13th PARLIAMENT

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THE THIRD MEETING OF THE FIRST SESSION OF THE THIRTEENTH PARLIAMENT

THURSDAY 10 JULY 2025

MIXED VERSION

HANSARD NO: 217

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Hon. K. Atamelang, MP.	- Assistant Minister, Transport and Infrastructure

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Hon. B. J. Kenewendo, MP.	Specially Elected
Hon. M. C. Mohwasa, MP.	Specially Elected
Hon. N. Kgafela-Mokoka, MP.	Specially Elected
Hon. Dr S. Modise, MP.	Specially Elected
Hon. L. Chombo, MP.	Specially Elected

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Thursday 10th July, 2025

THE ASSEMBLY met at 2:00 p.m.

(THE SPEAKER in the Chair)

P R A Y E R S

* * * *

SPEAKER'S REMARKS

MR SPEAKER (MR KEORAPETSE): Pray be seated.

…Silence…

MR SPEAKER: *Le a bona gore le ja nako ka go tla thari? Nnyaa, mme ke teng*. I hope you are well rested. Honourable Members, we have looked at our Order Paper, there are two Motions on the policies. The Occupational Safety and Health Policy and the National Productivity and Competitiveness Policy.

Given the rate of your debate, you may actually have to deal with these next week. Just in case you finish on time and you have to deal with the Motions. Let me appeal to the Whips to prepare the list of your debaters because we are going to deal with these Motions in a manner that we deal with Motion all the time, where we allocate three hours to the Motions. So, given the limited time and slots, you may have to draw a debating list, starting with whoever, you prefer to be the lead debater.

I hope I am understood Opposition Whip, Government Whip and leaders of political parties. All the Whips actually. Having said that, let us now proceed to the business of today and deal with questions.

QUESTIONS FOR ORAL ANSWER

REFURBISHMENT OF A33 ROAD

MR K. K. KAPINGA (OKAVANGO WEST): asked the Minister of Transport and Infrastructure to give this Honourable House an update on progress made in the project to refurbish the A33 road from Gumare to Mohembo; especially the Sepopa/Mohembo section which appears to have failed to take off successfully.

Later Date.

MOSHUPA AGRICULTURAL SHOW

MR A. K. KHAN (MOLEPOLOLE NORTH): asked the Minister for State President to give a detailed report on how much was spent on the previous Moshupa Agricultural Show and to further state:

(i) the number of parastatals and Government departments that participated in the show and how much each spent; and

(ii) how much was used in the infrastructural development of the showground and reasons why the same gesture was not extended to Molepolole Agricultural Show.

Later Date.

MR NKAWANA: *Procedure.* Ke a leboga *Mr Speaker*. Go lebega o tlodisitse matlho *question number three*.

STATUS OF SIVIYA HEALTH POST

MR T. FURNITURE (TATI EAST): asked the Minister of Local Government and Traditional Affairs to update this Honourable House on the status of Siviya Health Post and if there are any intentions to upgrade it to a clinic since the population size allows for that dispensation.

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Kgang ya bo Furniture ya *late* e a tshwenya.

HONOURABLE MEMBERS: …(Laughter!)…

MR MOTSHEGWA: Mma ke lebogele potso ka fa motlotlegi a e boditseng ka teng. Kana go botlhokwa gore batlotlegi ba nne ba botsa dipotso gore re tlhalosetse Batswana, mme karabo ya rona ke gore re le Lephata la ga Goromente la Dikgaolo le Merero ya Ngwao, re neetswe boikarabelo jwa go lebagana le dikgang tsa botsogo kwa *Primary Healthcare Services* ka *the* 1st *April*, 2025. Ka jalo, go raya gore go santse go tsweletse, khuduga ya ditlamelo tsa botsogo kwa mohameng o mmotlana go tswa kwa Lephateng la Botsogo.

Go raya gore re dira ditshekatsheko tsa dikago tse re di neetsweng, tse dingwe go ya go di atolosa, tse dingwe go ya go di shafatsa, le kwa e leng gore fa madi a letla, ke kwa go tlaa agiwang tse dingwe teng. Maitlamo le maikaelelo a rona ke go neela Batswana botsogo jo bo siameng. Ke yone *quality public health system at primary level*, gore e re Motswana fa a batla thuso ya botsogo, a bo a ka thusega. Ke sone se e leng gore gompieno ka gore go na le 350 *health posts* lefatshe lotlhe ka bophara, go raya gore ga go ka ke ga kgonega

gore re ka di tlhatlosa tsotlhe ka nako e nngwefela, mme e tlaa re tetlelelo ya madi e ntse e dumalana le rona, re nne re di ketlole ka bongwe ka bongwe, le fa mowa o ne o eletsa gore go ka bo go diragala jalo ka nako e nngwefela.

Motsamaisa Dipuisanyo tsa Palamente, fa ke wela, Siviya Health Post fela jaaka *health posts* tse dingwe tse ke setseng ke tlhalositse, di na le matlo a ka tshwara boraro fa batho ba direlang teng, mme go na le tse dingwe tse pedi tse di ka fa thoko tse di lebaganeng le *child welfare*. Tse dingwe ke tsa tetlelo gore batho ba lebelelwe ba santse ba le teng. Ke wetsa ka gore jaaka ke ne ke beela puo ya me direpodi, Siviya Health Post e tlaa sekwasekwa le tse dingwe fa re ntse re tlhatoga le nako, ka botlhokwa re a bo bona, mme e tlaa re fa re ntse re neelwa madi re dire jalo, mme botsogo jwa batho gone koo re bo tsaya tsia lefatshe lotlhe ka bophara. Ke a leboga.

MR FURNITURE: *Supplementary*. Ke a leboga *Mr Speaker*. Ke a leboga Tona ka karabo e ke tsayang gore o arabile ka botswerere. Tota fela gongwe Tona, selelo sa gago ke a se utlwa. Gongwe motho o ne a ka eletsa go itse gore go tswa kwa lephateng la gago, kana *from the Government's side*, dikhansele di ipaakantse go le kae gore di felele di *absorb clinics* tse, di bo di di baya mo seemong se se siameng?

Sabobedi, dikhansele ba lela thata ka madi, a *clinics* tse fa di tswa kwa Lephateng la Botsogo, a di tlile ka *budget* ya tsone e e leng gore gongwe e ka leka go thusa dikhansele gore di kgone go itsamaisa, di bo di kgona go baakanya *clinics* jaaka o ne o bua gore ga se Siviya Health Post fela, ke *clinics* tsa lefatshe ka bophara? Ke dumela gore di mo seemong se se sa itumediseng. Dikhansele le di thusa go le kae gore ba kgone *to maintain clinics* tsotlhe mo lefatsheng la Botswana?

MR MOTSHEGWA: Ke a leboga Motsamaisa Dipuisanyo tsa Palamente, le fa gone nnake ke ne ka mmotsa gore a go na le sengwe gape fa re santse re le kwa ntle, a bo a re ga go na. Go raya gore se tlhagogile a ntse a sianela mo teng.

Se ke ka se arabang ke gore, jaaka ke ne ke buile ke re *relocation* e e santse e tsweletse, go raya gore go santse go na le dingwe tse di santseng di setse ka kwa *Ministry* wa *Health.* Fa re tsaya sekai ka makwalo a bodiredi, go na le ba ba iseng ba neelwe makwalo. Le dikgang tsa *budget,* go na le e re setseng re e neetswe, go na le e e santseng e saletse kwa morago, dikgang tsa melemo le dipilisi. Go raya gore thulaganyo ya kwa *Ministry* wa *Health* ke e re tlaabong re ntse re neela batho ka yone.

Tota tiro e ya *relocation,* e ya go wela sentle ka 1st *April* 2026, re re e wetse sentle. Kwa dikhanseleng ba setse ba amogetse *clinics,* mme fa ba di amogetse, se re neng ra se dira go araba potso ya gago sentle ke gore, ba baakanyetse *absorption and incorporation* ya ba *primary healthcare* mo go bone gore ba ba rutuntshe mo ditsamaisong le ditirelo tsa khansele. Ke gone mo go simolotseng boikarabelo jwa *Deputy Council Secretary* yo o lebaganyeng le *primary healthcare,* ba ntse ba a tlhomiwa dikhansele ka bophara. Le *ministry* o baakanya *structure* sa one, gore kwa godimo gone kwa *ministry,* kwa *headquarters* le dikhansele, *structure* le lemoge diphetogo tsa gore go okeditswe boikarabelo ka tsela e e ntseng jalo.

Re tlaa tswelela re ntse re lomaganya ka mo re nang le gone, ka gore maitlamo, maikaelelo le maithomo a rona, ke go neela Batswana botsogo le ditirelo ka se re nang le sone. *So we seek to achieve for the best and offer quality services even with the limited resources we have*.

Ke belaela gore e tlaa re mo tsamaong ya nako, morago fa re se na go lekodisa Khuduthamaga ka *the state* ya *relocation,* gongwe fa go letla, ke tlaa dira gore le Palamente le yone ke ka e lekodisa jalo, ka gore botsogo ke selo se se botlhokwa thata. Ke a leboga.

MR KEKGONEGILE: *Further supplementary.* Tanki *Mr Speaker.* Re dumedise batlotlegi, re dumedise setšhaba ka kakaretso. Motho fa a ka botsa Tona, e o welang ka yone eo ya gore, o lekodise setšhaba le Mapalamente, fa o bona, e bogaufi kana e bokgakala bo kae? Wa re lenaneo le la *handover* le ya go wela ka 2026, o kgakalanyana. E bogaufi bokae re lebile gore go botlhokwa thata gore setšhaba se itse gore gone mme *relocation* e a e ya go tswelela jaaka e ne e ntse *clinics* di le kwa dikhanseleng kana go ya go nna le diphetogo dingwe re lebile dilo tse di tshwanang bo melemo, *promotions* le eng jalo? Re lebile le gone gore Mapalamente le one ba na le gore ba ka nna le seabe *in terms of* Constituency Community Programme (CCP) *as far as facilities are concerned.* Mme fa go rile tuu! fela, ga go motlhofo gore re ka nna le seabe ka gore, gongwe re na le ditsholofelo tse dintsi tse e leng gore *they are misplaced.*

MR MOTSHEGWA: Gore e bokgakala bokae gore ke ka lekodisa Palamente, re setse re dirile kwa lephateng la rona mokwalo wa go lekodisa Khuduthamaga.

Re ne re solofetse gore o ka bo o tsene beke e kwa Khuduthamageng, go raya gore o tlaa tsena beke e e tlang. Mme e tlaa re morago fela ka Laboraro, go tlaabo go budule gore re ka tla go lekodisa Palamente, gore Mapalamente ba itse, setšhaba se itse.

Gone khuduga go setse go na le dintlha tse di diragetseng. Ke sone se ke neng ke re, *it is a phased transition,* e go rayang gore go wela ga yone sentle ka tlhomano, ke *April* 2026. Mme go ka nna ga nna le kgonagalo ya gore tsotlhe di wele pele ga foo. Kana tekodisa go raya gore e tlaabo e ama dikgang tsa bodiredi, gore *human resource* ra re seemo ke eng, dikgang tsa *infrastructure and fit* gore ra re seemo ke eng. Dikgang tsa *budget, medicines and other supplies.* Dikgang tsa gore *we engaged stakeholders* ka tsela e e ntseng jang, gore *outstanding issues* ke eng, *challenges* ke eng, le gore *how are we mitigating them, conditions* tsa *the facilities as we assess them,* ke dilo tse re tlaa tlang re di dira. Re tshwaragane le namane e tona ya tiro go di dira, sekai fela mo khudugeng e, go na le *ambulances* tse e rileng di tsewa, dikhansele di fitlhetse e le gore di ne di sa bereke, mme ba kgonne gore ba di baakanye, ba di tsenye mo tirisong, le tse dingwe fela jalo. Jaanong ka khansele e gaufi le batho, ke e re nnang re re *decentralization, because local authorities have proximity to the people, they are in a better position to offer quality services.* Go raya gore dikhansele jaanong di kgone go neela batho botsogo sentle kwa *health posts* le *clinics,* le fa go na le *challenges* tsa *resources.* Fela ka di gaufi le batho, go raya gore tokafalo e tlaa nna teng. Mme a re solofele gore beke e e tlang fa ke lekodisitse Khuduthamaga, ke tlaa lekodisa le Palamente. Ke a leboga.

MR SPEAKER: Let us go to question six. Honourable Taolo Lucas.

HONOURABLE MEMBER: Ke tlaa mo e tseela *Mr Speaker.*

MR SPEAKER: Le tlhaloganye gore *Honourable* Lucas, o na le baeng *from* Malawi, ke sone se le bonang a se fa, o a bo a na le bone. Ke baeng ba ga Leader of the Opposition (LOO) *and as Acting* LOO, go raya gore gongwe le gongwe kwa baeng bao ba leng teng, o a bo a na le bone. Ga se gore ga a yo fa ka gore ke lelofa, ga a yo fa ka gore *he is on other official engagements* tsa Palamente.

WATER SHORTAGE IN LOBATSE

MR C. K. JACOBS (LOBATSE): asked the Minister of Water and Human Settlement to state:

(i) if he is aware of water shortage in Lobatse; and

(ii) plans in place to address the situation.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a leboga *Mr Speaker.* Ke leboge Motlotlegi Jacobs wa tsala ya me le fa a e tle a nkomanye, nna ga ke ka ke ka mo omanya ka ke tsala ya me.

(i) *Mr Speaker,* ke a itse ka mathata a kwa Lobatse le tikologo ya motse wa Lobatse. Go na le kgwetlho ka metsi a kwa Lobatse. Boammaaruri ke gore, motse wa Lobatse jaaka re bua jaana, o batla metsi a selekanyo sa 21 *million litres per day against supply* ya 15 *million litres per day*. Se se raya gore Lobatse e a tlhaelelwa *Mr Speaker.* Le fa go ntse jalo, Lobatse le metse e e mo tikologong, e na le kgwetlho ya gore e sielwa go tswa mo Gaborone ka selekanyo sa 90 *per cent,* e bo e sielwa gape 10 *per cent* kwa letamong la Nnywane.

(ii) *Mr Speaker,* fa re tsweletse ka ya bobedi gore mme tota re dira eng *to address* seemo se; re leka gore re dire tiro e nngwe ya go bona gore metsi a ka nna teng, go nne le mealo le *scheme. Project* e e tsweletseng e, tsholofelo ke gore ka di 30 tsa ga *August* 2025, e bo e fedile. *Project* e e diilwe ke gore, kana metsi a ne a tlhaela, jaanong ba palelwa le ke gone gore e re fa a tswa kwa Gaborone *for it to be commissioned,* a bo a ka tlhamalela a tsena ka Lobatse. Go bo go raya gore jaanong thothinyana eo e tlhamalela fela *straight* e kwa kwa bathong gore ba kgone go nwa.

Mr Speaker, diemo tse re di kopela maitshwarelo mo setšhabeng, ga go a tshwanela gore tota Batswana ba tlhoke metsi ka gore fa o sena metsi, ga go na botshelo. Ka mafoko a le kalo ke a go leboga Rre Kamal Jacobs.

MR JACOBS: *Supplementary. Thank you, sir.* Tona, ke ne ke batla go go itsise gore go ne go na le *project* ya North-South Carrier (NSC), e e neng e tshwanetse *to supply* Lobatse ka metsi a a *adequate.* Jaanong mo *project* e go agilwe *reservoirs* tse pedi, ya ntlha e agilwe kwa Thema ke Wei Hai (Pty) (Ltd), ya bobedi e agilwe kwa molelwaneng ke Magara Building Construction. Ke ne ke re jaaka le itse gore go na le mathata le tlhaelo ya metsi kwa Lobatse, ke eng *reservoirs* tse le sa di tlatse gore *at least one or two weeks* le bo le itse gore *there will be ample water to feed the residents* tsa Lobatse, *sir?*

Potso ya me ya bobedi ke gore, nako le nako gatwe *pipelines* di a thubega, mme ga re nke re bona Ramotswa a lela ka letlhoko la metsi, ke Lobatse fela, go dirwa ke eng?

Sa boraro ke ne ke utlwa o re metsi a tswa kwa, ga ke itse gore o ne o re kwa Nnywaneng kana o ne o re kae, e tlhalose gone foo mongwame. Tanki rra.

HONOURABLE MEMBERS: …(Murmurs)…

MR RAMOGAPI: Tanki *Mr Speaker. Mr Speaker,* kana kgang e e tonatota, ya konokono ke gore metsi a a tlhaela go tswa mo Gaborone le kwa letamong le le bitswang gotwe Nnywane. *Mr Speaker,* ka gore metsi a a tlhaela, ga se kgang ya gore go ka pompelwa mo *reservoir* nngwe, ke kgang ya gore one a a ka pompelwang ao ga a yo, metsi a a tlhaela. *Demand* ya kwa Lobatse e kwa godimo, ke 21 mme *supply* yone ke 15. Go raya gore tota ga go na se se ka pompelwang koo.

Ba Ramotswa *Mr Speaker,* Mopalamente wa teng le ene fa a ka bo a le fa, o ka bo a lela ka dikeledi ka fa ke mo itseng ka teng. Le ba Kanye, Molepolole ga go buiwe, yoo ke selelo le khuranyo ya meno. Ke dikgang tse ba Ramotswa bone Motlotlegi Mopalamente o setse e bile a ntsha madi a CCP, a re bogolo tshwarang le thibe foo le re agele, metsi gore a tle a kgone go tla mo Ramotswa. Ke raya gore diemo tse ke tse di thata. Ya Kanye e tshologa gongwe le gongwe *Mr Speaker,* mo e leng gore metsi ga a kgone go goroga, a a tlhaela. Kwa metseng e mengwe gotlhelele le fa e le thothinyana. Molepolole ene ke yo re reng ke *hot potato,* ke gore metse e *Mr Speaker* tota go bua boammaaruri, ga e nthobatse.

For the interest sake ya Batlotlegi Mapalamente, ga se gore re ntse fela, re leka bojotlhe mo dikgaolong tsa lona lotlhe fela jaaka le ntse jaana, ga go na yo o siameng mo metsing go bua boammaaruri. Se re se lekang gompieno ke gore, *investors* ba ba ikemetseng ka nosi ka gore Puso ya rona e santse e lela e sena madi, re ba nkgenkge gore batho ba Modimo, a le ka se ka la re thusa seemo se, re dire mo gotweng ke Public Private Partnership (PPP).

Mothusa Tautona le ene o a siana o adima madi fa a ka a adimang teng, go bona gore *projects* bogolo tse di neng di le mo National Development Plan (NDP) di le *approved,* di kgone go fiwa madi di tle di tseele Batswana metsi. Ke raya gore motlotlegi, ga re a nna fela. Ka go rialo, ke a go leboga, *sir.*

MR JACOBS: *Further supplementary. Thank you sir.* Motlotlegi ke a utlwa gore wa re metsi ga a yo, mme ke ne ke re o a itse gore gantsi ga se gore re *create* tharabololo *instead* gore re nne fa fatshe fela re bo re re metsi ga a yo, ga go ye go dirwa sepe? Ke raya gore ke eng bogolo o sa re batlele *bowsers,* o bo o *bowse* metsi gongwe kwa letamong le o buang ka lone le le bidiwang Nnywane? Ke a leboga *sir.*

HONOURABLE MEMBERS: …(Laughter!)…

MR RAMOGAPI: Motlotlegi o ratile e thata *Mr Speaker …(Laughter!)…* jaanong nna kana leleme la me fa gongwe fa ke re ke a bua, ga ke bue sentle, ke tshaba le go bitsa sentle gone foo. Gone ke a go utlwa motlotlegi, re tlaa leka bojotlhe gore fa metsi a tlhaelang, tota re ntse re dira jalo gore fa e leng gore ga go na sepe, gore batho ba lale ba kolobeditse leleme, re *bowse* re siele Batswana. Ke tsaya gore se o se kopang motlotlegi se tlhamaletse fela, ke tlaa rotloetsa bagarona thata gore a batho ba se ka ba lala ka lenyora, bogolo ba sielwe metsi. Ke a leboga *Mr Speaker.* Ke a leboga Rre Jacobs.

PERMITS ISSUED AT CHOBE ENCLAVE

MR S. O. MAPULANGA (CHOBE): asked the Minister of Water and Human Settlement to state:

(i) the number of permits that have been issued in communal areas at the Chobe Enclave for watering wild animals; and

(ii) the names of companies which were given those permits.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a leboga *Mr Speaker. Mr Speaker,* ga go na mo gotweng *water rights* tse di neetsweng bape mo *communal area.* Go leka go araba re abelela, re thusa gore gongwe motlotlegi o ka tswa a ne a raya jang, re se ka ra mo latlhelela, go na le didiba di le 25 tsa metsi a a nowang, e se a diphologolo jaaka motlotlegi a bua. Fa godimo ga moo, go bo go boa gape go nna le didiba tse 23, mme le tsone ga di mo *communal area,* di mo Chobe National Park. Ke tse di direletsweng diphologolo gore di se ka tsa latela batho tsa ba gobatsa, ga nna le *conflict* magareng ga tsone le batho. Le tsone tse ga di neelwe *water rights,* ka gore ke tsa diphologolo, ke tsa Puso e bile di mo *national park.* Ka jalo, ke a go leboga Motlotlegi Mopalamente.

MR DISHO: *Supplementary.* Ke a leboga *Mr Speaker.* Ke a leboga Tona. Ke utlwa o ganetsa *Honourable* Ramogapi gore ga go na *water rights on the communal area* ya Chobe Enclave. A mme o a itse gore go na le

companies di le *four* tse di sielang diphologolo metsi? Ga ke batle go bitsa maina a tsone, *but they are there.* Tse jaanong di gotlhagotlhanang le batho ba ba nnang *within those areas, because* dikgomo tsa bone di fula *within those areas* le masimo a bone. Ke a leboga.

