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Nurses down tools

- MoH given 30 days ultimatum, BONU cautions 'stubborn' civil servants

BAKANG TIRO
editors@thepatriot.co.bw

NURSES HAVE THREATENED to withdraw from the call to duty functions if the ministry of health fails to address their grievances and pay overtime allowance that they are entitled to when on standby or called to work from their free time.

The MoH and nurses are engulfed in a scuffle over the duty to call, with Botswana Nurses Union (BONU) arguing that the ministry does not have legal powers to force nurses to work without pay. Contacted for comment on Friday, Chief Public Relations Officer in the Ministry of Health, Dr Christopher Nyanga said together with the employer, Directorate of Public Service Management (DPSM), the ministry of health will engage nurses' union in appropriate fora.

TO PAGE 5

'UDC target achievable'

When the ruling Umbrella for Democratic Change (UDC) deliver progress report at the end of the first 100 days in office, numerous targets will be met while others will be in the pipeline, insist Member of Parliament Tlokwen, Pheny Segokgo. He is adamant that his party is on the right track to deliver its election promises, which include among others a minimum P4 000 living wage; P1800 for old age pensioners (starting at 60 years old) and the process to reform some state institutions to make them efficient and transparent. "Look it's been only three months and surely there's a clear direction of where we want to take this country. I know some quarters in the society wants us to act against those who looted. The President has assured the nation during SONA that a forensic audit will be done, and I am confident and believe in his leadership that all we promised will be implemented including the P4 000 living wage and P1,800 for Old Age pension and P2,500 for students. All this will be achieved," he told **STAFF WRITER BAKANG TIRO.**



President Duma Boko (R) and Vice President Ndaba Gaolathe

FULL STORY ON PAGE 4

DCEC reforms begin

- Govt moves to delink DCEC from public service management
- 'Amendment of Corruption & Economic Crimes Act is top priority' - Mohwasa

BAKANG TIRO
editors@thepatriot.co.bw

THE DIRECTORATE ON Corruption and Economic Crime (DCEC) could soon gain autonomy following plans to de-link its operations from the public service management, the Minister of State Presidency, Moeti Mohwasa has announced.

Experts have, however warned that such reforms will remain a far-fetched dream if government continues to give DCEC subventions in the form of financial assistance. Mohwasa reiterated government's commitment to make DCEC independent on Monday during a consultative meeting with the

TO PAGE 5



Mohwasa [PIC: PINO KILANO]

NEW

BOX CLEVER

69⁹⁰ EACH

KFC

Ts & Cs apply. Images for illustrative purposes.

Boko highlights Africa's potential



President Duma Boko

ATTENDING THE WORLD Economic Forum (WEF) in Davos last week, President Advocate Duma Gideon Boko delivered a powerful message about Africa's untapped potential during an interview with China Global Television Network (CGTN). Boko emphasized the transformative impact of the Africa Continental Free Trade Area (AfCFTA), which is nearing full implementation. "We've now begun and are about to

conclude, get everybody on board in relation to the Africa Free Continental Trade Area, which will remove all barricades to trade within Africa, amongst African countries, and increase the volume of trade amongst the African countries," he stated. Highlighting Africa's demographics, he noted, "That is a population of about 1.4 billion. And that's a very young population whose dynamism and youthful vitality will drive the economy. By 2050, we will have a much larger population

and will be the youngest continent in the whole world." However, Boko stressed that Africa's potential can only be maximized through political stability, strong institutions, and sustained economic growth. "Africa can maximize on the benefits of this potentiality by ensuring that it has stability politically. It has institutions that are durable, that can sustain the countries outside of individuals, and that the economies grow, and the GDP of each country and collectively

of the African continent is increased exponentially as it should and can be." In closing, he remarked that Africa is not just the "next frontier" but the "now frontier," urging the global community to recognize the continent's significance. "The world will now have no option but to pay attention to Africa. It is the future." As AfCFTA continues to unify the continent, Boko's vision underscores the pivotal role Africa will play in shaping the global economy.

SADC discuss DRC crisis

PRESIDENT DUMA Gideon Boko, on Friday participated at the Extraordinary Summit of SADC Heads of State and Government, in Harare, Zimbabwe.

Zimbabwe President and Chairperson of SADC, Emmerson Dambudzo Mnangagwa presided over the meeting, which focused on the current political and security developments in the eastern Democratic Republic of Congo (DRC). The Summit received a progress report on the security and humanitarian situation prevailing in the eastern part of the country. Additionally, the meeting explored ways to strengthen regional efforts in support of the DRC, to achieve lasting peace and security.

The eastern DRC continues to face violent conflict primarily involving various armed groups. Fighting has led to a significant humanitarian crisis, with numerous reports of internally displaced persons and civilian casualties. Millions



Chairperson of SADC, Emmerson Dambudzo Mnangagwa

are in need of assistance due to food insecurity, lack of access to healthcare and inadequate shelter. The international community including SADC,

has been engaged in efforts aimed at addressing the crisis and facilitating peace talks. Regional cooperation is critical for resolving the conflict and

promoting stability. Boko was accompanied by Dr Phenyu Butale, Minister of International Relations, and Senior Government Officials.

China-Africa Community with a shared future benchmark

NEARLY 80% OF FOREIGN respondents show confidence in China's development prospect in first survey on China's international image;

1. More than 70 percent of respondents from African countries, BRICS countries, the Middle East, and developing countries believe that China's overall national strength is high.

2. The survey also finds that a majority of international respondents have a positive outlook regarding the prospects of China's economic growth and development potential. Nearly 80 percent of foreign

respondents show confidence in China's development. More than 90 percent of foreign respondents believe that China's economy will continue to grow in the next decade, and nearly 60 percent believe that China is a major driving force of world economic growth. More than three-quarters of respondents from developing countries, the Middle East, and BRICS countries expect faster growth of the Chinese economy. In African countries, this proportion reaches 85 percent.

3. Some 60 percent of international respondents agree that China's continuously

deepening reform and opening-up are "in the right direction." About two-thirds of respondents believe that the future of the Chinese economy is bright and has great potential while about 20 percent expressed a neutral stance. African countries hold the highest favorable view (81 percent), while the proportion of Middle Eastern, BRICS, and developing countries exceeds 70 percent.

4. In developing, African, and BRICS countries, the term "technology" is mentioned most frequently.

5. African countries hold the

highest favorable view of China, reaching 84 percent.

6. African countries express a higher preference for high-speed rail, smart phones, online shopping, electric vehicles, and other new things in China.

7. Statistics suggest that most respondents from African countries consider China a "strategic cooperative partner" or "friendly country"

In African countries, more than 80 percent of respondents hope that their home countries will have a better relationship with China.

<https://www.globaltimes.cn/page/202501/1326627.shtml>

DEPOSIT & LENDING INTEREST RATES

As at February 2025
Interest earned is Tax-free

DEPOSIT RATES

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

Fixed Deposits

3 months	0.80% - 1.00%	0.80% - 1.00%	1,000.00
6 months	1.40% - 1.75%	1.41% - 1.76%	1,000.00
12 months	1.85% - 2.20%	1.87% - 2.22%	1,000.00
24 months	2.25% - 2.55%	2.27% - 2.58%	1,000.00
Over 24 months	3.35% - 3.80%	3.40% - 3.87%	1,000.00

PRIME LENDING RATE

6.01% 6.01% 6.01% 6.01%

LENDING RATES

Lending Rates	Nominal Interest Rate	Average Effective Interest Rate
MoPR	1.90%	1.90%
Prime Lending Rate	6.01%	6.01%
Mortgage Facility	Prime to Prime + 4.50%	Prime to Prime + 4.59%
Overdraft Facility (Revolving credit lines)	N/A	N/A
Credit card	N/A	N/A
Eezi Auto	Prime +3.50% to Prime +5.50%	Prime +3.56% to Prime +5.64%
Lease Loans	N/A	N/A
Unsecured Personal Loans (excluding overdraft, mortgage and credits cards)	Prime +12% to Prime +22%	Prime +12.68% to Prime +24.36%
Other Long - Term Loans	N/A	N/A

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DCEC investigates PS Water Affairs

CALISTUS BOSALETSWE
editors@thepatriot.co.bw

A PERMANENT SECRETARY implicated in a corruption scandal involving the controversial Ghanzi South and Kgalagadi North village water supply tender, who recently came under the probing microscope of the Directorate of Corruption and Economic Crime (DCEC), has been transferred to a different ministry, much to the chagrin of members of the public.

Dr Kekgonne Baipoledi was recently moved from Ministry of Lands and Water Affairs to that of Basic Education and Child Welfare soon after the Public Procurement Tribunal raised suspicions of possible corruption in the awarding of the tender. A judgment delivered by the Public Procurement Tribunal (PPT) Judge President Kabelo Lebotse set aside Dr Baipoledi's decision to award the P1.8 billion water tender project to China Civil Engineering Construction Corporation (Pty) Ltd and Zhong Gan Engineering and Construction Corporation (Pty) Ltd



Dr Kekgonne Baipoledi [PIC:PINO KILANO]

(collectively referred to as China Civil).

The decision came about after Tawana Joint Venture moved to oppose the Ministry of Lands and Water Affairs decision to award the JV Tender No. POU/MLW/DTS/NCOJANe WATER SUPPLY WORKS/0158/ 09102023 for detailed designs and construction of Ghanzi South and Kgalagadi North Villages

Water Supply Project.

The PPT noted that technical evaluation reports revealed that China Civil should never have progressed to the financial evaluation stage, as they failed to meet the minimum threshold set for progression on the criteria that required a minimum pass mark of 60% for each category evaluated.

The DCEC has confirmed to *The Patriot on Sunday* that they are investigating Dr Baipoledi for his involvement in the tender, after the Public Procurement Tribunal (PPT) referred the matter to them for investigation.

DCEC spokesperson, Nlayidzi Gambule said while the corruption busting agency acknowledge public frustration on the DCEC investigations, the public should be aware that the investigations are usually complex and take time to complete. "The Public Procurement Tribunal referred the matter to DCEC for investigation during the festive season. We only started our investigation this year. We will have to carry our investigation on the corruption allegations, and it is a lot of work that will require us to collect evidence. We will then be able to hand over the docket to DPP for prosecution," said Gambule.

University of Botswana Associate Professor of Public Administration, Mogopodi Lekorwe noted that in an ideal world the PS could have been suspended pending investigations. "A lot will depend on the laws, regulations and policies in a particular institution. In this case we are talking about a public institution," said Lekorwe, adding that suspension should be done with caution because it may result in legal challenges if there is no wrongdoing found on those investigated.

Another UB academic, Dr Adam Mfundisi was even more brutal, expressing shock at the recent transfer of Baipoledi while under investigation for corruption. "Notwithstanding the principle that one is innocent until proven guilty by a competent court, ethically and accountably, the PS should be suspended until the conclusion of the probe," said Dr Mfundisi, emphasizing that conflict of interest could possibly arise where an officer under investigation continues to have access to offices and information related to the investigation.

If Dr Mfundisi had his way, all political appointees and top technocrats of the Mokgweetsi Masisi regime, which was removed from power in October 2024, should have been removed to enable an unimpeded investigations into possible corruption.

Germans curious about Botswana's elephants



Masisi [PIC:PINO KILANO]

SOLOMON TJINYEKA
editors@thepatriot.co.bw

FORMER BOTSWANA President Mokgweetsi Masisi's controversial statement threatening to send 20,000 elephants to Germany continues to generate conversations and awareness. The remarks, made last year in response to proposals in Berlin to restrict the import of hunting trophies, were initially met with confusion and disbelief.

However, as time has passed, it has become evident that Masisi's bold rhetoric has sparked a constructive shift in understanding, particularly among the German public. While many initially saw the statement as a political blunder, it has led to increased awareness of the elephant-human conflict in Botswana. Botswana is home to the world's largest elephant population but continues to face daily struggles as local communities clash with wildlife over space and resources.

Tebogo James, a Community Based Natural Resource Management (CBNRM) officer from NCONGO, is currently in Dortmund, Germany, attending Europe's largest hunting exhibition, which attracted representatives from

36 countries, including Botswana, Australia, and Argentina. James shared that the public response in Germany has been overwhelmingly positive since Masisi's comments, with many people now asking about Botswana's elephants when they learn where he's from.

This suggests that the message has resonated with the German community, prompting them to inquire further about the human-wildlife conflicts impacting local communities in Botswana. James, who represents rural communities in Ngamiland involved in trophy hunting, explained that they are working to attract European hunters, particularly from Germany. However, they face challenges, as many Germans prefer hunting in Namibia due to a language barrier, and some find Zimbabwe's lower hunting quotas more appealing while Botswana's higher cost is a deterrent.

This year, the Botswana government, through the Department of Wildlife and National Parks, has issued 110 elephant hunting permits for the upcoming season (April to September).

However, some community trusts in Ngamiland are still struggling to sell their quotas to hunting outfitters. Factors such as high quota prices and restrictions on non-trophy exports—meaning hunters can't take game meat from animals like impala or kudu—are a significant concern. In contrast, countries like Namibia allow hunters to take non-trophy exports, making them more attractive to potential hunters.

Botswana is now focusing on attracting more hunters from Europe, including Germany, alongside its existing appeal to hunters from the UK and the United States. One of the key challenges facing the hunting industry is the impending UK hunting trophies importation bill, which has already passed its first reading and is awaiting a second reading later this month. This bill could significantly impact trophy hunting in Africa, and Botswana is closely monitoring its progress as it works to position itself as a prime destination for international hunters.

Court decides bankers' fate

STAFF WRITERS
editors@thepatriot.co.bw

A CASE IN WHICH EMPLOYEES in the banking industry are challenging the constitutionality of the law governing their conditions of service will be decided on March 14th, 2025 at Lobatse High Court, according to Judge Jennifer Dube.

The trade union for bank employees, Botswana Financial Institutions & Allied Workers Union (BOFIAWU) last year dragged the minister of finance to court seeking an order nullifying a provision the Banking Act which places tight restrictions on their loan applications and other benefits.

Section 17 (8) of the Banking Act provides that officers or an employee (other than a director) in the banking industry, irrespective of their

Bank employees want law restricting their loan amounts quashed

earnings and/or credit worthiness and/or credit history and/or credit score, cannot acquire unsecured loans, advances or credit facilities the amount of which, in aggregate, exceeds one year's emoluments of such officer or employee. For example, if an employee of a bank earns P150 000.00 per annum, they cannot get an unsecured loan exceeding P150 000.00.

It reads: "No bank shall, directly or indirectly, grant to, or permit to be outstanding by any of its officers or employees (other than a director) unsecured loans, advances or credit facilities the amount of which, in aggregate, exceeds one year's emoluments of such officer or employee."

Bank employees have argued that Section 17 (8) of the Banking Act is

discriminatory to them by virtue of their employment by banks.

Unconstitutional They further argue that the provision is unconstitutional because it imposes a restriction or limitation on persons by virtue of being employed by banks when applying for a loan, when such restriction and/or limitation is not applicable to other persons who are employees in other sectors of the economy.

Put differently, for example, a person who is not an employee of a bank who earns P150 000.00 per annum may qualify for an unsecured loan facility exceeding P150 000.00 based on his/her creditworthiness, whilst a person who is similarly situated, in terms of earning the same annual salary and creditworthiness, does not qualify for an unsecured

loan facility exceeding P150 000.00 purely on the basis that s/he is an employee of a bank (and not a director) in terms of section 17 (8).

The bank employees insist that the section complained of does not fall under any of the exceptions provided for in section 15 of the Constitution in that it is not meant for the appropriation of public revenues or other public funds; it is not made with respect to persons who are not citizens of Botswana and is not made with respect to adoption, marriage, divorce, burial, devolution of property on death or other matters of personal law; or applied in the case of members of a particular race, community or tribe of customary law with respect to any matter whether to the exclusion of any law in respect to that matter which is applicable in the

case of other persons or not;

"It is axiomatic that the impugned provision does not fall under the limitations under section 15 of the Constitution. It cannot reasonably be said that the provision is reasonably justifiable in a democratic society," reads an affidavit signed by Thelma Kgaswane, BOFIAWU deputy General Secretary.

BOFIAWU further argues that Section 17(8) goes against conventional credit risk assessment used by banks around the world to assess eligibility of loan applications.

The union represents members who are employed at Absa Bank Botswana Limited, Standard Chartered Bank Botswana Limited, First National Bank of Botswana Limited, Bank Gaborone Limited, BBS Bank Limited, Access Bank Botswana Limited and Stanbic Bank (Botswana) Limited.

Nurses down tools

FROM PAGE 1

"We do not wish to be seen to be engaging them through the media or through other parties," Dr Nyanga said briefly.

Earlier on, the MoH released a statement accusing BONU of inciting nurses not to attend to patients when they are approached during their free time arguing that they must be paid for the duty. The MoH insisted that nurses continue to perform all call to duty functions, warning that failure to do so would violate their conditions of service. However, the ministry has reiterated its commitment to resolving the issue through dialogue with BONU.

Addressing the media on Wednesday, BONU executive leadership led by President, Peter Baleseng said they gave 30 days ultimatum to the MoH to resolve the duty to call differences promptly. He said failure to do so, the ministry leaves them with no option but to suspend the service. "We don't want to get into a situation whereby nurses who are in inactive call couldn't come to work because the employer



BONU President, Peter Baleseng [PIC:PINO KILANO]

refuses to pay them their allowances. That would mean that the night duty of health services will be crippled whereby patients that need urgent care will suffer heavily," he warned, sternly.

Baleseng said two court rulings by the industrial court and Court of Appeal (CoA) made it clear that if nurses and midwives are needed to be physically present at health facility they are to be paid. However, he said nurses on standby are not yet compensated for their hours while

the drivers and doctors involved in the same standby are being compensated, adding that it is very unfair to nurses.

"We sell labour as nurses and we can't allow to be exploited. We still have an option to charge the ministry with contempt of two court orders to compensate nurses for their excess hours work. We are not going back to negotiations with the ministry. We will issue 24-hour notice to withdraw our service," said Baleseng.

UDC

Meanwhile, BONU vice president Professional Affairs, Vusa Phena said the expectation is that the Umbrella for Democratic Change (UDC) government will amicably resolve nurses' dissatisfactions. He regretted that some of the top civil servants at the ministry of health will fail the new government because of their failure to comply with court orders that called for nurses to be paid.

"We have since shown our dissatisfaction by writing to the minister and one of our demands is that permanent secretary and secretary for primary health be fired. We quarrelled with previous health ministers as the union and unfortunately all of them went to lose elections. We don't want to see a situation whereby the current political leadership of the ministry quarrel with nurses," said Phena.

BONU said if the ministry wishes to benefit from the time and resources of its members, they must negotiate an appropriate set of rules and framework that will deal away with all forms of exploitation.

DCEC reforms begin

FROM PAGE 1

senior management of the agency, highlighting its importance in prudent management of public resources. Commenting on the proposed developments by the Umbrella for Democratic Change (UDC) led administration, lawyer Chabuya Lowani said it is not clear how government will liberalise the DCEC. He said the DCEC will still be financed from public funds, although operating like a parastatal such that it can attract and retain staff. Lowani said for DCEC to be truly independent, the Director General must be employed through a recommendation of a Parliamentary committee, and s/he must be answerable to the said committee. "Also, the DG must enjoy security of tenure. DCEC staff must be delinked from the public service so that it is not easy to transfer them, especially the investigators when they probe corruption wherever it may manifest," he said.

As one of the early assignments, the UDC government has promised to make the DCEC and other important organisations such as the Independent Electoral Commission (IEC)

independent from the Executive arm of government and instead report to Parliament.

Vital step

Mohwasa said the ongoing effort to remodel this anti-corruption agency into an independent institution entail delinking the DCEC from the mainstream Public Service, which is a vital step. According to Mohwasa, government supports this initiative as it will enhance the Directorate's operational autonomy and efficiency. "To this end, we are prioritising the review and amendment of the Corruption and Economic Crime Act to facilitate this transition and align it with the government's vision," Mohwasa explained. Furthermore, the are several initiatives that the government will undertake in the next few months, which include a forensic audit on government expenditure and the functional efficacy of existing systems and institutions. Mohwasa said the importance of conducting a forensic audit on all government expenditure to identify and address irregularities and deficiencies cannot be understated. "I encourage you all to play a leadership role in this process to ensure transparency

and accountability in public spending. These audits, among other interventions, are pivotal to promoting integrity and rebuilding public trust," he said.

Constitution

Meanwhile, University of Botswana political science lecturer Dr Adam Mfundisi said the delinking of DCEC from the public service is a welcome development, which is long overdue. He said not only that, but the independence of anti-corruption body should also extend beyond just delinking it from the broader public service but either providing it in the Constitution of Botswana or through special legislation by Parliament.

Dr Mfundisi said the independence of the DCEC should be non-negotiable because corruption is a threat to our democracy, economy, society, and the environment. "Public trust and confidence on the DCEC are anchored on its efficiency and effectiveness in combating corruption. The DCEC should in part, enjoy constitutional and legal, institutional, decisional, personnel, and financial independence from, in particular the Executive branch of government," he said.



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A law on special education long overdue



LAGAGO TAMOCHA*
EDUCATING THE 21ST CENTURY LEARNER

THE RECENT ANNOUNCEMENT by Botswana's Ministry of Child Welfare and Basic Education, through their Facebook page, to recruit teacher aides for disabled learners marks a commendable step toward inclusive education. However, the effectiveness of such initiatives hinges on the establishment of a comprehensive special education policy that delineates clear roles, responsibilities, and procedures. Without this foundational framework, the potential of teacher aides and other support staff remains underutilized, leaving disabled learners without the tailored assistance they require.

This has been the case for such a long time in our schools because there have, in fact, always been teacher aides in schools and qualified special education teachers in mainstream schools who did not service the students they were always meant to serve.

Teacher Aides

Teacher aides, also known as paraprofessionals or teaching assistants, play a pivotal role in

supporting students with disabilities. They assist in implementing individualized education plans, provide one-on-one support, and help manage classroom dynamics to foster an inclusive learning environment. Their contributions are instrumental in ensuring that students with special needs receive equitable educational opportunities alongside their peers.

However, the absence of a clear policy framework can lead to ambiguity in their roles. Studies have shown that teacher aides often feel underprepared and lack specific training to effectively support students with challenging behaviors or diverse learning needs. This gap underscores the necessity for structured professional development and well-defined responsibilities to maximize their impact.

Special Education Policy

A comprehensive special education policy serves as the backbone of an inclusive educational system. It provides clear guidelines on the identification, assessment, and support of students with disabilities, ensuring consistency and equity across schools.

Such a policy outlines the roles of all stakeholders, including teachers, teacher aides, special education professionals, and administrative staff, fostering a collaborative approach to special education.

Without a formal policy, services for disabled learners can become fragmented, leading to disparities in support and educational outcomes. For instance, research indicates that in the absence of clear guidelines, the

allocation of resources and support can be inconsistent, disadvantaging students who require specialized assistance.

