the first time. Their inclusion reflects the steady success of youth development initiatives and suggests a pipeline capable of renewing the team without sacrificing competitiveness.



WOMEN'S EXCELLENCE

In the Ladies Section, experience again proved decisive. Women International Master Onkemetse Francis and Women FIDE Master Thapelo Francis qualified comfortably, reaffirming their standing as pillars of women's chess in Botswana. Their consistency provided a benchmark against which younger players tested their ambitions.

They will be joined by an energetic trio—Maya Otimile, Phoebe Moshoboro, and Atang Mosweu—whose selections mark significant milestones. Tatolo noted that their progress "strengthens the future of women's chess in Botswana," blending mentorship with momentum.

GLOBAL STAGE

The selected players will represent Botswana at the World Chess Olympiad 2026 in Uzbekistan, the sport's most prestigious team competition. Beyond that, Botswana will host the Africa Individual Chess Championship in June 2026, welcoming the continent's leading players and placing local talent before a home audience.

"Participation at these events is an opportunity to showcase Botswana's growing strength internationally," Tatolo said. "Hosting a continental championship reflects our rising profile and our commitment to developing chess across Africa."

The federation congratulated all selected players and expressed confidence that they will represent the nation with pride and distinction.

TIRED OF SHARING?



BACKPAGE
WEDNESDAY 18 FEBRUARY 2026
SINCE 1984

The Botswana Gazette
SPORT

BABITSENG SALUTES ORANGE'S FOOTBALL LEGACY

BFA president says sustained corporate commitment has transformed football structures, expanded opportunity and touched communities across Botswana

32.