MR RAMOGAPI: *Mr Speaker,* ga ke itse gotlhelele. Jaaka re bua gore tse di teng tse ba di buang ba supa gore di mo *national park,* ke tse di 23. Jaanong tse di mo *communal* tsone, dipalo le bosupi jo bo leng fano jo ke bo tshwereng, go supa gore ga go na epe mo *communal.* Fa e le gore motlotlegi o na le sengwe ka fa a itseng ka teng, gongwe o ka tla ka tsone ra tla ra nna fa fatshe a re ke tse, le nna ka ba raya ka re gatwe ke tse *officers,* lona la re ga diyo, ke eng jaanong yo mongwe a re di teng yo mongwe a re ga diyo? Ke raya gore *on records,* ga go na sepe se se leng teng, kana bone ba lebelela *in the records*. Se se teng ke gore go a ikopelwa, go lebelelwa mo *records* le *file. So* ga go na sepe. Ke a leboga.

MR AARON: *Further supplementary*. Tota go lebega e le gore mo *records,* ga go na sepe. Ke batla go tlhaloganya gore ka tsamaiso Tona, *if* go sena sepe mo *records,* mme a bo go fitlhela e le gore ka nnete di teng, tsamaiso ya lona ke eng? O sa tswa go bua gore *problem* ke gore di oketsa *human/wildlife conflict*. Ke eng se o ka se dirang wena? Ke a leboga.

MR RAMOGAPI: *Mr Speaker,* fa potso e botswa ke gore ke tsenelela kwa teng thata, ke bo ke batle le *detailed information* e e sa batliwang. Ke na le maina a e leng gore *customer* ke mang fa, sediba ke *water rights number* mang, sengwe le sengwe se kwadilwe fa. Ke raya gore ke ka tla ka go supegetsa, ke tse di fa motlotlegi. *Map* ke o gape, le one ke ka go supegetsa. Ke raya gore ga ke a shankodisa. Ke dilo tse o ka tlang wa nna le tsone.

O botsa gore fa re ka fitlhela go ntse jalo, go na le *possibility* ya gore motho a bo a ipeile; fa e le gore motho o ka tswa a ipeile, le tlaabo le tla kwa go rona sentle le e bega, re bo re tsaya dikgato tse di lebanyeng. Ke a leboga.

MR NKAWANA: *Further supplementary*. Ke go leboge *Mr Speaker*. Ke botse Tona gore a mme gone o a tlhaloganya gore go na le batho ba ba bapileng le molelwane, ke gore batho le diphologolo ba kgaoganngwa ke tsela? A mme wa re fa sediba se bapile le *boundary,* ga go ka ke ga sielwa yo o ka kwa ntle metsi a didiba tseo a tswa mo teng ga Chobe National Park mme ene a nna ka fa ntle? A fa motho a le mo lenyoreng, ga o ka ke wa re Batswana ba ba foo ba ka thusiwa ka metsi ao gore ba itshetse ka one? Ke a leboga.

MR RAMOGAPI: Makgoa ba a tle ba re, "*every case has got its own merit.*" Fa e le gore go ntse jalo, Batswana ba a ikopela, a bo go sekwasekwa, a bo go dirwa morero gore go tlaa gorogiwa jang koo. Yo o fa, ga a ka ke a tshwana le yo o ka kwa. Fa go na le kgang e e ntseng jalo, a Motswana a tle kwano a ikopele, go sekasekwe mabaka, go bonwe gore a o ka thusiwa kana ga a ka ke a thusiwa. Ke a leboga *sir.*

DECEASED ESTATES

MR T. B. LUCAS (BOBIRWA): asked the Minister of Justice and Correctional Services to state if he:

(i) is aware that the dispensation and process of awarding lost inheritance rights and claims is fraught with delays that at times lead to wastage and loss of value of the deceased's estate;

(ii) will embark on corrective measures to improve the efficiency of processing inheritance rights and claims; and

(iii) will be amenable to legislative reforms that shall include traditional leaders in the processing of inheritance rights and claims to mitigate current delays in processing same.

MINISTER OF JUSTICE AND CORRECTIONAL SERVICES (MR RAMAOTWANA): Thank you Mr Speaker. The answer reads as follows:

Mr Speaker, I am aware of the delays in the processing of deceased estates and that in some instances, they may lead to the estate being dissipated before lawful distribution is carried out. There are however, measures and steps which are always put in place to avert any foreseeable risk to the estate.

In a normal administration of estate process or claim, for instance Mr Speaker, at the time of registration of deceased estate, the person who registers it is requested to fill a resolution from the family, nominating the person to be appointed a Temporary Administrator or Curator Bonis of the estate. Once this has been submitted, a Temporary Administrator is appointed immediately to take care of the deceased estate and to preserve it. Where there is a surviving spouse, they will be given first preference of appointment as Temporary Administrators.

Mr Speaker, corrective measures to improve efficiency have already been commenced. The delinking of the office of the Master from the office of the Registrar of the High Court is in progress. A Senior Assistant Registrar and Master has been deployed to Francistown High Court to service customers requiring the services of the Master's Office to address the issue of delayed services. It is also envisaged that in the new future, estate controllers would be appointed for the Francistown High Court. We are also actively considering using Magistrates Courts as centres for preliminary registration of deceased estates. In an effort to take the services to the people and address the delays Mr Speaker, the next of kin meetings are currently being held in and outside Gaborone. Some next of kin meetings are being held on Saturdays in order to address the aforementioned delays.

Mr Speaker, Chiefs or Dikgosi have the mandate and authority to distribute inheritance where the deceased did not leave a will, in customary law marriage. In common law marriages where the jurisdiction of Dikgosi have not been expressly excluded by the parties, the legislative amendments to improve efficiency will continue to be explored.

In short, *se ke se buang* Mr Speaker *ke gore, Magosi a rona a a letlelelwa go ka tsenelela merero ya go aba dithoto tsa boswa*. *Kwa ntle ga ba ba amegang e le bone ba ba reng ga re batle thuso ya ga* Kgosi. *Fa e le gore ba sa tswa go ba* exclude, *ga go na jaaka a ka tsena mo teng*. If *moswi a tlogetse* will, Section 3 *ya* Administration of Estates Act *ya re, Magosi ga ba na thata ya go tsena mo teng ka gore e nna kgang ya ga Tona fa go na le* will. *Fa go sena* will, *Magosi ba ka tsena fa bajaboswa ba dumela.*

Sebe sa phiri ke gore, dilo tsa boswa di a lwelwa. Fa motsadi kana mong wa dithoto a tlhokafala, yo mongwe o a betsega o *ya kwa go* Master *kwa* court *o ya go kwadisa* estate. *Ke se o bonang a* bypass Kgosi, *a tabogela gore ga ke batle* Kgosi, *ke tabogela kwa go* Master *kwa* High Court. I thank you Mr Speaker.

MR MOALOSI: *Supplementary.* Ke a leboga *Mr Speaker.* Ke utlwa Tona a bua gore Magosi ba na le *part* e ba ka tsayang karolo mo go yone mo go abiweng ga boswa. Taelo e ke tlholang ke utlwa Magosi ba e bua mo dintshong ke gore, fa motho a tlhokafetse, *within* 14 *days* ba tshwanetse ba ye go mmega kwa *the Master* kana *High Court.* Ba bo ba bega leso leo, kana ba kwadisa dithoto tsa moswi. Ke batla a papamale Tona, a bolelele Batswana kwa gae gore go na le *option* ya gore fa e le gore ga go na ntwa, ba ka buisana fela mo lelwapeng, ba e isa kwa Kgosing wa motse gore boswa bo abiwe. Fa go na le ntwa, ke gone ba ka e isang kwa *High Court*. Ke gore go nne *clear,* e se ka ya nna e kare go a pateletsa gore fa motho a tlhokafetse, dithoto tsa gagwe di tshwanetse di isiwe kwa *High Court.* Ke a leboga.

MR RAMAOTWANA: Motlhomphegi, go ntse jalo motlotlegi gore *the* Act e e laolang dithoto tsa boswa ya re, go kwadisiwe *estate within* 14 *days*. O ntshe mo gotweng *death notice to the Master.* Ga go patike, go na le *option.* Ke yone e ke neng ke e bua ke re, fa o nyetse ka Setswana, le kgona go dumalana mo lelwapeng *to distribute* dithoto tsa lona ka Setswana fa e se *common law marriage.* Le a dira fela, fa e le gore le na le manganga, le bo le ya kwa go Kgosi a ya go le thusa go tsheregana. Ke sone se ke reng *that option is there* ya gore ba ka *distribute* ka Setswana kana *customarily*. Ke itse gore se se atileng malatsing a ke gore, *they encourage* batho gore dira *wills* gore e re motsadi a fulara, bana ba se ka ba sala ba lwela boswa. Fa o dirile *will,* go raya gore o a bo o supa gore yo o mo neela se, yo o mo neela se, a bo go nna *easy* go sena manganga. Ke itse gore ba ba rotloetsa jalo, *but once will* e dirilwe, jaanong go raya gore bo Kgosi ga ba sa tlhole ba na le *jurisdiction* ka gore e a bo e nna *under the power and function of the Master.* Fa go sena *will, option* e teng, ba ka tswelela ba ithulaganya, ba dumalana ka fa ba dumalanang ka teng, le Kgosi a tsena a tshereganya.

Go na le *judgement* ya ga Dibotelo *to that effect* ya gore go diragala jang, le *Court of Appeal I think is through the* Hopson Case, e kile ya bua gore *where there is no will,* ba ka dira jalo *and distribute. I think* go ne go kile ga bo go na le kgang ya ga Molomo e go neng gotwe le fa a nyetse Setswana, go raya gore *lifestyle* ya gagwe e supa e le gore dithoto tsa teng di di ntsi mo e leng gore di ka se ke di kgaoganngwe ke Kgosi. Jaanong *the* Hopson Case *recently, I think five or four years ago,* e bo e re *there is nothing miraculous about distributing* P8 *million,* bo Kgosi ba gompieno ba rutegile, *they can distribute that. So that option is there Honourable Member.*

MR KAPINGA: *Supplementary. Honourable Minister,* o tlaa gakologelwa gore ka nako ya *Budget Speech* fa re ne re buisanya *budget* ya *ministry* wa gago, go ne ga buiwa thata ka *Master* ke *Acting Leader of the Opposition, Honourable* Lucas. Ke go botse gore fa re sena go kgaogana mo Palamanteng o tsena kwa ofising ya gago, o ne wa dira eng go sekaseka seemo

se se neng se buiwa ke *Honourable* Lucas fa, le gore o bo o tsaya dikgato dife go baakanya gore tse go neng go ngongoregiwa ka tsone jaaka bonya jalojalo, di a siamisiwa? Gongwe o ka re sedimosetsa rraetsho gore o ne wa leka go baakanya jang? Ke a leboga *Mr Speaker.*

MR RAMAOTWANA: Ke a leboga motlotlegi ka potso eo. Ee go ntse jalo, ke ne ke tshepisitse gore re tlaa dira gore go fefoge. Fa o ka lebelela mo karabong yame ya *corrective measures,* e supa gore ka fa molaong, *that office is under the Master. So* ke bua ka *delinking,* gore jaanong *we are delinking*, le gore re ya go fetola melao gore jaanong *master* e nne *office* ka bo ene, a se ka a nna ka fa tlase ga *Registrar of the High Court.* Ke sone se ke neng ke bua ke re re ya go dira gore go nne le bone bo *Estate Controller* ba tlhomiwe go thusa go fefosa, le yone kgang e ke reng *we are actively considering to decentralise* re ise le kwa go bo Makaseterata gore jaanong go nne bofefo go kwadisa le bone bo *Estate Controller,* ba kgone go thusa gore go abiwe dithoto ka bofefo. Ke one maiteko a re a tsereng *after the Budget Speech,* a bo *Estate Controllers to put them into place to deal with the issue* of *delays. I thank you Mr Speaker.*

HONOURABLE MEMBER: Supplementary Mr Speaker.

MR SPEAKER: Last supplementary, Honourable Jacobs.

MR JACOBS: Supplementary. I thank you Mr Speaker. *Tona,* are you aware of the fact *ya gore motho o kgona go tlhokafala a kwadile* will, but his next of kin they would also die at the same time without inheriting what they were supposed to inherit from that person *yo o tlhokafetseng?* The first thing, for example, the Master of the High Court *o tlaabo a lebagane le* case *e le nosi ya motho, a bo a felela a isiwa* transfer to somewhere else, case *yone eo e sa fela, go raya gore jaanong motho yole* will be disadvantaged. *Kana* the reason why laws are made, is for them to be even distribution of wealth, but it seems like it is a norm *mo lefatsheng la rona la* Botswana where cases *tsa* estate *tse,* never got wind up. *O fitlhela e le gore* case *e kgona go tsaya bo* 20 years. *Potso yame ke gore,* how long is a case *ya* will supposed to take before distribution has been done and has been wind up?

The second question *ke gore,* Master of the High Court *fa a lebagane le* case, is he not supposed to be there until the end of the case, *kana* it is just a norm *e e leng gore o bereka fale* six months, *go tsena yo mongwe jaanong a bo a tla go seka* case *yone eo, go bo go tsena yo mongwe, e bo e nna* a disadvantage towards *a* person *yo e leng gore o tshwanetse* to inherit? *Ke kopa gore o nkarabe gone foo.*

MR RAMAOTWANA: *Thank you Mr Speaker.* Ke a leboga Motlotlegi Mopalamente wa Lobatse. "*Are you aware?" No, I am not aware* ka kgang ya gore go nnile le *will* batho ba tlhokafala ba ise ba bone boswa jwa bone. Ke belaela fela gore gongwe kgang e fa e le gore go na le *will,* go tshwanetse go nna motlhofo *to distribute,* kwa ntle ga gore gongwe bone bajaboswa, yo mongwe *maybe contesting* gore *signature* e mo *will* e, ga a dumele gore ke ya moswi, kana a re ene ga a itse fa go na le *will* ka gore ga a tshwanela go bolelela batho. Ba bangwe ba kgona gore ba re ga ke itse fa go na le *will,* ba bo ba ya go seka kwa *High Court*, ba bo ba gogagogana ka ditsheko, go bo go diega. Fa ba sa gogagogane go sena tsheko, go sena ope yo o ganang, ga go a tshwanela go nna le tiego fa *will* e papametse gore mang o tsaya eng, go sena ope *contesting the signature* gore ga se yone, kana *will* e a e belaela gore ga se yone. Ke belaela gore e a bo e le mabaka a a ntseng jalo.

Ya gore bo *Master* ba a fapaana, *six months* go fetolwa yo, ee, e kgona go fetoga gongwe motho a ya kwa mafulong a matalana, *or resigning.* E e ntseng jalo, go raya gore *it will be relocated to another Master.* Ke gone mo go ka dirang jalo. Gongwe go fetoga go a tle go diragale gore bangwe ba re nnyaa, *Master* o kare o soka dirope, ga re go tshephe mo kgannyeng e, tswaya mo go yone, gongwe ke gone go ka nnang le phetogo ya go nna jalo gore ba fetole. Kgang ke yone e ke reng re setse re simolotse gore le ka *weekend* jaana, re bo re ka dira gore re fefose tiro, jaanong go theogelwe le ka *weekends* go leka go reetsa tsone dikgang tsa teng, go leka go di fedisa, gore go nne bofefo. Ke sone se ke reng *it is ongoing,* le ka di *weekend they set meetings* tsa *the next of kin.*

Mo gongwe ke a itse gore go tlaabo go beilwe motho gongwe motho yoo jaanong a bo a sa tlhole a dira tiro, kana a dirisa botlhaswa dithoto tse di teng, *Master* gongwe a bo a mo ntsha gore a sireletse gore go se ka ga nna le *dissipation* ya *property,* e bo e re e tla e abiwa, jaanong ene a boetswe go feta ba bangwe kana a feditse. Gongwe go ka nna tsone dilo tsa go nna jalo, mme fa go nna jalo, *Master* o kgona go mo ntsha gape a bo a bitsa *meeting of next of kin to appoint* yo mongwe. Kana ene

ka bo ene a nama yo mongwe a ntse a re tshwara foo o thuse foo. *So* ke tsone dilo tse di diragalang motlotlegi.

Re leka go di fedisa jaanong gore go nne bofefo re thuse setšhaba. Ke sone se ke reng jaanong re mo go yone ya go leka gore re ise ditlamelo kwa go Makaseterata gore go fefoge re atumele batho kwa ba leng teng. O se ka wa tswa Tsabong o tla mo Gaborone, ke sone se e leng gore re leka go se dira. *Thank you, Mr Speaker.*

RELATIONSHIP BETWEEN AFRICAN AGRICULTURE (PTY) LTD AND NARDI

DR K. GOBOTSWANG (TSWAPONG SOUTH): asked the Minister of Lands and Agriculture to apprise this Honourable House on the relationship between African Agriculture (AA) PTY LTD and National Agricultural Research and Development Institute (NARDI) in the spirit of citizen inclusion. The Minister should specifically state:

(i) if he is aware that African Agriculture was given a tender to supply agriculture and scientific equipment to NARDI;

(ii) whether it was an open or competitive bidding;

(iii) if he is happy with the quality of equipment supplied by AA; and

(iv) the circumstances under which AA was offered land for rice trials and a Government warehouse worth P100 000 monthly rental but offered for a paltry P10 000.

MR SPEAKER: Tota o laetse, *I have his letter,* ke dumela gore go raya gore *it would be later dated. Am I correct Honourable Leader of the House*?

LEADER OF THE HOUSE (MR MOHWASA): E ne e le gore o ne a rulaganya gore e nne *later dated,* mme kana o ne a kile a re o tlaa bua le Tona gore o ka mo e arabela.

MR SPEAKER: O tshotse karabo *Honourable* Mathoothe?

MR HIKUAMA: *Sorry Mr Speaker,* ke bona *message* wa ga Dr Gobotswang a re le ene o kopile *later date.*

ASSISTANT MINISTER OF TRADE AND ENTREPRENEURSHIP (MR MATHOOTHE): Ke yone e ke neng ke re ke a e tlhalosa gore ba buisantse *for later date.*

Later Date.

EMPLOYMENT AND LABOUR RELATIONS BILL, 2025 (NO. 10 OF 2025)

Second Reading

(Resumed Debate)

MR SPEAKER: Order! Order! Honourable Members, the debate on this Bill is resuming, when the House adjourned yesterday, Honourable Simasiku Oscar Mapulanga had just concluded his debate, and the floor is therefore open. Honourable Victor Phologolo.

MR PHOLOGOLO (KANYE WEST): *Thank you Mr Speaker*. Ke go leboge go mpha sebaka se. Ke ke akgole Tona ka molao o a re o beileng pele. Mongwe le mongwe mo lefatsheng o tlaa dumela gore *convenience* ke selo se se botlhokwa fela thata. O re diretse mo gotweng *one-stop shop*. Lebaka legolo e le gore *Bill* 10 e tlaa tlhofofalela batho ba le bantsi gore ba kgone go itsheka ba na le kutlwisiso e e tseneletseng.

Ka 2021 *to* 2022 go ne go na le *cases* di feta *a thousand before the courts*. *Many of these cases* di tlisiwa ke batho ba e leng gore go le gantsi ke babereki mme bontsi jwa bone ba sa tlhaloganye le yone tsamaiso ya lekgotla tota. Jaanong fa e le gore re tlaa nna le buka e le nngwefela e e tsentseng melao e, ba tlaa kgona go tlhaloganya mme ba kgone go seka dikgang tsa bone mo go utlwalang.

Ke leboge gore molao o gape o ya *to establish an Independent Dispute Resolution Commission.* Se ke bone se bereka le kwa *Industrial Court* fa ba simolodisa *the* Court-Annexed Mediation (CAM) *exercise* e e fokotsang nako e ntsi dikgang di a bong di sekwa gore motho a bone ditsagagwe. Selo seo se a lebosega fela thata, ke bona e le maiteko go tswa mo nakong e e fetileng.

Se sengwe se ke se lemogileng ke ditsamaiso dingwe tse gongwe di re fang sebaka sa gore re ye go di baakanya fa re sekaseka dintlha dingwe tsa molao o. Ntlha nngwe e ke dumelang gore e tshwanelwa ke go tsenngwa leitlho thata, ke e gotweng kgang e tlaa isiwa fa pele ga lekgotla, ya 30 *days*. Ke dumela gore *with good experience,* nako eo e khutshwanyane thata. Fa e ka tokafadiwa ka gore fa o sena go nna o senyegelwa ke tiro, *within* 30 *days* o a bo o nnile le boitlhobogo, wa tlelwa ke kutlobotlhoko, go tenega, letšhono le lone le go apere. Malatsi a 30 a o a filweng a a bo a feta ka ponyo ya leitlho, go bo go raya gore o tswalelwa kwa ntle. Ntleng le gone gore o bo o

itoka go supa gore e re ntswa o sa kgona go tshwara nako, o sekasekelwe ka mabaka a a faphegileng. Ke dingwe tsa dilo tse ke dumelang gore fa go letlelesega, re tle re di sekaseke gore molao o montlentle o o o sireletsang babereki segolobogolo, o atologe o ba sireletse mo go tseneletseng.

E nngwe tshono e le e fiwang ke molao o mme e le dikeletso, gongwe go ka diragala mo tsamaong ya nako, ke kgang ya bo *parental leave*, e re bonang *the introduction of paternity leave for the first time*. Keletso ke gore gongwe fa re ntse re ya kwa pele, re eletse go dira se re bonang se dirwa ke mafatshe a mangwe jaaka bo Scandinavia le Sweden, bone ba dira mo gotweng *gender equity*. Fa monna kana mme a fiwa malatsi a go ya go tlamela lesea, malatsi ao a lekana le a rre. Bangwe ba dira jalo, bangwe ba a a soboka gore fa e le gore mme o fiwa 93 *days or* 94, e nna wa ga mme le rre, bobedi joo bo bo bo itshekatsheka go bona gore malatsi a ba a kgaogana ka tsela e e ntseng jang. Gone go supa gore le rre o na le tshwanelo e bile o a tlamega gore le ene a tseye boikarabelo jwa ngwana wa gagwe. Ke dumela gore fa re ka dira jalo, re tlaabo re netefaditse gore tekatekanyo e re e buang ke e ka boammaaruri re e diragatsang. Ke supe gore se re se beilweng pele sone fela ka bosone, se supa fa re gatela kwa pele, fa re tlaa fitlhelela kwa re eletsang gore re ye teng.