A Unified Approach

Implementing a special education policy ensures that all students, regardless of their abilities, have access to quality education tailored to their needs. It promotes early identification and intervention, which are crucial for addressing learning challenges promptly. Moreover, a unified policy facilitates professional development for teacher aides and educators, equipping them with the necessary skills and knowledge to support disabled learners effectively.

A well-structured policy also fosters collaboration between schools and external professionals, such as educational psychologists and therapists, ensuring a holistic approach to student support. This collaboration is essential for addressing the multifaceted needs of disabled learners and promoting their overall development.

While the Ministry's initiative to engage teacher aides is a positive development, it must be complemented by the establishment of a comprehensive special education policy.

Such a policy will provide the necessary framework to define roles, standardize procedures, and ensure that all stakeholders work cohesively to support disabled learners. By doing so, Botswana can move closer to realizing an inclusive education system where every student has the opportunity to thrive.

'100 days target achievable'

Tlokweng MP, Pheny Segokgo sat on the couch with **STAFF WRITER BAKANG TIRO**

Q: Who is Pheny Mokete Segokgo?

PS: Pheny Mokete Segokgo is a young man born and bred in Tlokweng from a family of 5 children and him being the middle-born child of Tebogo and Boni Segokgo in Dipyega Ward in Tlokweng.

Q: Take us through your BNF/UDC activism journey.

PS: In 2010 we formed the BMD with the likes of Gomolemo Motswaledi, Ndaba Gaolathe, Wynter Mmolotsi, Botsalo Ntuanane and many others. I went on to become the 1st BMD Youth League President and subsequently the UDC Youth President. In the aftermath of Bobonong, I met Comrade President Duma Boko in 2019 in Riverwalk and our meeting didn't take long as he immediately convinced me to join the BNF and I've been a member of the BNF ever since then. But I served in the UDC Executive representing youth from 2013 to 2017.

Q: What are your major development plans for Tlokweng constituency?

PS: We need to change the way things work in government and all structures of government in terms of development agenda of the UDC. We aspire to create 450k jobs in 5 years and I want Tlokweng to have a share and have 30k of this number. Me and my Councillors want to push for a BorderPort City at the border gate and create 5k jobs in the next 2yrs. Demographics are moving this side and we want a primary hospital and a senior secondary school. We want to utilize the Notwane River bank and use them for tourism and invite domestic investors into the area. The other burning issue is storm water drainage but I believe it'll start in the next financial year.

Q: Highlight some of key challenges that affect Tlokweng electorates and how do you intend to address them during your term as area MP, 2024-2029?



Segokgo

PS: Sewerage system especially in Ramfurwa area and Letlapeng area-it'll be one of the key issues I'll lobby the Minister during this budget session... the undeveloped open spaces-but we are also engaging with Council so we debush.

People are not allocated land but there's hope the engagement between Bogosi, Council and Land Board are advanced to allocate residential plots south and east of Tlokweng. Education-the primary school In Maratanang will start in next financial year. Health-Mafithakgosi Clinic is a nightmare but the Minister of Health promised me that they'll increase staff in the Clinic so am hopeful that our government will duly address all these issues in the next two years.

Q: Shortage of land has been a burning issue in Tlokweng for many years. How are you addressing the issues of land?

PS: Remember in my term as Council Chairman, I proposed the Review of Tlokweng Development Plan which is in implementation now and the hope is that engagement with village leadership will end soon and some plots will be allocated in Tlokweng close to 1400 in the next 12 months.

The low hanging fruits like 100

satisfied with the implementation of electoral promises to voters, P4000 living wage and P1800 pension etc. as 100 days reporting period approach?

PS: I am confident in our administration and we have started well and believe all our promises in the manifesto will be implemented. Look it's been only three months and surely there's a clear direction of where we want to take this country to. I know some quarters in the society wants us to take action about those who looted. The President assured the Nation during SONA that forensic audit will be done and am confident and believe in his leadership that all we promised will be implemented including the P4 000 living wage and P1.800 for Old Age pension and P2.500 for students. All this will be achieved.

Q: What is your view on the Government Political Party Funding. Do you think that going forward it can consolidate UDC stay in power?

PS: I so much believe in political party funding. Campaigns are expensive in modern politics.

It'll push for fairness and transparency in electioneering and canvassing. Look the playing field will be level now. I'll be crazy to think that UDC will rule forever, this will be an insult to Botswana and we'll be complacent in our job. We should deliver knowing that Botswana are watching and smart enough to remove us if we don't deliver. But am for competitive elections to avoid over dominance that we witnessed past 59 years.

Q: What is your plan going forward, will you still avail yourself in the next elections, 2029?

PS: I am just a servant of the people of people of Tlokweng will be happy with my service coming 5yrs then why not. But my focus now is on delivering our promises to the people of Tlokweng and supporting UDC leadership in achieving what we promised to Botswana.

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Persons under the age of eighteen (18) years should not be allowed to participate in the competition; Competition is valid from the 1st November 2024 to 31st March 2025. Terms and conditions apply.

Member of the Deposit Insurance Scheme of Botswana.

NOTICE OF TENDER AND EXPRESSION OF INTEREST (EOI) CANCELLATION

INVITATION TO TENDER FOR TOURISM DEVELOPMENT, UTILISATION AND MANAGEMENT OF NG 27A (ZONE2) TENDER NO: BTO013/0612-24-25/NG27A ZONE2

EXPRESSION OF INTEREST (EOI) FOR DEVELOPMENT AND MANAGEMENT OF A LODGE SITE IN MOREMI GAME RESERVE (MGR5)

1. Botswana Tourism Organisation (BTO) c/o Tawana Land Board informs the public that the above-mentioned Tender (**TENDER NO: BTO013/0612-24-25/NG27A ZONE 2**) and Expression of Interest (**(EOI) FOR DEVELOPMENT AND MANAGEMENT OF A LODGE SITE IN MOREMI GAME RESERVE (MGR5)**) have been cancelled following a Court order.
2. Kindly note that this notice does not apply to the Invitation to Tender for Tourism Development, Utilisation and Management of a Lodge Sites in NG 7 and NG12 which were on the same advert with NG27A (Zone 2).
3. Bidders are requested to submit their banking details and proof of payment to procurement@botswanaturism.co.bw to facilitate a refund for tender documents purchased.
4. BTO and Tawana Land Board apologise for any inconvenience caused.

www.botswanaturism.co.bw

The Impact of U.S. Withdrawal from the Paris Agreement

BOITUMELO PAULINE MARUMO*

ON FEBRUARY 19 2025, in an anticipated move that has reverberated through global climate governance, President Donald Trump has once again decided to withdraw the United States from the Paris Agreement. It also makes the U.S. one of the only 4 countries that are not parties to the agreement. This action, echoing his first term's decision made on June 1, 2017, poses significant questions about the future of climate justice, particularly for small island developing states (SIDS) and landlocked developing countries (LLDCs). The first time this decision was taken, the withdrawal came to effect in November 2020, therefore, the U.S was not part of the deal for only 4 months. This was quickly reversed in 2021, when President Joe Biden rejoined the Paris Agreement, but those 4 months were without profound effects.

The Paris Agreement

The Paris Agreement is a global climate treaty that was signed in 2015 by the United Nations Framework Convention on Climate Change (UNFCCC), and went into effect in 2016, as of 2023 195 states were parties to the agreement, representing about 98% of the emissions. While the Paris Agreement is groundbreaking for its near-universal acceptance, it operates on non-binding commitments. This means countries pledge their own targets for emissions reduction in the form of Nationally

Determined Contributions (NDC), which should be updated every 5 years, but they are not legally obligated to meet them. In Botswana for example, the country submitted their first NDCs in 2016 and the second ones in 2025.

Climate Justice Without America?

The United States has historically been the largest emitter of carbon dioxide, contributing significantly to global climate change. With its withdrawal from the Paris Agreement, the U.S. not only steps away from its commitments to reduce emissions but also from its role in providing climate finance to developing nations. Historically, the U.S has contributed significantly more to global warming worldwide as compared to other developed countries. According to Statista, it contributes over 17%, which is more than twice the contributions made by the Least Developed Countries. Climate change is a matter of justice and human rights, the previous statement alone brings into question the justice in the U.S decision to withdraw from the Paris Agreement. Countries that have benefitted and became wealthy from human activity that has brought global warming to more than 1.5 degrees celsius have a responsibility to provide support to the vulnerable nations that are disproportionately affected by climate change.

Historical Emissions

The U.S. has emitted more cumulative carbon dioxide into



the atmosphere than any other country since the industrial era began. This historical responsibility underscores the importance of American participation in global climate action to achieve climate justice. According to Our World Data, the U.S Greenhouse Gas (GHG) emissions were at 4,853,780,240 tonnes in 2023, making it the country with the second highest emissions, having been overtaken by China in the mid 2020s. This is despite the U.S reducing emissions from power generation by 35% since 2005, after switching to renewable energy sources. But still, to date, the U.S has produced more cumulative Carbon Dioxide (CO2) than any other nation in the world, making this country the largest contributor to human caused climate change. When the country first withdrew from the, coincidentally, the global energy-related CO2 emissions rose by 1.7%.

Possible Impacts

Leadership Vacuum

The withdrawal signifies a retreat from U.S. leadership in global climate negotiations, which has been crucial in bringing major emitters like China into the agreement. As a global leader, the U.S. absence could result in a leadership vacuum, with other countries possibly following suit or reducing their own efforts, thus impacting the global fight against climate change. The global climate discourse and UNFCCC negotiations are already a complicated affair, negotiators and climate activists alike have expressed vehement dissatisfaction of the outcomes of both COP28 and COP29. The rest of the world needs to forge ahead, African nations in particular need not halt the fight against climate change, but move forward with a unified voice when they walk into the climate negotiations.

Implications for Global Treaties

The U.S. withdrawal

highlights the fragility of such agreements and brings into question their effectiveness. Without enforceable mechanisms, the commitment of countries can waver with changes in political leadership, potentially weakening the collective resolve to combat climate change. The non-binding nature of the agreements makes trust and cooperation among nations vital. The U.S. decision undermines this trust, potentially discouraging other nations from making ambitious commitments if they see major players and emitters like the U.S. backing out. Moving forward, nations should utilise the upcoming meetings and climate change related events to redefine the importance of these agreements and find ways to strengthen them.

Specific Impact on the Paris Agreement Global Emissions

The U.S. withdrawal could lead to a significant drop in global emissions reduction efforts. Without U.S.

participation, the collective target to keep global warming below 2°C, or preferably 1.5°C, becomes more challenging. This could mean that the U.S. would have room to emit more as other countries are making plans to cut down. The first time the U.S. withdrew from the agreement, there was an ease in restrictions for the use of fossil fuels, a decision that was said to revive the U.S. energy sector and boost the coal producing regions' job market. It is however important that one country should not impact 194 countries' commitment to emission reduction and net zero targets. Governments, civil society organisations and the private sector are all invested through various methods in climate action, the efforts need to be amplified and ambitions need not be halted.

Financial Aid

The Paris Agreement includes provisions for developed countries to assist developing nations financially for mitigation and adaptation to climate change effects. The U.S. was a major contributor to these funds, and its exit might reduce the availability of climate finance, particularly for adaptation projects in vulnerable countries. The U.S. is expected to contribute significantly to funds like the Green Climate Fund (GCF), The Loss and Damage Fund and the newly agreed upon New Collective Quantified Goal (NCQG), all aimed at helping these countries. Withdrawal could lead to a shortfall in these funds, directly affecting projects like those in Botswana, designed to enhance resilience

against climate change. This move calls for international collaborations designed to formulate regional projects and increase impact areas as well as international funding opportunities.

Effects on SIDS and LLDCs Increased Vulnerability

SIDS and LLDCs are among the most vulnerable to climate change impacts like sea-level rise and extreme weather events. The U.S. withdrawal means less support for these nations in terms of finance, technology transfer, critical resources and capacity building, which are crucial for their adaptation and resilience strategies. President Barack Obama's administration had committed to contributing \$3 Billion to the GCF, the then Trump administration caused an immediate cutting of funds towards the GCF, history might repeat itself. All this is despite the SIDS and LLDCs continued efforts in advocating for doubling the climate adaptation funds and voicing out frustrations towards the Global North's failure to uphold its promises.

Alternative Funding

This move calls for SIDS and LLDCs to explore alternative funding methods and ease dependence on the historical polluters to make their promises true. This same polluters must pay, the strategy of 'polluters must pay' can be applied domestically where corporations can contribute to a climate fund in their respective countries. The governments may look inward and review the existing funding mechanisms, increase funding through the

national budgets allocated to climate change and improve on the monitoring of funded projects. Governments may also regulate international corporations through NDC implementation, to make sure that they meet their emissions reduction targets.

Conclusion

The withdrawal of the United States from the Paris Agreement is a setback for global climate justice, particularly for nations that bear disproportionate impacts of climate change with minimal historical responsibility for it. While the agreement's non-binding nature allows for such exits, it also challenges the international community to find new ways to ensure commitments are met. This action brings to question the effectiveness of these treaties, especially looking at that countries which are party to the Paris Agreements have not made true the articles; from delays in updating NDCs, poor reporting, financial backlog and the flow of finance faces a lot of bottlenecks.

For SIDS and LLDCs, this means navigating a tougher climate landscape with potentially less international support. Although the first time around, the U.S. withdrawal stalled major climate talks, the global community must now work harder to ensure that the spirit of the Paris Agreement persists, with or without U.S. involvement, to secure a just and sustainable future for all who inhabit the planet.

*Climate change activist, Botswana

EXPRESSION OF INTEREST TO SERVE AS AN INDEPENDENT NON-EXECUTIVE TRUSTEE (1 POSITION) OF THE BOARD OF BOTSWANA MEDICAL AID SOCIETY

1. INTRODUCTION

Botswana Medical Aid Society ("Bomaid/Fund") invites expressions of interest from qualified and suitable candidates to be considered for appointment as an Independent Member to the Board of Trustees of the Fund.

2. BOMAID HISTORY

Established in 1969 as Botswana Medical Aid Society, Bomaid is the largest not-for-profit open medical aid fund, registered as a Society under the Societies Act 2022 (Registration Number CR0104) and regulated by the Non-Bank Financial Institutions Regulatory Authority (NBFIRA).

3. RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The responsibilities of the Board of Trustees are outlined in Rule 19 (A) of the Bomaid Book of Rules, which states:

- 19 (A) The Board shall be responsible for sound and proper management of the Fund.
 - 19 (B) IV (b) Members of the Board of Trustees shall have no direct or indirect interest in any institution, firm, organisation or enterprise of any kind, that supplies medical, dental, optical and pharmaceutical products or any other medical services to the Fund.
 - 19 (B) IV (c) The Board shall exercise all functions of the Fund, and, in particular those functions required by law, other than such functions that require to be exercised by the Fund in a General Meeting.
- The Board Charter further emphasizes the roles of the Board under Clause 2 as follows:

- (a) Lead Bomaid through strategic direction, policy approval, oversight and accountability to achieve good governance outcomes including an ethical culture, good performance, effective control and stakeholder legitimacy.
- (b) In aspiring to fulfil this role and discharge these responsibilities, the Board must apply practices that should assist it and the Fund in attaining its "good corporate citizen" status and governance outcomes. Board Members shall at all times act honestly, fairly, diligently and in all respects in accordance with applicable laws.
- (c) Each Member shall at all times act in the best interests of Bomaid customers, and shall have regard to the interest of Bomaid's stakeholders, the community and environment in which Bomaid operates.
- (d) The Board shall seek to support and maintain a culture within Bomaid that embraces and establishes the principles set out in the Board Charter.

In addition, Trustees may be appointed to one or more Sub – Committees of the Board, depending on their skills and expertise.

4. REQUIRED SKILLS

Candidates with expertise in the following areas are encouraged to apply:

- Mandatory: Medicine
- Additional Skills
 - Managed care
 - Healthcare insurance administration
 - Medical aid scheme administration

5. DESIRED COMPETENCIES

Applicants should demonstrate the following competencies:

- Strategic Orientation/Vision
- Business and Financial Acumen
- Industry knowledge
- Decision Making
- Influence/Impact
- Leadership and Teamwork Skills
- Continuous Learning
- Governance and Compliance

6. EXPERIENCE

The ideal candidate should have executive or senior leadership experience, and a strong track record in:

- Strategic management
- Risk management
- Governance
- Business management

7. APPLICATIONS PROCEDURE

Interested candidates are invited to submit the following

1. A detailed Curriculum Vitae, highlighting qualifications, experience, areas of expertise and traceable referees.
 2. A letter of Motivation.
- Please Note
- Non-compliant submissions will not be considered.
 - Late submissions will not be accepted.

For any enquiries and further clarification, please contact the Board Secretary / Chief Legal Officer, Mr Musa Nleya at 3633287. All expressions of interest and attachments must be addressed to:

THE CHIEF EXECUTIVE OFFICER
Botswana Medical Aid Society
Plot 50638, Fairgrounds
Gaborone

And should be emailed to principalofficer@bomaid.co.bw

CLOSING DATE: 14 FEBRUARY 2025

www.bomaid.co.bw f X in @

Bomaid
Health & Happiness at heart

TENDER NOTICE

TENDER NOTICE AND INVITATION TO TENDER

TENDER REF NO: BSB/PU/HC/028-2024/25

ALTERATIONS, SPACE RE-CONFIGURATION AND REFURBISHMENT OF RETAIL OFFICES FOR BOTSWANA SAVINGS BANK

Tender offers are invited from local 100% citizen owned companies for alterations, space re-configuration and refurbishment of retail offices for Botswana Savings Bank.

The procuring entity is Human Capital, Facilities Management, Botswana Savings Bank.

Bidding method: Open Domestic Bidding Method

Bidders who are to be considered for award of the contract should be appropriately licensed to trade and or supply the services tendered for, and in possession of requisite documentation to trade and or supply such services according to the laws of Botswana and must be 100% citizen owned entities.

Bidding companies should be in possession of Code 01 - Building Construction works and Maintenance, Sub code(s) 01 Building Construction; -Grade OC - consultancy services Sub code 12-Interior design services.

All applicable citizen economic empowerment schemes such as Local Procurement Scheme (LPS), Citizen Economic Empowerment Programme (CEEP) and Economic Diversification Drive (EDD) shall be considered for evaluation and awarding purposes.

This tender is reserved for Citizen Contractors in line with Section 76 of the Public Procurement Act.

Tenderers to purchase all their products from 100% Citizen locally based manufacturers and service providers, provided that the goods and services are locally available, competitively priced and meet tender specifications in terms of quality standard as certified or recognized by Botswana Bureau of Standards (BOBS) or other recognized certifying bodies.

Documents shall be accessed from the below link

<https://www.bsb.bw/tenders/> with effect from 03 February 2025. Tender documents shall be available in soft copies only. Bidders shall share to the email addresses below and proof of payment upon payment of the tender fee to procurementunit@bsb.bw.

A non-refundable fee of P300.00 shall be paid by interested bidders before collection of tender documents. Youth owned companies shall pay half price upon presentation of proof thereof. Payment shall be made at any of the following Botswana Savings Bank branches: BSB Headquarters, Rail Park, Palapye, Mahalapye, Molepolole, Serowe, Hukuntsi, F/town, Maun and Kanye, at the following Account details:

1) Acc Name: Other Income
Acc No: 1415-1-03-35-24-00-0000
Reference no: Bidder's Company Name

A One-Envelope procedure will be followed.

Parts of each tender offer communicated on paper shall be submitted as one (1) original marked original, plus two (2) copies.

Queries relating to the issue of these documents may be addressed to procurementunit@bsb.bw copied to akeitseng@bsb.bw and thoje@bsb.bw at least (5) days before tender closing date. No queries shall be allowed thereafter. Tell +367 0100/391 2555

The tender Evaluation will follow Least Cost Evaluation Procedure.

The closing time for receipt of tender documents is 10:00hrs on 18 February 2025

Tender offers received after closing date, telegraphic, faxed or emailed submissions will not be accepted. Late tenders will be rejected and returned unopened to bidders.

Names and addresses of bidders should be reflected on the envelopes.

There will be a compulsory site visit scheduled as follows:

Location: Gaborone BSB Headquarters
Date: 06 February 2025
Time: 09:00hrs
Physical address: BSB Tshomarelo House 4th Floor, Plot 53796 Kagiso Mall.

The physical address for tender submission is:

Botswana Savings Bank (BSB) Plot 53796, Tshomarelo House 4th Floor Tender Box, Kagiso Mall, P O Box 1150, Gaborone Botswana.

Tender opening shall be available both online. A link shall be provided 2 days later from the bid closing date on the BSB website.

Tender documents not correctly packaged and labelled as indicated above shall not be accepted.

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

Notwithstanding anything in the foregoing, Botswana Savings Bank is not bound to accept the lowest or any tender offer, nor incur expenses in the preparation thereof.

Procurement Unit
Botswana Savings Bank



For more info: 367 0162/0163/0148
www.bsb.bw [bsb.bw](https://www.facebook.com/bsb.bw) [bsb.bw](https://www.instagram.com/bsb.bw)

African leaders vow to transform energy sector

THIRTY AFRICAN HEADS of State and governments today committed to concrete reforms and actions to expand access to reliable, affordable, and sustainable electricity to power economic growth, improve quality of life, and drive job creation across the continent.

The Dar es Salaam Energy Declaration, endorsed at the Mission 300 Africa Energy Summit, represents a key milestone in addressing the energy gap in Africa, where more than 600 million people currently live without electricity. The commitments in the Declaration are a critical piece of the Mission 300 initiative, which unites governments, development banks, partners, philanthropies, and the private sector to connect 300 million Africans to electricity by 2030. At the summit, Mission 300 partners pledged more than \$50 billion in support of increasing energy access across Africa. The Declaration will now be submitted to the African Union Summit in February for adoption.

By addressing the fundamental challenge of energy access, Mission 300 serves as the cornerstone of the jobs agenda for Africa's growing youth population and the foundation for future development.

Twelve countries—Chad, Côte d'Ivoire, Democratic Republic of Congo, Liberia, Madagascar, Malawi, Mauritania, Niger, Nigeria, Senegal, Tanzania, and Zambia—presented detailed

National Energy Compacts that set targets to scale up electricity access, increase the use of renewable energy and attract additional private capital. These country-specific plans are time-bound, rooted in data, endorsed at the highest level and focus on affordable power generation, expanding connections, and regional integration. They aim to boost utility efficiency and expand clean cooking solutions. Deploying satellite and electronic mapping technologies, these compacts identify the most cost-effective solutions to bring electricity to underserved areas.

"Tanzania is honored to have hosted such a monumental summit to discuss how, as leaders, we will be able to deliver on our promise to our citizens to provide power and clean cooking solutions that will transform lives and economies," said H.E. Dr. Samia Suluhu Hassan, President of the Republic of Tanzania.

Implementing the National Energy Compacts will require political will, long-term vision and the full support of Mission 300 partners. Governments are paving the way through comprehensive reforms, complemented by increased concessional financing and strategic partnerships with philanthropies and development banks to catalyze increased private sector investment.

"Access to electricity is a fundamental human right. Without it, countries and people cannot thrive," said Ajay Banga, President of the World

Bank Group. "Our mission to provide electricity to half of the 600 million people in Africa without access is a critical first step. To succeed, we must embrace a simple truth: no one can do it alone. Governments, businesses, philanthropies, and development banks each have a role—and only through collaboration can we achieve our goal."

Dr. Akinwumi A. Adesina, President of the African Development Bank Group, emphasized the need for decisive action to accelerate electrification across the continent. "Critical reforms will be needed to expand the share of renewables, improve utility performance, ensure transparency in licensing and power purchase agreements, and establish predictable tariff regimes that reflect production costs. Our collective effort is to support you, heads of state and government, in developing and implementing clear, country-led national energy compacts to deliver on your visions for electricity in your respective countries."

During the summit, partners announced a series of commitments: African Development Bank Group and the World Bank Group plan to allocate \$48 billion in financing for Mission 300 through 2030, which may evolve to fit implementation needs; Agence Française de Développement (AFD): €1 billion to support energy access in Africa; Asian Infrastructure Investment Bank (AIIB): \$1 billion to \$1.5 billion

to support Mission 300; Islamic Development Bank (IsDB) Group: \$2.65 billion in support of Mission 300 and energy access in Africa from 2025-2030; OPEC Fund: \$1 billion in support of Mission 300 and energy access in Africa.

The World Bank Group and the African Development Bank Group launched Zafiri, an investment company that supports private sector-led solutions, such as renewable mini-grids and solar home systems.

Zafiri anchor partners will invest up to \$300 million in the first phase and mobilize up to \$1 billion to address the persistent equity gap in Africa.

The firm commitments made by governments and partners at the summit demonstrate the unique power of the Mission 300 partnership.

By combining government reforms, increased financing, and public-private partnerships, African countries are positioned to turn plans into action, delivering tangible benefits to millions of people.

The Mission 300 Africa Energy Summit was hosted by the United Republic of Tanzania, the African Union, the African Development Bank Group (AfDB), and the World Bank Group (WBG), with support from the Rockefeller Foundation, Energy Sector Management Assistance Program (ESMAP), Global Energy Alliance for People and Planet (GEAPP), Sustainable Energy for All (SEforALL) and the Sustainable Energy Fund for Africa.

SADC women at AfWID to drive solutions

THE AFRICAN WOMEN IN Dialogue (AFWID) forum started on a strong note and has gained positive momentum over the past four days, with several prominent women showing their support for the 1,000 women from 55 African countries who have gathered in Johannesburg for this significant event.

Ms Phiyega Phiyega, CEO of the Women's Development Business Trust said she was pleased and inspired by the theme of our conference – Women's voice and power as change agents.

Welcoming the 1000 delegates from 55 African countries, she said: "The theme further underscores the urgency of collective action."

"The philosophy behind this theme is about recognising and harnessing the unique strengths, perspectives, and contributions of women to drive positive change in society. Empowering women and amplifying their voices leads to more inclusive, equitable, and sustainable development for all," she added.

Commenting on why she led the establishment of AfWID, founder Ms Zanele Mbeke said while attending the World Economic Forum in Davos a few years ago she witnessed global leaders and



Phiyega

decision-makers tackling pressing issues without the confines of a script.

"It struck me—why don't African women have a similar platform? A space where they can define their own agenda, free from external frameworks. Too often, African women are invited into spaces organised by others—whether it's Davos, the United Nations, or the African Union. While these platforms are valuable, they don't always centre the unique challenges and experiences of women on this continent," she explained.

Reflecting on the importance of the gathering, Ms Emma Kaliya, Afwid steering committee member and Malawian delegate said there were many issues affecting women in Africa.

"The AfWID dialogue

is not just conference. It is where women can voice their struggles, share their experiences, and shape solutions that will lead to a more equitable and inclusive future for all," she added.

The AfWID gathering will, among other key objectives, commemorate the 30th anniversary of the Beijing Declaration and Platform for Action, which was unanimously adopted by 189 countries. The forum will also serve as a platform to reflect on the progress made so far and the challenges that still need to be addressed.

Commenting on the Beijing Declaration, Ms Kaliya was concerned that while there is some progress, "overall, we have not done well at all."

"The reality is stark: we have

not done enough. Across the continent, war persists, access to basic needs remains a dream for many, and the girl child continues to be violated. We need to reflect on these and then go back to our countries to work on implementing the changes we want to see."

Another delegate, Ms Happy Mzembe, a journalist from Malawi, emphasised the transformative power of women coming together to address the challenges facing Africa. She highlighted the courage and determination that women bring. "We have converged here to find solutions," said Mzembe. "We need a paradigm shift. We, as women, are people with solutions."

"It is through dialogue that the world is going to transform. It is this very courage that will lead to liberation in the realms of economics, politics, and societal structures," she added.

Her words serve as a rallying call, urging women to harness their collective strength and wisdom to create sustainable change and lead the way in reshaping the future of the continent. The week-long (27-31 January 2025) AfWID forum creates a platform for women to reflect, connect, and share strategies to address the persistent challenges African women face.

[zmdt.org.za/afwid]

New Dawn for Global South

ASOKE MUKERJI*

ON 24 OCTOBER 2025, THE United Nations (UN) Charter will mark its 80th anniversary. When the Charter came into force, the UN General Assembly (UNGA) had 51 member states. Today, there are 193 member-states in the UNGA, of whom 134 have declared themselves to be developing countries under the banner of the Group of 77 (G-77). Most members of the G-77 are popularly referred to as the Global South. The interests of the Global South have been brought into the mainstream activity of the UN between 1964, when the G-77 was founded, and 2015, when the UNGA adopted its historic Agenda 2030 on Sustainable Development, with 17 Sustainable Development Goals (SDGs). The SDGs represent a holistic approach to ensuring an interlinked world, bringing together individual, social, economic, and environmental

priorities, to be implemented in a nationally-driven effort through supportive flows of multilateral finance, transfers of technologies, and multiple stakeholder partnerships between governments, businesses, academia, and civil society.

The UN's Summit of the Future held in September 2024 sought "a recommitment to international cooperation based on respect for international law, without which we can neither manage the risks nor seize the opportunities that we face." This applies first and foremost to the development priorities of the Global South, which is the "central objective of multilateralism."

The anodyne Pact for the Future adopted by the UN's Summit of the Future in September 2024 did not contain any new commitments on how Agenda 2030 is to be implemented. The UN Summit on SDGs held in September 2023 had attributed the challenges to implementing Agenda 2030 primarily to a

breakdown of international cooperation on peace, security, and development. The Pact's silence on a time-bound target for reforming the UN and the UN Security Council (UNSC) casts a shadow on the future of constructive and equitable international cooperation.

Aware of this ambivalence, India took the lead during its G-20 Presidency in 2023 to bring together countries of the Global South to support "reformed multilateralism" and an effective UN system. India convened three virtual Voice of the Global South Summits (VOGSS) in January and November 2023, and in August 2024. The theme of the third VOGSS, in which 123 countries participated, was "An Empowered Global South for a Sustainable Future". Global South countries felt that the outcome of the existing process in the UNGA launched in 2008 to reform the UNSC had been inordinately delayed. Common issues that emerged from this

Summit, in addition to challenges in implementing the SDGs of Agenda 2030, included shared concerns regarding climate change, and the application of new technologies, including Artificial Intelligence, that impacted on developing countries. Chairing the Summit, India's Prime Minister Narendra Modi called for a Global Development Compact.

The proposed Global Development Compact faces a stiff challenge from developed countries. Speaking in the UNGA on 7 October 2024, the United States asserted that the Pact for the Future and its annexes "do not create or otherwise change any rights or obligations under international law." It questioned the concept of "development as an inalienable human right". This contradicted the UNGA's Declaration on the Right to Development adopted in December 1986. The 80th anniversary of the UN Charter provides an opportune moment for the Global South to integrate the issues prioritized by the VOGSS process, anchored in the right to development, into the UN Charter. As an international treaty, the Charter contains a specific review provision in Article 109 that needs to be implemented in a sequential three-stage process. In the first stage, Article 109 provides for a "General Conference" of the member-states of the UN to be convened for "reviewing the present Charter". The decision to convene the General Conference requires a two-third majority in the UNGA (129 out of 193 member-states) and 9 votes out of 15 in the UNSC (without the veto of the P5). In the second stage, Article 109 provides for the UN member-states participating in the General Conference to recommend any amendments to the UN Charter by a "two-thirds vote of the conference". In the third stage, any proposed amendments to the UN Charter would come into effect when ratified by two-thirds of the members of the UN, including the P5 of the UNSC.

Having coordinated the VOGSS process, India is well placed to take the initiative during the 80th anniversary of the UN in 2025 to call for implementing the first stage of Article 109 of the UN Charter by convening a General Conference. A constructive discussion within the framework of such a meeting, held on equal terms between the Global South and other UN member-states, will ensure that the dawn of the Global South can catalyze a revived and reformed United Nations in the 21st century.

*Ambassador (Retd.) Asoke Mukerji was India's Permanent Representative to the United Nations in New York between 2013-2015.

VACANCIES

Pennywise Investments (Pty) Ltd is looking for the following professional;

BUSINESS DEVELOPMENT MANAGER

JOB SUMMARY:

The successful candidate will work with the internal team, Sales and finance staff, and other managers to increase sales opportunities, work with accountants and other staff to ensure all money owed to the company is billed and received correctly and in a timely fashion, and thereby maximize revenue for the organization.

KEY RESPONSIBILITIES:

- To implement growth oriented strategies.
- Research prospective accounts in targeted markets, pursue leads and follow through to a successful agreement.
- Understand the target markets, including industry, company, project, company contacts and which market strategies can be used to attract clients.
- Collaborate with design and sales teams to ensure that requirements are met.
- Maintain relationships with current clients and identify new prospects within the area you have been assigned.
- Possess a strong understanding of our products, our competition in the industry and positioning.
- Follow the latest industry developments and stay up-to-date on corporate competitors.

QUALIFICATIONS & EXPERIENCE:

- Degree in any business field is required.
- A minimum of 2 years in a post at a senior level.
- Experience in finance and sales tools.
- Excellent written and verbal communication skills are a must.
- Good Managerial skills at senior level.
- Knowledge of Ms word, Ms windows, Ms excel power point, outlook, internet and email.

Apply with your CV, References and certificates to the:

Manager- Human Resources
Pennywise Investments (Pty) Ltd
Private Bag 00278
Gaborone or call 3900406 for inquiries

You can hand deliver the application to Plot 880, Unit 3 Gaborone International Commerce Park, Gaborone.

Closing Date: 17th February 2025

BBS

BBS Bank Interest Rates Schedule

01 February 2025

Type of Deposit Account	Nominal interest rate (Lowest - Highest)	Actual Interest Rates (Lowest -Highest)	Minimum Opening Balance (Lowest to highest)
BBS Prime Lending Rate		6.01%	
Current	Nil	Nil	P200.00
Call	Nil	Nil	Nil
Ordinary Savings	0.10%	0.10%	P100.00
Special Savings	0.10% - 0.55%	0.10% - 0.55%	P500.00
SME Ordinary Savings	0.10%	0.10%	P1,000.00
Letsibogo Savings	0.96% - 1.51%	0.96% - 1.52%	Nil
Tlanelo Mortgage Savings	1.51%	1.52%	P250.00
Lerako Savings	0.76% - 2.51%	0.76% - 2.52%	P25,000.00
Paid-Up-Savings	1.36%	1.37%	P100.00
Subscription Deposit	2.01%	2.03%	P100.00
Fixed Term Deposit	0.76% - 3.86%	0.76% - 3.88%	P1,000.00
3 Months (Regular Fixed Deposit)	0.85% - 1.15%	0.85% -1.16%	P1,000.00
6 Months (Regular Fixed Deposit)	0.90% - 1.20%	0.90% -1.21%	P1,000.00
12 Months Fixed Deposit	1.26% - 1.56%	1.27% - 1.57%	P1,000.00 -P200,000.00
24 Months Fixed Deposit	1.32% - 1.56%	1.33% - 1.67%	P1,000.00 -P200,000.00
Over 24 Months	1.35% - 1.81%	1.36% - 1.83%	P1,000.00 -P200,000.00

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BBS Bank

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Opinions, Reviews & Analysis

COMMENT

Credibility crisis cripples media

FROM TIME IMMEMORIAL, SINCE independence Botswana's media has been captured under the auspices of the Office of the President. There is no public media in Botswana, only a state media that runs under the strangle hold of the Office of the President, without an independent board. On the other hand, the private media has managed to ride the storm and remain relevant despite being starved off advertising support by the successive ruling Botswana Democratic Party (BDP) leaders. Even draconian laws like the Media Practitioners Act of 2008 failed to break the media. An attempt by the BDP lawmakers to fool everybody by introducing the 2022 Media Practitioners' Association Act (MPAA), which repealed the 2008 version also remained stillborn, as it had no distinct differences with its preceding legislation. Others like the National Security Act, the Cybercrime and Computer Related Crimes Act, and the Penal Code unduly restrict freedom of expression and access to information, making the work

of the economy where industry experts can be availed by regulatory bodies they belong to, to share expertise and skills with practicing journalists including economists, agriculture experts, engineering, accountants, political scientists, public administration experts and many others.

Similarly, for many years now, several tertiary institutions in Botswana - among them University of Botswana and Limkokwing University have introduced journalism and media courses. To deliver such courses and produce graduates, these institutions have hired lecturers and instructors to teach students. In addition, these institutions already have facilities and resources - which lie idle during mid semester breaks, to provide short refresher courses in partnership with media houses. But is anybody exploring these low hanging fruits? Beyond producing certificated graduates, which Limkokwing deserves commendation for enrolling and upgrading practicing journalists and other media practitioners who did not have any tertiary qualification, these lecturers remain available to deliver crash courses for inhouse training for journalists already on the field. It is disappointing that these opportunities are not harnessed to improve quality in the work of journalists.

■ Mammoth task to redemption, OP reaches to revive and sustain journalism

standards, ethics. Every profession has a set of standard and basic entry requirements to be welcome to practice e.g. lawyers, doctors, nurses etc. Considering that the media is a crucial player in the democratic dispensation and

the Fourth Estate with a huge responsibility of holding those in leadership accountable, it cannot be right that the profession continues to be Free for All where anybody can wake up one morning and claim to be a journalist.

The advent of social media platforms, which has fueled 'citizen journalism', has made the need for some form of regulation of practitioners even more paramount. On numerous occasions we have seen innocent citizens almost lynched by a mob because some irresponsible social media fanatic had accused them of playing a role in an alleged ritual murder or some such crimes. As they become bolder, these unscrupulous characters have started claiming association with mainstream media i.e. that they were journalists in mainstream media houses at some point in the past, which is all lies.

Such conduct, which threatens to spiral out of control can only be cured through a clearly spelt out regulatory oversight! Self-regulation

It is refreshing that winds of change are blowing, with the new Umbrella for Democratic Change (UDC)

leadership- President Duma Boko and Minister in State Presidency Moeti Mohwasa, engaging extensively with stakeholders and promising to reform state media.

Although the media, and journalism work may operate different from other professions, the need for regulatory oversight cannot be taken lightly, particularly with recent developments and trends. To protect and maintain professional journalism standards the media itself should come up with a system and structures that will promote and manage self-regulation by practitioners.

Of paramount importance will be the need to balance regulation against the right to freedom of the media. The media industry should provide guidance on the criteria to be used to register all media workers (journalists) and outlets - including websites and blogs - with clear remedial action for violations to preserve sanity and professionalism in journalistic work.

The new government has advised the media to lead the process of designing a

self-regulatory oversight framework, rather than leaving the space open for abuse and violations of citizens' rights with impunity under the pretext of journalism and press freedom.

Opportunities idle

The Law Society of Botswana (LSB) deserves to be credited for the failure the controversial Media Practitioners Act of 2008 and the subsequent Media Practitioners' Association Act (MPAA) of 2022. They refused to appoint a representative to complete the constitution of the envisaged committees, which rendered the whole process comatose.

In the process the LSB has unequivocally displayed strong support for a thriving free media, promoting the freedom of expression without interference from the state apparatus.

It boggles the mind why, up to date the media industry has failed to work with LSB to organize training on media Law for practicing journalists to do their work diligently and confidently to minimize misleading sensational reporting that dominates our headlines. This is a lost opportunity, which extends to all sectors



ADAM PHETLHE ON SUNDAY!

THERE ARE DIVERGENT VIEWS ON VICE President Ndaba Gaolathe's matter against CMB. On one hand, some feel that Gaolathe is squeaky clean while others feel that there is more than meets the eye. I remain resolute that Gaolathe has a serious case to answer based on his acceptance to reimburse CMB over P 1.3 m. It boggles the mind how someone who genuinely believes he earned the money could let go so easily.

This Gaolathe incident presents a challenge for the new Umbrella for Democratic Change (UDC) government. UDC President Advocate Duma Boko appointed Gaolathe to the position of Vice President fully aware that the CMB matter and is treating it as a non-event that stands to dissipate into thin air. It is highly likely it will land in Parliament where one of the MPs could ask the VP to explain himself. It is also highly likely that in the event it gets asked, the VP will offer nothing more than he has so far except to say he has agreed to

Boko shouldn't ignore Gaolathe CMB matter

repay the over P 1.3 million. It is almost a given that the majority of UDC Members of Parliament will rally around the VP to protect him from further scrutiny. Bluntly put, UDC MPs will behave the same as did Botswana Democratic Party (BDP) in protecting one of their own. Boko has been preaching his government will be run on ethical, accountable, and transparent manner. By embracing these values, the expectation is that his government will be different from the ousted BDP where these values were in short supply or completely ignored. There is no conclusive finding this far that the VP's association with CMB was above reproach. If it was, the matter would not have proceeded beyond the authority of the Liquidator for the simple reason it would have been established from the documents he perused that the association was lawful with no need to approach the VP for an explanation. This is compounded by Phuthego J ruling that "...the Applicant has not demonstrated at all that there was any connection between him and CMB that warranted CMB to pay him for any service rendered to it..."

To bring this matter to finality, the President should as a matter of urgency set up a special expedited investigation constituted by independent individuals and led by a retired judge to establish the narrow issue as to whether or not the CMB payment to the VP was legitimate in all respects. Some of the terms of reference of the investigation will include inter alia, whether or not a contract existed between the VP and CMB; whether the scope of work vis-à-vis the contract was performed and, whether an agreed fee existed for the scope of work.



President Duma Boko and Vice President Ndaba Gaolathe (PIC:PRESSPHOTO)

Should the panel find the foregoing in favour of the VP, it will in my view be conclusive that payment was beyond reproach. Should

the opposite be the case, it will be conclusive the payment was improperly made. The special investigation I argue, will be borne

out of the fact that the VP holds the second most important position in government which position is not desirable to be easily disrupted. Should the matter come to Parliament, it will be politically suicidal for UDC MPs to defend Ndaba. Firstly, it will mean Boko's talk on ethical leadership, accountability and transparency is rhetoric more than anything else. For him to be believed he walks the talk, he must be seen to be practically doing so. Secondly, his inaction will be good news for opposition political parties particularly the Botswana Congress Party (BCP). The party has called upon the VP to explain himself failing which I want to believe, it will seek legal recourse. Thirdly, it will somewhat suggest that there is no difference between the UDC and the BDP in so far as upholding the values of ethics, accountability and transparency. That will to the extent possible, confirm the saying 'the more things change, the more they stay the same.' Fourthly, Boko will have missed an opportunity to demonstrate how the New

Botswana or The Second Republic will be different from the Old Botswana under the BDP where those in high political positions are protected by their political principals.

Having emerged from a brutal BDP rule where those who were in close proximity to those who held the levers of power were untouchable, one thought the new administration would have learnt a lesson or two by acting swiftly where there is a hint of questionable conduct or behaviour. If this matter is going to be wished away, it will set a bad precedence in so far as accountability, transparency and ethical conduct are concerned. Gaolathe matter is too serious to be ignored because the consequences in the short, immediate to long terms are too ghastly to contemplate. I am prepared to be persuaded otherwise as always. Judge for Yourself!

**Condolences to the family and friends of the late Mme Gaoitwe Chiepe. She served this Republic with distinction. adamphetlhe08@gmail.com*

Publisher
Inskip Investments (Pty) Ltd
Tel: +267 318 7951 / 40
Fax: +267 318 7952

Managing Editor
Mpho Dibeela
dibeela@thepatriot.co.bw

Editor
Ditiro Motlhabane
ditiro@thepatriot.co.bw

Advertising Manager
Boikanyo Mudongo
boi@thepatriot.co.bw
advertise@thepatriot.co.bw

Finance & Administration
Ogopoleng Sebetlela
ikgopolengm@thepatriot.co.bw

Circulation/Distribution
circulation@thepatriot.co.bw



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We invite readers to write Letters to the Editor on various issues, be they social, political, economic or entertainment related. Although we support and encourage healthy debates and sharing of alternative views, we will not publish any letter that is slanderous or libelous.

Please write to us:
Plot 28562, Unit F3, Paigrounds Mall,
Tel: +267 318 7951 / 40. Fax: +267 318 7952
Postal: P O Box 404583, Gaborone, Botswana or
email to dibeela@thepatriot.co.bw /
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Bank of Baroda (Botswana) Ltd.

Applications are invited for the post of:

❖ **Managing Director cum Chief Executive Officer**

No. of post-1

JOB RESPONSIBILITY

The person will be responsible for overall business development of Bank, to define corporate goals of the Bank, compliance of statutory and regulatory requirement of the country, to hold and coordinate the Board meetings of various subcommittee of the Board, to control the overall activities of the branches, to formulate and review the code of conduct for the staff, to formulate regulations for the staff based on based on local laws, to formulate and review various operational policies of the Bank based on ongoing conditions, to be responsible for handling issues relating to regulatory bodies of Botswana and India and to ensure day to day compliance of MIS requirements of the Parent Bank.

ELIGIBILITY:

- **Qualification:** Graduate/Post Graduate Degree from a recognized University.
- **Experience:** Minimum 25 years of continuous experience of working in a Bank in various capacities/departments and managerial positions. Preference will be given to candidate having experience in working in controlling office.
- Knowledge of Computer operations is essential
- Age- Minimum 45 years and maximum 55 years as on 31.12.2024

Candidates fulfilling the above eligibility criteria may apply with their CV to the following address, within fourteen (14) days from the date of publication of the advertisement.

Bank of Baroda (Botswana) Ltd
Po Box No. 216 ADD, Postnet, Kagale View
Gaborone Botswana, Contact- 3992714

Email-hrm.botswana@bankofbaroda.com
ho.botswana@bankofbaroda.com

Note: Only shortlisted candidates will be responded

Bank of Baroda (Botswana) Ltd. is a member of Deposit Insurance Scheme of Botswana



Bank of Baroda (Botswana) Ltd.