Se sengwe mo molaong o montlentle o ke o bonang o, ke lemoga fa go na le Batswana bangwe ba e kareng bone re ba lebetse. E ka re gongwe fa re lebelela thata ditshwanelo tsa bone, gantsi ba bitswa gotwe ma *local staff*, ba ba berekang mo makgotleng a a tswang kwa ntle; mafatshe a sele. Keletso gongwe e ka nna gore le bone re ba sekasekele mme re lebelele gore le fa mafatshe e re dikgang tse di buiwa, go bo go buiwa dikgang tsa bo *diplomatic immunity*. Gongwe rona re sekaseka ka gore re phathi e e itebagantseng le ditshwanelo tsa batho. Gongwe re ba reye re re a re lebelele se lefatshe la Botswana kana molao wa rona o se bayang pele, re bo re lebelela se kwa ga lona le se dirang, re bo re leba gore mme mo go botoka ke go fe gore gone moo e nne mo re go dirisang. Sebaka e le gore o ya go fitlhela e le gore Employment Act e supa gore o ka fiwa *leave* ya 15 *days* mo ngwageng mme go le gantsi re itse gore mo ke *the bare minimum,* ga se gore go tshwanelwa ke go nna jalo. Ke gore fa gotwe go padile, go bo go nna jalo mme keletso ke gore go ka tokafadiwa go ya pele. O bo o fitlhela e le gore mafatshe a mangwe one ba fa babereki ba bone bo 20 *days*, 25 *days, even* 30 *days*. Sone seo keletso ke gore fa e le gore *embassies* tseo di teng mono, di bo di ka fa Batswana ba le bone tshwanelo e e tshwanang le *the rest of their workforce*. Ke dumela gore fa re ka dira jalo, re tlaabo re dira se se tlaabong se sa kgopakgopetse le *immunity* e ba nang le yone mme re tokafatsa ditshwanelo tsa babereki ba rona.

Tse dingwe ke gore bangwe ba direla fa o tlaabong o fitlhela go sa sireletsega mme go sena se se ka dirwang. A re sekaseke mongwame Tona go bona gore batho ba go ka dirwa eng gore le bone ba akole tshireletsego e molao o o tlang ka one, o e solofetsang Batswana botlhe ka kakaretso. Ka a le kalo mongwame, a re tswelele ka go direla Batswana ka natla mme re itse gore bontsi jwa bone ke ba ba ikemetseng, a re tlhofofatse. Gongwe e bile le melao e re dire ka thata le natla gore re e kwale ka teme ya Setswana gore le bone ba e tlhaloganye ka teme e ba kgonang go e bala motlhofo. Re se ka ra ema fela foo, le yone *braille* tota re sekaseke go bona gore a re e kwala ka yone. Dilo tse fa re di dirile, re tlaabo re netefatsa gore e le ruri re Puso ya botlhe, re kgathalela botlhe mme e bile re netefatsa gore botlhe ba bona ditlamelo tse di ba siametseng.

Ka a le kalo mongwame, ke a leboga. *Thank you very much for the opportunity Mr Speaker. I thank you*.

MR MOALOSI: *Procedure. Mr Speaker*, ke bona *Minister* a tswela fa ntle, ga ke itse gore a go na le yo o mo reeleditseng.

HONOURABLE MEMBER: Ke reeditse *Mr Speaker*, ka gore ke ne ke mo *notify* gore go na le sengwe, a neele bana ba gagwe ba se baakanye, se tsamaelana le *summary* ya gagwe e a neng a e bega *to Parliament*.

MR HIKUAMA (MAUN WEST): Ke a leboga *Honourable Speaker*. Re tseye sebaka se go ka itebaganya le molao wa tsa babereki o re o beilweng pele ke Tona Mokgware. Sa ntlha fela re mo lebogele gore a bo a dirile maiteko a go tlisa molao wa go nna jaana fa pele ga Palamente gore re o sekaseke, seo re a se lebogela. Go matshwanedi gore fa go na le dilo di sa tsamaye sentle jaaka babereki ba lefatshe le, bodiredi bo ne bo ntse bo tshwenyegile ka dikgwetlho tse ba di ralalang mo dinakong tse ba berekelang lefatshe le ka tsone. Re a go leboga Tona le fa ntswa go na le *provisions* dingwe tse re tlaa… le fa ke lebogela molao, go na le ditshetlana dingwe tse e leng gore re tlaa eletsa gore re di tsenye leitlho thata. Ke ise ke ye kgakala ka ditshetlana tsone tse, ke batla go simolola ka e ya *leaves* tsa batho fa ba ya matsetsing, fa e le gore Setswana sa rialo, *maternity leave.*

HONOURABLE MEMBER: Botsetsing!

MR HIKUAMA: Ee, fa ba ya botsetsing ba duelwa bo 70 *per cent* e le motho wa mme, wa rre ene le fa a ya *paternity leave,* e e batliwang ke bo Motlotlegi Ramogapi, ene a fiwa fela madi otlhe a gagwe. Ke re selo se fela ga se supe tekatekanyo. Mme fa a ya botsetsing ka gore o a bo a sa dire molato ope, o a bo a dira tshwanelo ya gagwe e a e tliseditsweng mo lefatsheng ke mosimolodi wa botshelo le batho, ene Modimo, ga a a tshwanela gore rona re le Puso kana re le bahira, re bo re re fa motho a oketsa tšhaba ya lefatshe la Botswana, e re e tlhokang gore e tle go nna le seabe mo go direleng lefatshe, re bo re re e kete jaanong ke boleo, jo a fokoletswang dituelo tsa gagwe. Ke dumela gore e re tshwanetse re e baakanye, a nne le *entitlement to the full pay* ka gore o ya go oketsa setšhaba.

Gompieno *Honourable* Mohwasa o a lela, Tona wa Madi, e bile e le Mothusa Tautona wa lefatshe, o a lela ka *market* o monnyennyane wa lefatshe la Botswana, o o sa kgoneng go letlelela le motho wa semausu gore a kgone go dira kgwebo e e rileng ka gore dipalo tsa rona di a bo di le kwa tlase Motlotlegi Ramogapi. Kana dipalo tsa rona tse di kwa tlase tse di dira gore dikgwebo tsa rona di se ka tsa tswelela. E bile re tshwanetse gore gone mo re go dirise e le *an incentive* ya gore batho ba ye botsetsing ba ye go tlisa bana, go tsholwe, go dirwe bana. *Imagine* o apeile magwinya a le 100 o bo o a busa o rekisa *five* fela ka gore re *five,* go raya gore ga o dire kgwebo. *That is why* re palelwa ke go nna le *market* o o *strong, it is because of our low population*. Jaanong golo mo Tona, re tshwanetse re go lebelele, re netefatse gore ga re fokotse sepe mo dituelong tsa mme yo o yang botsetsing, o na le *entitlement to her full pay.* Ke ntlha ya ntlha e ke neng ke eletsa gore re e lebelele fela thata.

Honourable Mohwasa, go na le *leave* e le e šhakgaletseng thata e ya borre e, gatwe le e bitsa eng?

HONOURABLE MEMBER: Paternity.

MR HIKUAMA: Kana re Batswana, re na le meila, re na le ditso, la re le batla go tsenelela botsetsi kana la reng?

HONOURABLE MEMBERS: …(Laughter!)…

MR HIKUAMA: Ga ke utlwe kgang ya lona gore la reng. Re se ka ra kgatlhiwa ke maina, re se ka ra kgatlhiwa ke dilonyana re bo re ya go felela re kopa (*copy*) sengwe le sengwe. Re bo re kopa le dilo tse di sa reyeng sepe, *they do not even add value to the economy of this country.*

Bona Motlotlegi Mokgware, *let me tell you*, gompieno *we are struggling as a country about low productivity in this country.* Re bua ka bodiredi jo bo sa direng gale. *Imagine* bomme ba le 100 ba ya botsetsing, *then you release* batho ba le 200 mo ditirong gore ba tsamaye ba ye botsetsing, rre a tsamaela go ya go nna fela a lebeletse motho. A le batla go nna basadi kana bomme?

HONOURABLE MEMBERS: …(Laughter!)…

MR HIKUAMA: Kana mme fa a fiwa *leave* e, o e felwa gore kana ke ene a yang go belega, ke ene yo o tshwereng se se teng, a sedilege, wena o sedilega eng? *Just go and work, provide for this child* yo o tlang, *provide for this country,* baakanyetsa batho ba lefatshe le, le ye kwa pele. Fa o lelela go ya go ikhutsa, lefatshe lone le eme, *economy* e eme…(*Interruptions*)… *I yield.*

MR SPEAKER: Freeze the clock. I think there was confusion with the Clerk, *kana* the lead slot was taken by Honourable Kekgonegile.

MR HIKUAMA: Ehe, a ba a mpha…

MR SPEAKER: Ee.

MR HIKUAMA: Nnyaa, nna ke wa 10.

MR SPEAKER: *Ee, yo ke wa* 10, *baakanya* Clerk. Were you yielding for clarification?

MR HIKUAMA: *Ee,* I was yielding for Honourable Lekau.

MR LEKAU: *Clarification.* Ee rra. *Honourable* Hikuama, kgang ya gore borre ba ye botsetsing, a ga o e lebe ka leitlho la tlhabologo ya sešha? Go matshwanedi ka gore go na le borre ba e leng gore gongwe re ya go iphitlhela re na le seemo sa borre ba ba eletsang botsetsi. E bo ka sebopego se se ntseng jalo, le motsetsi fela a le mošha, gongwe a nna mo toropong, a sena le fa e le motsadi, rre ene yoo jaanong o fetoga go tla go mmaya botsetsi.

MR HIKUAMA: Go siame, kana go ntse go a diragala le gompieno. Le gompieno fela fa e le gore o na le seemo sa go thusa mme wa gago, o a mo thusa, o sena *leaves* tse tsa botsetsi, o a mo thusa fela sentle.

Gape *Honourable* Lekau, ga go na rre yo o ka fetogang mme, ga a yo. Le fa o ka leka letsatsi la tswa ka fa la ya ka fa, ga go na rre yo o ka fetogang mme a belega, ga a yo. Dinako tse dingwe re na le go tsaya *fashions* tse dingwe re bo re tsaya gore gongwe ke *fashion* fela re ka itseela, go a buiwa, batho ba a dira kwa mafatsheng

a a rileng. Heela! ga re re batho, re tšhaba, *we have our values, traditions and norms, we have to be proud of those things*. Kana golo mo ke *self-hatred, it is part of the self-hatred that we have as* Africans. *Self-hatred* mo e leng gore le fa motho a nyala fela, bo Motlotlegi Rre Ramogapi, a re ke dira *white wedding, what about* Motlotlegi Ramogapi a nyala Mongwato kana Motswapong jaaka ene, ke gore *white wedding.*

HONOURABLE MEMBERS: …(Laughter!)…

MR HIKUAMA: *That is self-hatred*, ke eng a sa re o nyala fela lenyalo la bone, o dira lenyalo la bone ka tsela ya bone e a e batlang? *We should move away from this self-hatred.*

HONOURABLE MEMBER: …(Inaudible)…

MR HIKUAMA: *...(Laughter!)...* Re bo re ya go iphitlhela re tsaya le dilo tse di sa reng ee. *That is one.*

Honourable Mokgware, *another point that I want to talk about* ke ya *child labour* gore nnyaa, mme e siame. E siame, *maybe the way* ka fa re buang ka teng, re se ka ra dira gore re itse go *develop* bana ba rona fa ba santse ba le bannye. Dinako tse dingwe fa o lebelela ka fa re buang ka teng, re ya go felela re na le ditete tsa motho yo o palelwang le ke go gotsa molelo, a palelwa ke go tlhaola dipodi, a palelwa le ke go tsaya hamole fela a baakanya lebati, a palelwa ke go ikapeela. Yo o alolang a seyo le go tlhagola masimo. Le tlaabo le go bitsa *child labour*. Ngwana o *develop skills* tsotlhe tse fa a santse a le monnye. *Even soft skills* fela tsa go bereka le ba bangwe, tsa go itse go dirisana le ba bangwe, ke fa e le gore jaanong o tlwaela go bereka. *We should not over exercise this* re bo re ya go felela e le gore re itsa le batho *to develop and be exposed to important life skills* fa ba santse ba le bannye. *We have to be very careful, of course I know* gore re ka bo re ne ra ba *expose* mo dikotsing tse di rileng, gongwe go hira. Go bereka le mo mafelong a a maswe a a tshwanang le a dibara jalo, a ka ba *expose to danger*. Fela fa ke ruta ngwana gore tsamaya o ye go tsenya kgomo mo lesakeng bosigo, go bo gotwe ke romile ngwana mo lefiffing, ke a tshwarwa ke *child labour*. Kgantele ngwana o palelwa le ke go itse gore kgomo fa e tlile e tshwanetse gore e bulelwe e tsene, a tshaba bo *child labour*.

Dilo tse *we have to guard against this, when we preach, we should be very, very careful and conscious* gore re se ka ra fitlhela re dirile bana ba ditete, ba e leng gore le go apaya magwinya, go alolola bolao ga ba go itse, le go ikapeela tota. Ba ba ba apeelang fa ba seyo a re, ausi ga a yo ke tlhotse ka tlala. Bona dilo tseo, *we are creating a liability for our own nation. Those are some of the things we should guard against* fa re fetisa melao e. Ke a leboga Motsamaisa Dipuisanyo tsa Palamente.

MR KEDIKILWE (SEROWE WEST): Ke go lemoge, ke go dumedise *Mr Speaker.* Le nna ke leboge Tona go bo a re tletse ka molao o, o o lekileng go pataganya melao e e neng e ntse e kgaoganye, o mongwe o sela kwa, o mongwe o sela kwa. Jaanong letsatsi leno o tlile ka *Bill* e le nngwefela gore e nne molao o le mongwefela. Maiteko a gagwe mma re a lebogele. Le fa go na le tse ke batlang go tshwaela mo go tsone, tse ke neng ke solofetse ka bo nna gore gongwe fa molao o o tsena re tlaa bona di *surface* mo teng.

Motlotlegi Ramogapi fa a ntse a tsamaya, o bua ka P4000, ka gore golo fa re bua ka dituelo tsa babereki, ke ne ke solofetse gore gongwe re tlaa bona tsetlanyana eo e *appear* mo teng, mme jaanong fa ke sa e bone, mma ke dumele gore gongwe e tlaare fa go dirwa *policies*, e tlaa tla e le ka koo, ka gore tota gone go bua boammaaruri, Batswana ga ba a bolo go jewa ntsoma thata, mme fa gongwe batho ba dira *profits* tse di gakgamatsang ka Batswana.

Kwa ntle ga moo fela ke ne ke re, mme le fa re e leba ka nako e re tlaabong re e leba ka yone, gongwe fa e goroga tsetla ya teng mo *policies*, re se ka ra gagamala fela ra re ga go na motho yo o ka simololang *business* a sena madi. Re itse gore fa gongwe go a kgonagala gore o ka *establish business* ya gago, mme madi a gago a bo a se *enough*. Tla ke tseye gore o rrakonteraka, wa kgona go dira *stages* tsotlhe tsa *construction*, wa di fetsa o ntse o na le madi a a ka kgonang go tswelela a duela babereki *monthly*. Fa e le gore go na le golo gongwe fa go ka nnang le *hiccups* teng, e le gore gongwe yo o mo direlang tiro ga a go duele ka nako, a bo e le gore e kare kana nako eo o santse o *struggle* go batla madi a babereki. Fa re lebelela *powers* tsa ga *Director of Labour*, o kare ka bo ene fela a neela motho yoo *seven days* gore fa e le gore ga a kgone go duela morago ga a sena go bona lekwalo le le tswang kwa go ene, *within seven days* o ka ya go gapa dithoto tsa gagwe tse a dumelang gore ke tsone tse a ntseng a dira kgwebo ka tsone, e tlaabo e le gore gongwe ga re a akanya sentle.

Ke ne ke re a go nne le *procedure* fela e e tlhamaletseng ka fa molaong, motho a neelwe *notice*, a neelwe lebaka ka gore fa gongwe o tsweletse ka fa o *push* ba ba mo kolotang. Jaanong fa o simolola o mo *zalela,* kana moo ke go *zala* jaanong, o tlaabo e le mokana o mo *zalelang*.

Ene o tsweletse ka fa a re o leka *all the effort* ya gore a duele babereki, a bo e le gore kamoso o fitlhela e le gore *assets* tsa gagwe tse a neng a ntse a dira kgwebo ka tsone di tserwe, mme e le gore ga se ene, fa gongwe a dira *business* le Goromente, mme Goromente e le ene yo o diegang go mo duela, kana a le *sub-contracted*, e le gore *the main contractor* ke ene yo o dirang kgwebo le Goromente. Jaanong Goromente gongwe ke ene a diegileng go duela. A bo e le gore mo sepiting sone seo, motho yo e bile o fitlhela *within seven days*, gatwe a bo a fetola *(respond)* ka tsela e e leng gore fa a sa *respond, equipment* kana *assets* tsa gagwe *can be seized* ga rekisiwa gore go duelwe babereki. Ka re nnyaa, fa ke ne ke re a e nne le *procedure* fela e e tlhamaletseng ya ka fa molaong. Motho a neelwe nako e e leng gore gongwe o ka kgona go ipata le ene fa e le gore o *collect* kwa a ka *collect* teng.

Jaaka ke ne ke bua ka kgang e ke neng ke re gongwe e tlaare letsatsi le lengwe mo *policies*, ke ne ke akantse gore ke tlaa e bona fa ya P4000 *wages*, ke ne ke dumela gore fa e le gore e teng, e re letsatsi le e tlang, e se ka ya buiwa fela e le motlhofo ka gore fa re ka e akanya ka fa re e akanyang ka teng, go ya ka nna e ka re letsatsi le lengwe a bo e le gore re na le *high level of unemployment* mo lefatsheng le. Go ya ka nna gongwe go lebelelwe pele gore a mme motho yo gotweng ke rrakonteraka yo o hirileng batho ba, kana kgwebo e, a e dira *gross* e e ka kgonang go duela, kana *turnover* kana *net profit*, go na le sengwe se go *based* mo go sone. Go se ka fela gatwe mo e le *business* ka gore *business*es ga di lekane. Tse dingwe di dira madi a mantsi, tse dingwe di dira madi a mannye, mme tsotlhe di hirile batho. Fa o tsaya batho ba botlhe go dira *employment creation* mo lefatsheng, mme fa o ka se ka wa e lebelela sentle, fa gongwe o tlaa fitlhela e le gore jaanong *you created unemployment* e e makatsang tota mo lefatsheng.

Tota ke ne ke re mo gongwe ke go leboge Tona, ka gore jaaka re ne re bua ka yone e ya *child labour*, o tla o tlhamaletse fela sentle o supa gore go se ka ga nna le tiro epe e e berekisiwang ngwana yo o kwa tlase ga dingwaga tse 15, e e lebegang e le ya bokgoba. Ke tsaya gore fa e le motsadi a ruta ngwana wa gagwe tiro, ga re ka ke ra tsaya gore o ka tshwarwa fa a bereka le ene sentle, ka gore *in most cases* fa e le gore ke ya go bereka kwa masimo, go raya gore ke tlaabo ke na le ngwanake ke mo ruta ke re ngwanaka, go tlhagolwa jaana. Fa e le gore ke tlaabo ke na le ene, ke mo raya ke re ngwanaka, kgomo e dirwa jaana, ga ke tseye gore golo moo o ka go tshwarelwa. O ka go tshwarelwa fela fa e le gore jaanong o bereka kwa dipolaseng tse e leng gore ga se tsa me. Ke mo konterakile o ile go bereka, ke seyo gone foo kana jaaka motsadi go leka *to guide* gore go dirwa jang. Ga ke tseye gore moo e a bo e le gone mo go siameng. Ke tsaya gore mo rona re go rayang kana mo Tona a go rayang, ke gone ga gore motsadi a rute ngwana mo go siameng. Ka fa a mo ruta, o tlaa leba gore kwa go tshwanetse gore go nne borai mo matshelong a gagwe, o tlaa mo femela jaaka motsadi wa gagwe, ga a ka ke a mo tshwarisa tse di bolayang. Gatwe mmangwana o tshwara thipa ka fa bogaleng. Go tewa gone moo gore o tlaa mo ruta ka fa go molemo, a mo tshwarisa ka fa go leng molemo teng. Ngwana yo o ka fa tlase ga 15 *years*, fa ke bala molao o supa gore mme ba ba kwa godimo ga 15 *years,* ba ka hirwa fa e le gore ba neelwa dingwe tse di motlhofo, tsone tse di ba kaelang sentle gore ba ka dira jang.

O supa jalo gore le kwa tirong tota, batho ba ba nang le bogole le khiro ya bone, ba se ka ba kgokgontshiwa ka bogole jwa bone gore ga ba ka ke ba bona tiro jaanong ka gore ga ba a itekanela golo gongwe. Ke dumela gore fa e le gore o mohiri, o itse gore motho yo ke monalebogole, mme o mo hira o mo neela tiro e e leng gore ga e ka ke ya mo imela ka gore o a bona gore fa e le gore ke leoto, ga a *balance*, ga e ka ke ya mo imela, ga ke bone gore moo ke molato.

Ke dumalana le wena o ka tswelela ka tse di ntseng jalo gore o tshwanetse gore le batho ba bangwe…Ya *harassment,* o tlaa fitlhela fa gongwe e le mo madirelong, motho e le *manager*, bana ba batho *to secure* gore ba tswelele ba bereka, kgantele ba a ineela gore a ba dirise le mo ditirong tse e seng tsone, tse jaanong di duleng mo tseleng, di ne di se mo konterakeng e a e saenetseng. E le fela ka gore fa ke re nnyaa rra, ke a gana, motho yoo go raya gore jaanong e ka nna ya re kamoso a bo a bona lekwalo le a le kwaletsweng le go supang gore o ganne tiro, mme go ipatiwa ka tiro nngwe e e *legal*, mme e le gore ene o ne a dirisiwa e e seng yone.

Se ke se ratang ke gore molao wa re mohiri, le fa e le gore mmereki wa gagwe ke ene a kgokgontshang ba bangwe, o tshwanetse a tsaya boikarabelo. Ke gone fa ke go ratang teng gone fa. Yo o hirileng, mong wa tiro, mong wa kgwebo, ke ene a tshwanetseng a tsaya boikarabelo, ka go bona gore mo lefelong la pereko ya gagwe, ga go na yo o kgokgontshang yo mongwe ka bonalebogole jwa gagwe. Ga go na yo o kgokgontshang yo mongwe ka bong jwa gagwe. Ga go na yo o dirisang yo mongwe botlhaswa ka gore o rapela tiro, a bo e le fela

gore le fa a sa mo rate, o tlaareng, a re ee rra, gore a tle a tswelele a ntse a jesa lelwapa la gagwe. Jaanong golo fa ke go rata gore o supile jalo wa re mohiri o tlaa tsaya boikarabelo joo, fa go ka fitlhelwa *in the workplace* e le gore jaanong mongwe wa babereki o kgokgontsha ba bangwe ba a berekang le bone.

Ke go leboge Tona ka ditemana tse, o supile tota gore molao o o tlaabo o sireletsa o bo o leka *to regulate* diemo tsa pereko ka fa di ntseng ka teng mo lefatsheng la Botswana. A re dumele gore fa e le gore ke boammaaruri, le Batswana le bone e kare fa molao o o tlile, ba akola sengwe mo go one. Tota le bone bo rrakgwebo, fa re ntse re *zamelwa* jaana jaaka batho ba ntse ba bua, mo gongwe re ba lebelele ka leitlho ka gore kana le ene gore a tle *to invest* mo Botswana, tota o tlile go dira kgwebo.

Mme re go akgole mo go 70 *per cent* yo o lebileng *maternity leave.* E re ntswa re ntse re itse gore ga go a lekana, mme ka gore fa a le koo dikgwedi tse re di mo neetseng tse di lebega di le dintsinyana, malatsi a lebega a le mantsinyana go feta a a ntseng a le teng, mo go pateletsang mohiri gore o ka batla *a casual labour to replace* yole. Jaanong go raya gore go na le batho ba babedi ba ba yang go bereka mo *position* e le nngwefela mme ba duela golo go le gongwefela. Jaanong ka tsela e e ntseng jalo, ke dumalana le wena, le 70 *per cent* ke bona a se maswe thata fa ke lebelela gore e ntse e le 50 *per cent.*

Ya *paternity* ke yone e ke itseng gore borre ba a e rata, mme jaaka maloba mongwe a ne a bua mo *briefing,* go raya gore *they should be monitored* gore a e tlaa re ka nako e ba neetsweng malatsi ao a ba tlaabo ba ile go tlhokomela bana. Go raya gore le ene yo o neng a bua jalo go supa, go belaelwa gore borre ga se botlhe ba e tlaa reng ba tsere malatsi ao ba ye go dira tlhokomelo eo e gotweng *they are going to bond* le bana. Ba bangwe ba lebega ba ka tsaya ditsela tse e leng gore fa gongwe ke tsa boitaolo ba ya go ikhutsa, ba re jaanong *they are on leave.* Mme e le gore ba na le ba bangwe gape koo, e le gore ba lebetse yo o mo ntlong, ka e bile jaanong o mo ntlong ga a ba bone. Ke re ka a le kalo ke go akgolela maiteko a gago, e bile ke dumalana le se o tlileng ka sone go se baya Ntlo e. Ke a leboga.

MR SPEAKER: Order! Order! Honourable Members, I understand the Leader of the House, Honourable Minister, Moeti Caesar Mohwasa, has a procedural Motion to move.

BUSINESS MOTION

LEADER OF THE HOUSE (MR MOHWASA): Thank you Mr Speaker. Mr Speaker, I beg to move in terms of Standing Order 30.2 for the rearrangement of the business as it stands in today's Order Paper. I beg to request that we deal first with the Committee Stage of Employment and Labour Relations Bill, 2025 (No. 10 of 2025) ahead of the Medical Aid Funds Bill, 2025 (No. 5 of 2025). I move accordingly Mr Speaker.

MR SPEAKER: Order! Order! Honourable Members, I hope you are all aware of Standing Order 30.2 that, "the business of the House, shall be disposed of in the order in which it stands on the Order Paper, or in such other order as the Assembly may decide on a Motion which may be moved by a Minister or a Private Member without notice at the time appointed in paragraph (1) of this Order or at any convenient time after the commencement of public business." The idea is for the convenience of the House. I have been conversing with the Leader of the House and His Honour the Vice President. In case you need the reason, that is the reason. So the question is that this Motion be agreed to.

MR KEKGONEGILE: Tanki *Mr Speaker.* Re utlwa *Motion, but* ga re tlhaloganye *the rationale behind the Motion, reason being that,* kana *the Bill under discussion now*, tsholofelo ya rona ke gore e fele *and then we move amendments.* Ke ipotsa gore fa e ya go tsena pele ga e e setseng *amendments* tsa yone di sutisitswe, jaanong re ya go sutisa *amendments* tsa yone leng? Re tshwanelwa ke *to move,* re di kwale, re di tlise kwa go bo *clerk* di tsene mo Order Paper *and then be discussed.* Ga se gore fa e le gore *the Vice President is held up, then maybe we can move to another business rather than parachuting this one* e ise e nne *ready* gore e ka tsena mo *stage* se re batlang *to parachute it* mo go sone? Tanki *Mr Speaker.*

MR SPEAKER: Honourable Kekgonegile, the rationale is that, I have just said I have been in conversations since yesterday between His Honour the Vice President and Leader of the House, in terms of His Honour the Vice President's availability and I understood his position. So, in terms of moving amendments, you still have an opportunity to move the amendments on the floor at the discretion of the Speaker. This Bill has long been gazetted and has matured and even yesterday you were talking about moving amendments and I thought you would have approached the Parliamentary Counsel (PC) to move those amendments. Let me just find out from you if you could work on those amendments whilst the debate is on and give to the PC. If we need more time for them to be drafted, then perhaps we could deal with those next week.

If it is amendments that you talked about, where instead of a number 75 per cent you put 100 per cent, it is a straightforward switch, but if they are more substantive, then they may prove to be a challenge. That is what I want to hear from you because I was listening to your debate yesterday, and my inclination was that they were not so complex, in the sense that it was those incremental changes, though fundamental in effect, but in terms of drafting, they may not be that substantial, they may be incremental. Let me just revert back to you to check if there are more amendments and the complexity of those amendments, before I put the question.

MR KEKGONEGILE: *Tanki* Mr Speaker. *Go ntse jalo* Mr Speaker, *ga se tsa* 100 per cent *le* number of paternity days *fela, go na le tse dingwe tse e leng gore* they are more complex in terms of middle management not being covered totally within this Bill. Therefore, we need to go out, research and get the right words to input *mo* amendments. I would suggest Mr Speaker *gore* why not move to the policies and then leave this one for next week, so that *re ka ya go dira* adequate research and input on the Bill. *Ga se tse e leng gore gongwe* from the top of my head *fela ke ka re,* section *semangmang jaana le jaana. Le fa re riana bangwe ba rona re e beetse ka fa thoko*, we are looking at policies *ka re bona seemo, gape re setse re ba itse gore* they operate *jang. Tanki* Mr Speaker.

MR SPEAKER: Honourable Kekgonegile, should I take it that you are amending the Motion to say, once you are done with this Bill, can you now proceed to the policies, such that the order of arrangement of the Order Paper is that Committee Stages will come after the two policies?

MR KEKGONEGILE: I amend the Motion to read that, after the second reading then we go into policies rather than Medical Aids Bill third reading. *Tanki* Mr Speaker.

MR SPEAKER: Before I put the question, I would like to put the question for the amendment, the question is that the amendment be agreed to.

MR MOHWASA: I have just consulted with the relevant Minister, unfortunately he is not ready to discuss the policies.

MR SPEAKER: O dumalana le *amendment?*

MR MOHWASA: *Nnyaa, ga ke dumalane le yone* Mr Speaker, because what he is proposing is that, immediately *fa re fetsa ka e,* we should move to the discussion *ya* policies *gakere.* So what I am saying is… *gakere ya* policies *e ne e se mo* Order Paper?

MR SPEAKER: E mo teng.

MR MOHWASA: The Minister was saying, he was not ready to go into the presentation of the policies.

HONOURABLE MEMBER: …(Inaudible)…

MR MOHWASA: You are ready?

HONOURABLE MEMBER: …(Inaudible)…

MR MOHWASA: Ke tsaya gore e siame, *it is in order Mr Speaker.*

MR SPEAKER: Go na le yo o santseng a batla *to debate amendment*, ga go na gakere?

Amendment **agreed to.**

Motion as amended **agreed to.**

MR KAPINGA (OKAVANGO WEST): Ke a leboga *Mr Speaker.* Ke latlhele mo *this new Bill* ya molao wa pereko. *Point* ya me e tona gompieno e tlile go nna e *Mr Speaker,* fa re dira molao mo Palamenteng, re tshwanetse go o dira o ye go tswelwa mosola mongwe le mongwe mo lefatsheng la Botswana. Jaaka re dira molao wa tsa pereko jaana, o tshwanetse go sologela mongwe le mongwe molemo mo lefatsheng la Botswana. Fa go ntse go le fa go buiwa *Mr Speaker,* mongwe o nthomeletse *message* go tswa kwa gae, a re kana rona babereki ba ba kwano ba Okavango, melao ya pereko e le e dirang eo, ga e tle go re sologela molemo, ka gore Lephata la *Labour* ga le yo mo Okavango. Le a bo le direla melao eo gore e ye go sologela batho ba ba kwa Botswana, ke ka fa a kwadileng ka teng. *I think he was raising a fundamental issue* gore, fa re dira molao o o lekang go tokafatsa seemo sa pereko, mme e bo e le gore ga o ye go sologela molemo mongwe le mongwe mo lefatsheng la Botswana, re a bo re ntse re *perpetuate exclusion* ya batho bangwe mo lefatsheng la rona.

Ke letse ke buile le *Minister* maabane ka kgang e ke tswang kgakala ke ntse ke bua ka yone gore, babereki ba kgaolo ya me le ba Okavango East, ba a ngongorega gore ditirelo tsa bodiredi jwa *Labour, Immigration* le ba bangwe fela jalo, ga di goroge kwa go bone, ka gore *offices* di santse di le kwa Maun. Fa ba re ba etile, gompieno jaana ke buile le *Minister* ke mmoleletse gore ba dule kwa Maun ba feletse mo Gumare. Fa ke bua le Molaodi ke mo raya ke re, ke eng *team* eo e sa goroge

kwa Shakawe, ga ke utlwe gore a reng. Gatwe ba re madi a a tlhaela, kwa Shakawe ba ka ya teng fela ka *August.* Se ke se itseng *Mr Speaker* ke gore, ngwaga o ya go fela ba ise ba ko ba gate kwa Shakawe, mme babereki ba se kana ka sepe ka kwano ga noka le ka kwa ga noka, ba ba tlhokang ditirelo tsa batho ba *Labour.* Ba a kobiwa mo ditirong, go diragala dilo tse tsotlhe tse di farologanyeng. Ke gore fa o le mmereki wa *company like a private security,* o ka akgela sengwe mabapi le mabaka a gago a tiro kwa phuthegong ya Mopalamente, kamoso o kobiwa mo tirong. Fa o sa kobiwe mo tirong, o isiwa kwa motseng o o sa tsweng teng, *being victimised* fela gore o ne o bua sengwe kwa phuthegong ya Mopalamente. Batho ba ba tlhoka gore *Labour* le molao o re o dirang o, o ba sologele molemo. Ba se ka ba o utlwalela fela gotwe go dirilwe molao, o fa babereki dithata tse di rileng, *benefits* tseo di sa goroge kwa go bone. Ke solofela gore molaetsa oo o a tsena kwa go *Minister* wa *Labour,* ga ke batle gore ke direle batlhophi ba bangwe melao, e nna batlhophi ba me e sa ba sologeleng molemo. Ke batla gore e re ke dumalana le molao mo Palamenteng, ke bo ke itse gore batlhophi ba me le bone ba ya *to benefit* mo molaong oo. Ke a feta mo go eo *Mr Speaker.*

Tsa *paternal leave; there has been a debate Mr Speaker* gore, fa ngwana a tsholwa go dirwe *paternity test.* Gore e re ke re ke ya go *bond* le ngwanake, o bo o itse gore o ya go *bond* le ngwana wa gago tota. Ke dumela gore *some of these things* re tshwanetse go di *harmonise,* gore fa re go fa *paternity leave* ka fa molaong, o bo o dirile le DNA *test which confirms* tota gore ka nnete ngwana yoo ke wa gago. Ba bangwe ba ya *to claim paternity leave for* bana ba banna ba bangwe. Ba bangwe ba kgone go dira fela ka bomo, a itse gore semangmang o tshotse ngwana fale, ke kile ka nna tsala le ene, mma ke ba reye ke re ke ya botsetsing jwa ngwanake. *It can happen,* e se wa gagwe.

Ke bua gape ka ya *the power of the Labour Department to attach* dilwana tsa mohiri fa a sa duele. Bagaetsho, selelo se se tona malatsing a ke gore batho ba a ngongorega kwa *Labour and* Lephata ga le ba thuse ka sepe. E rile *Minister* a sena go bua, bangwe ba ne ba *question* gore a jaanong *Labour* ke *court* le yone e kgona go ntsha *attachment?* Ka fa molaong bagaetsho, go na le selo se gotweng *a quasi-judicial body. "Quasi"* e raya gore "*half"* kgotla, ga go rone gore re le badiramolao, re ka a fa Lephata la *Labour quasi-judicial authority.* Gore fa a reeditse kgang ya mohiri le mohiriwa, a bo a bona mohiri molato, mohiri a bo a atlholwa gore duela, mohiri a bo a dumela gore ke molato ke tlaa duela, a bo a ya go nna fela a sa duele, ga go rone gore Lephata la *Labour* le bo le ka fiwa thata ya gore le ye go mo tseela se ba se mo tseelang ba duele babereki.

Ga ke itse gore bagaetsho tota a seemo se ke se bonang kwa kgaolong ya me, a se teng kwa dikgaolong tsa lona? Mo batho ba kobiwang mo ditirong go tswa foo ga ba duelwe, ba bangwe ba a hirwa ba bereka gotwe *debushing,* ba *debush* tsela ba neetswe motho a tswa Jwaneng a re *he won a tender.* Fa a sena go fetsa *to debush,* o a sia a sa duela batho. *The poor people* ba ya go epa tsela ba ya *Labour* kwa Maun, ba senyegelwa ke madi. *At the end of the day,* sengwe le sengwe se felela mo phefong, ka gore *Labour* ga e na meno a re tlholang re bua ka one, ga e na meno a go ya *to recover* sekoloto seo.

Mr Speaker, ga ke bone sepe se se phoso gore *Labour* e ka fiwa *that quasi-judicial authority,* gore *where it is applicable,* ene *employer* a bo a sa *appeal that decision, Labour* e kgone go ya go mo gapela dilwana e duele babereki. *Otherwise,* re ya go fitlhela re dirile a *very disgruntled workforce* mo Botswana, ba ba nnang ba kobiwa mo ditirong, mohiri a sia a sa ba duela, ba ya go ikuela kwa *Labour,* e bo sengwe le sengwe se felela mo phefong. Ba tlaabo ba simolola ba bona gore ga re na baemedi kwa Palamenteng, ga re na batho ba ba re buelelang. Ke a e *support* kgang eo ya batho ba *Labour,* gore ba kgone go gapela bahiri dilwana go duela sekoloto sa mmereki.

Mr Speaker, ke ne ke bua le mongwe yo o ka kwa fa re le fa ntle, ke mmotsa gore naare molao o le o tlisitseng bagaetsho, a ke wa lona, a le kile la nna fa fatshe la o lebaleba la tsenya megopolo ya lona le le Puso ya Umbrella for Democratic Change (UDC)? *Is there anything that you have injected in,* kana *you inherited* molao mo Pusong e e neng e feta? A bo a nthaya a re, nnyaa ke wa rona rra, re fetotse dilo di le dintsi. Ke botse fela e le nngwefela gore, ka ke molao o o gobokang ditshwanelo tsa babereki tsotlhe di o baya golo go le gongwefela, kgang ele ya rona e ntle ya P4, 000 e kae ke sa e bone mo teng? Fa e le gore ka nnete molao o le o nnetse fa fatshe la o fetolafetola la tsenya megopolo ya UDC mo teng, e kae kgang eo *Honourable Minister?* Ke belaela gore gongwe molao o le o fitlhetse fela le bo le o tlisa kwano o ntse jalo.

Jaaka *Honourable* Caterpillar Hikuama a ne a bua, *benefits* tse dingwe di supa fela gore molao o, o ne o rotloetswa ke *convention* nngwe e e neng e tswa kwa

International Labour Organisation (ILO). Re bo re sa o *alter* fa go tlhokang gore o baakanngwe teng gore o supe *the ethos, cultures, norms* tsa Batswana jaaka re itse re le Batswana. Bagaetsho, *at the end of the day,* ke re one molao re o ema nokeng.

Honourable Minister, ke kopa le ipaakanye, le baakanye seemo se se kwa Okavango East *and* Okavango West. Babereki ba *Labour* ba nne gaufi le batho, *so that* ditirelo tsa lona di kgone go goroga kwa go bone. Ba se ka ba utlwalela gore molao o dirilwe fela *that benefit* batho ba ba kwa Botswana, jaaka ba a tle ba bue. Ke a leboga *Mr Speaker.*

MINISTER FOR STATE PRESIDENT (MR MOHWASA): Ke go leboge Motsamaisa Dipuisanyo tsa Palamente. Ke simolole ka go akgola Rre Mokgware, *General,* go bo a bone go tshwanela gore a tlise molao mo Ntlong e. Molao o, ke o e leng gore rotlhe re tshwanetse re o opele matsogo. Ke ne ke utlwa mogolole Rre Kapinga a bua gore a go botswe gore a re o fitlhetse kana ke o re sa o fitlhelang? *I do not think that is important or is relevant.* Se se teng ke gore, diteng tsa se o se fitlhelang, a di tsamaelana le se se eletsegang? *Process* yotlhe ya gore re iphitlhele re le fa re leng teng, a e ne e le maleba? Ke tsaya gore le gompieno fa re le fa bagaetsho, re tla fa re le setšhaba, re le baeteledipele. Le tse re di rongwang, ke tsaya gore re a bo re di rongwa re le setšhaba, re di tshwaraganetse.

Ka fa ke utlwisisang ka teng ke gore, thulaganyo e, ke e e neng e dirwa go tsentswe babereki, makgotla otlhe a a amanang le thulaganyo ya go buelela setšhaba. Re le Puso, fa go na le dintlha dingwe tse di neng di le mo molaong o, tse re neng re sa dumalane le tsone, re ka bo re sa di baya gompieno. Gape fa godimo ga moo, se ke ka se tlhalosang gape ke gore, Puso e re leng mo go yone e, e bua ka ditshwanelo tsa batho. Go maleba Rre Mokgware go bo o tlisitse molao o. Re tshwanetse re go akgole. Ke tsaya gore Rre Kapinga o ne a go riana fela. Ke tsaya gore o a dumalana gore molao o, o maleba. E bile ga ke tseye gore go na le ope yo o sa batleng go bona tswelelopele mo lefatsheng la Botswana, go tlotliwa ditshwanelo tsa batho. Ga go na yo o kareng molao o, ga se o o tshwanetseng go opelwa diatla.

Sengwe se molao o o buang ka sone, ke kgang e e leng gore gompieno go na le babereki kana badiredi ba e leng gore fa ba le mo tirong, ba na le dingongorego tsa gore go na le dikgang tse di teng malatsi a tsa bo *sexual harassment.* Molao o, o ama tseo. Ke dilo tse di neng di ntse di seyo, go sena sepe mo molaong go itebaganya le diemo tse. Re tshwanetswe re bone gore re femela batho gore e re fa ba bereka, ba se ka ba iphitlhela ka tsela nngwe ba phorwaphorwa kana go bo go nna le dingwe tse bangwe ba di dirang e le bagolwane gore motho yoo a kgone go tlhatlosiwa maemo kana go ka hirwa.

Sengwe se ke tshwanetseng ke se tlhalose ke gore, le mo maitlamong a rona mo nakong e e fetileng, re ntse re bua gore go tshwanetse go nne le *paternity leave.* E bile ke tsaya gore le ene Rre Hikuama le fa a tsamaile, ke tse a neng a di bua. Selo se e keteng se tlaa ntshwenya ke gore, dikgang tse re neng re di bua mmogo kwa re neng re di bua re le teng, re di dumalana, gompieno re di bua, re bo re tla re di tsenya, bangwe bagarona ba a di tlhanogela, ba bua di sele.

Paternity leave e rraetsho, mo dinakong tsa gompieno go na le bangwe ba re itseng gore le fa bana ba tsholwa, ba batla gore ba bo ba le teng, ba tsenetse gone kwa kamoreng e bana ba tsholelwang teng. Ba na le tshwanelo ya gore le mosadi le fa a le foo, rre a bo a le fa a na le ene mo thulaganyong eo. Ke bona mokaulengwe e kete o kgaoga pelo. Ke thulaganyo e e teng, bangwe ba a e eletsa. Re tshwanetse re e letlelele gore thulaganyo e, e nne jalo. Re tshwanetse re tlhaloganye gore thulaganyo ya botsetse, e ka tswa e le gore ngwana o felela a le mo sebopelong sa yo mongwe, mme re a bo re tsene mo go yone rotlhe. Re tshwanetse re tsamaye mmogo mo go yone. Le fa re ya *for antenatal,* re tshwanetse re bo re tsamaya mmogo mo go yone. Go godisa ngwana, re tshwanetse re tshwaraganele ngwana mmogo. Ga se sepe se o ka buang gore a ke thulaganyo e e yang go tswa go sele, e re ka sekang ra e amogela.