Applications are invited for the post of:

❖ **SENIOR MANAGER (Branch Operations)**

No of Post 1

The person should be conversant with back-office Functions, Internal Branch Operations, Customer Service, Cash Management, Credit and operations functions of the Bank, sensitive a/c monitoring, customer complain management, liability product knowledge, preparation and reconciliation of control statement etc.

ELIGIBILITY:

- **Qualification:** Post Graduate Diploma in Finance and Control or equivalent qualification from a recognized University.
- **Professional qualification:-** Certified/Junior Associate from the Institute of Bankers.
- **Work Experience:** Minimum 10 years' experience working with reputed Banks with international standards with at least 5 years in the Operations department.
- Minimum Age 35 years and maximum Age 45 years as of 31.12.2024.

❖ **SENIOR MANAGER (Credit)**

No of Post 1

The person should be well versed with the comprehensive Credit Management Function of a Bank, the job requires sound and in-depth knowledge of various functions related to Credit Portfolio of Banking/Financial Institutions. The candidate should have the capability of analysing the financial statements and evaluate financial health.

ELIGIBILITY:

- **Qualification:** Graduate/Post Graduate Degree from a recognized University.
- **Professional qualification:-** Certified Associate from institute of Bankers (CAIIB).
- **Work Experience:** Minimum 10 years' experience of working with reputed Bank with international standard with at least 5 years in credit department.
- Minimum Age 35 years and maximum Age 45 years as on 31.12.2024.

Candidates fulfilling the above eligibility criteria may apply with their CV to the following address, within fourteen (14) days from the date of publication of the advertisement.

Managing Director
Bank of Baroda (Botswana) Ltd

Po Box No. 216 ADD, Postnet, Kagale View
Gaborone Botswana, Contact- 3992710
Email-hrm.botswana@bankofbaroda.com
Note: Only shortlisted candidates will be responded

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Prioritise spending on Education, Water and Health

THE COUNTRY IS WAITING EXPECTANTLY for the new government's first budget speech next week Monday, February 10th, 2025., where many are hoping that the Minister of Finance, Ndaba Gaolathe, will announce measures that will create jobs and stimulate economic growth.

Water

Firstly, our most precious resource, water. Botswana is a semi-arid country and so experiences frequent droughts, often due to El Niño events. For this reason, water shortages may occur due to dwindling water levels in our dams as we have recently seen. Now much of this water is lost simply by evaporation. The average annual evaporation rate is a staggering two and a half metres and that water is lost forever. Farmers may use shade netting to reduce loss of water from the soil and their crops. But obviously, we cannot cover an entire dam with a shade net! So, government should identify suitable chemicals that can be sprayed on our dams to reduce water loss.

Secondly, urgent attention should be given to upgrading our water reticulation systems. I live in Tonota, and all too often we see puddles of

water and even streams of water flowing along the streets. And such water is not because it has rained recently but is simply due to leaking pipes. Now the Water Utilities Corporation is always telling us consumers to conserve water. However, they should set an example and walk the talk! Ageing poor quality infrastructure must be replaced!

Funds should also be made available to finally improving the water supply situation in two of our largest villages – Molepolole and Kanye. Previous governments were always promising residents that the days of water shortages would soon be a thing of the past, but their promises were largely unfulfilled.

Education

Last month I visited a junior secondary school in the Tswapong area and while there I thought that I had entered a war zone! Trash everywhere, rubble, broken windows and doors, cracked chalkboards, floors riddled with potholes, peeling paint, exposed electrical wiring... The previous government emphasised the need for schools to experience the fourth industrial revolution, and so much money was spent, or sometimes wasted, on laptops for pupils and computer labs

in schools. But we must get back to basics! Our schools are literally falling apart, and they need to be seriously renovated to turn them into learning institutions that we can all be proud of. A clean well-built and maintained school will be a place conducive to effective teaching and learning.

And the state of classroom furniture is also a disgrace. It is common to see two pupils sharing three-legged chairs. And the tops of desks also break off due to abuse. But this sad state of affairs cannot be blamed on pupils alone; classroom furniture is also of poor quality. No doubt the government at the time thought they would save money by buying cheap. But according to a German proverb: A poor man buys twice. How true that is!

The solution? In the dining rooms of many senior secondary schools, tables consist of a tough wearing durable formica top and two wooden benches, one on either side – each bench can seat four pupils and the benches are attached to the tables. Now such tables could be adapted for classroom use by having one bench instead of two. And these tables are indestructible! Perhaps government could engage local companies to make such solid school furniture? Most schools provide meals for learners. But

too often food is cooked in the open air using three-legged pots. And wet weather may delay cooking resulting in the pupils going hungry. Money is needed to construct modern kitchens in our schools.

Many attribute our high youth unemployment rate to the perceived mismatch between school/college curricula and the demands of employers. And we need to cater more for those who are more practically minded. In the 1980s, a Technical Wing was established at Lobatse Secondary School. It offered such students 'O' Level courses in carpentry, metalwork and technical drawing, and was seen as a step in the right direction since it provided much needed hands-on practical skills for those less academically gifted. Perhaps such technical wings should be rolled out to senior secondary schools across the country?

More money should also be invested in upgrading and expanding the brigades and vocational training centres (VTCs). Although many offer courses in bricklaying, welding, dressmaking amongst others, very few offer courses in agriculture, especially horticulture. And yet government sees agriculture as a potential driver of economic growth. One of the

few, Tshwaragano Brigades in Kumukwane, offers horticulture and students here are required to grow a wide variety of vegetables. At one time, the brigade operated a production unit where students grew vegetables which they then sold to local residents. Education with production was a concept that educator Patrick van Rensburg considered essential in preparing students for the world of work. He was the founder of the brigades movement in the 1960s in Serowe.

But possessing practical skills is not sufficient to successfully run a business. For this reason, the Ministry of Trade and Entrepreneurship should also come on board and assist in setting up mandatory courses in entrepreneurship. Such courses could include topics like record keeping, management, marketing, and how to deal with customers.

The Maun VTC offers courses in Home Economics. One room at the college was turned into a restaurant where students serve lunches to the public. This gives them valuable experience in professionally and courteously interacting with consumers. So many local businesses fail today simply because they fail to treat their customers with the respect that they deserve – the right mindset and attitude are crucial; after all, in any business the customer is always king! And those trainee bricklayers could perhaps make concrete blocks which they can then use to actually construct homes for local residents and even destitutes.

Government also needs to meet the needs of teachers. Many married teachers, for example, may have to share a two-bedroom house with another teacher which may lead to overcrowding and possible conflict. More teacher housing is needed! Poorly housed teachers make for unhappy teachers who will be less motivated in the classroom.

And the issue of large class sizes must also be addressed. All teachers today have to teach mixed ability classes. But how can they effectively do this when classes, especially in junior secondary schools, may have 40 or more (even 50 in some cases) students? It is impossible to give the attention that each student needs, especially those who are less academically gifted. So, we need to reduce class sizes to, say, 25 students which will necessitate the building of more classrooms.

More money needs to be allocated to teaching and learning resources. Why should half a dozen students be forced to share one textbook? And some classes may have none at all! The previous government stressed the need to fast track Botswana into a knowledge-based economy, and yet textbooks are the best source of knowledge. The previous government also planned to phase out traditional chalkboards and replace them with smartboards. But these gadgets do not come cheap – P40 000 each! I know of one college of education where lecturers do not know how to operate them and so still use whiteboards.

If smartboards are not to be a waste of money, workshops are needed to train educators on how to use them.

Health

More funds are desperately needed to buy more medication for pharmacies at our government health facilities. Health posts in rural areas could also be upgraded into clinics. And more mobile clinics could be used to bring medical care to very remote areas where health facilities may be non-existent. Also, public health education is a must these days when road accidents and domestic violence are on the rise. Perhaps First Aid courses could be infused into the school curriculum so that students can identify and treat conditions such as asthma attacks, epileptic fits, snake bite etc. And how to carry out resuscitation to a person who has stopped breathing, or a small child who has slipped in a bathtub and is drowning. And local councils could also offer adults similar courses.

Next agriculture. Although farming is largely a rural activity, our towns and cities are growing rapidly as they attract people, including small scale farmers, from rural areas where formal jobs are scarce. Therefore, government should spearhead urban agriculture. Even in a small area people can be farmers! Suitable farming activities include poultry, rabbits and vegetables.

A walk around any village in Botswana will show that very few homeowners grow vegetables or fruit trees. And yet we so often complain of high food prices! Where is the spirit of self-reliance? And those who do rarely have the skills required to produce good yields. For example, one may see a person who has planted a row of citrus tree seedlings one metre apart as if they are vegetables and do not need much space. Later the trees, when mature, will be crowded and will produce little fruit! The Ministry of Agriculture could perhaps arrange workshops to impart the required skills.

Due to the imposition of the import ban in 2022, many Botswana decided to become farmers. Perhaps government could assist these farmers to grow better quality vegetables for the market by arranging short courses for them? The backyard gardening initiative also needs to be brought back to life again. This programme was designed to assist lower income rural people with the skills and equipment to grow food for themselves and to make some money through selling their surplus produce. But these days most of these gardens are neglected, and only weeds grow there. And yet all the participants were provided with net houses, water tanks, irrigation pipes, tools and seeds, all free of charge. But most of them received little training in how to grow vegetables. Extension officers need to be more involved here through organising workshops in which the recipients could be taught more about growing vegetables.

Grahame McLeod

TENDER NOTICE



Civil Aviation Authority of Botswana (CAAB) is a statutory body established as a State-Owned Enterprise (SOE) to promote safe, regular, secure and efficient use and development of Civil Aviation in Botswana; To regulate and develop air transport, by providing air navigation services, managing airports and advising the Botswana Government on all aspects of civil aviation.

Tender Reference No. CAAB 09/24-25/GEN

Tender Title: SUPPLY, DELIVERY AND INSTALLATION OF FLIGHT INFORMATION DISPLAY SYSTEM AT KASANE INTERNATIONAL AIRPORT (KIA) AND AT PG MATANTE INTERNATIONAL AIRPORT (PGMIA)

- Sealed Tender offers are invited for the TENDER FOR SUPPLY, DELIVERY AND INSTALLATION OF FLIGHT INFORMATION DISPLAY SYSTEM AT KASANE INTERNATIONAL AIRPORT (KIA) AND AT PG MATANTE INTERNATIONAL AIRPORT (PGMIA)
 - The Procuring Entity is Civil Aviation Authority of Botswana.
 - Procurement Method is: **Open International Bidding**
 - Tenderers who are domiciled in Botswana must in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority in the following categories:
 - Code 203 Electronic and ICT Supplies.**
 - Sub code: **01** Electronic Equipment, Spares and Accessories (includes ICT, Photographic Equipment and others) **AND**
 - Code 120 (ICT Systems and Management Services)**
 - Sub Code: **01** (Systems Development Services and Maintenance services).
 - In addition, the local associates, Joint Venture partners or his sub-contractors shall possess the following codes: **Code 203** - Electrical, Electronic, Mechanical and ICT supplies; **Sub code(s) - 01** (Electrical and Electronic Equipment, Spares and Accessories (includes ICT, photographic equipment and others) **OR Code 120** - ICT Technical Support Services; **Sub code(s) - 01** (Systems Development Services and maintenance services) and **06** (ICT Security Management and maintenance Services)
 - Foreign companies must be in possession of documentation defining the constitution or legal status, place of registration and principal place of Business. Bidders with valid tax clearance certificate, or exemption certificate thereof issued by Botswana Unified Revenue Services (BURS). Confirmation of bidders' Tax Clearance shall be subject to online verification. Link for application for tax exemption: (<https://www.burs.org.bw/index.php/tax/tax-clearance-or-exemptions>)
 - The Economic Diversification Drive (EDD) scheme shall apply and for local companies to benefit they shall provide a relevant valid certificate. Preference margins will be applied to qualifying bidders in line with the Economic Diversification Drive (EDD) as per EDD certificate. Eligible bidders must submit relevant EDD Certificate.
 - The physical address for the collection of tender documents is: Procurement Office 1001, First Floor, Sir Seretse Khama International Airport, Terminal Building, Gaborone, Botswana.
 - Documents may be collected during working hours between **08:30hrs and 1600hrs, from 04 February 2025.**
 - A non-refundable deposit of BWP 250,00 or BWP 125,00 for youth registered companies upon production of identity cards and company documents of Shareholders, payable in cash or Electronic Funds Transfer (EFT) made in favour of the Civil Aviation Authority of Botswana is required on collection of the tender documents. Youth owned businesses/ companies should present certified copies of Form of Registrar of Companies listing directors and shareholders, share certificates and ID of directors and shareholders.
 - Queries or clarifications relating to the issuance of these documents may be addressed in writing to the Chief Procurement Officer, emailed to tenders@caab.co.bw and must be received on or before **28 February 2025.** Any such enquiry/query must be clearly marked either "**Enquiry or Query: TENDER NO: CAAB 09/24-25/GEN**"
 - Interested bidders may obtain further information relating to the tender and bidding documents during working hours as stated by emailing tenders@caab.co.bw
 - A compulsory site visit and/ or pre-tender meeting with representatives of the Procuring Entity will take place at **PG Matante International Airport, Francistown, on 18 February at 1000hrs and at Kasane International Airport in Kasane on 21 February 2025 at 1000hrs**
 - All bidders are requested to bring their Identity documents (Omang/Passport-noncitizens) and reflective vests.
 - The closing date and time for receipt of sealed tender offers is **1000hours on 14 March 2025.**
 - Tender opening will be on **14 March 2025 @ 1030 hours.**
 - Late tender offers will not be accepted.
 - The Bid Submission Method is: Two Envelope Submission Method in which the original and all copies of the Technical Offer are placed in one separate sealed envelope, marked "TECHNICAL OFFER", whilst the original and all the copies of the Financial Offer, marked "FINANCIAL OFFER", are enclosed in another separate sealed envelope. The two sealed envelopes are then placed in one outer securely sealed envelope. Failure to do so will lead to disqualification.
 - Securely sealed outer envelope clearly marked "**Tender Reference No. CAAB 09/24-25/GEN - TENDER FOR SUPPLY, DELIVERY AND INSTALLATION OF FLIGHT INFORMATION DISPLAY SYSTEM AT KASANE INTERNATIONAL AIRPORT (KIA) AND AT PG MATANTE INTERNATIONAL AIRPORT (PGMIA)**" shall be delivered to Procurement Office, Sir Seretse Khama International Airport, Office Number 1001, Terminal Building, Gaborone, Botswana.
 - The name and address of the bidder should be clearly marked on the back of the envelope.
 - Tender outcome shall be posted in CAAB Website (www.caab.co.bw).
- The Public Procurement Regulatory Authority Standardised Conditions of Tender for Services shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.**
- {Notwithstanding anything in the foregoing, Civil Aviation Authority of Botswana is not bound to accept the lowest or any tender offer.}

Tender Reference Number: CAAB 22/24-25/GEN

Tender Title: A TENDER FOR THE SUPPLY, INSTALLATION AND CONFIGURATION OF CAAB IT SERVER INFRASTRUCTURE AT SIR SERETSE KHAMA INTERNATIONAL AIRPORT (SSKIA)

- Sealed Tender offers are invited for the SUPPLY, INSTALLATION AND CONFIGURATION OF CAAB IT SERVER INFRASTRUCTURE AT SIR SERETSE KHAMA INTERNATIONAL AIRPORT (SSKIA)
 - The Procuring Entity is Civil Aviation Authority of Botswana
 - Procurement Method is: **Open Domestic Bidding**
 - Tenderers who are domiciled in Botswana must, in order to be considered for the award of the contract, be registered with the Public Procurement Regulatory Authority (PPRA) in the following categories:
 - Code 120 (ICT Technical Support Services)**
 - Sub code(s): **02** (Server management and maintenance services **AND**
 - Code 203 (Electrical, Electronic, Mechanical and ICT supplies)**
 - Sub code(s): **01** (Electrical and Electronic Equipment, Spares and Accessories (includes ICT, photographic equipment and others)
 - This tender is reserved for Citizen or Citizen Contractors in line with Section 76 of the Public Procurement Act.
 - Preference Margins will be applied to qualifying bidders in line with the Economic Diversification Drive (EDD). Bidders with valid tax clearance certificate or exemption certificate, thereof issued by Botswana Unified Revenue Services (BURS). Confirmation of bidders' Tax Clearance shall be subject to online verification. Link for application for tax exemption: (<https://www.burs.org.bw/index.php/tax/tax-clearance-or-exemptions>)
 - The physical address for collection of tender documents is Procurement Office 1001, First Floor, SSKIA Terminal Building.
 - Documents may be collected during working hours between **08:30hrs and 1600hrs, from 03 February 2025.**
 - A non-refundable deposit of BWP 250,00 and BWP 125,00 for youth owned businesses payable by cash or Electronic Funds Transfer (EFT) made out in favour of CAAB and is required on collection of the tender documents. Youth owned businesses/companies should present certified copies of Form of Registrar of Companies listing directors and shareholders, share certificates and ID of directors and shareholders.
 - Queries or clarifications relating to the issuance of these documents may be addressed in writing to the Chief Procurement Officer, emailed to tenders@caab.co.bw and must be received on or before **10 February 2025.** Any such enquiry/query must be clearly marked either "**Enquiry or Query: TENDER NO: CAAB 22/24-25/GEN**"
 - Interested bidders may obtain further information relating to the tender and bidding documents during working hours as stated by emailing tenders@caab.co.bw
 - A compulsory pre-bid meeting** with representatives of the Procuring Entity will take place at Sir Seretse Khama International Airport on the **06 of February 2025 starting at 0900 hrs**
 - The closing date and time for receipt of sealed tender offers is **21 February 2025 @ 1000 hours**
 - Tender opening will be on **21 February 2025 @ 1030 hours.**
 - Late tender offers will not be accepted.
 - The tender Evaluation will follow Least cost selection evaluation method.
 - The Bid Submission Method is: Two Envelope Submission Method in which the sealed original and all the copies of the Technical Offer are placed in one separate sealed envelope, marked "TECHNICAL OFFER" whilst the original and all the copies of the Financial Offer marked "FINANCIAL OFFER" are enclosed in another separate sealed envelope. The two sealed envelopes are then placed in one outer securely sealed envelope.
 - Securely sealed envelope clearly marked, "**A TENDER FOR THE SUPPLY, INSTALLATION AND CONFIGURATION OF CAAB IT SERVER INFRASTRUCTURE AT SIR SERETSE KHAMA INTERNATIONAL AIRPORT (SSKIA)**" shall be delivered to: Civil Aviation Authority of Botswana, Sir Seretse Khama International Airport, Terminal Building, Plot No17401, Office number 1001, First Floor, Gaborone, Private Bag SK9, Gaborone, Botswana
 - The name and address of the bidder should be clearly marked on the envelope.
 - The Public Procurement Regulatory Authority Standardised Conditions of Tender for Works shall apply to this procurement, for which all the applicable Tender Data is contained in the tender documents.**
- {Notwithstanding anything in the foregoing, the Civil Aviation Authority is not bound to accept the lowest or any tender offer.}

Lives at risk! BONELA urges immediate action

Botswana faces potential HIV/AIDS setback



Cindy Kelemi

FOR YEARS, BOTSWANA HAS BEEN A beacon of hope in the fight against HIV/AIDS. Through dedicated partnerships between government, civil society, and international donors, we have made remarkable progress and exceeded the UNAIDS 95-95-95 targets. However, the withdrawal of U.S funding places this progress at serious risk. BONELA expresses its deep concern following the recent directive instructing United States Public Health Officials in Botswana to immediately cease working with the World Health Organization (WHO). This instruction, issued last week by Centers for Disease Control and Prevention (CDC) leaves public health officials in Botswana awaiting further guidance. This decision comes after US President Donald Trump signed several orders, including a suspension of global aid for 90 days and the United States' withdrawal from the World Health Organization. This move poses a grave threat to Botswana's fight against HIV/AIDS, potentially undoing years of progress.

Most concerning is the Trump administration's directive to halt the distribution of HIV medications purchased through USAID, even for those already obtained. This decision affects real people, men, women and children who rely on life saving antiretroviral therapy (ART) and essential support services. The suspension of vital HIV medication distribution and the cessation of collaborative work with WHO will severely affect the health and lives of individuals living with HIV in Botswana.

Many civil society organizations that have

been at the forefront of Botswana's HIV response now face an uncertain future, with possible job losses and the shutdown of key programs that serve the most vulnerable in our communities. This is a national crisis that demands a unified response from all stakeholders. Civil society, the private sector, development partners and communities must come together to find sustainable solutions.

BONELA calls on the Government of Botswana to take urgent and decisive action by working in close partnership with civil society to develop a comprehensive emergency plan that safeguards uninterrupted HIV prevention, treatment and care services. This requires an immediate multi-stakeholder convening, including government, civil society organizations, development partners and key stakeholders to strategize and mobilize alternative funding to offset the shortfall caused by U.S. aid cuts.

In the short term, efforts must be directed toward securing emergency financial resources to prevent disruptions in life saving services. Simultaneously, a long term, sustainable funding framework must be established to ensure the resilience and continuity of HIV/AIDS programs, safeguarding public health and protecting the most vulnerable communities. With the country's HIV/AIDS response at a crossroads, the need for swift action and innovative solutions is more pressing than ever.

Cindy Kelemi
cindyk@bonela.org



#BwMindsetChange

Vision
A transformative, agile, high performance civil aviation authority

Mission
To regulate the aviation industry and sustainably provide airport and airspace services

Values
Customer First | Integrity | One Team | Passion | Innovation

Business

NBFIs' P22.9 billion boost to banks

- Sector remains critical sources of funding to banks, BoB declares
- NBFIs account for the largest share of financial system assets at 57%
- Total assets of banks and NBFIs up 12.7% to P320 billion



Bank of Botswana Head Office in Gaborone

[PIC:SUNDAYSTANDARD]

BAKANG TIRO

editors@thepatriot.co.bw

THE CENTRAL BANK, THE BANK OF Botswana (BoB) says the Non-Bank Financial Institutions are the critical sources of banks funding with total deposits by NBFIs comprised of 22.4 percent or P22.9 billion of total customer deposits while they took up only to 4.9 percent (P3.9 billion) borrowing from the local banks.

BoB revealed the developments in the October 2024 Financial Stability Report. According to the report, the significantly high net saving position of NBFIs with the

banks attest to the systemic importance of NBFIs as source of funds for the banks.

On the other hand, corporates were net lenders to banks in August 2024, with a net lending position of P19 billion.

"Therefore, due to the counterparty positions between the banks and NBFIs, there is significant risk of losses cascading from banks to NBFIs and vice-versa in the event of an adverse systemic event," BoB explained.

Notably, it said the inability of NBFIs to provide funds for the banking system would have devastating implications for the banks and the financial system.

Furthermore, the report said the size of the financial system as reflected by total assets of banks and NBFIs increased by 12.7 percent to P320 billion in December 2023 from P284 billion in December 2022.

On that note, the NBFIs financial assets (mainly, pension funds) grew, reflecting improved performance in global financial markets.