E nngwe e ke neng ke re ke bue ka yone ke gore, go na le ba *unions* ba e leng gore mo nakong e e neng e fetile, ba ne ba felela ba le *victimised*. Ba tseelwa dikgato kana ba felela ka tsela nngwe ba sa tsewe, e le gore ba dira tshwanelo ya bone. Go a tshwanela gore fa e le Puso e e buang ka ditshwanelo tsa batho, re bone gore re sireletsa jang ditshwanelo tsa babereki. Re tshwanetse re tlhalose gore bagaetsho, tota go nna le *unions* ke selo se se siameng. *Unions* di dira gore fa o le mohiri, go kgona gore go nne le fa o kopanang le babereki teng, le tla go buisanya dikgang tsa babereki. E seng gore fa o na le babereki ba le 5000, a bo kamoso o na le ngongorego e, kamoso o na le ngongorego e. Ba a thusa gore ba tseye dikgang tsa babereki, ba di tlhotlhe, mme o itse go bua le babereki, e seng go bua ka bone ka bongwe ka bongwe. E bile fa gongwe le fa go ka bong go feletse go nnile le kopakopano, *unions* di kgona gore di feme kopakopano eo.

Re tshwanetse selo santlhantlha re akgole Rre Mokgware ka go sireletsa baeteledipele ba *unions* le ba ba tlaabong ba dira tiro ya *union*. Fa ba tsweletse ka go dira jalo, ba se ka ba felela ba tseelwa dikgato. Se se teng ke gore, re tshwanetse re akgole le gore go bo go nna le kotlhao. E seka ya nna go kgala fela. Go bo go nna le kotlhao e e tlhamaletseng gore motho ga a ka ke a atlholwa madi a a fetang P50, 000.00 kana a tsena mo kgolegelong mo dingwageng tse di sa feteng *five.* Golo mo go supa tlhwaafalo. E bile go tsamaelana le tse re sa bolong go di bua mo dingwageng tse di ntseng di feta tse. E bile fa godimo ga moo, thulaganyo e, e tsamaelana le seemo se re se buang sa *decent work.* Fa re bua ka *decent work*, ga re reye gore o tshwanetse santlhantlha fa o berekelang teng, a bo go go letlelela gore tota o o kare o ka dirisa tshwanelo ya gago sentle. *Decent work* e bua gone moo gore o tshwanetse o bo o berekela fa *environment* e e leng gore ka boyone, e rotloetsa gore o ikamogele gore o motho, o na le tshwanelo.

Se sengwe se ke neng ke re ke bue ka sone Motsamaisa Dipuisanyo tsa Palamente, ga ke na go nna motelele ka gore tota *Bill* e, e tlhamaletse. Go na le kgang ya *Industrial Court*; re tshwanetse re simolole re akanye gore re nne le *Appeals Court* ya babereki. Gone foo ga re a tshwanela go iphitlhela e le gore babereki ba kopanela nako mo *courts* le ba ba sekelang bogodu, le ba ba sekelang dikoloto. Go tshwanetse go nne le *court* e e tlaa thusang Baatlhodi ba ba tlaabong ba le mo *court* gore ba lootse botlhale le kitso ya bone mo dikgannyeng tsa babereki.

Mongwe o ne a bua gore fa gongwe ga ke itse gore mo seemong sa gompieno go ntse jang; ke tsaya gore kutlwisiso ya me ke gore, fa o nna le ngwana, go nna le setlankana se se supang gore rraagwe ngwana ke mang le mmaagwe ngwana, gakere bagaetsho? Setlankana seo se teng gompieno. Fa gongwe gakere ba re bagolwanyane nako ya teng go ne go sena setlankana se se ntseng jalo, *but* mo nakong ya gompieno, go na le setlankana se se tlhalosang gore rrangwana ke mang, mmangwana ke mang. *Therefore*, gone foo go tlaabo go supa gore rraagwe ke mang, mmaagwe ngwana ke mang. Ke gore gompieno ga e ka ke ya re ngwana a tsholwa, re bo re santse re diilwe ke go tlhola re siana ka dikgang tsa *paternity.* Ke a itse gore ke kgang e e leng gore gompieno e moruthutha ya *paternity. But you know this thing* ya botsadi, re le setšhaba, re tshwanetse re tlhaloganye gore botsadi re se ka ra nna le *obsession* e ntsi gore a tota ngwana yo ke wa me kana wa ga mang. O kgona gore le wena o nne le botsalano le ngwana yo e seng wa gago. E bile o bo o nne le botsalano jo bo gaisang le jwa bana ba gago. A re se ka malatsi a, ra siana thatathata le dikgang tsa *paternity.*

Ke ne ke re ke fete ka e nngwe e batho ba nnang ba bua gore P4000 o fa kae. *Minister* o ne a ka se ka a tsenya fa. Mo o raya gore molao o, ga o a beelwa ngwaga o fela. Le tshwanetse le tlhaloganye gore ka 2019 fa re ipapaletsa ditlhopho, re ne re bua ka P3,000, gompieno fa re ipapaletsa ditlhopho, re ne re bua ka P4,000 yo gompieno re tlhalositseng gore re solofela gore botlhe ba duele P4,000. Ka go bo re ntshitse lefoko leo, dikompone ka bontsi di simolotse go duela maP4,000. Le fa re bua jaana re le kwa dipuisanyong, re bua le ba *unions;* jaaka re ne re bona *union* e nngwe maabane, e letse e saenela P4,000; *union* ya Botswana Land Boards Local Authorities and Healthworks Union (BLLAHWU) e le gore re bua ka *living wage* ya P4,000. Re ka nganga ka gore a P4,000 o o bua jang, ga ke batle go tsena thata mo go yone ka gore ke kgang e e leng gore go santse go na le dipuisanyo le ba *unions* tse dingwe. Se se leng teng ke gore re santse re na le maikaelelo a gore batho ba duelwe madi a a tsamaelanang le gore a ka ba fa seriti. Ke sone se o bonang le Goromente gompieno a bua ka P4,000.

Mo godimo ga moo, motho o ka tlhalosa gore re le Puso, le tshwanetse gore le tlhaloganye gore ga re ka ke ra kgona gore re tle fela re bo re fitlhela babereki ba ntse re bo re re nnyaa, tsaya P4,000. Re na le thulaganyo e e tsamaelang le gone go tlotla maikarabelo a *unions* gore fa re na le megopolo e e ntseng jaana, re rere le bone, re buisanye le bone ka dituelo tsone tse. Fa di sa wela, mme go tlaa nna le kwa go boelwang kwa morago go simolola go duelwa teng.

Ke re ka mafoko a a kalo, ke akgole Rre Mokgware, ke re *Bill* e e tsamaelana le se re buang ka sone re le mo UDC. E tsamaelana le se e leng gore se tlaa fa Batswana seriti, le se e leng gore e rile fa re ipapatsa, re ne re ipapatsa ka sone. Ke dumela gore rotlhe re tlaa tla re dumalana gore fa re fetsa fa, re tshwanetse re fetise *Bill* e go sa reye gore e tlaa kgona gore e alafe tsotlhe mo nakong ya gompieno. Molao o dirwa ka gore o batla go alafa sengwe, mme ga e ka ke ya re o dira molao, o bo o tsaya gore tsotlhe di tlaa fela gone foo. Jaanong se se teng ke gore, re tlaabo re na le sengwe se e leng gore mo go sa alafesegang, e bo e le gore jaanong re ka boela kwa molaong. Jaaka ke ne ke supa ditshetlana tse e leng gore ka tsone batho ba ka lebisiwa melato gore ba kgone gore ba sekele bosetlhogo jwa go gatelela baeteledipele

ba *unions*. Ke a leboga Motsamaisa Dipuisanyo tsa Palamente.

ASSISTANT MINISTER OF CHILD WELFARE AND BASIC EDUCATION (MR HUNYEPA): Ke a leboga *Mr Speaker*. Ke tsaya nako e ke lemoge *Honourable Members of this House,* babereki botlhe ba ba mo Botswana le ba e leng gore ba bereka kwa mafatsheng a sele mme e le Batswana, le Batswana ka kakaretso.

Mr Speaker, ke ema jaana le nna ke dumalana le Tona wa Ditiro le Pereko, Maj. Gen. Retired Pius Mokgware, ka molao wa gagwe wa kakaretso wa ditiro le pereko; *Employment and Labour Relations Bill.* Molao o o tsamaelana fela thata le melao ya mafatshefatshe ya ILO *conventions, protocols and standards,* gotlhe le molao wa mafatshefatshe wa United Nations Declaration of Human Rights wa 1948. Ke re tsone dilo tse di dira gore le rona mafatshefatshe a re lemoge ka gore re tlotla ditshwanelo tsa babereki. E se ka ya re Rre Mokgware a emetse Botswana a tsena kwa Geneva, ya nna e le dipotso tse dintsintsi. Ke re tiro e a e dirang e, e araba mathata a mangwe a e leng gore re ne re lebagana le one fa re ile kwa mafatshefatsheng.

O tsamaelana le diphetogo tse di diragalang mo itsholelong ya rona. Ditiro tse disha tse di dirwang jaaka tse di tlisiwang ke maranyane; *technological disruptions. So,* go botlhokwa gore jaanong melao ya rona ya pereko e tsamaelane le tsone dikgwetlho tse di sha tse di tlang tse. Ke re kana monate gape wa molao o, o tlisa melao e meraro e e tsenang mo ntlong e nngwefela, e nna molao o mongwefela, *instead* ya gore motho a tsamaye a rwele Trade Disputes Act ka fa, Employment Act, Trade Union and Employer's Organisations Act ka fa. Jaanong o dira gore re nne le molao o mongwefela.

Tona, ke go lekodise ke re, kana le fa go ntse fela jalo, kwa kgaolong kwa Tati West, babereki bale ba a lela, ofisinyana ya bone ke *two rooms* e e leng gore ditiro tse di ntsi tse ba ka bong ba di dira, kana e bile North East *it is a full district council,* mme *services* ka bontsi di santse di le kwa Francistown, le *supervisor* ya bone e santse e le kwa Francistown. Ke re Tona leka go baakanya dilo tse di ntseng jalo ka gore e bile yone ofisi ya rona kwa Masunga e thusa le kwa Nkange Constituency, go na le *a small corner* e e leng gore ke ofisi ya ba Nkange, ba tswa gone foo gape ba ya go theogelela kwa Nkange. Re kopa ditlamelo tse di tletseng kwa Masunga kwa ofising ya *Labour.*

Honourable Mokgware, Molao-kakanyetso o o botlhokwa fela thata ka gore o thusa go fetola seemo sa pereko le go ntsha maduo, le go tlisa thokgamo mo lefatsheng la Botswana. Melao fa e siame sentle Tona, go fema le tsone dintwa tota, modumo wa babereki o a fokotsega, le dikgoberego tota ga di nne teng ka gore go na le molao o o tlotlang ditshwanelo tsa babereki. Gotlhe le maduo a tiro a ya kwa godimo e le gore ke molao o o siametseng babereki, itsholelo le yone e bo e gola. O tshwanetse gore o fetole matshelo a Batswana. Molao o re o dirang o, o tshwanetse go felela o dira jalo. Babereki ba mo selelong, o fitlhela e le gore ke mo gotweng *the working poor,* ba a bereka mo lefatsheng la bone, mme tota tse dikompone le fa di dira *profits,* ka bontsi di dira *profits,* mme o fitlhela dituelo tsa babereki di santse di le kwa tlase. Ke re molao o ka gore gape e bile o tiisa le yone *the Bargaining Council,* babereki ba tlaa felela ba bona gore matshelo a bone a a fetoga. Re ka se ke re nne le lefatshe le le humileng mo go kanakana ka ditswammung mme babereki bone ba le mo khumanegong e e tlhabisang ditlhong. Seemo sa babereki sa bone fela, mewa ya bone ba theogela e wele, ba hutsafetse, go na le tšhakgalo le selelo se se sa feleng fela ka gore ga ba tsewe sentle kwa ditirong. Ke re ka gore Trade Union and Employer's Organisations Act e tsentswe mo molaong one o, bahiri le bone ba tlaa felela ba patelesega gore ba tlhokomele babereki, *especially* babereki jaaka ba ntsha *profits* tse di kanakana.

Kana molao o Tona, o tshwanetse gore tota o nne le meno a a bonalang, o sireletse babereki, *whether* ke ba ba *formal, informal* kana ba *part time*, gore ba tle ba bone dituelo tse di siameng, le dinako tsa pereko tse di tlotliwang ke molao. Fa go sa dirwe jalo, *there should be a way of enforcing that Act.* Le mmereki a kgaogana le mohiri (*termination)* go tshwanetse gore e nne selo se se siameng. O fitlhela mmereki a tlogetse tiro sentle, dituelo tsa gagwe tsa *termination* di bo di tsaya nako e telele.

Kgang e nngwe Tona e e utlwisang botlhoko mo babereking, babereki fa gongwe e bile ba felela ba ya ditshekong, go iwa kwa *High Court* go lelwa gone koo gore ditshwanelo tsa gagwe di a gatakwa. Fa a tsena kwa, gongwe a bo a fenya *case.* E bile gongwe *case* e e ya kwa *High Court* jaana le foromane a bona gore ga go tlhokafale gore *case* e ka bo e ya kwa *court.* Ka gore foromane kana mohiri ga a duele sepe, o felela a tsaya *case* a e isa kwa *court* gore a tle a bakise mmereki. Ke re Tona a re dire gore molao o e leng gore babereki e re ba fentse *case, let that court judgement be enforced.* Fa e leng gore foromane *does not enforce that judgement,* kana e bile a tsere *case* e e leng gore go ne go le *clear*

a gokolotswe gore *case* e *you do not have prospects of success*, ene a bo a rubelela fela a ya kwa *court*, a go dirwe gore go tsholediwe *veil,* motho yo o dirang jalo molao o tle o lebagane le ene, o tlaa bona ditshwanelo tsa babereki di sireletsega fela thata. Ke dilo tse di dirwang e le botlhaswa, gape Goromente o felela a duela madi a a seng kana ka sepe, a *cases* tse e leng gore di ka bo di sa ya kwa *court* e le dikgang tsa pereko.

Molao o re a o itumelela Tona gore o sireletsa babereki. Ke kile ka bona nako nngwe kwa *congress* ya Botswana Democratic Party (BDP) kwa Mahalapye, *congress* e bo e fetisa molao fela gore barutabana e nne *essential service providers* ka gore ba ne ba le mo ngalong ditiro. Re re dilo tse di ntseng jaana, ga di a tshwanela gore di diragale, molao o tshwanetse gore o tswale diphatlha tse di ntseng jalo gore e se ka ya re *any organisation* e e sa itumeleleng babereki bangwe fela, e bo e fetola molao. Fa *High Court* e ne e sa fetola molao oo, *right now* barutabana go ka bo go santse gotwe ke *essential services* mme go dirile *congress* ya Domkrag. *So*, re batla molao o o tlaa sireletsang babereki gape o direla thata gore ba tle ba je mofufutso wa diphatla tsa bone.

Tona, molao o o tshwanetse gore o godise le dikgwebo, re tshwanetse go bona gore babereki ba sireletsegile mo ditirong, dikgwebo le tsone di akole maduo a a ntshiwang ke babereki, di tle di gole, *especially* dikgwebo tse dingwe tse dinnyennyane, di se ka tsa tloga di felela e le gore jaanong di a wa ka gore ga di a sireletsega. Go monate ka gore baemedi ba dikgwebo le bone ba teng, molao o o ba neela tshono ya gore le bone ba ka ikwadisa. Business Botswana *is covered* ka gore Trade Unions and Employer's Organisations Act e teng e tsentswe mo molaong o. Mo go raya gore jaanong gone foo bahiri le bone ba tshwanetse ba nne le nako ya go bua le babereki gore go nne le *a balancing act* gore ditshwanelo tsa babereki le bone bo rradikgwebo gore ba se ka ba phutlhama.

Jaaka ke ne ke tlhalosa gore re batla go bona *some groups* jaaka babereki, *interns* le ma Tirelo Setšhaba ba sireletsegile ka ditiro tse di ntseng jalo, kwa kgaolong ke na le babereki ba Out of School Education and Training (OSET) ba ba nneng ba lela selelo se sengwe. O itse gore phiro ya teng fela… ke tseela gore e tlaa re molao o o baakanngwa, le bone ba tlaa felela ba kgona *to negotiate* sentle le mohiri wa bone ka gore ga ba na *leaves, employment* ya teng e *temporary*, *salaries* tsa bone le tsone go kwa tlase fela jalo. Molao o o tlaa leka go re baakanyetsa babereki ba rona.

Gape Tona, *informal sector* e tshwanetse e sirelediwe ke molao. Ba ba berekang mo mekgwatheng, *street vendors* le boradikhombi le *taxis,* go tshwanetse go nne *clear* gore kana le bone ke babereki. Ke na le *case right now* e e ganang go fela mo tseleng ya A1 e e yang kwa Zimbabwe. Ba *taxis* le *combis* ke ntwa e e sa feleng. Ke feletse ke ikgolola le kwa go bo Ramapodise le ba molelwane gore re rarabolole kgang e, ra kopana. Gompieno jaaka re bua jaana, ke kgang e e leng gore ba *combis and taxis* ga ba a itumela ka gore ba akanya gore ga ba reediwe fela sentle. Ke kgang e e leng gore fa re ka nna le molao o o papametseng sentle gore *combis* kana *taxis* tse di tsamayang mo ditseleng tsa Botswana, go akole Batswana. Fa e le gore di tlolela kwa lefatsheng le lengwe di ya kwa Democratic Republic of the Congo (DRC), Zimbabwe kana Namibia, a ba ka kwa le bone ba akole ditshwanelo tsa bone. Dilo tse di ntseng jaana di dira gore jaanong babereki ba rona ba se ka ba itumela. A re baakanye molao *retired* General gore o tle o itumedise babereki, ba *combis* le ba ba rekisang mo mekgwatheng. Ke a go leboga, *I support* molao o General. *Thank you*.

MR LEKUTLANE (KGALAGADI NORTH): Ke go leboge Motsamaisa Dipuisanyo tsa Palamente, go mpha tshono le nna ke kgone go tsibogela molao o o tlang ka *Minister* wa tsa Pereko. Ke a o lebogela e bile ke go eme nokeng. Ke supe tse pedi tse tharo tse e leng gore le nna ke ka itumela thata kana ba ke ba emetseng ba Kgalagadi go tswa kwa Ukhwi go feta mo Khakhea, o ya go goroga kwa Bray, o bo o ya Two Rivers le Kisa. Dikgaolo tse ke sa tswang go di bua tse, le bone ba amega thata mo molaong o e bile ba ka itumela thata go bona gore o ka diragatswa.

Ke supe tse pedi, tse tharo gore tse dingwe di setse di builwe thata, ga ke na go tsena mo go tsone jaaka tsa bo *maternity*. Ya *maternity* ya mme yo o yang botsetsing ke dumalana le yone 100 *per cent*. Ya bo *five days* ya gore go ya go bewa matsetsi ke borre, maikaelelo a yone ke go tsuolola Setswana se se leng teng. Ke itse gore monna ga a tsene mo botsetsing, ga ke dumalane le yone.

Ke supe jaana *Mr Speaker*, gore molao o tota o a nkama ka gore ke mongwe wa merafe e e amegang thata mo go berekeng mo dipolaseng le mo merakeng. Morafe wa me wa Sesarwa le wa Sekgalagadi ka ke one o ke tswang mo go one, *Honourable Minister* e re o leba molao o wa gago, lebelela kgang ya *labour inspectors* tse di tsamayang mo dipolaseng di bona gore go ntse jang. Maabane ke letse ke bua le mongwe wa garona o o nnang kwa dipolaseng tsa bo Khakhea le Bray gore

kana le bone ke se ka ka ba sia kwa morago ka gore ba na le bothata jwa gore ba bereka mo dipolaseng. Ba re *inspectors* tse ga di goroge mme o fitlhela ba na le bothata jwa gore ga ba na ditsompelo le dikoloi tse di tsenang koo.

Bothata jo bongwe gape ke gore dipolase tse dingwe di setse di gorogile mo *digitilisation* ya ga *Honourable* Ntlhaile ya gore go dirisiwa *cameras* kwa *gates* gore *inspectors* fa di tla di bo di boa gone fela foo go sena *board* e e supang gore *who can be contacted* gore o kgone go tsena foo. *Minister,* baakanya molao wa gore fa go fitlhelwa dipolase tse di ntseng jalo tse *inspectors* di sa kgoneng go tsena mo teng, go nne le *some boards that will show the contact person* gone foo. Gore yo o kgonang gore fa e le gore go dirwa *appointment* a sa tla mme a kgone go lelediwa gone foo gore a tle go bulela *inspectors* di kgone go tsena mo teng di tlhodumele gore go diragala eng mo teng ga dipolase tseo.

Mathata a dipolase le meraka e mengwe, bontsi jwa batho ba ba nnang mo teng ba duelwa ka *rations* tsa dijo, ba bangwe ga ba duelwe ka madi *Honourable Speaker.* Mo go dirwang jalo go raya gore fa motho wa teng mo gongwe a tlhokafetse, mong wa polase o leletsa mmaboipelego gore a tle go mo tsaya, go raya gore o ya go fitlhwa ke Puso ka o fitlhela motho yo gotlhelele go sena sepe se a nang le sone. Le gone kwa ga gagwe kwa a ka bong a nna teng, ke fe motse o o tshwanang le Bray; ga a ikagela sepe ka gore o goletse mo teng ga polase e le ngwana, le bannabagolo ba le gone foo ga go na sepe se ba nang le sone, le setsha tota ga seyo. Jaaka o itse *Mr Speaker*, kana kwa bo Bray ga go na le fa motho a ka kopang setsha teng.

Ke ne ke tsaya gore *Honourable* wa Ditsha gongwe o ka bo a le teng gore a tle a kgone go utlwa kgang e gore kana golo mo go a re bolaya rona ba re nnang mo dikgaolong tseo. A go tsibogelwe dikgang tseo. Gape a *inspectors* tse di rute bo radipolase le ba meraka go itse gore babereki ba bone, *especially* rona Basarwa le Bakgalagadi, re godile re ntse re tshaba batho mme ga re ise re tsene thata. Fa o hirilwe mo teng ga polase, o itse fela gore *boss* ke *boss*. Ga go na …(*Inaudible*)… Jaanong a ba rutwe gore ba itse gore re batho re a tshela. A ba rute babereki ba dipolase gore ba tsenelele mananeo a bo Segotsamolelo jaana, tse dingwe ga ke itse gore ke dife. Le rona re kgone go nna le *decent burial* ka gore fa o duela motho P1500 a bo a tla a ntsha P200 kana a mo isa koo, go a go tlhokafala gore fa a tlhokafetse a bo a kgona go tla go tswewa ke ba Segotsamolelo ba ya go mo fitlha sentle, e seng gore a ye go fitlhwa ka 2.00 p.m ka gore jaanong ke kgang ya ga mmaboipelego.

Education le yone mo go boradipolase e tshwanetse go nna teng. Fa o nna mo metseng e ya rona ya kwa Kgalagadi, go botlhoko ka gore motho o tlaabo a kgona go tsamaya *from the farm* gongwe e le bo 15 kilometres (km) a ya Bray kana kwa Kang, a tswa Zutshwa a ya Ncaang a tswa kwa polaseng eo. A tsamaya *because* golo gongwe o tlhokafaletswe mme ka gore ga go na se se ka mo thusang gore a ye koo, mohiri wa gagwe le ene ga a na *that education* go itse gore motho yo le ene o tshwanetse go nna le se se ka mo thusang gore a kgone go thusa bagabone kana se mo thusa mo botshelong.

A *education* e nne teng mongwame, le *boards* di nne teng. Fa e le gore ga go na dipolase tse e leng gore ga di na *network,* a go nne le *boards* fela *before* o tswa mo motseng gore *inspectors* di kgone go leletsa beng ba dipolase gore re ya go goroga koo, go itsa gore e re ba goroga a bo go sena yo o ba bulelang.

Sengwe se ke neng ke re ke fete ka sone pele ga ke ka tsena mo kgannyeng e e tlaa latelang ke gore melao e ya gago e e teng ya gore motho o ka atlholelwa bo P10,000 gore ga a bula mo polaseng motho a tsena, mme kana go na le o mongwe wa toronko, ke ne ke akanya gore o o ka nnang botoka thata ke wa toronko gore fa o fitlhela mong wa polase a ganne go go bulela, a a tlhatlhelwe ka gore ma P10,000 a motho o kgona go a ntsha. O ka re e bile go ka bo go phimotswe ele ya P10,000.

Go na le *issue* e nngwe ke ne ke bua ka yone ya dithata tsa *Director* ya *Labour* gore o kgona go gapela mohiri, rakonteraka kana *sub-contractor* yo o sa duelang babereki. Ke re, eo e siame tota ka gore go na le borakonteraka ba e leng gore bone ba ipoleletse fela gore ba dira ditiro ba bo ba sa duele batho ba ba dirileng ditiro, ba sa duele babereki.

Mathata a mangwe ke a, *Director* yoo kana fa le mo fa dithata tseo, mme tota le ene ka boene jwa gagwe, *he or she must make sure* gore rakonteraka o duetswe ke mohiri wa gagwe ka gore go raya gore bahiri ba babedi golo foo, go raya gore ke ene yo, yo o bayang setena, rakonteraka, Goromente kana *whoever* yo o tlaabong a hirile rakonteraka. Se se diragalang ke gore o ya go fitlhela e le gore golo gongwe rakonteraka ga a a duelwa, o na le bo 46 *months* a sa duelwa, mme jaanong fa o ya go mo gapela o bo o ya go rekisa dilo tsa gagwe gore o duele ba ba neng ba bereka mo go ene, jaanong ene kana ga a a duelwa. O ya go tsaya kae madi gore a *recover*

dilo tseo tsa gagwe tse di setseng di rekisitswe mme a kolotiwa fa gongwe ke Goromente? Jaaka gompieno re itse gore *there are a lot of contractors* le *consultants* tse di kolotiwang ke Goromente. *They have not been paid for the past six months*. Batho ba Modimo gompieno jaana fa o ka ya go ba gapela, wa re jaanong bone ba ya go tshela jang? Kana go tshwana le fa o bolaya motho yo e leng gore o fitlhela a sule gone foo, o bo o mo gatelela.

There is an issue e e leng gore *somebody can say* gore gongwe borakonteraka bao, go na le melao ya gore *they can charge interest to the Government,* golo mo ga se *solution,* o a bo o setse o gapetswe *properties* tsa gago di rekisitswe. *That interest will not bring back your property*. Ke raya gore a ko o e lebe mongwame kgang eo gore borakonteraka le *consultants* le bone ba a bo ba sa dire ka bomo, ba a bo ba santse ba kolotiwa, go sena se ba nang le sone. *Make sure* gore molao o fa o ya go *apply*, dilo tseo tsotlhe di lebeletswe. Fa ba ya go gapa, ba a bo ba kile ba *clear that mist* wa gore rakonteraka tota ka boene o duetswe, o jele madi. Yo o duetsweng a jele madi, nnyaa foo, 100 *per cent* ke dumalana le wena ke papametse, mme fela yo e leng gore o a kolotiwa le ene ke mohiri wa gagwe, nnyaa, a ko molao o le one o fetele kwa bahiring, a ko Goromente a gapelwe le ene gore go tle go nne se se botoka. Ke ne ke re fa go ntse jalo *Mr Speaker, thank you very much.*

MR MOTAOSANE (THAMAGA-KUMAKWANE): Tanki Motsamaisa Dipuisanyo tsa Palamente. Ke dumedise Batlotlegi Mapalamente mo Ntlong eno. Banna fa ba ntse ba lela ka ditilo tse ntseana ga ba ake banna. Mma ke go itsise Motsamaisa Dipuisanyo tsa Palamente, ke tshwareletse moeteledipele wa rona ka kwano, ke tlaa tsaya metsotswananyana e 20.

Tota mma ke leboge Tona Mokgware…

HONOURABLE MEMBER: …(Inaudible)…

MR MOTAOSANE: O a bo a reng ka nna jaanong ke re ke mo leboge jaana, kana ga a ke a lesa go bua le ene fa o mmona a riana.

HONOURABLE MEMBERS: …(Laughter!)…

MR MOTAOSANE: Ke ne ke re ke leboge Tona Mokgware gore *finally* molao o o tlile, mme ke bo ke boe ke leboge le Puso e e fetileng gore o tswa kgakala o lekwa go baakanngwa, o sale o dirwa. Re ka bo re ile ditlhophong o fedile o setse o tlisitswe mo Palamenteng, mme ke a leboga gore *Honourable* Mokgware o fetile a tla a dira gore o kgone gore o goroge mo Palamenteng. Ke golo mo go molemo fa o fitlhela morwarraago a dirile tiro e ntle, le wena *you panel beat* fale le fale fela o bo o o tlisa jaaka o kgonne gore o o tlise mo nakong e khutshwane ka gore o fitlhetse tiro e ntsi e dirilwe. Ke lebogela selo seo.

Ke batla go wela fa kgannyeng ya fa *Honourable* Lekutlane fela fa a neng a wela teng, *you know*, go botlhoko gore gantsi fa re bua ka bahiri, re bua fela ka *private* mme Goromente *is the main culprit* wa dikoloto, go kolota babereki. Ke gore fa jaaka re bua jaana gompieno, babereki ba ba kolotiwang ke Puso madi a mantsintsi, ba bangwe ba tswa kwa makgotlatshekelo e bile ba fentse dikgang *and up to now,* Puso e a ba kolota *and* ga e akanye gore e tle e tsenye morokotso mo mading a e a kolotang batho ba.

Dilo tse *Honourable* Mokgware, e re fa molao o o feta, fela jaaka *Honourable* Lekutlane a digela kgang e, *most companies,* di digilwe ke go kolotiwa ke Puso. Dilo tse re tshwanetse re di lebe ka leitlho le le ntšhotšho. Ke gore go ntshwenya ka gore… ke etse tlhoko, le gompieno ba ba gotweng ba a *inspect* ba dikhansele ba jaaka o fitlhela ba setse bana ba dikole tse di potlana tsa *preschool* morago jaana, *go to Government schools,* ke mathata, leswe, eng mme bone ga ba tseelwe dikgato. Jaanong a Puso e re e tla ka molao o ntse jaana, e bo e le gore le yone e ikemiseditse gore e tlile go duela batho ba dikonteraka tse ka nako e e tshwanetseng, *to avoid* gore ba gane go duela batho ba ipata ka Puso.

Ke batla go go leboga. Jaanong go na le kgang ke e e ke sa e tlhaloganyeng Motlotlegi Rre Mokgware, ga ke itse gore ke beile kae *notes* tsa me, mme ke tlile go *ride* fela jaaka ke badile molao. Kgang e nngwe e e ntshwenyang, go na le lephata le gotweng ke Human Resource Development Council (HRDC), ke lone la *human resource*, le le tseetseng Directorate of Public Service Management (DPSM) tiro. Tota, *was it necessary?* A ga e a re o lebaleba melao ya *Labour* wa leka go leba gore a mme lekalana lele tota a le tlile sentle gore le bo le tseetse *Labour* tiro? Kana *Labour* e ne e dira tiro e ntle e hira, e a re fa batho ba ikopetse ditiro koo, e bo ba tla ba ntshiwa fela ka *line* ba tsamaya sentle ba hirwa sentle, jaanong fa ke mathata. O a ne o bona motho yo o feditseng sekole *last year* a hirilwe mme yo gongwe a na le 10 *years* ene a sa hirwa. Golo mo, fa re bua ka khiro, bana gompieno ba hirwa *temporarily*, ba a tlogelwa, *temporarily,* ba a tsamaya, golo mo ke tsaya gore ke go tlhoka… ga ke itse gore ke ka e bitsa eng, mme…

MINISTER OF HIGHER EDUCATION (MR MAELE): *Correction Mr Speaker.* Lephata la HRDC ke lephata le le ka fa tlase ga *Ministry of Higher Education*. Ke ne ke re ke tlhamalatse gore nnyaa, ga se lone le le hirang motlotlegi, rona re tshwere *system* e e leng gore batho ba e leng gore *they are job seekers,* ba tsenya maina teng. *So,* wena mohiri, ke wena o yang kwa *system* ya rona o bo o re, "ke batla motho wa *qualification* e wa dingwaga tse di kana," yone e bo e go ntshetsa maina, wena o bo o itlhophela. *There is no way* fa HRDC e tsenang teng, *we are just hosting the system*. Ke ne ke re ke baakanye gone foo motlotlegi. Tanki *sir.*

MR MOTAOSANE: *Thank you. Honourable* Maele, ke go utlwa sentle e bile ke tlhaloganya gore go dirilwe jalo, mme ka re golo moo go tlhakatlhakantse tsamaiso ya khiro, ka gore e bile batho ba direla ba bangwe *favours* ka tsone ditsela tse di ntseng jalo. One maphata a a reng a tlaabo a ipatlela… ka ba buile ka *qualification,* maphata ao ba tsenya ba ga bone teng koo fela ka gore ba a itlhophela. *So,* ke sone mo ke reng golo mo go sentse *system* ya tsamaiso ya khiro mo Botswana. Ga ke dumalane le kgang eo, ke kgatlhanong le yone go menagane gantsintsi, *it has to stop. Otherwise,* bana ba e leng gore ga ba bolo go fetsa dikole ba reng, ga ba kitla ba bereka ka gore go a go nna motho a tla go inopolela ngwana wa ga mmaagwe ka gore o a *qualify*. *Of course, qualification* ke… *a certificated person*, o tlaabo o re fela ke morutegi ka gore o tshotse setlankana, *but that is not education*. Gore o bo o tshotse setlankana, *it is a qualification* ya gore *you were examined and you passed an exam. So,* dithutego di tla fa o setse o bereka o dira tiro eo.

HONOURABLE MEMBER: …(Inaudible)…

MR MOTAOSANE: *Do not disturb my flow,* ema fela foo. *I am not yielding for the correction Mr Speaker.* Mma ke bue tsame ke fetse ka tsone. *Honourable* Mokgware, kgang e nngwe e ke eletsang gore e re fa o sekaseka o e lebe, ke ya *sexual harassment in the workplace*. Kana rona fa re tlhalefa re simolola go theogela mo meberekong, re ne re itse gore go na le *dress code* ya mmereko, kwa malwapeng kana o le mo *nice time*. Tota gone mme go ka tlhokafala jang gore batho go nne le bo *sexual harassment* mo ditirong e le gore yo mongwe o tla a apere ka fa a apereng ka teng? Ke gore *if you do not regulate* diaparo tse di tse di tlhokafalang kwa meberekong, *this thing* ya *sexual harassment will continue and continue*. Ga go a siama gore motho fela go bo gotwe ka gore borre go tlaa twe ke bone *culprits* ka gore e tlaa re o bona motho a ntse jalo o bo o tlola pelo.

HONOURABLE MEMBERS: …(Laughter!)…

MR MOTAOSANE: Nnyaa, a go nne le *conduct* ya gore go aparwe ka tsela e e ntseng jang. Go apara o le kwa mmerekong le go apara fela o le mo seterateng ga se dilo tse di tshwanetseng go tshwana. Le fa e bile gotwe re tshwanetse go lebelela gore motho o na le ditshwanelo, nnyaa bagaetsho.

HONOURABLE MEMBERS: …(Murmurs)...

MR SPEAKER: Order! Honourable Members.

MR LEKAU: *Clarification*. Ke ema fela e se gore ke raya gore kgang ya go tlola pelo e ntsenya dingalo. Ke ne ke re ke botse fa gore kana kapari ka boyone e *provide the decorum* ya pereko, ya gore batho ba itshwara jang. Go farologane, go nne *clear* gore fa o le mmereki o ya go theogela, o bo o ka tshwanelwa ke gore o bo o apere *at least minimum* e ntse jaana.

MR MOTAOSANE: *Thank you Mr Speaker. Thank you Honourable* Lekau. Kana *that is exactly my point*. *Until these things* di nna *in place, then the sexual harassment part*, go ya go nna thata gore o leke go kganela batho. Kana yo mongwe e tlile gore fela fa motho a bona a riana gongwe a mo raya a re ao! *this is too short*, go bo gotwe ke *sexual harassment*. O kile wa bona motho a apere a le mo tirong a bo a palelwa ke go inama a sela pene. E bo e re fa a diga selo a bo a palelwa ke go se inamela a se sela. *That is not right. I think we need to address this issue first.*

MR LUCAS: *Clarification.* Ke a leboga Rre Motaosane. Ke ne ke re fa o fa dikai o kare o remelela thata mo go bomme gore gongwe ga ba apare sentle. Ke tsaya gore go apara fa gongwe e nna *choice* ya motho. Gakere o a itse gore go na le borre le bone ba o fitlhelang ba imonokile ka diaparo, e bile go bo go supega sengwe le sengwe fela, le ba o bua ka bone kgotsa o bua fela ka bomme? Ke a leboga rraetsho.

MR MOTAOSANE: *Thank you Honourable* Lucas, o e buile sentle. Go na le borre fela ba o tlaa fitlhelang a apere go tswa meetse fela ka fa morago. A tswele borokgwe bo tsamaya kwa tlase ga marago. *Underwears* di tswetse kwa ntle. *It is not proper*. Ke sone se ke buang gore go nne le *conduct* ya kapari ya kwa ditirong. *You cannot be in a Government office* o apere o ntshitse *underwears, boxer shorts* fa o le rre. Fa o le mme le gone o apere mo

o ka se keng o kgone go inamela pene. *No, no, no! These things* di tshwanetse *to be addressed* gore re kgone gore kgang ya *sexual harassment* e nne sentle.

Jaaka *Honourable* Lucas a bua, ba teng borre ba e leng gore motho o tlaabo a apere *jean* e o sa itseng gore gatwe e ntse jang, o bona dilo tsotlhe fela tse e leng gore ga di a tshwanela go ipala. Golo moo *I think we need to look at that part* Rre Mokgware. Kgantele re ya go fitlhela batho ba bangwe ba tlhatlhetse ba bangwe mo ditoronkong, ba bangwe ba dirile ba bangwe dilo tse di sa siamang, ba ba pateletsa dilo, fa gongwe motho a go swelela fela a re e tlaa re fela a re o a bua ke bo ke re o ne a re o mpatla marato. *Yet* ga go na dilo tsa go nna jalo. Ke a kopa gore o e lebe thata.

Go na le kgang e nngwe ka gore fa re bua ka babereki bagaetsho, bogologolo fale Rre Mokgware, go ne go na le pampirinyana e e neng e tsewa kwa *Labour* e le *form* ya *employment*. E ne e tladiwa ke dikompone. Go na le e *pink, blue* le *white*. E e *white* e le ya mohiriwa, *pink* e sala ka mohiri, e e *blue* e le e e yang kwa *Labour*. Ga ke itse gore golo moo go ile kae. Jaanong re tsene mo *systems* tsa gore batho ba fe batho dikonteraka *and these people* ga ba fe bana ba batho dikonteraka fela tse di siameng.

Gone mo jaaka le bone ba ntse ba fiwa bo *one month,* ga ke dumele gore go na le lebentlele la maChina le le tshwanetseng gore le letlelelwe go fa ngwana konteraka ya kgwedi. *That business is there, it is working.* Ga se e gotweng e a tswalwa. Ba rotlhe re reka mo Chinese *shops*. Jaanong dilo tse re tshwanetse re di lebelele gore dikonteraka tsa batho ba ba ntseng jalo, *why* konteraka, a tshwanetse go bereka botshelo jwa gagwe jotlhe gone foo, a tswe fa a batla go tswa a bone mafulo a matalana kwa pele. Dilo tse re tshwanetse re di sekaseke, bogolo jang re lebeletse *industries*. Ke tlhaloganya ba *construction* ka gore *in construction*, ke a tle ke bone batho gantsi ba ganeletse thata mo *construction,* mme *construction* e na le ka fa e berekang ka teng bagaetsho.

Go na le mo gotweng ke *productive staff* le *non-productive*, e e welang *under preliminary and generals* ka fa dikonterakeng, mme *productive staff* re bua ka *labourers*, ba hirwa *as and when programme* ya konteraka e tsweletse. Le ka fa ba fokodiwang ka teng mo ditirong, *as the job goes down*, e tsamaela go fela, ba nna ba fokodiwa ka sebopego se se ntseng jalo. *I will understand*, mme ga re a tshwanela gore fa e le gore *project* e tsaya *two years* kana 30 *months*, e bo e le gore jaanong re ikaelela go neela bana ba batho dikonteraka tsa bo *five to six months*, a re lebeleleng gore go dirwa jang. Ke itse gore o ne o fitlhela *carpentries* ba ya go hirwa ka nako e go tlhokiwang *carpentry*, ba *plastery* a ya go hirwa ka nako e go tlhokiwang *plasters*, go ya fela ka *programme* ka fa e tlaabong e supa ka teng.

HONOURABLE MEMBER: Clarification.

MR MOTAOSANE: *Sorry*. *Mr Speaker*, ga a baakanya metsotso ya me fale. Jaanong o kare ke a tshaba ga ke itse gore a o lebeletse gore ke ne ke tshwanetse gore ke…

MR SPEAKER: E baakantswe, o ne o filwe 15 *minutes*.

MR MOTAOSANE: Ee, mme ba ne ba sa dira 15, ba ne ba dirile 10 *sir*.

HONOURABLE MEMBERS: …(Laughter!)…

MR MOTAOSANE: Nnyaa, mme tlogela. *Mr Speaker*, kgang e nngwe e kwa bathong ba ba tshwanang le badisa. Badisa ke bone ba tshwanetseng tota go tlhwaafalelwe *to regulate* lephata la bone. Phiro ya badisa jaaka fa re ba duela ka fa re ba duelang ka teng, le bone go nne le gore fa a sa dire tiro sentle, ka fa a dirang ka teng dilo tsa gago di nyelela, di reng, nnyaa, go tshwanetse go nne le molao o o ba tlamang gore fa ke mo neetse dikgomo ke re ke tse, *by the time* a batla go tswa mo go nna dikgomo tsa me di bo di le mmogo, ke se ka ka mo neela dikgomo di le 50, a bo a nnela go lesa dikgomo di phatlalala, di nyelela mo nageng mo. Fa e sule *okay*, ga e molato o tlaa mpolelela gore e e sule e, ka gore le nna ke a bo ke le teng ke ntse ke bona. Kana badisa o itse gore ba dira jang? O kgona gore o mo hire, e re fa a tswa mo tirong, a bo a tlogela fela a bo a nyelela. Kgantele o mo utlwalela kwa *Labour* a re o gana go mo duela, a sa go neela le fa e le dithoto tse o di mo neetseng. Jaanong dilo di tshwanetse gore di elwe tlhoko.

Gape le *child labour* Rre Mokgware, nte ke go fe sekai ke bo ke kope lephata la gago, ke kopa gore batho ba gago ba ye kwa kgaolong e bidiwa gotwe Seletse. Ke kopa ba *Ministry* wa *Child Welfare* le bone fa ba le teng fa, ke a ba laletsa gore ba ye kwa kgaolong e bidiwang Seletse, ke tlhakatlhakano, ke kwa ga mmapereko. Batho ba nna koo ga ba na masimo le meraka, mme ba dirisa bana ba bone gore ke bone ba hirwe le go dirwa dilo tse tsotlhe tse di bosula tse o ka di akanyang. Ke kopa gore lephata la gago le tseye kgato le ye go bona mo tikologong e ya Seletse, le ye go ntsha batho bale koo, ka gore bana bale ba a sotlega. Ga ba tsene dikole, jaanong ke bone ba disetsang batsadi ba bone ba ba tshwanetseng gore ba dise, ke bone ba disang. *Thank you*.

MR SPEAKER: Order! Order! Honourable Members. Honourable Motaosane, your time was adjusted to 15 minutes, so *o tsere* 15 minutes, *o se ka wa tloga wa re ke go ntsha ka loso legolo*. Honourable Members, my deputy is away in Namibia, *jaanong* I am advised not to sit for the whole four hours. So, for the convenience of the House, I shall invoke Standing Order 26.2 and adjourn for a period not more than 30 minutes. So, within 30 minutes you should be back. Let us adjourn.

PROCEEDINGS SUSPENDED AT 4:30 P.M. FOR APPROXIMATELY 30 MINUTES

PROCEEDINGS RESUMED AT 5:00 P.M.