BoB said in December 2023, the NBFIs sector accounted for the largest share of financial system assets at 57 percent, compared with 43 percent of the banking sector.

"The size of the entire financial system

represented approximately 121.4 percent of GDP in December 2023, compared to the 112.8 percent in December 2022, demonstrating the significant contribution of the financial sector to the economy," said BoB.

Assets

The Botswana banking sector continues to demonstrate robust financial health and a proactive approach to adapting to the evolving financial landscape.

It said banks are demonstrating consistent profitability, with several institutions reporting significant increases in profit before tax for June 2024.

According to BoB, this strong financial performance is driven by a combination of factors, including effective asset and liability management, diversified income streams, and cost optimisation measures. The sector also boasts strong capitalisation levels, with capital adequacy ratios well above the regulatory requirements at 22 percent in August 2024 against the prudential limit of 12.5 percent.

Capital adequacy ratios remain strong across the sector, indicating a healthy level of capitalisation and resilience to absorb potential losses. Furthermore, the analysis of recent financial reports shows an active adoption of digital technologies, and a commitment to customer centricity.

"This robust capitalisation provides a significant buffer against potential losses and enhances the sector's resilience to economic shocks, contributing to overall financial stability," BoB added.

Banda takes over as Letshego Group Interim CEO

... Monyatsi to leave early

FOLLOWING THE ANNOUNCEMENT made on the 21st of January 2025 informing shareholders of Mr. Aupa Monyatsi's resignation as the Group Chief Executive Officer of Letshego Africa Holdings Limited (LAHL or Letshego), shareholders are hereby informed that Mr. Monyatsi will only serve one month's notice up to 14th February 2025, and not the three months' notice that was previously communicated. Shareholders are further informed that the Letshego Board of Directors has appointed Mr. Brighton Banda as the interim Group Chief Executive Officer with effect from the 15th of February 2025 whilst the search for a substantive Group Chief Executive Officer is ongoing. Shareholders are further advised that Mr. Banda joined Letshego as the Chief Products Officer and Regional CEO for East and West Africa in March 2024. Brighton Banda is a seasoned executive with extensive experience in the financial services sector. He is a dynamic and results driven leader with a proven track record in leading financial services organisations. He has extensive regional and international experience in retail banking and payments management. Key roles and achievements include Head of Retail Lending at Absa Africa, Director of Retail and Business Banking at Barclays Botswana (now Absa) and heading various roles at Standard Bank Africa and Standard Chartered.



Banda

Before joining Letshego, Brighton was the Managing Director for Airtel Money in Malawi, where he was responsible for Developing and executing the strategy for Airtel Money and Overseeing operations and driving growth in mobile financial services. [bse.co.bw]

BotswanaPost posts P254m revenue

- Stagnant growth during the 2023-24 financial year
- BotswanaPost also recorded a loss of 80.9 million
- Traditional mail volumes declined by 31 percent

BAKANG TIRO

editors@thepatriot.co.bw

BOTSWANAPOST'S REVENUE IN THE 2023/24 financial year remained flat at P254 million.

The acting Chief Finance Officer Letsogile Moampe said this is a notable achievement, not only because of the depressed economic environment, but also because traditional mail volumes continue to decline.

Moampe noted in the 2024 annual report that the natural shift towards email, online bill payments and digital messaging have resulted in a 31% decrease in mail volumes in the past seven years.

"This shrinkage will continue and accelerate. And this is why, at BotswanaPost, we focus our expertise on revenue diversification for long term success. The commercial report goes into further detail about the composition of our revenue lines," said Moampe.

Moampe added that their digitisation strategy to diversify revenue is positioning BotswanaPost for future success, buttressing that by reducing



Ramathlakwane

reliance on in-person, over-the-counter transactions, the company is unlocking new satisfaction.

He said digitisation enables them to streamline operations, offering products and services through secure online platforms that are intuitive to use – and accessible anytime, anywhere.

"This grows our postal footprint exponentially by effectively putting the Post Office on the

palm of the customers hands. Diversifying through digitisation promises greater agility and innovation, enabling us to adapt to changing market demands quickly," he said.

He added that investing in a digital future, BotswanaPost is creating a sustainable business model, which is designed to profitability and build a dynamic and a future-ready organization.

Meanwhile, the Chief Executive Officer (CEO) Cornelius Ramathlakwane said for the past nine years, the ultimate purpose of their daily work has been to create inclusive, sustainable, community-driven growth for BotswanaPost and stakeholders.

"Our revenues for 2023-2024 report flat at P254 million, however, this represents significant growth considering that traditional mail volumes have declined by 31%, which is in line with the global average," said Ramathlakwane.

Ramathlakwane said their other product lines, particularly Courier Services and Transit Dues are performing admirably well, adding that BotswanaPost is demonstrating its resilience by reporting a 13% increase in Gross Profits as compared to the same time last year.

"These performance highlights are overshadowed by the record loss sustained by the business of P80.9 million. It is important to put this loss into its correct context," said Ramathlakwane.

FNBB wins Triple Visa Awards

Wins Visa Premium Award 2024; Visa E-Commerce Award 2024; Visa Cross-Border Champion 2024:

FIRST NATIONAL BANK OF BOTSWANA (FNB Botswana) has cemented its reputation as a trusted and innovative financial institution by securing three prestigious Visa Awards for the year 2024. These awards recognise FNB Botswana's exceptional performance across key financial services areas, highlighting its commitment to delivering effective financial solutions to various customers.

The Bank received awards as per below: Visa Premium Award 2024: Highest Purchase Volume (PV) in Premium Products. The purchases are predominately flight and hotel bookings as well as professional services and subscriptions.

Visa E-Commerce Award 2024: Highest E-commerce Acquiring Volume in Botswana for purchases such as tickets for events, concerts or travel, subscribing to cloud storage or digital advertising platforms. This also includes supplier payments and advertising and marketing payments.

Visa Cross-Border Champion 2024: Highest Cross-Border PV in Botswana. This was as a result of high volumes of shopping on international platforms that charge in foreign currencies, paying for international tuition or exam fees, import and export payments as well as international travel and conferences.

These three awards represent advance FNB Botswana's commitment in building trust and



Lefentse

driving innovation within the financial services sector.

Speaking on the recognition, FNB Botswana Chief Executive Officer (CEO) Mr Steven Lefentse Bogatsu said, "These accolades are a testament of our commitment to innovation and focus on building trust with our customers. We are proud to be recognised by Visa for our leadership in premium services, e-commerce, and cross-border transactions. This achievement inspires us to continue pushing the boundaries of financial innovation to deliver even greater value to our customers."

The Visa Premium Award reflects the Bank's endurance in providing premium and tailored services for customers who typically spend more and desire more in terms of flexibility and benefits. Such includes higher spending limits,

financial flexibility, and a range of premium financial services. The Visa Premium Award 2024 not only reinforces the trust customers place on FNB Botswana for satisfying their premium financial needs but also provides a snapshot into the large segment it effectively services.

Shown by the Visa E-Commerce Award 2024, this recognition demonstrates FNB Botswana's contribution towards the growth of online commerce in Botswana. Visa E-Commerce is a payment system that allows customers to make purchases online using a Visa card safely and securely. FNB empowers its customers to thrive in the digital age, contributing to the nation's economic progress and as a result solidifying its position as a key driver of E-commerce facilitation.

The Visa Cross-Border Champion Award highlights the Bank's success in facilitating seamless international transactions. This empowers customers to participate confidently in the global marketplace as the process of collecting, holding, converting, sending, and spending money in multiple currencies has been greatly simplified. This further solidifies FNB Botswana's reputation as a trusted partner for international business and personal finance.

These combined achievements showcase FNB Botswana's compass to not only meeting but exceeding the evolving needs of its customers, reinforcing its position as a trusted and innovative leader in the financial landscape.

Trading Statement 2024/2025 Interim Financial Results



First National Bank of Botswana Limited ("FNBB" or "the Company")

BSE Share Code: FNBB

(Incorporated in the Republic of Botswana)

Company No: BW00000790476)

ISIN NO: BW 000 000 0066

The Listing Requirements of the Botswana Stock Exchange (BSE) require a listed company to announce through the BSE and the press, any likely or anticipated material change to the financial results for the next reporting period.

The Board of Directors of FNBB ("the Board") wishes to inform shareholders that the Company's overall profit before tax for the period ended 31 December 2024 will be higher than that reported in the previous corresponding period by between 10% and 15%, which in number terms is an increase of between P88 million and P132 million. The profit before tax for the corresponding period ended 31 December 2023 was P879 million.

Shareholders should note that the financial information on which this trading statement is based has not been reviewed or reported on by the external auditors. The full details will be provided to shareholders at the announcement of the period ended December 2024 interim financial results, due to be released on or about the 4th March 2025. Accordingly, shareholders are advised to exercise caution when dealing in the Company's securities until a full announcement is made.

BY ORDER OF THE BOARD

Gaone Setlhake
Company Secretary
31 January 2025

Anglo American seals R18 billion deal

ANGLO AMERICAN HAS SOLD ITS minority interest in Queensland-based coal company Jellinbah as part of a wider effort to simplify its business.

Anglo American informed shareholders on Wednesday, 29 January, that it has completed the sale of its 33.3% interest in Jellinbah to Zashvin for AU\$1.6 billion (around R18.64 billion).

Zashvin was an existing 33.33% shareholder in Jellinbah, alongside Anglo American and Japan-based Marubeni. Jellinbah is a joint venture that owns a 70% interest in the Jellinbah East and

Lake Vermont steelmaking coal mines in Australia.

Anglo American has received AU\$1.4 billion (around R16.30 billion) in addition to the AU\$228 million (R2.66 billion) the company already received for this sale.

This brings the total cash proceeds from this sale to AU\$1.6 billion, or around R18.64 billion.

This sale was first announced on 4 November 2024, and completion was originally expected in the second quarter of 2025.

Anglo American CEO Duncan Wanblad said the cash proceeds from this sale will further strengthen the company's balance sheet.

This sale forms part of a wider restructuring strategy taking place at Anglo American that was announced last year in response to an unsolicited \$49 billion takeover proposal from the world's biggest miner, BHP.

This offer was eventually abandoned after Anglo American repeatedly rejected it, with



Anglo American CEO Duncan Wanblad

the two companies unable to agree on the complicated deal structure.

However, BHP's bid forced Anglo American to accelerate an overhaul of its business.

This includes plans to offload its platinum business, Anglo American Platinum, and to exit coal, diamonds and nickel.

This restructuring will give the company high-quality and well-sequenced growth options across each product vertical, including a clear path to increase annual copper production to more than one million tonnes over the next decade.

Anglo's bet on these metals is a play on the green transition, as both resources are vital for the buildout of new electricity infrastructure.

Research analyst at Melville Douglas, Lofty Mmola, said the company's copper mines and iron ore are its two largest and most consistent earners, providing a stable base for future growth.

BHP's main target in buying Anglo was the company's copper assets in South America, which have been struggling in recent years.

In February last year, the company announced big output drops from its flagship copper business in South America.

Mmola explained that Anglo has to reinvent itself to stay competitive with global mining giants.

It will have to unbundle some key assets to

free up capital and management time and to enable it to capitalise on emerging trends in the mining industry.

Chief among these is the focus on maximising the return on its high-quality copper assets in South America and iron ore deposits in South Africa.

Wanblad said Anglo American's restructuring will give the company high-quality and well-sequenced growth options across each product vertical, including a clear path to increase annual copper production to more than one million tonnes over the next decade.

He said the sale of its stake in Jellinbah marks the first step in the company's divestment of its steelmaking coal portfolio.

"We have also made good progress towards the completion of the sale of the balance of our steelmaking coal portfolio to Peabody for additional cash consideration of up to \$3.8 billion," he said.

"We have moved at pace to simplify Anglo American to create an exciting and differentiated investment proposition focused on our world-class copper, premium iron ore and crop nutrients businesses."

He explained that this more cash-generative and higher-margin portfolio will offer Anglo American greater through-the-cycle resilience.

[dailyinvestor.com/mining]

Know Your Corporate Leader



Full Name: Koziba Sebina

Position: Human Resources Manager

Institution: Khwai Private Reserve

Date Started: 01 November 2024

Nature of business: Hospitality



Stanbic Bank

Stanbic Bank Botswana DEPOSIT, LENDING AND FOREIGN CURRENCY DEPOSIT INTEREST RATES February 2025

Stanbic Bank Botswana Prime Lending Rate (SBBPLR) - 6.01%



BWP Deposit Interest Rates

Type of Deposit Account	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)	Minimum Opening Balance
Current	NIL	NIL	P50
Youth Account	2.00%	2.02%	P50
Call	0.05% - 1.00%	0.05% - 1.00%	P10,000
Premium Call	0.30% - 1.30%	0.30% - 1.31%	P50,000
32 Day Notice	0.25% - 1.00%	0.25% - 1.00%	P1,000
Savings (Pure Save)	0.25% - 0.75%	0.25% - 0.75%	P50
Koketso Savings	2.40%	2.43%	P100
Matshelo Savings	0.50% - 1.50%	0.50% - 1.51%	P500
Maitlamo Savings (12 - 36 months)	2.30% - 2.80%	2.32% - 2.84%	P100
91 day fixed deposit **	1.90%	1.92%	P1,000
6 month fixed deposit *	2.10% - 2.30%	2.12% - 2.32%	P1,000
12 month fixed deposit *	2.20% - 2.35%	2.22% - 2.38%	P1,000
24 month fixed deposit *	2.55% - 2.80%	2.58% - 2.84%	P1,000
Over 24 month fixed deposit *	2.80% - 3.30%	2.84% - 3.35%	P1,000
Stanbic Bank Prime Lending Rate	6.01%		

* Reference rate All interest rates quoted are on annual basis
 ** Rate applies to Flexi - Access Account

Lending Interest Rates

Lending Rates	Nominal Interest Rates % (Lowest - Highest)	Actual Interest Rates % (Lowest - Highest)
MoPR	1.9%	1.9%
SBBPLR Lending Rate	6.01%	6.01%
Mortgage Facility	SBBPLR +2% - SBBPLR + 5%	SBBPLR +2.02% - + SBBPLR 5.12%
Overdraft Facility (Revolving credit lines)	SBBPLR +5% - SBBPLR +12%	SBBPLR +5.12% - SBBPLR +12.68%
Credit Card	28% - 32%	31.89% - 32.14%
Lease Loans	SBBPLR +2% - SBBPLR + 6%	SBBPLR +2.02% - SBBPLR + 6.17%
Unsecured Personal Loans (excluding overdrafts, mortgage and credit cards)	SBBPLR +8% - SBBPLR +20%	SBBPLR +8.30% - SBBPLR +21.94%
Other Long-Term Loans	NIL	NIL

*Scheme related lending is per the scheme contract and is negotiable.
 All interest rates quoted are on annual basis

Foreign Currency Deposit Interest Rates

Type of Deposit Account	Nominal Interest Rates (%)	Actual Interest Rates (%)	Minimum Opening Balance
SA RAND	SA RAND	SA RAND	SA RAND
Current	0.0%	0.0%	100.00
Call	0.00%-1.75%	0%-1.76%	500.00
1 Month	1.50%-2.50%	1.51%-2.53%	1,000.00
2 Months	1.60%-2.60%	1.61%-2.63%	1,000.00
3 Months	1.70%-2.70%	1.71%-2.73%	1,000.00
6 Months	1.80%-2.80%	1.81%-2.84%	1,000.00
12 Months	2.20%-3.20%	2.22%-3.25%	1,000.00
Over 24 Months	2.40%-3.50%	2.43%-3.56%	1,000.00
U.S. DOLLAR	U.S. DOLLAR	U.S. DOLLAR	U.S. DOLLAR
Current	0.0%	0.0%	50.00
Call	0.05%-1.00%	0.05%-1.00%	100.00
1 Month	0.25%-0.35%	0.25%-0.35%	100.00
2 Months	0.35%-0.42%	0.35%-0.42%	100.00
3 Months	0.37%-0.45%	0.37%-0.45%	100.00
6 Months	0.40%-0.60%	0.40%-0.60%	100.00
12 Months	0.45%-0.75%	0.45%-0.75%	100.00
Over 24 Months	0.75%-1.25%	0.75%-1.26%	100.00
BRITISH POUND	BRITISH POUND	BRITISH POUND	BRITISH POUND
Current	0.0%	0.0%	50.00
Call	0.05%	0.05%	100.00
1 Month	0.05%-0.07%	0.05%-0.07%	100.00
2 Months	0.07%-0.09%	0.07%-0.09%	100.00
3 Months	0.09%-0.10%	0.09%-0.10%	100.00
6 Months	0.10%-0.15%	0.10%-0.15%	100.00
12 Months	0.20%-0.30%	0.20%-0.30%	100.00
Over 24 Months	0.25%-0.40%	0.25%-0.40%	100.00
EURO	EURO	EURO	EURO
Current	0.0%	0.0%	50.00
Call	0.00%	0.00%	100.00
1 Month	0.00%	0.00%	100.00
2 Months	0.00%	0.00%	100.00
3 Months	0.00%	0.00%	100.00
6 Months	0.00%	0.00%	100.00
12 Months	0.00%	0.00%	100.00
Over 24 Months	0.00%	0.00%	100.00

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

Member of Deposit Insurance Scheme of Botswana

BIBF appoints Menyatso as MD



Molaodi Laxton Menyatso

THE BOTSWANA INSTITUTE OF Banking and Finance (BIBF) is pleased to announce the appointment of Mr Molaodi Laxton Menyatso as its new Managing Director as of 01 January 2025. This follows his successful tenure as the Acting Managing Director.

During his acting appointment, Menyatso has demonstrated exceptional leadership, vision, and a deep commitment to advancing the banking and finance sector in Botswana. His strategic initiatives have not only strengthened the institute's relationships with key stakeholders but have also enhanced the curriculum and training programs that support financial literacy and professional development within the industry.

Menyatso is a seasoned education leader and a proven administrator; fully conversant with training and development of human capital as well as demonstrated progressive management and leadership of

educational entities.

Menyatso brings over 30 years of experience in the education and training sector, having previously held different positions at the Ministry of Education and Skills Development and has been the Director of Academics at BIBF for over 7 years where he was instrumental in transforming the Institute to what it is today.

Laxton, as he is affectionately known in social circles, has a Master of Education in Science Education and a Bachelor of Education in Science Education from the illustrious University of Botswana. He has also successfully completed a Management Development Program with Stellenbosch.

Menyatso brings over 30 years of experience in the education and training sector, having previously held positions at Ministry of Education and Skills Development. He holds a Masters Degree in Education and is passionate about fostering a robust financial ecosystem that serves both individuals and businesses across Botswana.

He is a focused professional who fervently believes in personal development through further learning and deliberate exposure to the intricacies of the principles and practices of managing and leading innovative organisations and is passionate about fostering a robust financial ecosystem that serves both individuals and businesses across Botswana.

He said: "I am honoured to take on the role of Managing Director at the Botswana Institute of Banking and Finance and look forward to continuing our work of empowering professionals in the financial sector and enhancing the quality of education and training provided at the institute. Together with my dedicated team, I am excited to explore new avenues for growth and collaboration within the industry."

Lucara changes Its Swedish listing to Nasdaq First North Growth Market

LUCARA DIAMOND CORP. IS PLEASED to announce that it has met all conditions relating to the transition of its listing venue in Sweden. The Company has received the final approval from Nasdaq Stockholm to commence trading on Nasdaq First North Growth Market.

The last day for trading of the Company's shares on Nasdaq Stockholm will be January 30, 2025, and the first day for trading on Nasdaq First North Growth Market will be January 31, 2025.

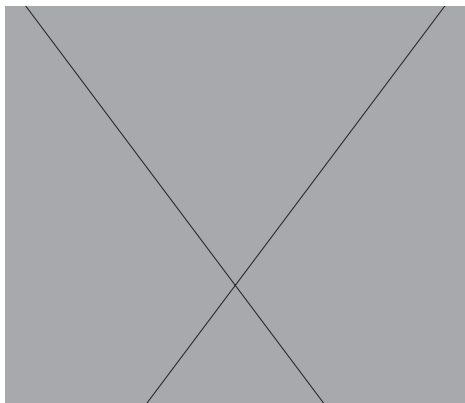
The Company's listing on the Toronto Stock Exchange and the Botswana Stock Exchange will not be affected by this



William Lamb, Lucara Diamond CEO

transition, and shareholders in Lucara are not required to take any measures in connection with the list change.

Quick wins for Botswana's digital future and economic transformation



DR DIMAKATSO POLOKELO*

AT THE RECENTLY CONCLUDED World Economic Forum in Davos, President of the Republic of Botswana, Advocate Duma Gideon Boko, emphasized Botswana's key strengths to lure foreign investment for economic transformation. He lauded the country's highly educated workforce, democratic stability and a reformative government agenda as providing Botswana an enabling environment for transformation. The President positioned digital infrastructure as the linchpin of Botswana's economic transformation, calling for bold and strategic actions to attract investment and drive development.

This article suggests Quick Wins, that can be adopted to accelerate Botswana's economic shift toward a digital future.

Establishing Universal Internet Access Botswana's connectivity landscape has improved, but gaps remain which need to be closed, particularly in rural areas. Expanding nationwide internet access and making it affordable is critical for enabling digital transformation. The government should leverage public-private partnerships (PPPs) with telecom companies to extend broadband infrastructure. While fibre optics should be prioritized in urban areas, satellite-based solutions are necessary for remote regions. It is also imperative that the Mobile Network Operators also review their rather exorbitant tariffs downwards to help government in efforts to make internet affordable.

Subsidized internet for educational institutions, SMEs and underserved communities would also create an inclusive digital economy. Investments in telecommunications infrastructure, skilled technicians, lower tariffs and refined regulatory frameworks will be key

enablers. Increased connectivity will fuel the e-commerce, remote work and online education while attracting foreign tech firms seeking new markets.

The Gig Economy as a Catalyst for Economic Growth

Unlocking the full potential of the gig economy also presents a quick win for Botswana's economic diversification and growth initiative. By enabling flexible, digital-first employment opportunities, the gig economy will serve as a key driver of economic expansion, reducing reliance on traditional industries. Expanding high-speed internet access and reducing data costs will ensure that more people, especially in rural areas, can participate in the gig economy.

Investments in broadband expansion, public Wi-Fi hubs, and tech incubation centres will further create an enabling digital ecosystem. Increased digital access will accelerate e-commerce, remote work, and online education, empowering local talent to compete globally while attracting foreign tech firms seeking new markets.

In addition, freelancers and small digital entrepreneurs need seamless access to banking, digital payment platforms, and microfinance options. Expanding financial inclusion through mobile banking, fintech solutions, and digital wallets will facilitate smooth transactions and cross-border payments.