MR SPEAKER: Ke ne ke rile le nne fa fatshe.

HONOURABLE MEMBERS: …(Murmurs)…

MR SPEAKER: Order! Order! Honourable Members, we resume our debate on the second reading of the Bill. The floor is open.

MR LEKAU (MOGODITSHANE WEST): Tla ke dumedise gape *Mr Speaker,* ke dumedise le Ntlo e. Ke eme fa ke re ke eme nokeng Molao-kakanyetso o ka bongwefela jwa pelo. Ke o eme nokeng jaana ke supe gore, go supa maitemogelo a a kwa godimo a ga Rre Mokgware, e ka re o ka bo a sale a busitse dingwaga tse 58 tse di fetileng. E re ke rialo ke re, le fa go ntse jalo Rre Mokgware, go na le dintlha dingwe tse pedi, tse tharo tse gongwe ke ka se keng ke di opele legofi.

Pele fa ke tsena mo go tsone ka Leader of the Opposition (LOO) o ntse a seyo, ke re ka o tlile jaanong ga ke ka ke ka tsenela thata mo go tsenyeng bangwe ka ene mo tseleng, ke lemogile ba fapogile thata mo go baleng Molao-kakanyetso o. E re ba bua ba bo ba lelela kgang ya P4000, jaanong ke re ka mongwe le mongwe o na le Molao-kakanyetso, ke ba tsenye mo tseleng fela gore fa o lebelela *Clause* 186 (1), o e bala le *Clause* 188, e go supegetsa gore *the Minister may order… after consultation, may now give a direction* ya gore P4000 *should start. In other words,* go raya gore P4000 ga re ka ke ra mmona fa. E tlaa re *after consultation* o bo o bala thata *Clause* 189.

Gape e tlaa re fa le sena go e ipalela le bo le tla le ntlhaloganya botoka gore Molao-kakanyetso o fa dithata le meno a a nonofileng le *Labour Office* e re ntseng re lela ka yone gore babereki ba jewa ntsoma. Ka go rialo, e bo e e fa *Director* gore fa a bona e ka re mohiri o gatelela mmereki ka dituelo kana sepe fela, o ka mo ikatumetsa le dithoto tsa gagwe. Mme fela mongwame ke dumalana le 85 *per cent,* 15 *per cent* ke mo tlogelela fela gore dinako tse dingwe bahira ba ba tsenngwa mo dikgoberegong tse tsotlhe ke Puso. Puso e tlaabo e kolota motho e bo e itibisa go sele, e bo e itse gore fa o ka seka o ya go tsaya 10 *years* ba bo ba ya *court,* ba bo ba re, "*I am appearing on behalf,"* e bo ba phatlalala, kamoso "*I am appearing on behalf,"* dingwaga di bo di ya go tlhatlagana mohiri a sa bona sepe. Jaanong golo moo ke gone fela mo go ntsenyang *stress* fa ke lebelela gore le tse di neng di re di a iteka, di ya go gapelwa. Ke supe gore fa godimo ga moo, kana motho o a bo a simolola kgwebo fa gongwe a tswa go tsaya madi kwa dibankeng gore a tle go dira kgwebo eo. Go bo go raya gore banka e gapa kafa, ba *Labour* ba etla ba tla go gapa kafa, go tlhakatlhakana. Mme Goromente gongwe e re fa go tshwanetse gore go tsewe, re bo re nna *lenient.* Ke re a e nne thipa e e magale mabedi, e re e sega kwa mohiring, le kwa go Goromente e sege teng e sa oshaoshe.

Se sengwe gape mongwame ke itumelela gore rona ba re nang le malwapa…Botswana re itse kwa *family* e simologang teng, kwa go nkuku kana mmama. Bommama ba botlhokwa, ka gore ba bangwe re godile *directly* le bone go sena mme mmago. Selo seo ga re se tsenngwe leitlho gore le bone re se ka ra ba kgaphela kwa thoko fa go tla mo dikgannyeng tsa di *leave.*

Sengwe se ke se itumelelang ke *maternity leave,* gore go bo go okeditswe go ilwe kwa go 70 *per cent.* Mme fela mongwame ka re 70 *per cent* yo o kare o kwa tlasenyana. Ga ke itebatse gore o tlaabo a tsaya 70 *per cent plus* P300, mme fela fa a ne gongwe a tsaya e le *a complete package* fela ya 100 *per cent, plus* P300 wa botsetsi, e ne e tlaabo e le madi fela a a itumedisang.

Gape mongwame ke na le kgang ya batho ba ba berekelang kwa dikgaolong tse e leng gore bontsi jwa nako ke babereki, mme jaanong o fitlhela e le gore go tsamaile bagolo fela ka gore bana ba ganelela mo ditoropong. Ke re gongwe o e lebelele, o supe gore fa o le monana o batla go berekela kwa kgaolong, gongwe re tlaa go fa *an incentive* ya bokete jo bo kana. E seng Remote Area Service Allowance (RASA) e e fiwang gompieno ya P600; P600 ga a ka ke a nkgatlha gore ke ye kwa Khakhea. Fa a ne gongwe ngwana yoo a neelwa P3000, o ne a ka ya kwa Khakhea kana Zutshwa.

Gape ke re jaaka re e fa *Labour Offices* dithata jaana, a di tlale gongwe le gongwe. Ke palame fela ka P5 ke ye kwa *Labour Office* fa e le gore ga ke utlwe mohiri sentle. Ke se ka ka tswa kwa Tsau ke latela *office* kwa

Maun. A di nne gautshwane le rona, e bile di supe gore di na le boikarabelo jo bo nonofileng. Mo go eo gape ke boelele mo go ba *inspectors.* Mongwame ke kopa gore fa *inspectors* di ya dipolaseng, di se ka tsa dira *appointment,* ka gore re ya itse gore go na le dipolase tse *Honourable* Lekutlane a neng a bua ka tsone tse e leng gore gatwe fa o rua ntša wena le ntša ya gago *you are renting.* Wena ka gore golo foo ga se ga gago, o duela *rent* ya P150, fa e le gore o rua ntša, le yone *it is renting,* ka gore e tlatsa leswe mo polaseng. Dilo tse ga se setho, ke dilo tsa Puso e e fetileng. A ko Egepeto yole re se ka ra tlhola re mmona gape a diragala.

E re re le foo gape mongwame re na le bothata, re ne re bua ka *temporaries* gore go oketswe *to* 12 *months.* Ke batla gore go simologe ka Puso e, *we should set standard* se se nonofileng. Re se ka ra bona barutabana ba e leng gore *every term a contract is signed,* le dingaka. Re a itse gore go direlelwa eng, gore ba se ka ba bona *benefits* dipe fela, mme motho a ya go nna *temporary teacher* kwa Ngambao *from January to December, every term, from* 2010 *to* 2025. Ga a ka ke a itirela sepe, ka gore mokwalo wa teng o a kwalwa fela gore *temporary for three months.* A ko re ye go e tsibogela.

Dikompone tsa metsi, ke sa di ntshe ka loso legolo, di na le bothata jwa go hira batho ka dikonteraka tsa kgwedi le kgwedi. Re a itse gore fa gotwe 12 *months,* ba ya go bua sengwe se se botlhale gape ba leka *to dodge that* 12 *months.* Ke re o ele tlhoko seemo seo gore ga se boelele, e bile le dikompone tse di neng di supile gore di tlaa duela batho madimadi a re neng re dumela mo go one re le UDC, go se ka ga nna le ope yoo tlaa duelwang ka dijo. Dijo go ja nna fela, bongwanake wa reng ka bone? Batho ga re a lebelela dijo, ba bangwe re akantse go itirela botshelo jo bo botoka, ga o ka ke wa bo dira ka *combo.* Jaanong a re bue fela ka lentswe le le nonofileng gore ga re batle ope yo o ka duelwang ka sepe se e leng gore fa kgwedi e fela ga a ka ke a se supa.

Ka go rialo mongwame, ke go supegetse gore ke go eme nokeng ka pelo le moya. Mme fela le nna e tlaa re fa go tla *amendments* ke le ke go tsenya Tshutiso. Ke a leboga.

MR DIGWA (BOTETI WEST): Ke a leboga *Mr Speaker.* Ke tseye sebaka se ke leboge Tona Rre Mokgware, go tla ka molao o o nonofileng, o o lekang go tokafatsa tsa pereko. Fa e ne e le ka Setswana sengwe se ke se itseng sa bagarona bo malome ba ba ka fa ba, re ka bo re mmitsa re re ke *penda.* O tlile ka nako e e siameng, o tlisitse molao o ka nako e e tlhamaletseng e bile a supa a tswa mo Pusong e e ntša, e e ntseng e nyoretswe go tlhabolola tsa pereko mo lefatsheng la Botswana, ene *penda*. Ke lebogela gore batho botlhe ba ba ntseng ba akgela fa, ke tsenya le ba ba kwa mafatsheng a sele ka kwa, ba supa ka tlhwaafalo fa ba *support* molao o, ba bona gore tota o leka go lwantsha mathata a a ntseng a le teng, a a tlogetsweng dingwaga di le 58 a babaletse Batswana mo lefatsheng le.

Ke ratile thata fa a bua ka molao o o kganelang phiro ya bana, ba ba kwa tlase ga 15 *years*. Ke bo ke bona gore o re thusitse, kana go ntse go iphirelwa fela bana ba ba 15 *years* ba tlogedisiwa sekole. Ke gore fa o hirile motsadi wa gagwe a le kwa polaseng, fa ngwana a ka sia fela a na le mathata kwa sekoleng, fa a goroga o a mo hira e nna mmereki, mme a sa duelwe le fa e le sepe. Molao o tota o re thusitse, jaanong o fokoditse malata le makgoba a a ntseng a le teng mo dipolaseng tsa banna ba ba tona ba re ba bonang, ba bangwe ba teng gone fa. Tsamaiso e e botlhokwa thata, re tshwanetse go e ema nokeng rotlhe jaaka re e eme nokeng jaana, go sena ope yo o tsayang letlhakore lepe.

Ke ratile fa e bua thata gore molao o, o ya go golola mmereki o bo o golola le mohiri go ka ntsha megopolo. Kana fa le bereka lotlhe, go nna le dikgoreletsi mo perekong eo. Molao o o a le golola le le babereki le bahiri. Kana molao o lebile gore o batla go tlhabolola go oketsa *productivity* mo tirong. Fa mmereki a bereka a gololesegile mo moweng, o bereka ka tlhwaafalo ka gore ga a na sekgoreletsi, o gololesegile go bua le mohiri wa gagwe go ka mo supegetsa fa a ngongoregang teng. Jaanong ke molao o o tlhwaafetseng, o o tlaa re thusang mo tsamaisong ya pereko.

Ke ratile thata fa o supa gore pele ga *Minister* a tlisa *Bill* epe kwa Palamenteng, go na le morero o o dirwang. Kana re mo pusong ya batho ka batho, e seng e re kileng re bo re bua ka yone re re ke puso ya batho ka batho, e se puso ya batho ka batho. E ke puso ya batho ka batho, e e leng gore *the Employment and Labour Relations Council will be consulted by Minister,* pele fa a ka tlisa *Bill* epe kwa Palamenteng. Ke tshwetso e e siameng thata, e e yang go thusa go aga lefatshe le go nonotsha tsa pereko. Batho ba bereke ba tlhwaafetse, ka gore melao e ba tsenya mo teng, ba nna le seabe sa go tokafatsa seemo se.

Bagaetsho, re na le bothata mo dikgaolong tsa rona. Batho ba hira batho, fa konteraka e setse e le gaufi le go fela, o tsamaya ka madi a batho. Re na le batho ba bantsi ba a seka, fa e le kwa kgaolong ya me ba tla kwa

Labour, Labour e e seyong, e e tlhaelang, ba romelwa kwa Francistown. Ke na le batho ba ba kolotiwang ba feta 10 gompieno jaana, ba ba ntseng ba nteletsa ke le gone fa. Ba ile kwa le kwa, mo go setseng go kwadilwe dikwalo tsa gore gongwe madi a bo radikonteraka a *retention* a tshwarwe pele, gore a tle a ba duele. Ke seemo se se botlhoko, motho ene o ne a *rent,* o na le dikoloto tse di farologanyeng, o na le bana ba tsena sekole, o berekile o dirile tiro ya gagwe, rakonteraka o a tswa o a tsamaya o mo tlogela fela mo seemong se. Ke seemo se se botlhoko, re lebogela Rre Mokgware gore a bo a tsere ditshwetso go oketsa dithata tsa Lephata la *Labour,* gore le kgone go tseela batho ba ba ntseng jaana dikgato tse di tshwanetseng.

Paternity leave, tota ke a e itumelela, e botlhokwa thata. Fa ke ka le bolelela, ke na le malome gone fa o ka kwa. E kile ya re ke tsamaile le ene, re bo re tsena kwa lelwapeng la bone ngwana a le *three months*. E rile fa re tsena malome fa a leba ngwana, ngwana ke fa a lela. Jaanong ke a ipotsa gore ngwana o lelela eng, mmamalome o nthaya a re, "kana malomaago ga a itse ngwana yo…"

HONOURABLE MEMBERS: …(Laughter!)…

MR DIGWA: …ke bo ke ipotsa gore ke seemo se se ntseng jang. Jaanong fa go buiwa ka *paternity leave,* ke e itumelela thata. O se ka wa ya go nkomanya malome, fa re tsena kwa lelwapeng. ...*(Laughter!)*... Ke itumelela thata kgang, e re thusa gore re kgone *to bond* le bana ba rona.

Ke re Tona lebelela molao o, *five days* o monnye thata. Fa o tswa kwa Bokspits o ya kwa Maun o fiwa *paternity leave,* kana o tswa kwa Struizendam, o ya go goroga leng? O ya go tsaya malatsi a le kae *travelling?* A a okediwe, gape le bahiri ka *paternity leave* e ba fiwe tshono ya gore fa go lebega gore kwa o leng teng go kgakala, ba kgone go go okeletsa malatsi a *travelling,* gore *five days* yo o kgone go ya go mo fetsa kwa o tshwanetseng go ya teng. Molao o re o itumelela thata.

Ke tshwana le ba bangwe ba ba ratang batho, ba ba neng ba bua gore 70 *per cent* o monnye, a e nne 100 *per cent* go duela bomme ba. Kana ba bangwe ba a sokola, le jone boimana fela bo ba sokodisitse, fa gongwe o ntse a lwala a reng. O bo o fitlhela e le gore fa a tla go belega, seemo sa gagwe ga se sone sentle. Madi a tsamaile a rileng, *so* a ba duelwe madi ao e le 100 *per cent,* ba kgone go tlamela mewa e mešha e e gorogang e. Ke selo se ke ka se itumelelang thata.

Bagaetsho, Boteti o godile, *Labour Office* e kwa Letlhakane fela, 300 kilometres (kms) go tswa mo go ba bangwe. Tona tsaya tshwetso ya go isa *Labour Offices* kwa Rakops, Rakops gompieno jaana *is a sub-district headquarters.* A re nne le *offices* teng, gape fa le isa batho le nne le lebelela gore *district* e e bapile le e, ba kgona go tsaya *services* kwa. Ba rona *they travel* bo 300 kms, fa a ya go goroga koo fa gongwe o fitlhela motho wa *Labour* a seyo. Ga re a je, ke seemo fela se se botlhoko, Tona lebelela seemo se.

Fa o tsaya dikgaolo tse dingwe, kana ba tlaa nkomanya beng ba tsone, *which are less than* 50 kms *from the other one,* District Officer o fa. Fa o tsaya ditshwetso Tona, a ko o lebelele diemo tse, o fe dikgaolo tse batho ba tsamayang 300 kms *priority* go ya go bona thuso. Kana jaanong Mapalamente le Makhanselara ba ntshitswe *Labour Officers,* ngongorego nngwe le nngwe e tshelwa kwa go bone. O bo o ipotsa gore bone ba tlaa di isa kae. Le o le mo Palamenteng fa o tswa gone fa, o fitlhela megala e le mentsi, mme o kgona go bona gore ke seemo se se tshwanetseng go tsibogelwa. Ke ema molao o nokeng ka pelo ya me yotlhe. E bile ke a go rata, ke dumela gore o tlaa isa *officers* tsa gago kwa Tsienyane.

MR FRENZEL (SHASHE WEST): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke eme fa ke re, fela jaaka dibui tse di sa tswang go bua, ke ema nokeng Molao-kakanyetso o o sa tswang go tswa ka Tona yo o maleba, e leng *Honourable* Mokgware. Sengwe sa dintlha tse ke eletsang re di lebelele, e bile re bona di le botlhokwa, ke dikgang tse di tshwenyang segolobogolo mo baneng, *prohibition of child labour*. Fa o re o a lebelela, go botlhokwa thata gore re bo re na le Molao-kakanyetso wa go tshwana le o. Bana mo dikgaolong tse re tswang kwa go tsone, mo dinakong tse e seng tsone tsa bosigo, ngwana yo o *under* 15 *years* fa motsadi a le mo lelwapeng segolobogolo a ijetse, ke tlaa rialo, go tswa gone fa o ya go roma ngwana kwa dishopong tse di sekgala kana kwa jarateng e e kwa ele. Motsadi o fitlhela e le gore golo moo, ga se sepe. Fa re tlile ka Molao-kakanyetso wa go tshwana le o, ke go leka go fema dikgang tsa go tshwana le tse. Re tshwanetse re itse gore ngwana ka nako ya *weekends* kana *holidays,* le ene a ikhutse. Re tshwanetse re itse gore ngwana…

HONOURABLE MEMBER: …(Inaudible)…

MR FRENZEL: A ko o iketle o lese go balabala *comrade.* Wena reetsa fela gore ke gata ke reng mo go se ke tlang ka sone.

MR LUCAS: Tswelela malome.

MR FRENZEL: Tanki Lucas. Dingwe tsa dikgang tse re tshwanetseng re di lebelele ke gore, fa o hira ngwana, o hira yo o kae ka dingwaga? Fa o ya go tsaya ngwana yo o 12 *years,* 13 *years*, o lebeletse gore o a bo a sa tsene sekole, o bo o mo tsaya o ya go mo isa kwa morakeng. Re tshwanetse gore dikgang tsa go tshwana le tse, re di lebelele, e bile re bo re di kgala ka sengwe le sengwe. Ke dumalana le molao o gore a re lebeleleng, re sireletseng bana ba rona, bana ba lefatshe la rona. Ke ema tota ke dumalana le gore a re tsweleleng le one, re sireletsa bana ba rona ka sengwe le sengwe go fitlhelela ba tlhatloga, e le bone ba ba ka itseelang ditshwetso.

Kgang ya *Labour Office*; mo nakong ya gompieno babereki fa ba na le *complaints,* ba ya gone kwa, go tshwana le fa ba sa ya gope. Ke gore dikgang tsa bone fa di tsena, ke lebeletse *Labour Office* ya Francistown e e leng gore bontsi jwa dikgaolo tsa rona kwa Shashe Mooke, Borolong fa ba na le bothata le bahiri, ba leba koo. Ba Francistown tota fa o tsena gone koo, batho ba Modimo ga ba na meno. Fa o tsena mo teng o ya go tlisa ngongorego ya gago, go tshwana le fa o ka bo o ne o ituletse. O bo o ipotsa gore tota ke ne ke re ke ya kae. Dikompone di kgokgontsha babereki ka tsela e e leng gore ga se yone. Fa ba tshwanetse gore ba duele babereki ba Modimo ba ba sa bolong go ba berekela, ba ba neele dikatso tse di ba lebaneng, go nna thata gore ba tle ba di bone. Ke dumalana le molao gore a dikompone tse di dirang dilo tsa go tshwana le tseo, di sa batle go duela babereki, ba gapelwe dithoto.

Re le Puso, re ikiteye ka thupana ka o ya go fitlhela e le gore batho ga ba a bolo go re berekela re le Puso. Ke na le *case* le nna kwa kgaolong ya me ya mofuta o, motho tiro ya gagwe e senyegile mo khanseleng, go ya go tsaya *more than* 10 *years* gore a duelwe. O bo o ipotsa gore moo go dirwa ke eng? Ka go rialo, re tshwanelwa ke gore e re re direla dikompone, le rona re le Puso, a bo re ikatega. Fa mmereki o itse gore o kgaogana le ene o le Puso, mo fe sesagagwe le kgaogane *peacefully.*

Ke tsena mo go ya DNA *test;* ke dumalana le molao ke sa kgale gore go tshwanetse gore ngwana a itse rraagwe go tswa kwa go tsholweng ga gagwe. Maabane fela jaana, ke ne ke le kwa kgaolong, mosadimogolo a tla kwa go nna a nthaya a re, ke bone Boko maloba a neela mosadimogolo P4,000.00 mme le nna ke na le bothata jwa go nna jaana, madi a me a tandabala a tsamaile otlhe. Ke mo raya ke re, "ao! Mmasilo, o a bo o reng tota?" A re, "ke a go bolelela madi a tsamaile otlhe. Ke na le ngwana mme re boditse gore rraagwe ngwana o kae", mo dinakong tsa gompieno. O bo o bona gore *cases* tsa go tshwana le tse, di santse di le teng, di a tshela. Ga ke bue dilo tsa kgwedi e e fetileng, ka re dilo tsa maabane. O bo o bona gore go santse *cases* tseo di le teng. Go botlhokwa gore ngwana a itse motsadi wa gagwe wa mme, a bo a itse motsadi wa gagwe wa rre go tswa kwa matsalong. E re a palelwa, mme gone go bo go itsiwe gore rraagwe ngwana ke ofe. Dikgang tsa go tshwana le tse, ke tseela gore gongwe ga re e re re tsamaya le molao o, a bo re itse gore re tsamaya le one ka tsela e e ntseng jang.