Developing E-Government Platforms

A centralized digital governance system will enhance efficiency, transparency and service delivery. Botswana should introduce a unified digital portal for public services such as passport and ID applications, vehicle licensing and business registration. Integrating government databases and employing blockchain technology can further streamline operations while ensuring data security. The current system where every time a citizen applies for an Omang (National ID) or Passport, they have to fill the same information they did when they applied the previous time. It would even make the process of renewal more efficient as the renewal can be initiated online (go na le go a go fola line e itswaketsang ko BBS), then one goes to the office only to collect.

Successful models from Kenya and Estonia on how they have done this provide valuable insights for Botswana to adopt. For this to be successful, investment in software

development, cybersecurity and IT training will be crucial. A robust e-government system will reduce bureaucratic inefficiencies, curb corruption and improve public trust.

Enabling a Thriving Startup Ecosystem Innovation is the backbone of a modern economy. Botswana's Digital and Innovation Hub should spearhead the development of a thriving startup ecosystem by transforming into a user-friendly co-working space and expanding incubators nationwide. Offering seed funding and grants for digital startups, alongside a fast-track system for intellectual property registration, will incentivize entrepreneurship. Taking a leaf from other countries, Dubai (Dubai Silicon Oasis) and Singapore (Singapore Science Park) have built ecosystems that are conducive to entrepreneurship. These hubs provide infrastructure, funding and mentorship to startups with large budgets (I know we might say BDIH is doing that, is it enough? Is it effective? Is it optimal?). Botswana could replicate the Dubai and Singapore model by providing free office spaces, access to seed funding, and a network of mentors

to support local entrepreneurs, especially in technology, green energy and agri-tech sectors.

Innovation hubs across the world focus heavily on R&D, with initiatives such as the Singapore-MIT Alliance for Research and Technology (SMART) bringing cutting-edge innovations to the market. BDIH must do the same and partner with international universities and research institutions to enhance local R&D. This would help develop locally applicable solutions in sectors such as agriculture, mining, health tech and renewable energy, ultimately improving productivity across industries. Therefore, BDIH needs to move from conventional way of doing things to being more agile. In fact, the Botswana Digital and Innovation Hub must lead this transformation for the government to realize its transformation agenda.

Promoting Digital Education and Skills Development

To sustain long-term digital growth, Botswana must integrate coding, AI, and data science into school curriculums while offering vocational training in collaboration

with tech firms. Online learning platforms can be leveraged to upskill the workforce and keep professionals relevant in an evolving digital economy. Universities and vocational centres should integrate gig-focused curriculums to prepare students for global freelance opportunities. In the coming columns, I will write in detail about the need to uproot the Education Curriculum and from primary to tertiary level and ensure the new curriculum is aligned to the ever-changing world and emerging trends.

Conclusion: Unlocking Botswana's Digital Potential

President Boko's vision for digital transformation is both timely and strategic and I call on all Batswana to support this agenda, including both government and private sector, as only collaboration with each one doing their part will deliver this and drive rapid economic growth.

These quick wins provide a blueprint for immediate action, yielding economic benefits while laying the foundation for long-term transformation. With decisive leadership, strategic investments and

collaboration between government, private sector, and global partners, Botswana can become a competitive player in the digital economy and an attractive destination for international investment.

ABOUT THE AUTHOR

Dr. Dimakatso Michelle Polokelo is the Head of Centre for Technology and Innovation for Africa at Woxsen University in Hyderabad, India. She also serves the university as an Associate Professor in the School of Business. She has studied across multiple universities around the world, and holds a Doctor of Business Administration from Selinus University in Ragusa, Italy. Dr. Polokelo is a digital transformation expert with specialization in Artificial Intelligence for Business, Blockchain for Business and Future of Work and Automation. She is also a Micro Finance expert with over 15 years of executive leadership experience in various African countries. Dr. Polokelo is also an accomplished author, having recently published books titled "Mindset Revolution", "Breaking Glass Ceilings - The Myth of Women Empowerment" and "AI in Microfinance for Growth and Returns".

Botshelo mo Penseheng:

Making your ledinyana work harder for you



call from a family member can wreak havoc on even the most carefully planned budget.

Adding to the mix is the intimidating world of financial jargon. Words like "compounded interest" and "diversified portfolios" can sound more like a foreign language than tools to grow savings. Many pensioners find themselves unsure where to start, leading to missed opportunities to make their money grow and work for them.

This is where Access Bank steps up, offering pensioners some much-needed relief. Take the Morobi Investment Account, for example. It's a savings product so clever it should come with a cape. Pensioners who open this account don't have to wait until the end of the year to see their interest—they get it upfront, right at the start of their investment. It's like opening a gift before Christmas, except this one comes with competitive interest and no awkward thank-you cards to write. Whether you're investing a windfall or your retirement payout, the Morobi Investment Account ensures your money starts working for you immediately.

For those looking to build a savings habit, there's the Maungo Saver Account. This account rewards consistency with daily compound interest and a bonus for saving without withdrawals over six or twelve months.

It's perfect for pensioners who have big dreams—like finally taking that holiday or just making sure there's money set aside for life's little surprises. And because it only takes P100 to get started, you won't have to raid the biscuit tin to begin.

Access Bank doesn't stop at accounts—we also offer personalised guidance to help pensioners make sense of their financial options. Our advisors are like those helpful relatives who know everything but don't judge you for asking silly questions.

With our support, retirees can make smarter decisions about budgeting, saving, and investing, all without breaking a sweat.

So, while retirement may come with its challenges, it doesn't have to come with sleepless nights worrying about money. Thanks to Access Bank thoughtful products and expertise, pensioners can focus on enjoying their golden years—perhaps even picking up a new hobby, like gardening for fun. Visit a branch today and see how they can assist you live your best retirement life.

RETIREMENT IS OFTEN DESCRIBED AS the golden years—a time to relax, enjoy life, and finally master the art of doing what you want when you want. However, for many pensioners in Botswana, keeping their savings intact long enough to enjoy this newfound leisure can feel like a full-time job. The rising cost of living, financial emergencies that seem to appear out of nowhere, and a complex world of financial products often leave retirees wishing they could retire from worrying about money too. Luckily, Access Bank has stepped in with practical solutions to help pensioners navigate these challenges while keeping their sense of humour intact. Let's start with the obvious culprit: the cost of living. Everything seems to be going up—except pensions. Groceries, healthcare, and electricity costs climb steadily, leaving pensioners wondering whether they should take up gardening to save on spinach, actually not a bad idea or learn to live by candlelight. Then, just when you think you've got it all under control, life throws in a curveball. Unexpected medical bills or the classic "I just need a little help this month"

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Charting Botswana's path to global competitiveness



BAKANG PHUTHEGO
Business with BK

AS BOTSWANA ENTERS 2025, the country stands at a pivotal moment in its history. Under the leadership of President Duma Gideon Boko and the Umbrella for Democratic Change (UDC), Botswana is charting a new course toward economic renewal. Long celebrated for its prudent fiscal policies, Botswana now faces the task of reducing its reliance on diamonds, diversifying its economy, and positioning itself as a competitive force in the global economic landscape. Despite impressive gains, Botswana is still burdened by an unacceptably high unemployment rate—currently 27.6%, with youth unemployment reaching a staggering 45.41% in 2024. The economy is projected to grow by 3.8% in 2025, signaling a recovery after a period of contraction, including a 4.3% decline in Q3 2024. While this recovery offers hope, it also highlights persistent structural inefficiencies that need to be addressed. The challenge is clear: Botswana must go beyond incremental reforms and embrace bold, transformative strategies to unlock its untapped potential across various sectors.

Economic Achievements and Persistent Challenges

Botswana's economy has long been dependent on diamonds, which contribute around \$6 billion to GDP and \$12 billion in export revenue annually. While these revenues have been essential in funding critical sectors such as education, healthcare, and infrastructure, this over-reliance on one resource makes the country vulnerable to market volatility. The question looms: what will Botswana identify as its next flagship industry, one that can rival or even surpass diamonds? For true economic transformation, Botswana must adopt a strategic, visionary, and bold approach. Achieving this will require not just sound economic management but also a deep commitment to diversification that moves beyond the status quo.

Reviving the Big Three: Diamonds, Beef, and Tourism

A Comparative Lesson from Rwanda: Country Branding

Once a darling to our GDP, the tourism industry in Botswana has shown immense potential. In 2019, Botswana's GDP was approximately \$18.6 billion, with tourism contributing 13.1% to the GDP, translating to around \$2.44 billion. This sector has been vital in diversifying the economy beyond its heavy reliance on diamonds.

Rwanda's "Visit Rwanda" Campaign Rwanda's "Visit Rwanda" campaign helped the country earn \$620 million. The campaign has partnered with prominent football clubs, including Arsenal and Paris Saint-Germain (PSG), significantly boosting Rwanda's visibility on the global stage.

Arsenal: The "Visit Rwanda" logo appears on the left sleeve of all Arsenal teams' jerseys. This partnership has generated substantial media value, estimated at over \$160 million annually.

Paris Saint-Germain (PSG): Similar to the Arsenal partnership, the "Visit Rwanda" logo is featured on PSG's jerseys, further enhancing Rwanda's global presence.

These collaborations have not only promoted Rwanda as a top tourist destination but also contributed to impressive tourism revenues, with \$445 million generated in 2022. The campaign has successfully showcased Rwanda's unique attractions, cultural heritage, and investment opportunities to a worldwide audience.

According to Statistics Botswana, "The United States of America was the major source of tourists from overseas. The country supplied 37.6 percent (11,562) of all top ten overseas tourists, followed by Germany and the United Kingdom at 19.1 percent (5,858) and 12.9 percent (3,970) in that order. Australia occupied the last spot with 2.6 percent (811)." These clubs are not only popular due to

their on-field performances but also because of their strong community engagement and marketing efforts. Their large social media followings and high average attendances reflect their significant fan bases. A targeted international marketing campaign titled "Visit Botswana" should be the part of our international marketing strategy.

Botswana's Path Forward Botswana should position itself as a luxury destination for high-net-worth individuals (HNWI), focusing on infrastructure investment, marketing partnerships, and sustainable tourism practices. By adopting these strategies, Botswana can enhance its tourism sector and diversify its economy, much like Rwanda, and revive our Tourism Industry.

Addressing Critical Challenges: Revenue Leakages in Botswana's Tourism Sector

Revenue leakages in Botswana's tourism sector are a significant concern, impacting the overall economic benefits that the country could derive from this industry. Here are some critical points:

Airline Industry: A substantial portion of tourism revenue is lost through the airline industry. Many international tourists use foreign-owned airlines instead of Air Botswana, leading to significant revenue being retained outside the country. Air Botswana's current strategy focuses on survival rather than expansion. To align with tourism revenue retention goals, Air Botswana needs to develop long-haul routes to key markets in Europe, America, and Asia, where many high-paying tourists originate. **Foreign-Owned Entities:** The dominance of foreign-owned entities in Botswana's tourism sector results in revenue repatriation. These entities often transfer their earnings back to their home countries, reducing the amount of money that circulates within Botswana. **Strengthening local ownership and encouraging reinvestment in the local economy can help mitigate this issue.** Legislative Gaps: The current legislative framework does not adequately prevent revenue leakages. The Ministry of Environment and Tourism is aware of this issue and is working on reviewing the Tourism Act to ensure that all revenue generated from tourism activities remains in Botswana. This includes mandating that all payments be made in local currency and enforcing stricter penalties for non-compliance.

Payment Systems: Payments for tourism services are often made outside Botswana, especially for high-end tourism packages. This practice leads to significant revenue losses as the money does not enter the local economy. Implementing a robust payment system that ensures transactions are processed within Botswana can help retain more revenue locally.

Beyond Animal Tourism, Transition to Human Medical Entrepreneurship and Innovation

The healthcare sector also presents an opportunity for economic growth. By investing in specialized medical facilities and training healthcare professionals, Botswana could become a regional hub for medical tourism, attracting patients from across Africa and beyond. According to projections, the revenue in this market is set to reach US\$515.70m in Botswana Pula by 2025. Furthermore, it is anticipated that the market will experience a compound annual growth rate (CAGR) of 4.89% between 2025 and 2029, resulting in a market volume of US\$624.10m in Botswana Pula by 2029.

According to health-tourism.com, medical tourism in South Africa is among the fastest developing sectors in the country, with the City of Cape Town being the leading medical destination for travelers on the African continent. South Africa offers a wide range of low-cost treatments, together with a level of professionalism and quality that

sets its healthcare providers apart from the competition. African travelers coming to South Africa for medical treatments do so for the advancement in infrastructure and medical technology, as well as its doctors, whose skills are on par with international standards. For Europeans and travelers from the Americas and Asia, South Africa offers an affordable alternative for

Source [Statistics Botswana. Tourism international visitor arrivals stats brief, quarter 2 2022]. Botswana needs to be aggressive and adopt similar strategies in the Major Soccer League ("MLS").

Club	Social media Following	Average Attendance (2022)	Valuation	Highlights
LA Galaxy	5,437,100 followers	22,852	\$865 million	LA Galaxy is the most popular MLS team, known for its history of success and star players.
New York City FC	3,360,878 followers	17,129	\$690 million	Despite being founded in 2013, NYCFC has quickly gained a large fan base and is planning to have its own stadium by 2027.
Inter Miami CF	2,137,702 followers	12,210	\$1.03 billion	Co-owned by David Beckham, Inter Miami has rapidly grown in popularity, especially after signing Lionel Messi.

many cosmetic procedures. Highlights include the most popular treatments done by medical tourists visiting South Africa being different types of plastic surgery procedures, such as breast augmentation, liposuction, nose reshaping, facelifts, and tummy tucks.

Unlocking Agricultural Potential: Bucks in Beef

Agriculture, which currently contributes less than 3% to GDP, holds vast untapped potential. Botswana's beef exports, once known as "white gold," have not yet achieved premium

gold status. In contrast, New Zealand's ANZCO Foods, a leader in premium beef production, contributes \$2 billion annually to its economy. Botswana needs to reposition itself as a premium product by focusing on quality control, sustainability, and forming partnerships with global companies like McDonald's. The global premium beef market is expected to reach \$61 billion by 2028; an opportunity Botswana cannot afford to miss. Additionally, the leather industry

The Success of Ubrique's Leather Industry

Key Factors	Details
Rich Historical Legacy	- Centuries-Old Tradition: Leather craftsmanship in Ubrique dates back to Roman times. This long history has allowed the town to develop and refine its techniques over generations. - Cultural Heritage: The craft has been passed down through families, preserving traditional methods while incorporating modern innovations.
Skilled Artisans	- Expert Craftsmanship: The artisans of Ubrique are renowned for their meticulous attention to detail and high-quality workmanship. Their skills are honed through years of practice and a deep understanding of leather as a material. - Artisan Community: The town has a close-knit community of craftsmen who share knowledge and techniques, fostering a collaborative environment that enhances the quality of their products.
Collaboration with Luxury Brands	- Partnerships with Renowned Brands: Ubrique has established itself as a trusted partner for major luxury brands like Christian Dior, Loewe, and Patek. These collaborations have elevated the town's reputation and brought international recognition. - Exclusive Production: Many luxury brands choose Ubrique for the production of their high-end leather goods due to the town's commitment to quality and craftsmanship.
Commitment to Quality	- High Standards: Quality is a way of life in Ubrique. Every piece of leather is carefully selected, and every product is crafted with precision and care. - Innovation and Tradition: While rooted in tradition, Ubrique's artisans also embrace modern techniques and technologies to enhance their products, ensuring they meet contemporary standards without losing their artisanal touch.

presents a promising avenue for growth. By developing tanneries and leather craftsmanship hubs in regions like Lobatse and Ghanzi, Botswana could tap into the global market for high-end leather products, competing with towns like Ubrique in Spain, which has successfully positioned itself as a hub for luxury leather goods.

The Urgency of Transformation

The time for radical transformation in Botswana is now. With abundant natural and human resources, the country has the potential to diversify

its economy and become globally competitive. From financial services and agriculture to tourism and technology, each sector must be reimagined to ensure Botswana's future prosperity. The big three needs to be revived to ensure that we have a foundation for economic success.

Bakang Phuthego is an entrepreneurial specialist with research interests in global entrepreneurship, International business development and Impact Investing.



Detailed Listing of Bank Fees and Charges: Effective 10th March 2025

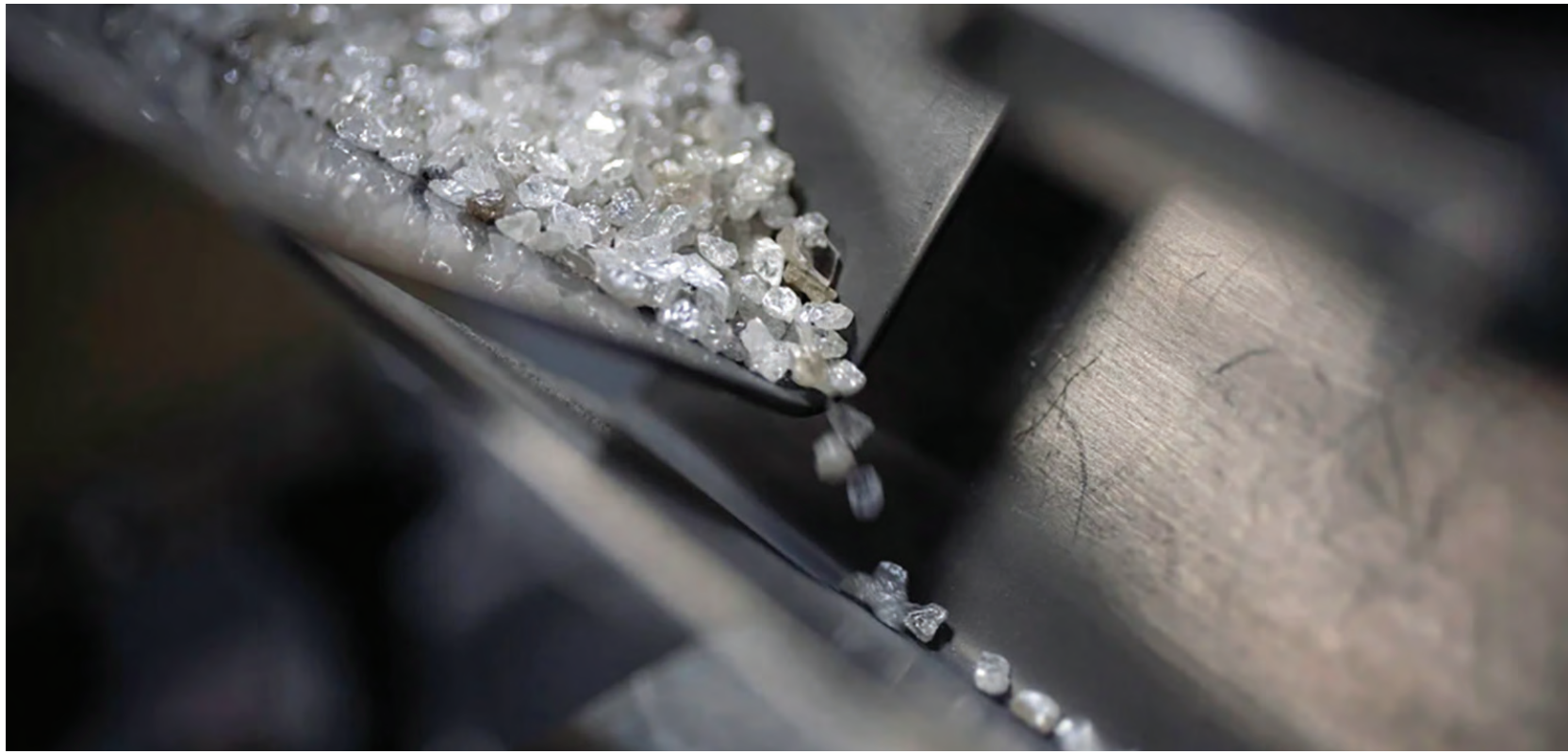
Description	Fee (BWP) incl VAT	Description	Fee (BWP) incl VAT
WEALTH AND RETAIL BANKING (WRB)			
(a) ACCESSIBILITY FACILITATION CHARGES			
(i) ATM Charges			
ATM Cash Withdrawal Fee SCB in Botswana	3.39		
ATM Cash Withdrawal Fee SCB in Botswana* (Easy Banking Account)	3.40		
ATM Cash Withdrawal Fee Non-SCB in Botswana	6.80		
ATM Cash Withdrawal Fee Non-SCB in Botswana*	6.12		
ATM Cash Withdrawal Fee SCB International	34.13		
ATM Cash Withdrawal Fee International	34.13		
ATM Cash Withdrawal Fee SCB International*	Free		
Mini Statement request ATM*	Free		
Issue of First Debit Card	Free		
Debit card Replacement (expiry/lost/stolen/misplaced)	72.92		
Local Courier Debit Card Delivery	80.23		
Balance Enquiry through SCB ATM*	1.50		
Balance Enquiry through Non SCB ATM and Phone Banking*	1.53		
Declined ATM withdrawal (no funds)	Free		
International Acquiring Fee	43.77		
Bill Payment	5.00		
(ii) Point of Sale Machines			
POS Transactions Local	0.31		
POS Transactions Local*	1.18		
POS Transactions International*	6.08		
(iii) Internet/Online Banking			
Sign up for Online Banking	Free		
Monthly fee per user	Free		
Transfers:			
To own account within the bank	1.77		
To third party accounts within the bank	2.95		
To other banks*	Free		
To other banks*	2.50		
Balance Enquiry Single	Free		
Statement Request*	Free		
Digital Statement Request	25.02		
Utility Bill Payment	3.13		
Credit Card Payment	Free		
Outward Telegraphic Transfers ^	11.88		
Mobile Money Payment	11.88		
Cardless Cash	11.88		
Electronic Funds Transfer	6.38		
(iv) Cellphone/Mobile Banking			
Subscription fee	8.26		
Transfer between own accounts	8.76		
Buy pre-paid airtime	0.62		
View the history of all my prepaid airtime	Free		
Check the balance on a single account	Free		
Check the balance on all my accounts	Free		
Mini statement	Free		
Statement Request ^	Free		
Utility Bill Payment	2.95		
Account Transfers ^	3.13		
FX Rates	Free		
Mobile Money Payment	11.21		
(v) Other Accessibility Facilitation Charges			
ATM Utility Bill Payment*	1.25		
(b) PREPAID CARD			
Monthly account maintenance fee	Free		
Joining fee / Card issuance	62.53		
Loading fee	15.01		
Card replacement	62.53		
Cash withdrawal - SCB local	4.85		
Cash withdrawal - Other Banks (local)	4.85		
Cash withdrawal - International	31.27		
(c) CURRENT/SAVINGS MOBILISATION CHARGES			
Current/Savings Accounts			
(i) All Current Accounts			
Monthly Maintenance Fee (Excl Platinum and Easy Banking Current Account)	67.63		
Monthly Maintenance Fee - Platinum Current Account	34.13		
Monthly Maintenance Fee - Easy Banking Account	19.46		
Monthly Maintenance Fee - Priority Banking**	265.89		
(ii) All Savings Accounts			
Monthly Maintenance Fee- Ordinary savings account	Free		
Withdrawal Fee:			
Three Withdrawals per Quarter for Peo/Divs Savings	Free		
Subsequent Peo/Divs Savings withdrawals	66.34		
Two withdrawals per month Ordinary Savings Account	Free		
Subsequent Ordinary Savings Account withdrawals	12.88		
One Withdrawal per month for Tema Savings	Free		
Subsequent Tema Savings withdrawal	41.07		
Violation of minimum balance			
Monthly Maintenance - Waived for balance of P500+ (Tema savings Account)	66.34		
(iii) Deposits			
Cash Deposits - BWP	BWP0.47 per BWP100 of deposited cash (max BWP1250.28)		
Cash Deposits - USD	USD0.047 per BWP10 of deposited cash (max BWP125.02)		
Cash Deposits - GBP	GBP0.031 per GBP6.66 of deposited cash (max GBP83.35)		
Cash Deposits - EUR	EUR 0.047 per EUR10.00 of deposited cash (max EUR125.02)		
Cash Deposits - ZAR	ZAR0.62 per ZAR134.00 of deposited cash (max ZAR 1675.37)		
Cash Deposits - CNY	CNY0.25 per CNY100 of deposited cash (max CNY 675.15)		
(iv) Personal Accounts			
Account Statement per Product Frequency	Free		
Interim Statement Printout per page	27.05		
Copy of Post Account Statement per page	27.05		
Copy of Deposit Slip	39.80		
Over the counter withdrawal for ALL Card Holders (Excl Priority)	27.22		
Balance Enquiry Over the Counter	41.00		
Transaction processing through Call Centre	1.32		
Audit Report	331.71		
(d) INVESTMENT PROMOTION/INTERMEDIATION CHARGES			
(i) Term Deposits			
Charge for breaking Ordinary Fixed Deposits BWP	BWP 294.97 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits USD	USD 29.49 plus (1.06% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits GBP	GBP 17.69 plus (1.06% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits EUR	EUR29.97 plus (1.06% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits ZAR	ZAR 324.17 plus (1.06% of principal / 365 * days-on-book)		
(ii) Foreign Currency Accounts			
ZAR Current Account (Opening balance ZAR500)			
Account Maintenance (waived for balances above ZAR2499.99)	40.30		
ATM Withdrawal Fee - SCB local	3.54		
ATM Withdrawal Fee - SCB International	7.08		
ATM Withdrawal Fee - Non SCB local	7.08		
ATM Withdrawal Fee - Non SCB International	7.08		
POS transaction in ZAR	1.18		
POS transaction in other currencies	7.09		
Periodic Paper statement (statement is Free)	8.26		
USD Current Account (Opening balance USD50)			
Account Maintenance (waived for balances above USD499.99)	4.03		
ATM Withdrawal Fee - SCB local	0.35		
ATM Withdrawal Fee - SCB International	0.70		
ATM Withdrawal Fee - Non SCB local	0.70		
ATM Withdrawal Fee - Non SCB International	0.70		
POS transaction in USD	0.11		
POS transaction in other currencies	0.82		
Periodic Paper statement (statement is Free)	0.70		
Monthly Maintenance Fee	0.11		
Violation of Minimum Balance (Call)			
GBP 500	11.80		
USD 1000	17.70		
EURO 500	17.70		
ZAR 5000	59.00		
CNY 7268	128.66		
(iii) Telegraphic Transfers (Domestic & International)			
GBP	0.30% GBP (min 6.51 max 64.41)		
USD	0.30% USD (min 6.13 max 64.41)		
EURO	0.30% EUR (min 6.51 max 64.41)		
ZAR	0.30% ZAR (min 6.28 max 64.41)		
CNY	0.3% CNY (min 44.56 max 496.17)		
(d) TRADE FACILITATION CHARGES			
(i) Foreign Exchange Charges			
Local SWIFT Bank Transfer - BWP (Swift Charge)	66.99		
International SWIFT Transfer - BWP (Swift Charge)	126.93		
International SWIFT Transfer - USD (Swift Charge)	12.50		
International SWIFT Transfer - GBP (Swift Charge)	12.50		
International SWIFT Transfer - ZAR (Swift Charge)	12.50		
International SWIFT Transfer - EUR (Swift Charge)	12.50		
International SWIFT Transfer - CNY (Swift Charge)	90.86		
Sale of Foreign notes	3.00% (min P19.32)		
Purchase of Foreign notes	3.00% (min P19.32)		
Real Time Gross Settlement (RTGS) Charge	0.30% (min P106.30 max P351.68)		
Electronic Funds Transfer (EFT) Charge	0.30% (min P33.77 max P242.95)		
Telegraphic Transfer (TT) Charge	0.30% (min P65.03 max P372.78)		
(e) PAYMENT AND CLEARING CHARGES			
Unpaid Direct Debit due to lack of funds	296.40		
Stop/Standing Orders			
Standing Orders to Own SCB Account	Free		
Standing Orders to Another SCB Account	Free		
Standing Order (Other Banks Local)	32.43		
Standing Order (Other Banks International)	64.47		
Dishonoured Standing Order	303.82		
(f) LENDING CHARGES			
(i) Mortgage/Construction			
Arrangement Fee	0.94% of the loan (min 1188.18, max 8023.32)		
Arrangement Fee - Priority	0.94% of the loan (min 1188.18, max 8023.32)		
***Custody of Non-discharged Deeds after Full repayment			
(ii) Personal Loan			
Arrangement Fee	0.94% of the loan (min 1188.18, max 8023.32)		
Arrangement Fee - Priority	0.94% of the loan (min 1188.18, max 8023.32)		
(iii) All Loans - Personal and SME			
CRB and ITC enquiry	58.03		
Late Repayment Grace Period	7 days		
Late Repayment charge on Loans	65.66		
EMI bounce charges	253.77		
Pre-approval letter	31.27		
Document retrieval charges	As per charge by service provider		
Storage of repossessed cars	BWP12.50 per day		
Certificate of interest	27.51		
Confirmation of Facility Settlement (Zero Balance)	13.76		
Confirmation Letter (e.g. of an existing account/facility)	50.03		
Clearance Certificate	50.03		
Settlement Quotation	50.03		
(v) Overdraft			
Arrangement - Secured OD	1.48% of loan or (min 375.20)		
Salary Advance	Free		
(vi) Credit Cards			
(a) Classic			
Joining Fee	128.83		
Annual Fee	128.83		
Joining Fee-Supplementary	Free		
Annual Fee-Supplementary	37.52		
Card Replacement Fee	38.65		
Chargeback Fee	25.76		
Monthly Statement	Free		
Past Statement	25.76		
Interim Statement	25.76		
Loan-on-Card Fee	1.18% of loan amount (min P312.67, max P1500.83)		
ATM withdrawal- Own	2.66% of transaction amount (min P19.32)		
ATM withdrawal- International	2.66% of transaction amount (min P19.32)		
ATM withdrawal- Local	2.66% of transaction amount (min P19.32)		
Last Card Protection Insurance	Free		
Travel Insurance	Free		
Credit Life Insurance	0.19% of Outstanding Balance		
Self Select PIN	Free		
POS Purchase - Local	Free		
POS Purchase - International	Free		
Card Activation	Free		
e-Statement	Free		
One Time - PIN	Free		
(b) Gold			
Joining Fee	186.80		
Annual Fee	186.80		
Joining Fee-Supplementary	Free		
Annual Fee-Supplementary	37.52		
Card Replacement Fee	38.65		
Monthly Statement	Free		
Past Statement	25.76		

De Beers kept prices steady. Now what?

THE NEWS AT LAST WEEK'S De Beers sight was what soccer fans might call "off the pitch." The sale itself was uneventful. The miner left rough prices unchanged at the first cycle of the year after December's sharp reductions. It allowed 20% buybacks for all goods — a mechanism that lets sightholders sell the least profitable stones back to the company. Demand was weak, with sales value expected to be low.

But the question on sightholders' lips was what would happen next. One of the main reasons for the low sales was De Beers' high prices. The miner's rough remains significantly more expensive than the tender and auction market.

The company's December price change of 10% to 15% went only part of the way toward closing this gap. Russian rival Alrosa has now reached similar price levels: It followed a December cut of around 10% with a



further one of 7% to 8% in January, market insiders said.

(De Beers does not comment on sight-by-sight sales or pricing. Alrosa did not respond to a request for comment.)

In recent years, De Beers has tended to maintain price levels even in a bad market, making adjustments only when trading starts to improve. Alrosa usually follows its competitor's policies. This strategy avoids flooding the market.

Polished weakness
Polished manufacturers have reported an uptick in sales in the last two to three months, especially in hot items. But the overall outlook for 2025 remains shaky. Signet Jewelers reported disappointing holiday results. Gross sales of natural diamonds at independent jewelers in the US fell 4% in 2024, wrote Sherry Smith, director of business development at data provider the Edge Retail Academy, in an article for National Jeweler.

On the supply side, India's rough imports jumped to \$835.8 million in December, the highest since July, according to data from the Gem & Jewellery Export Promotion Council (GJEPC). While the figure was 36% lower than in December 2023, it has raised questions about a possible repeat of last year's oversupply. Sales and sentiment in the midstream are mixed.

Sightholder meetings
Some sightholders asked De Beers to reduce prices during meetings ahead of the sight, citing their inability to profit from the rough, insiders told Rapaport News. De Beers executives gave off a relatively pessimistic view on the market, the sources said. Price changes might still be in the cards for the second sight of the year, which begins on February

24. There may be an additional reason for postponing changes. De Beers appears to be at the climax of negotiations with the Botswana government over a new sales deal, following years of delays. On Thursday, Botswana President Duma Boko said in a Reuters interview that he hoped to sign "tomorrow" (Friday has come and gone, with no announcement.) He also said negotiations about getting a "bigger slice of De Beers" were "going well," though it was unclear if he meant a bigger shareholding or a larger share of rough production from Debswana, the country's joint venture with the miner.

Competing interests
De Beers might have reasons to protect the market from a rush of cheap goods, but it also needs cash flow. It has to answer to 85% owner Anglo American as well as the Botswana government, which holds the remaining 15%. Last year's diamond downturn hurt the nation's economic growth. Reducing De Beers' prices would stimulate sales and boost national revenues. Management and clients might have more clarity about strategy once the sales deal is clinched.

Sightholders remain split on whether price reductions at future trading sessions would benefit the market. A few believe they would be damaging to the demand-supply balance. There is also a risk that news of lower rough prices would have a negative impact on polished, which is already in an uncertain situation.

"They did the right thing by holding [prices]," said one sightholder executive. "What the market needs now is a bit of positive sentiment." [rapaport.com]



standard chartered

Detailed Listing of Bank Fees and Charges: Effective 10th March 2025

Description	Fee (BWP) incl VAT	Description	Fee (BWP) incl VAT
Deposit over the limit	60.88	Domestic structure set-up (per structure)	1250.69
Loan-on-Card Fee	1.85% of loan amount (min P312.67, max P1500.83)	Monthly Service Fee maintenance (structure)	312.67
Late Payment Fee	43.77	Domestic structure set-up (per account)	Free
Account in Arrears	162.59	Monthly Service Fee maintenance (account)	62.53
ATM withdrawal- Own	3.95% of transaction amount (min P32.25, max P258.15)	Third Party Bank sweeps set-up	Free
ATM withdrawal- Local	3.95% of transaction amount (min P32.25, max P258.15)	Third Party Bank sweeps maintenance	Free
ATM withdrawal- International	3.95% of transaction amount (min P32.25, max P258.15)	Virtual Accounts	Free
*Currency conversion fee	3.76%	Virtual accounts setup	Free
Declined Transaction	Free	Virtual accounts maintenance	Free
Lost Card Protection Insurance	Free		
Travel Insurance	Free		
Credit Life Insurance	0.19% of Outstanding Balance		
Self Select PIN	Free		
POS Purchase - Local	Free		
POS Purchase - International	Free		
Card Activation	Free		
e-Statement	Free		
One Time - PIN	Free		
(g) Small and Medium Enterprise (SME)			
(i) SME Accounts			
Monthly Account Maintenance Fee	68.79		
Monthly e-Statements	Free		
Flat Charge per Entry (over the counter transactions)	9.66		
Sweep	4.86		
Cash Deposit	0.41% of the transaction amount (min P8.75 max P3126.73)		
(ii) Local Transfers: Manual			
Real Time Gross Settlement (RTGS) Charge	BWP31.26 + 0.29% (min P100.29, max P331.78)		
Electronic Funds Transfer (EFT) Charge	35.40		
Telegraphic Transfers (TT) Charge	BWP31.26 + 0.29% (min P64.89, max P351.68)		
(iii) Local Transfers: Online			
Payroll (within bank and other banks)	3.94		
Direct Debits	3.87		
Vendor and other payments to other banks (Electronic Funds Transfer)	6.25		
RTGS Transfers	0.30% (min P106.30, max P351.68)		
Telegraphic Transfers	0.30% (min P65.03, max P372.78)		
(iv) Foreign Currency Accounts- SME			
Violation of minimum balance:			
USD	12.95		
GBP	6.48		
ZAR	64.73		
CNY	77.34		
(v) Term Deposits			
Charge for breaking Ordinary Fixed Deposits BWP	BWP 294.97 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits USD	USD 29.49 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits GBP	GBP 17.69 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits EUR	EUR 29.49 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Ordinary Fixed Deposits ZAR	ZAR 324.11 plus (1.03% of principal / 365 * days-on-book)		
Charge for breaking Life Fixed Deposits CNY	CNY 153.90 plus (1.03% of principal / 365 * days-on-book)		
(vi) General SME Accounts			
SWIFT reporting (MT190/M194Z)	BWP294.97 / USD35.39 / EUR29.49 / GBP23.59 / ZAR381.90 *monthly*		
SWIFT reporting (MT190/M1910)	BWP294.97 / USD35.39 / EUR29.49 / GBP23.59 / ZAR381.90 *monthly*		
Retrieval of account statements (more than 6 months)	BWP117.99 / USD17.69 / EUR17.79 / GBP5.91 / ZAR158.10 *monthly*		
Standing Instruction Setup	412.97		
Full Bank History Report	22.18		
Full Audit Confirmation	324.47		
(vii) Foreign Bills (Collection Charges)			
Outward Collection Handling Fee:	0.57%		
Documentary Bills for Collections	0.57%		
Clean Bills	0.57%		
Extension after Maturity	0.57% (min 121.18)		
Cable Charges	121.53		
Availing of a Bill	Prime		
(viii) Internet Banking (S2B) - Business Banking			
S2B - Setup and implementation (Web)	Free		
S2B - Monthly Maintenance Fee	231.37		
S2B - Vasco Token (First Issue)	Free		
S2B - Replacement of approver device	129.45		
S2B - Reactivation of expired user profile	Free		
S2B - Reactivation of expired group profile	Free		
S2B - Training post implementation	194.18		
S2B - Info Manager access fees	Free		
(h) COMMERCIAL, CORPORATE AND INSTITUTIONAL BANKING (CCIB)			
(i) Electronic Banking			
Account maintenance and Straight2Bank Fees	94.39		
S2B - Vasco Mobile Token (First Issue)	Free		
S2B - Vasco Hard Token (First Issue)	129.45		
S2B - Replacement Vasco Hard Token	129.45		
(ii) Local Transfers: Electronic			
ACH/EFT	6.25		
RTGS Transfers	0.31% (min P62.53, max P353.40)		
Payroll (within bank) - Book Transfer	P3.75 per employee		
Payroll with other banks	Free		
Direct Debits	3.76		
(iii) Local Transfers: Manual			
ACH/EFT	0.31% (min P34.73, max P259.15)		
Book Transfer (LCY)	Free		
Book Transfer (LCY)	USD37.51 / EUR31.26 / GBP25.01 / ZAR312.67		
RTGS Transfers	0.31% (min P101.24, max P351.68)		
Payroll (within bank) - Book Transfer	4.55		
Payroll to other banks	Free		
(iv) International Transfers: Electronic (Inward & Outward) (Handling fees)			
BWP	*BWP 0.30% (min P65.66, max P372.77)		
penalty P294.97*			
USD	*USD 0.30% (min USD13.75, max USD96.61)		
penalty USD88.49*			
GBP	*GBP 0.30% (min GBP6.88, max GBP64.40)		
penalty GBP88.49*			
ZAR	*ZAR 0.30% (min ZAR87.98, max ZAR450.87)		
penalty ZAR412.96*			
EUR	*EUR 0.30% (min EUR13.75, max EUR96.61)		
penalty EUR88.49*			
(v) International Transfers: Manual (Inward & Outward) (Handling fees)			
BWP	*BWP 0.30% (min P62.53, max P437.74)		
penalty P403.65*			
USD	*USD 0.30% (min USD6.25, max USD93.80)		
penalty USD126.24*			
GBP	*GBP 0.30% (min GBP6.25, max GBP29.18)		
penalty GBP126.24*			
ZAR	*ZAR 0.30% (min ZAR62.53, max ZAR437.74, penalty ZAR589.95)		
penalty ZAR589.95*			
EUR	*EUR 0.30% (min EUR25.01, max EUR125.06)		
penalty EUR126.24*			
E-mail Payment Notification	Free		
(vi) Deposits			
Over the counter cash deposit	0.50% of cash deposit		
(vii) Foreign Currency Accounts- SME			
Violation of minimum balance - BWP	12.21		
Violation of minimum balance - USD	12.21		
Violation of minimum balance - GBP	6.12		
Violation of minimum balance - ZAR	61.07		
Bulk Deposit Charge	0.33% (min P11.30, max P678.00)		
(viii) General SME Accounts			
SWIFT reporting (MT1940/M194Z)	BWP294.97 / USD35.39 / EUR29.49 / GBP23.59 / ZAR395.26 *monthly*		
SWIFT reporting (MT1900/M1910)	BWP294.97 / USD35.39 / EUR29.49 / GBP23.59 / ZAR395.26 *monthly*		
Retrieval of account statements	BWP117.99 / USD17.69 / EUR17.79 / GBP5.91 / ZAR158.10 *monthly*		
Standing Instruction Setup	412.97		
Premature withdrawal of Deposits	412.97		
Stop payment/Cancellation	136.83		
Investigation of Transactions	125.07		
Photocopying of Documents (per sheet)	5.88		
Full Bank History Report	23.52		
Full Audit Confirmation	343.94		
(ix) Liquidity Structures (Domestic Sweeping & Pooling)			

KPMG: Unlocking Africa's green energy potential

Africa Heads of State Energy Summit 2025



AFRICA STANDS AT THE forefront of the global green energy transition, with vast reserves of critical minerals essential for clean energy solutions. KPMG South Africa, in partnership with the African Development Bank, is proud to participate in the Africa Heads of State Energy Summit taking place on the 27th and 28th of January 2025 in Dar Es Salaam, where industry leaders, policymakers, and investors will convene to explore opportunities to leverage Africa's natural resources to drive sustainable economic growth and bridge the continent's funding gap.

Africa is home to approximately 30% of the world's critical minerals required to power the energy transition. This presents a significant opportunity to attract investment, fast-track development, and achieve key Sustainable Development Goals (SDGs). However, challenges such as currency and convertibility risks have traditionally hindered large-scale financing efforts.

"The demand for critical minerals will continue to grow exponentially over the next 30 years, and Africa's role in the global energy transition cannot be overstated. To unlock this potential, it is essential to implement innovative financing mechanisms that address currency and convertibility risks," said Auguste Claude-Nguetsop, Partner & Financial Service Sector head at KPMG Southern Africa. "By leveraging Africa's resource wealth, we can create an environment that attracts investment at lower costs and accelerates infrastructure development."

At the Africa Energy Summit, KPMG South Africa will contribute insights on the African Development Bank's (AfDB) proposed currency convertibility mechanism. This innovative approach seeks to mitigate exchange rate risks by utilising a

non-circulating currency backed by a diversified basket of Africa's critical commodities. This mechanism aims to: Reduce the cost of capital for clean energy projects; Encourage cross-border financial cooperation and integration; Strengthen Africa's bargaining position in global resource markets.

Wale Shonibare, Director, Energy Financial Solutions, Policy & Regulations, African Development Bank, stated: "Africa's green energy future depends on unlocking innovative financial solutions that empower the continent to harness its vast mineral wealth. The AfDB's currency convertibility mechanism will play a crucial role in stabilising investment flows and accelerating sustainable development."

"The economic impact of leveraging Africa's critical mineral wealth is profound," said Frank Blackmore, Lead Economist at KPMG South Africa. "By addressing financial constraints and mitigating currency risks, we can unlock new economic opportunities, enhance industrialisation, and drive sustainable growth across the continent."

This financing paradigm shift has the potential to significantly narrow Africa's \$400 billion annual funding gap and support the continent's sustainable development goals. By pooling natural resources strategically, Africa can harness the power of collaboration to ensure long-term energy security and economic prosperity.

"KPMG South Africa remains committed to partnering with key stakeholders such as the African Development Bank to unlock Africa's energy potential by bringing forth key strategic solutions to Africa's financing models for a more robust and sustainable future," concludes Claude-Nguetsop. [PRESS RELEASE - kutlwano@orangeink.co.za]

lifestyle

Beauty pageants damage girls

DONALD MOLOSI ■ The whole thing is a toxic parody. Our obsession with beauty contests makes us the laughingstock of the world!

IN RECENT YEARS, BEAUTY contests have gained significant popularity in Botswana, capturing the attention of many young women and the public alike. Indeed, what a shame that capable young Batswana women spend years practicing how to totter in heels in a bikini? Is there nothing better for a young Mtswana today to dream of than to aspire to wear plastic hair on international television while being seductive to strangers? This is a pressing matter affecting our youth and their grasp of gender and self-value.

While proponents argue that beauty contests provide opportunities for scholarships and career advancement for young women, it is essential to recognize that these benefits come at a cost. Many contestants find themselves caught in a cycle where their worth is measured solely by their appearance rather than their intellect or character. This focus on superficial qualities can hinder personal development and reinforce sexist, regressive and damaging societal norms. We must ban beauty contests.

When, recently, model Dabilo Moses courageously spoke of the exploitation of young women in the name of beauty pageantry, Batswana ignored her alarm. Do Batswana understand how damaging these outdated colonial pageants are to a society? Do we comprehend that elevating beauty pageants is toxic to young girls and society? Perhaps we love the fake crowns too much. Perhaps we haven't understood what examples the next youth generation needs. While these events may seem harmless, glamorous or even empowering at first glance, it is crucial to examine their deeper implications and potential consequences. The truth is we have damaged a generation of young girls who cannot now see beyond dreaming of being sashed?

Are we not seeing the sexualization of children that is happening in Botswana in the name of beauty titles? Are we blind to the sexual exploitation that often comes with a crown and a sash for so-called queens? Perhaps we don't care what beauty contests say, in a misogynistic way, about gender and youth. As we move into 2025, I urge my fellow citizens to critically assess the impact of beauty contests on our society, particularly in relation to issues such as gender-based violence and self-esteem among young women.

I wonder how many of us Batswana want our daughters to waste years dreaming of being crowned "beautiful" for parading in underwear for the world's strangers?



Donald Molosi

If my daughter aspired to be a beauty queen in 2025, I would burn the hair off my balding head!

Is a 60-second word salad in full make-up really capable of showing anyone's intelligence? I laugh again. I wonder how many of us genuinely wish to see the capable women and girls in our lives semi-naked and walking unnaturally for attention. This is almost a sexual fetish, no? Perhaps next time we can discuss the difference between models and beauty queens.

Shaking breasts and buttocks for international attention while boldly bearing the country's name in a sash seems to be the dream of the day. That, in my opinion, does damage to the little girls watching and their sense of self. The whole thing is a toxic parody. We pretend that it shows athletic ability, speaking ability and beauty. Does it? Our obsession with beauty contests makes us the

laughing stock of the world!

Beauty contests have a long history, often rooted in patriarchal ideals that prioritize physical appearance over other attributes. In many cultures, including ours in Botswana, these events can perpetuate narrow definitions of beauty that exclude a vast majority of women. Imagine what these shows do to a little girl trying to enjoy primary school. At that age, how do you explain to her that she is not ugly simply because she does not have an oval face?

Too many studies have shown that participation in beauty pageants can lead to increased body dissatisfaction among contestants and viewers alike. This dissatisfaction can manifest in various harmful ways, including eating disorders and mental health issues. But does anyone in Botswana care? It does not seem so. The so-called glamour, for now, is too seductive to us Batswana.

It is imperative for us as a society to engage in critical reflection regarding the role of beauty contests in our culture. We must ask ourselves whether these events truly empower women or simply perpetuate outdated notions of femininity that ultimately harm them.

While beauty contests may continue to attract attention and participation within Botswana's cultural landscape, it is vital for us to approach them with caution and

critical awareness. For the sake of young Batswana, we must strive towards fostering an inclusive society that values diversity over conformity—a society where every individual feels empowered regardless of their appearance.

Donald Molosi is a retired Broadway actor and author of "Blue, Black and White" and "Dear Upright African." He writes from Mahalapye.

Unlock tourism industry by developing entrepreneurial skills



BAKANG KEIMETSWE*

BOTSWANA'S TOURISM SECTOR IS ONE of the most dynamic contributors to the national economy, boasting iconic attractions such as the Okavango Delta and Chobe National Park. At the heart of this industry are the guides, polers, and community-based organizations (CBOs) who bring these destinations to life. These key players, however, often lack entrepreneurial skills and the business acumen necessary to fully capitalize on the opportunities within the sector. This gap stifles growth and limits their ability to contribute meaningfully to the industry's development.

To address this, Botswana must foster a shift from subsistence-level participation to entrepreneurial innovation among tourism players. Here's how this transformation can be achieved.

Understanding the Challenge
 1. **Limited Entrepreneurial Skills**
 Many guides, polers, and CBO members focus on their immediate roles without exploring the broader business potential of their work. They often lack training in areas such as marketing, financial management, customer service, and innovation, which are essential for scaling their contributions beyond the operational level.

2. **Dependency on Established**

Operators

Key players in the industry often rely on established tour operators to bring in clients and manage business operations. This dependence leaves them vulnerable to exploitation and limits their ability to negotiate better terms or independently grow their ventures.

3. **Inadequate Support Systems**
 While there are community-based initiatives, these often lack the necessary resources, mentorship, and market access to truly empower participants. Without targeted support, most players remain trapped in a cycle of limited impact and low earnings.

Strategies for Transformation
 1. **Entrepreneurship Training Programs**
 Equip tourism players with practical entrepreneurial skills through tailored training programs. Focus areas should include:

- **Business Development:** How to create, market, and scale tourism offerings.
 - **Financial Literacy:** Budgeting, pricing, and reinvestment strategies.
 - **Customer Experience:** Enhancing service delivery to create memorable experiences.
 - **Entrepreneurial spirit development:** Developing entrepreneurial skills as founders at a level of scalability
- Government bodies, private stakeholders, entrepreneurs and educational institutions can collaborate to create accessible workshops and online courses that cater to diverse participants.
2. **Mentorship and Networking Opportunities**
 Establish mentorship programs that connect experienced entrepreneurs with guides, polers, and CBOs. These mentors can provide guidance, share best practices,

In countries where such beauty competitions are prevalent, there have been alarming reports linking them to increased instances of exploitation and abuse. Botswana is a hub for sex trafficking but we seem to see no correlation between that and the popularity of glamorized sex work spawned within the world of pageantry.

In pageants targeting teens and younger, young contestants are subjected to intense pressure to conform to unrealistic standards of beauty and behavior. Calling it "etiquette" or "boot camp" does not wash the stain of regression or the stench of woman commodification. This pressure to be a certain way can lead not only to psychological distress but also to situations where young women are exploited by those who control these events. Do we as Batswan care though?

In Botswana specifically, we must consider how these contests might intersect with existing societal issues such as gender-based violence. According to reports from organizations like Gender Links, Botswana has seen a troubling rise in gender-based violence cases over the past decade.

The glorification of certain beauty ideals through pageants may inadvertently contribute to this issue by reinforcing harmful stereotypes about women's roles in society. Pageants thingify women and society always readily takes that cue. Does it then surprise you that a society like ours that beheads women loves to watch women parading as smiling and seemingly-mindless trophies? Please connect the dots, reader.

Moreover, the competitive nature of these contests can foster an environment where young women feel pitted against one another rather than united in sisterhood.

Instead of celebrating diversity and individuality, beauty pageants often promote a singular standard that many cannot achieve. This reality can lead to feelings of inadequacy among those who do not fit this mold. Again, for young Batswana to have lifelong dreams of walking these platforms shows that we have failed young Batswana.

As we navigate 2025 and beyond,

and help new entrants navigate industry challenges. Networking events and platforms can also create opportunities for collaborations and partnerships that foster growth. This is a holistic approach that can which has been adopted to our current socio-economic environment which I believe will yield more strategic milestones in our efforts as a nation.

3. **Access to Capital and Resources**
 Many grassroots players struggle to access funding to expand their operations or invest in innovation. A dedicated tourism growth fund, backed by government and private investors, could provide microloans or grants to empower these players. Additionally, resource hubs equipped with tools like internet access, marketing materials, and technical support can bridge critical gaps.

4. **Promote Product Diversification**
 Encourage tourism players to think beyond traditional offerings like guiding and poling. For instance:

- **Cultural Tourism:** Hosting traditional cooking classes, craft-making workshops, or storytelling events.
 - **Adventure Tourism:** Expanding into niche markets like hill climbing, cycling, dam canoe tours.
 - **Eco-Tourism:** Leveraging Botswana's rich biodiversity to create unique conservation-focused experiences.
- This product diversification would require us to consider Geo-tourism nationwide. Diversification ensures that tourism players can appeal to a broader range of visitors and tap into emerging trends.
5. **Celebrate Local Success Stories**
 Highlighting and rewarding successful grassroots entrepreneurs in tourism can inspire others to follow suit. Public

Foodies Sunday

Ideas for mopako!

with Chef Jay R
 Schools reopened recently and this brings the responsibility of preparing and provision of food for most of the kids' and students. I suggest the following to help parents out there who do mopako for kids.

- Monday.
 Fruit of your choice.
 Cheese and tomato Sandhich.
 Fruit Juice.
 Water bottle
 Chocolate Bar.
 Tuesday
 Pita Bread stuffed with Chicken..
 refer to The Patriot on Sunday
 ...Foodies on Sunday.
 Apple Juice
 Water
 Banana or Apple
 Wednesday
 Grilled Hake/Steak
 Mixed Vegetables
 Thursday
 Fruit Smoothie in a tide cup
 Juice
 Water
 Meaty Pasta of your choice
 Green Salad
 Friday,
 Chicken Drumstick
 Minute Steak
 Buttered bread roll x 2
 Mixed vegetable
 Water
 Fruit Juice.
 Please note that you can alter it around and add yogurt as a substitute on certain days.
 Happy Mepako days for our little ones.



IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT LOBATSE
CASE NO: CVHGB-002306-23

KWENA CONCRETE PRODUCTS (PROPRIETARY) LIMITED PLAINTIFF
AND
BWX-LINKS HOLDINGS PROPRIETARY LIMITED 1ST DEFENDANT
MOMPATI DAVID OTSOGILE 2ND DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASE TO TAKE NOTICE that pursuant of the above honorable court, the following property of the defendant will be sold by public auction to the highest bidder by Deputy Sheriff ONKEMETSE MEDUPE as follows:

DATE OF SALE: 08th FEBRUARY 2025
TIME: 10:30 AM
VENUE: INFRONT OF BROADHURST MAGISTRATE COURT
PROPERTY TO BE SOLD: 1X1 NISSAN TRUCK 4 TON REG B 935 BGZ

DEPUTY SHERIFF
ONKEMETSE MEDUPE
 PO BOX 50761
 GABORONE
CELL: 72315134



REPUBLIC OF BOTSWANA

MINISTRY OF MINERALS AND ENERGY

EXTERNAL ADVERTISEMENT

VACANCY CIRCULAR NO 2 OF 2025

VACANCY: Deputy Director (Mineral Affairs Division)

Applications are invited from suitably qualified, experienced and highly motivated citizens of Botswana for the above position in the Ministry of Minerals and Energy (MME) under Mineral Affairs Division.

Salary: E2 (P449, 256 – P467, 436 per annum)
Leave: 30 working days per annum.
Benefits: Optional Contributory Medical Aid Scheme (Government contributes 50% and employee 50%)
Duration: 2 – 3 years' contract
Qualifications: Bachelor's Degree in Economics/ Finance/ Statistics or Mining Engineering/Geology or related fields from a recognized and accredited institution.
Experience: A minimum of fourteen (14) years' work experience in the field of mining and minerals industry or related field.

Main Purpose of the Job:

To provide strategic direction in the development and promotion of mining and minerals statutes, and offer advice on key areas for policy development.

Key Performance Areas:

- Coordinates the review of mineral policies and legislation.
- Provides technical advice in developing negotiation strategies for mining development agreements.
- Provides technical advice on forums for discussing mining and minerals issues.
- Liaises with stakeholders in the development, review and harmonization of mineral policies, programmes and procedures.
- Monitors and evaluates minerals projects.
- Addresses the public/stakeholder forums on Minerals programmes.
- Prepares financial budget estimates for the Division.
- Facilitates training and development programmes for subordinate staff.
- Guides subordinate staff on matters relating to Mining and Minerals programs.
- Undertakes any other related duties as may be assigned by Management.

Key Competencies

- Deciding and Initiating Action
- Adhering to Principles and Values
- Analyzing
- Leading and Supervising
- Formulating Strategies and Concepts
- Planning and Organising
- Delivering Results and Meeting Customer Expectations
- Adapting and Responding to change
- Entrepreneurial and Commercial Thinking

APPLICANTS:

- a) Applicants should quote the Vacancy Circular No. for this advertisement and provide the following details:
- Full names, address and place of birth.
 - Certified copy of National Identity Card.
 - Brief summary of career with duties (Curriculum Vitae)
 - Certified copies of certificates together with their transcripts (both academic and professional).
 - At least two (2) traceable references confirming the required experience (not more than six (6) months) old.
 - Names and contact details of two (2) current referees.
- b) Applicants should indicate:
- Date of first appointment
 - Present post and date of appointment thereto.
 - Candidates from Parastatals and Private Sector Organisations should provide a certified statement of salary or pay.

IMPORTANT

All Applications from serving Public Officers should be routed through their respective Heads of Departments and Permanent Secretaries. Applications **NOT** so routed will not be considered.

Note: All applicants who do not meet the minimum requirements stipulated above will not be responded to. **Only shortlisted candidates will be contacted.**

Applications should be addressed to:

Permanent Secretary
 Ministry of Minerals and Energy
 Private Bag 0018
 Gaborone

OR hand delivered to:

Ministry of Minerals and Energy
 Fairgrounds Office Park
 First Floor
 Records Management Unit

VACANCY CIRCULAR NO 3 OF 2025

VACANCY: ASSISTANT MANAGER (Facilities Management)

Applications are invited from suitably qualified, experienced and highly motivated citizens of Botswana for the above position in the Ministry of Minerals and Energy (MME) under the Department of Corporate Services.

Salary Scale: D2 (P337,008 – 371,628) per annum
Leave: 30 working days per annum.
Benefits: 1. Optional Contributory Medical Aid Scheme (Government pays 50% and employee pays 50%).
 2. Contributory pension scheme for permanent and pensionable appointments. (Government pays 15% and employee pays 5%)
Qualifications: Degree in Estate/ Property Management/ Facilities Management / Construction / Management/Engineering/ Building Services or any related field. Must be registered with the relevant regulatory body.

Experience: A minimum of eight (8) years post qualification experience in Estate/ Property/Facility Management, two (2) years should have been served at D3 salary scale or equivalent equivalent in Parastatal or Private Sector. Knowledge of Government Procurement processes will be an added advantage.

Main Purpose of the Job:

To facilitate maintenance of all projects in the Ministry buildings.

Key Performance Areas:

- Implements facility management regulations, procedures and requirements.
- Secure office accommodation for the entire Ministry and develop design of the available office space and implement, in order to achieve optimal utilisation.
- Develop and implement maintenance schedule for buildings within the Ministry
- Carryout risk assessment of the Ministry buildings and other health and safety checks as directed by the Health and Safety standards and regulations.
- Works in collaboration with contract management office to ensure work is properly performed, and processes claims for payment.
- Supervises work of contractors in connection with maintenance and improvement of buildings and building facilities.
- Carries out periodic inspections of buildings and recommends any needed repairs.
- Prepares report on the operational effectiveness of the facilities.
- Undertakes any other related duties as required to meet exigencies of the service.

Key Competencies:

- Deciding and Initiating action
- Adhering to principles and values
- Working with People
- Analyzing
- Writing and Reporting
- Planning and Organizing
- Delivering results and meeting customer expectation
- Adapting and Responding to Change

APPLICATIONS:

- a) Applicants should quote the Vacancy Circular and the reference number of this advertisement and provide the following details:
- Full names, address and place of birth.
 - A certified copy of a valid National Identity Card.
 - Brief summary of career with duties (Curriculum Vitae).
 - Certified copies of academic qualification certificates together with their transcripts (both academic and professional)
 - At least two (2) traceable references confirming the required experience (not more than six (6) months) old.
- b) Applicants should indicate:
- Date of first appointment.
 - Present post, date of appointment thereto and salary scale.
 - Contact number (s).
 - Candidates from Parastatals and Private Sector Organizations **SHOULD** provide a statement of salary or pay.

IMPORTANT

All applications from serving Public Officers should be routed through their respective Heads of Departments and Permanent Secretaries. Applications **NOT** so routed will not be considered.

Note: All applicants who do not meet the minimum requirements stipulated above will not be responded to. **Only shortlisted candidates will be contacted.**

Applications should be addressed to:

The Permanent Secretary
 Ministry of Minerals & Energy
 Private Bag 0018
 Gaborone

OR hand delivered to:

Ministry of Minerals & Energy
 Fairgrounds Office Park – Block C
 Records Management Unit
 First Floor, Office No. F04

VACANCY CIRCULAR NO. 4 OF 2025

VACANCY: PRINCIPAL PROJECT OFFICER II (ANTI – CORRUPTION)

Applications are invited from suitably qualified, experienced and highly motivated citizens for the above position in the Ministry of Minerals and Energy tenable in the Department of Corporate Services under the Anti-Corruption Unit.

Salary Scale: D3 (P293,652 - 323,748) per annum
Leave: 30 working days per annum
Benefits: 1. Optional contributory medical aid scheme (Government pays 50% and employee pays 50%)
 2. Contributory Pension (Government pays 15% and employee pays 5%)

Qualifications: Bachelor's Degree in Social Sciences or Business Administration. Post Graduate qualification in Strategic Management, Enterprise Risk Management will be an added advantage

Experience: A minimum of eight (8) years' relevant experience in the Anti-Corruption field with at least two (2) years served at D4 salary scale or equivalent in Parastatal or Private Sector.

Main Purpose of the Job:

To provide guidance and take part in conducting internal investigations and Transactions Monitoring Exercises.

Key Performance Areas:

- Coordinates the development of Corruption Risk Assessment and implementation of the recommendations made.
- Coordinates case conferences aimed at measuring the progress of investigations.
- Assists in the development of the investigation plans and guides the operations of the investigation teams.
- Conducts preliminary enquiries on suspected fraud/ corruption incidences and refer those that needs further enquiries to the DCEC/Police.
- Prepares the case reports and analyses evidence.
- Gives feedback to informers and reporters regarding investigation process.
- Monitors initiatives aimed at improving the efficiency, effectiveness and quality of the investigations.
- Prepares monthly and quarterly reports for planning purposes.
- Drafts performance Annual Plans for the Unit.
- Facilitate training and development programme for subordinate staff.
- Prepares Budget estimates and resource planning for the Unit.
- Undertakes any other related duties as maybe assigned by Management.

Key Competencies

- Deciding and Initiating Action
- Working with people
- Relating and Networking
- Analyzing
- Creating and Innovating
- Adhering to Principles and Values
- Coping with Pressures and Setbacks

APPLICANTS:

- a) Applicants should quote the Vacancy Circular No. for this advertisement and provide the following details:
- Full names, address and place of birth.
 - Certified copy of National Identity Card.
 - Brief summary of career with duties (Curriculum Vitae)
 - Certified copies of certificates together with their transcripts (both academic and professional).
 - At least two (2) traceable references confirming the required experience (not more than six (6) months) old.
 - Names and contact details of two (2) current referees.
- b) Applicants should indicate:
- Date of first appointment
 - Present post and date of appointment thereto.
 - Candidates from Parastatals and Private Sector Organisations should provide a certified statement of salary or pay.

IMPORTANT

All Applications from serving Public Officers should be routed through their respective Heads of Departments and Permanent Secretaries. Applications **NOT** so routed will not be considered.

Note: All applicants who do not meet the minimum requirements stipulated above will not be responded to. **Only shortlisted candidates will be contacted.**

Applications should be addressed to:

Permanent Secretary
 Ministry of Minerals and Energy
 Private Bag 0018
 Gaborone

OR hand delivered to:

Ministry of Minerals and Energy
 Fairgrounds Office Park
 First Floor
 Records Management Unit

CLOSING DATE: 21st February 2025

For further information required contact Human Resource Management Unit at 3656693/6695/6686.

Sport



CHENCHA GAME: Township Rollers forward, Mogakolodi Ngele in action against VTM FC in the first round encounter of the FNB Premiership at Mmamhiko lands near Metsimothabe on 11th January 2025.

[PIC.PRESSPHOTO]

FNB Premiership week 17 Fixtures

	Morupule Wanderers	01 Feb 2025 4:00 pm Palapye Stadium	Flamengo Santos	
	Orapa United	01 Feb 2025 4:00 pm Lucara Stadium	Security Systems	
	Nico United	01 Feb 2025 4:00 pm Sam Sono Stadium	Mochudi Centre Chiefs	
	TAFIC FC	01 Feb 2025 4:00 pm Francistown City Council Stadium	Jwaneng Galaxy	
	Sua Flamingoes	01 Feb 2025 4:00 pm Sowa Town Council Stadium	Matebele FC	
	Township Rollers	01 Feb 2025 4:00 pm Royal Aria Stadium	VTM FC	
	Extension Gunners	02 Feb 2025 4:00 pm Lobatse Sports Complex	Chadibe FC	
	BDF XI	02 Feb 2025 4:00 pm BPSC Stadium	Caborone United	

Nigeria hosts 2026 Commonwealth Fencing Championships



NIGERIA MADE HISTORY BY BEING awarded the hosting rights for the 2026 Commonwealth Senior and Veterans Fencing Championships. It will be the first African country to host this prestigious event.

The Commonwealth Fencing Federation (CFF) conditionally approved Nigeria's bid, with certain conditions to be met for the 2026 tournament.

This achievement follows Nigeria's successful hosting of the Fencing World Cup last year, the first time a Sub-Saharan African country hosted such an event. Over 10 countries participated in the World Cup, which Charter House Lagos hosted, with Egypt and Saudi Arabia dominating.

Adeyinka Samuel, President of the Nigeria Fencing Federation, expressed his delight, stating, "We competed against Australia, a nation that has hosted the Commonwealth Championships three times and is among the most experienced globally. This achievement reflects the strength of our bid and Nigeria's growing respect on the international stage."

He added, "Over 10 months, every aspect of our bid underwent thorough review, culminating in December's final technical visit during our successful hosting of a Fencing World Cup. This event will likely be the largest in Nigeria's sporting history, with an estimated 600+ athletes from over 30 countries."

Samuel continued, "This is the biggest news for the Nigerian fencing community. Hosting such a prestigious tournament allows us to compete with some of the best fencing nations in the Commonwealth. We are thrilled and motivated to continue growing and popularising the sport."

Our efforts during the last World Cup showed we could host this tournament. The management of Charter House has pledged their full support, and we will seek more private-sector backing to ensure a successful event. Hosting this tournament will also help our fencers compete with the best in the world as they aim to secure tickets to the 2028 Los Angeles Olympic Games."

Orange supports MeghyLost

BOTSWANA HAS JOINED HANDS WITH Moroccan adventurer Meryem Belkihel as she embarks on an extraordinary solo cycling journey across Africa. Known by her online alias, MeghyLost, Meryem is pedaling her way across the continent, raising awareness on climate change and promoting access to the digital world for girls, with Orange's "Khatwat Khir" initiative backing her mission. Having already covered over 25,000 kilometers, Meryem began her cycling journey in Morocco, traveling through the western region of Africa, Angola, Namibia, and South Africa. She is currently in Botswana as she continues her quest to reach the southern tip of the continent. Despite the physical and mental challenges she has faced, Meryem remains undeterred in her goal to not only conquer Kilimanjaro but also to spread the urgent message of climate action.

"I started this journey to push my limits and contribute to a better world. I hope to inspire other women to step out of their comfort zones and pursue their dreams while advocating for the environment and gender equality," says Meryem. She adds that by sharing her experience, she aims to raise awareness on the importance of eco-friendly transportation and the need to protect our planet.

Meryem's expedition is organized under the Orange Morocco "Khatwat Khir" programme, which converts the steps taken

and girls with the digital tools they need for a better future."



during her journey into internet credit. This credit will be donated to civil society associations to promote digital access for girls, particularly in underserved areas. In Botswana, Orange continues to be a pillar of support for initiatives like these that blend environmental action with digital empowerment.

Néné Maiga, CEO of Orange Botswana,

expressed the company's deep commitment to Meryem's cause: "We are proud to support Meryem Belkihel on her inspiring journey across Africa. Her efforts not only raise awareness about climate change but also align with our mission to promote digital inclusion for all, particularly young girls. Through our Digital Schools across the country, we are helping empower women



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Terms and Conditions Apply. This competition is open to persons aged 18 years and is valid from 1st October 2024 to 16th March 2025. GA: 146485

Member of the Deposit Insurance Scheme of Botswana.