Paternity leave e re akanyetsang go e neela motsadi wa rre wa ngwana, ke akanya gore re e lebalebe, re e sekaseke. *Clause* 227 fa ke ne ke tla le yone jaana, e supa gore… fa ke tswang go e rata teng, ke e ratile fa e reng fa motsadi wa ngwana a neetswe *maternity leave*, fa motsadi yoo a ka nna le bothata a tlhokafala *along the way* a le mo nakong eo, wa rre o ka tsweledisa *maternity leave* eo. Moo go botlhokwa. Fa e re motsadi wa mme a neetswe *leave,* a bo re tla re re le wa rre re ye go mo neela *five days* a ye go tlamela ngwana, o ya go dira eng se se kalo kwa lelwapeng, a sa tsweledise tiro ya gagwe e a e dirang? Ke raya gore ke dumalana le yone jaaka ke ne ke supa *Clause* 227 e e supang gore fa e le gore *maternity leave* o wetse, a tsweledise.

HONOURABLE MEMBER: …(Inaudible)…

MR FRENZEL: Jaanong Lucas o nkitaya tsebe a re, *five days* yoo ke wa *small house.* Nnyaa, ke gone mo ke kgatlhanong le gone moo.

MR LUCAS: Mr Speaker…

MR FRENZEL: I withdraw.

MR SPEAKER: *A re* he withdrew.

MR FRENZEL: Dikgang tsa go tshwana le tse, re di lebelele sentle fa re setse re ya go ntsha malatsi a go nna jalo. A mme fa re ya go tsenya gone fa, a re tlaabo re dira seo se se tshwanetseng? Fa o simolola o neela rraagwe ngwana *five days,* ga se sepe. Ke bona a sa tlhokafale ka gore fa mosadi a santse a le mo nakong eo, o a bo a santse a ikoka. Ke nako ya go ikoka, e seng ya gore a bo a thusiwa. Botsadi jwa gagwe bo a bo bo le gautshwane go bona gore o okiwa ka tsela e e ntseng jang. Ba Setswana ba a itse gore o okiwa ka tsela e e ntseng jang.

Dikgang tsa babereki; ke tswa kwa kgaolong e e tletseng meraka segolobogolo, mme ke buelela badisa ba ke

itseng gore ga ba tsewe ka fa go siameng ka teng. Badisa o ya go fitlhela e le gore motho wa Modimo a sa bolo go tlhokomela leruo la gago, e bile kana ba a nna batho ba Modimo. Motho o dira bana, a nne le bana ba bana, ba dire malwapa ka go farologana, fa o re o tswela kwa e leng gore ba a bo ba nna teng. E bo e re nako e e leng gore motho wa Modimo o a tlhokafala, kana ngwana wa gagwe a tlhokafala, kana go na le eng, a bo mong wa dikgomo, ke tlaa rialo, a bo a sa lebelele ka fa a bereketsweng ka teng. O tlaabo a re ke ntse ke go duela kgwedi le kgwedi. Ke dumalana le molao fa o reng, a e re o le wena o eteletseng pele gone kwa morakeng koo, o lebelele gore fa diemo tsa go tshwana le tse tsa go tlhokafala di nna teng, o di tlamela ka tsela e e ntseng jang. Fa diemo tsa bolwetse jo bo tlhagogang nako nngwe le nngwe, le jone re lebelele gore re di tlamela ka tsela e e ntseng jang, ka gore *once* motho o setse o mo tsere o itse gore ke ene mmereki wa gago, o tshwanetse gore dilo tse tsotlhe o bo o itse gore o di tlamela ka tsela e e ntseng jang. Re se ka ra fitlhela seemo se e tlaa reng motho wa Modimo a ne a bereka, e bo e le gore jaanong re tlaabo re taboga kwa pele ga bo mmaboipelego re batla dikesi, dikoloi, le yone kgomo go sena yone nama e e ka phatlalatsang mme a ne a tlhokomela dikgomo. Jaanong dilo tsa go tshwana le tsone tse, a re di lebeleleng.

Sa bofelo ke yone kapari jaaka re ne re bua, re lebelele kapari ya gore gone mme fa re bereka, fa re ya kwa diofising, re tsamaya re apere ka tsela e e ntseng jang. Re tshwanetse gore re apare dilwana tse di siameng, e seng go tsamaya re apere dikete tse di khutshwane thata, jaaka yo mongwe a ne a tlhalosa ...

MR SPEAKER: E go tshwere *Honourable* Frenzel.

MR FRENZEL: Ke a leboga *Honourable Speaker.*

MINISTER OF HIGHER EDUCATION (MR MAELE): Ke a leboga *Mr Speaker.* Ke kopa go simolola fela ka go supa gore ke eme Tona nokeng, mme e bile ke tlhalose gore *I think* tiro e a e dirileng, e ya go kopanya melao e meraro, ke tiro e tona thata, e e leng gore tota kana babereki fa gongwe le bahiri, e ne e re fa gongwe *referring to Trade Disputes,* ba bo ba sa itse gore tota *Trade Disputes* ke go fe. Fa o bua ka Employment Act, ba sa itse gore ke go fe, jaaka a tshwere mole, o ithaya a re dilo tsotlhe di foo. *For Minister* gore a bo a kopantse melao e meraro e, *I think it is a step in the right direction.* O dirile sentle thata ka gore e tlaa re ke tshwere *the Labour Relations* jaana, ke bo ke itse gore *everything is there.*

However, there is one thing that I want you to clarify Minister fa o araba, le fa e le gore o ka kgona *to clarify* ka gore e ntsenya dingalonyana ka gore *if you remember quite well, the* Trade Disputes Act e na le *provision* ya *Industrial Court.* O a itse gore *Section* 14 *to* 33 *of the* Trade Disputes Act e na le *provision, it establishes Industrial Court.* Ke rile ke a batla mo ke bona gore *what has happened now to the Industrial Court, because my thinking was that* go raya gore melao e *we are going to repeal them. So*, jaanong *when you repeal Industrial Court* e le mo teng, *I was actually asking myself* gore *now what is going to happen. So* ke kopa gore o ntlhalosetse motlotlegi gore re ya go dira jang ka dikgang tsa *Industrial Court?*

E nngwe e ke e ratileng thata, mme ke botsa potso, ke ya *paternity leave* le *maternity leave.* Ke dumalana le batho ba ba reng *maternity leave maybe* re e ise kwa go 100 *per cent, because* tota go na le lefoko le gotweng *femininity,* ke gore fa motho e le mme a tshwanetse gore a dire jalo, e bo e le gore fa a setse a le mo seemong sone seo re bo re mo fa 70 *per cent, personally I do not think it is fair,* o tshwanetse gore a tshole, ke ka fa a ntseng ka teng. Rona fela gongwe re le banna ka gore gongwe ga re dire jalo, *we benefit.* Le nna fa e le gore gongwe gone jaanong jaana ke nna ke neng ke mo tshodisa, nna ke tlaabo ke amogela *my* 100 *per cent*. *So,* ke dumela gore yone e motlotlegi, fa o sa *mind* fela, a ko o bue le bana ba gago le e ntshe *from* 70 *to* 100 *because as you can see,* bontsi jwa Mapalamente o kare le bone ba gogela kwa go yone eo.

E nngwe e ke dumalanang le wena tota, e ke sa utlweng gore batlotlegi ba bangwe ba reng, ke e ba reng banna ga ba a tshwanela go fiwa *paternity leave.* Hee! fa mme a tshola, kana mme o a bo a le mo ditlhabing, e le molwetse, wena o le monna o tshwanetse o siane o ye go reka metseto, o baakanye dijonyana tse a di jang. Gape ba bangwe banna malatsing a ba batla gore e re fa a mosadi a tshola, ba bo ba le foo ba lebile gore mosadi o tshola sentle. *So, you need* gore o bo o mo neela nako ya gore a nne le mosadi, a mmaakanyetse, a mo phuthele tse a di mo phuthelang, e tle e re a boela kwa tirong *after whatever number of days; five days* kana 10 *days, even though* ke dumela gore *maybe if you could have doubled* wa dira 10 *days,* go ne go ka nna botoka. E bo e re a boela kwa tirong, a bo a itse gore metseto e teng, dijo di teng, jalojalo, e seng gore jaanong re bo re simolola re re nnyaa, o batla eng kwa botsetsing? *Things have changed,* botsetsi bo teng.

Ke batla o mphetise fa motlotlegi, ke badile molao o wa gago thata *with much interest.* Nngwe ya tsone tse e leng gore ke a di batla gone fa mo go *paternity and maternity,*

ke kgang ya gore *I am going to adopt* ngwana, gongwe nna le semangmang re bo re *adopt* ngwana. Ga ke utlwe sentle gore golo fa ra reng ka bone bana ba e leng gore *I have adopted.* A ba nna *part and parcel* ya gore o ka mpha *maternity leave,* wa fa yo mongwe *paternity leave? One of the issues* tse ke kileng ka kopana le tsone ke tsa batho ba e leng gore *they adopted,* mme e le batho ba bong bo le bongwefela. Ke raya gore yone eo le yone o e lebe thata motlotlegi gore re ya go e bua re reng, re ya go e baakanya jang ka gore e ne e le batho ba bong bo le bongwefela *and they adopted.* Ke tsaya gore o a ntlhaloganya motlotlegi. *So, under this law what are we going to say?* Re ya go fa *paternity...*

HONOURABLE MEMBER: Clarification.

MR MAELE: O se ka wa ntia thata tlhe rra.

MR KWAPA: *Point of clarification.* Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke tlhaloganye motlotlegi gore fa a re jaaka kgang e a kileng a nna le yone ya gore go ne ga nna le bangwe *who adopted* ngwana mongwe. Ke batla gore a tlhalosetse Ntlo e e fano gore o raya batho ba *adopt* ngwana yo o kana ka eng? Kana gongwe o bua ka batho ba *adopt* motho yo o 15 *years,* gongwe ba batla gore ba ye botsetsing. Ke sone se ke reng a re beye sentle mo dinakong. Ke a leboga.

MR MAELE: Had I known, I would not have given you.

HONOURABLE MEMBERS: ...(Laughter!)...

MR MAELE: Ke bua ka ngwana, ba *adopt* ngwana yo o neng e le gore le go ba itse o ne a sa ba itse, go santse go le go nnyennyanenyana, go le bo *two months, and they adopted* ba simolola *adoption process* gone foo. *So, the question that I was actually asking the Minister* ke gore *what are you going to do under those circumstances?*

Nngwe ya dilo tse ke batlang gore o di lebelele motlotlegi, kgang e ya *Member of Management under the* Trade Unions Act, Rre Kekgonegile *I think it is about Section* 33 *or* 34 *somewhere there. It has proven to be difficult to define,* mme ke bone o tsere *definition* ya teng kwa *Trade Unions* e bo e manegiwa fela fa. *I think you need...*

HONOURABLE MEMBER: ...(Inaudible)...

MR MAELE: *Yes,* le e dirile jaana fela go se kae, *it is problematic, it has caused problems particularly* kwa *Industrial Court in terms of defining because* fa gongwe go tlaa bo gotwe, ke gore motho yo fa gotwe '*can discipline,'* go tewa e le gore *at what level? So,* ke batla gore o e lebelele thata motlotlegi gore e tle e kgone go thusa thata.

The other one that I felt you have not defined it, ke ya *temporary employment. You did not define it* gotlhelele, ga e yo, *but the problem is* batho ba bangwe ba kgona gore ba bo ba re motho o *temporary* 12 *months, another* 12 *months* gape o nna *temporary.* Ke gore fa o utlwa motho wa teng, *spent four years* go ntse gotwe *temporary for* 12 *months, then* go a ntšhafadiwa *temporary employment* gape. *So,* ke kopa gore o e tlhalose motlotlegi, *because in my view;* legale ke tlaa tla ke bua le wena kwa bothokong, mme *you did not define it* gotlhelele, ga e yo *in terms of definition, but I think it needs to be defined.*

The other point e ke dumelang gore le Rre Kekgonegile o tlaa dumalana le nna, motlotlegi, go na le golo mo gongwe mo go bidiwang gotwe "*removing the veil.*" Ke gore mohiri fa gongwe o fitlhela e le gore o na le kompone, fa gongwe a bo a sa duele batho, go bo go simololwa go dirwa *writ,* gotweng, e bo e le gore ga go na sepe *that can be recovered. That same person* o bo o fitlhela e le gore jaanong kamoso o dirile *another company, same director* a bo a dira *another company. So, removing the veil* kana go apola lesire *between him and the company,* go ntse go dirwa fela kwa *Industrial Court.* Ke akanya gore gongwe o simolole go leka *to provide it* mo molaong one o, *rather than* go ye kgakala ka gore bana ba e leng gore ke babereki, fa ba simolola ba ikopela *removal of the veil,* ba raya gore jaanong *because the company* gatwe e sule ga e na sepe, jaanong *I want to get at the director* wa *company* yo ke bonang e bile a butse *another company.* O fitlhela e le gore jaanong go nna dingalonyana. *So, my suggestion* ke gore, *maybe* a re e simololeng gone fa *removal of veil because* o kare e ne e dira mathata.

E nngwe e ke bonang o kare re e tshabile motlotlegi, ke *Clause* 22 e e buang ka *freedom of association.* Kante ke eng re sa tsenye le gore motho a se ka a kgetholoolwa *in the basis of a political party?* Ke bone fela re kwala *unions,* re kwala tse dingwe, mme fela o kare re tshaba polotiki fela go e tsenya fela mo teng, *because* ba bangwe motlotlegi *are being discriminated because* ke wa phathi ya gore. *So, I think we have to be very deliberate, and then* re e tsenye re tlhalose gore le gone motho wa *political party* ga go letlelelwe.

The other point e e leng gore gongwe ke batla gore le yone o e lebelele motlotlegi, ke dikgang tsa *wastage*

costs. Sometimes kana go tlaabo gotwe motho a tle kwa *Labour* e le mohiri, ga a tle *for two times, three times* mme ngwana yo a tswa kwa Lerala a ile kwa Palapye, a palame, *then* mohiri ga a a tla, o a boa. *I think* re tshwanetse gore re neele *the Labour Department* meno a go leka gore le bone ba kgone *to enforce wastage cost*. Bogolo go ne gotwe ka gore go tswa Lerala go ya Palapye ke P200, e bo e le gore *Labour* e nne le gore e ka kgona go dira dilo tsa go nna jalo tsa go dira gore go nne le *wastage costs*.

Ke ne ke rile gongwe molao ole wa *Industrial Court* o tlaabo o le teng ka fa, le yone ke ne ke re ke tla e bua *because there are some issues and problems* ka *claiming wastage costs particularly when you are not a lawyer*. *It is a very difficult one*. Ke ne ke rile gongwe fa e le gore o ne o le teng, ke ne ke tlaa go gakolola tse re a tleng re di bone gore ke eng ka ke dumela gore o ka di baakanya.

Ke batla gore ke go leboge thata, kgang e ya gore *the employer has to show the burden of proof in terms of* ke eng *termination* e le *fair or unfair, I think it is a step in the right direction. Most of the time* e ne e le gore fa gongwe fa motho a palelwa ke *to proof* gore o kobilwe e se ka fa molaong…

MR SPEAKER: Tshwara jalo *Minister*.

MR MAELE: Ah! Go ne go setse tse tharo *sir*.

MINISTER OF TRADE AND ENTREPRENEURSHIP (MR NTSIMA): Ke a go leboga *Mr Speaker*. Le nna ke leboge Rre Mokgware go tla ka molao o. Ga ke na go boelela tse di setseng di builwe ke batlotlegi ba bangwe mme ke batla go ama di se kae tse di tlaabong di kikitlolola moalo wa go dira kgwebo mo lefatsheng ka ntata ya gore Molao-kakanyetso o o tlaabo o le teng. E le go babalela botlhe ba ba beeleditseng le ba ba tlaabong ba thapiwa mo dikgwebong tse di tlileng mo lefatsheng la Botswana kana tse di teng.

Sa ntlha fela ke lebogele gore ga go motlhofo go pataganya melao e meraro, mme o kgonne go dira jalo. Gone moo e le go tlhofofatsa gore fa e le gore re tsenelela mo dikgannyeng tseo, go nne motlhofo gore botlhe ba ba beeletsang kana mohiri le yo o hirilweng, a bo a kgona go tlhofofalelwa ke go baakanyetsa tse di tshwanetseng go mo ama go fokotsa *ambiguity* mo molaong.

Gone moo go tsenya tshepo mo go ba ba beeletsang gore melao e e tlhamaletse, ga e itswaketse e bile ga o e batle fa e le gore o tshwanetse go tsena mo dikgannyeng tse di ntseng jaana. Go re thusa re le lefatshe go fatlhosa gore babeeletsi ba tshepe gore melao ya rona ga e na go ba baya ka fa mosing.

Mo gongwe ke go tlhofofatsa *labour relations* fa gare ga ba dikgwebo le ba ba thapiwang *to encourage* gore fa go na le dikgotlhang fa gare di baakanyetswa go le motlhofo ka gore molao o a bo o sa itseneke ka sepe. O papametse e bile o le motlhofo gore mang le mang o ka o itebelela, a tswa ka tharabololo. O fokotsa go kgoreletsa go dira ka go tsogologelwa ga babereki, go tsogologela mohiri mo go bidiwang *strikes* kana go baya didirisiwa fa fatshe e le gore ga go utlwanwe. Molao o o tlhofofatsa seo mme e bile o papamatsa gore fa e le gore go na le tse di nang le dipelaesego fa gare ga mohiri le yo o hirilweng, go diragadiwe jalo.

Go botlhokwa gore fa babeeletsi ba tla mo lefatsheng la rona, ba kgone go itse gore melao e e batla *environment* e e ntseng jang. Go baakanya *standards* tsa molao go tlhofofatsa gore yo o akanyang go tla go beeletsa mo lefatsheng la rona, a dire jalo ka thotloetsego ya gore melao ga e kgoreletse tsa pereko.

Mo gongwe ke go tsenya mashetla mo go ba ba berekang gore ba itse gore molao o babalela ditshwanelo tsa bone e bile ga o a gogela kobo ka kwa go yo o ba hirileng. Go na le *balance* gore yo o hirilweng le yo e leng mohiri, ba kgona gore botlhe molao o ba lekalekanye mme fa go nang le dipharologanyo teng, molao e nne one o o tsayang ditshwetso tseo o bo o di baakanya. Selo se Tona se re baya le mafatshe a mangwe a a setseng a tlhabolotse melao ya bone go baakanyetsa, bogolo thata gore ba ba beeletsang ba itse gore melao e e ntseng jaana e supa gore lefatshe le a bo le ntsha tlhogo mo goreng ba ba batlang go beeletsa, ba ka tla mo lefatsheng le ba dira jalo.

Go na le tse dingwe tse ke batlang gore gongwe re di ele tlhoko fa re ntse re baakanyetsa go amogela molao o gore kwa bofelong, o se ka wa nna e kare jaanong o okeditse *compliance costs* tse di ka feleletsang di babalela mohiri, ga dira gore a fokotse lentswana la gore a thape ba bantsi. Dikgang tsa c*ompliance* gantsi di babalela thata dikgwebo tse dipotlana, bogolo thata ba re ka reng ke *informal sectors* kana *small businesses* ka gore ledi le kwa tlase. E bile o santse o ithotloetsa gore o a tsoga mme ga o tlhoke gore dikgang tsa *compliance* e nne tse e kareng di ka kgoreletsa, e bo e le gore kgwebo ya gago bontsi jwa madi le nako di ya kwa goreng o bo o le mo dikgannyeng tsa *compliance*.

Mo go e nngwe e ka tloga ya kgoreletsa *flexibility* ya ditshwetso tse di tsewang mo kgwebong gore *compliance* e se ka ya nna e gagametse thata mo e ka kgoreletsang dikgwebo tse gore di thuthuge, di nne tsa sennelaruri kana tse di godileng. Gone moo gape go ka tloga ga kgoreletsa go koba. Go koba le go hira mo kgwebong ke selo se se *normal,* ga go a tshwanela gore go nne thata gore o ka koba. Go koba o a bo o batla go atolosa kgwebo ka gore fa o le mo kgwebong, o a bo o lebile gore o batla dipoelo. Fa e le gore o ka nna le mmereki yo o kgoreletsang go dira dipoelo, kana o a bo a sa kgoreletse ya gagwe tiro fela, o a bo a kgoreletsa le ba bangwe ba ba thapilweng gone foo. Fa e le gore *over-regulate* go ka tloga ga kgoreletsa gore kgang e ya go koba le go hira e nne bokete, jaanong re nne e kare re nna lebogo le motlhofo mo kgannyeng e ya go baakanyetsa *flexibility* e e mo molaong.

Se sengwe ke gore e se ka ya tloga ya lebega e kare *we are over-regulating*. Go thatafatsa dilo go ka itsa gore ba ba eletsang go tsena mo kgwebong ba bone e kare dilo di thata. Le ba ba batlang go beeletsa gape ba se ka ba bona e kare go bokete gore motho a tle go beeletsa mo lefatsheng la rona. Re eletsa thata gore melao e fa re e dira, re bo re lebile le gore mafatshe a mangwe a dira dilo jang mme re tswe pelo re eletse gore ba ba beeleditseng kwa mafatsheng ao ba ka re tswela pelo le rona, ba tla kwano ba tla go beeletsa. Ra tla go baakanya letlhoko la ditiro le le re apesitseng kobo ka letshoba mo lefatsheng le la Botswana.

Over-regulation gape e ka dira gore go tsaya ditshwetso go nne lebaka. Kana fa o le mo kgwebong, go tsaya ditshwetso ke selo *that contributes to your profitability as a business. So* go botlhokwa gore re ele dintlha tseo tlhoko gore go tsaya ditshwetso le gone go se ka ga kgorelediwa ke tsamaiso ya molao, bogolo thata mo go tsone tsa go hira, go koba, go baakanyetsa tsamaiso kana gore babereki ba nna fa go ntseng jang le tsotlhe tse di baakanyetsang kgwebo ka boyone.

Ke a leboga, ke ne ke emetse fela go ama dintlha tseo, ke tshaba go boelela tse dingwe tse di setseng di builwe ke bakaulengwe. Ke go solofetsa gore ke go ema nokeng mo kakanyetsong e ya gago Tona. E bile ke tsaya gore e re baya sentle jaaka re tswela kwa ntle re ntse re ngoka bagwebi go tla go nna mo lefatsheng la Botswana go tla go re thusa go dira ditiro le tse dingwe tse re di tlhokang mo lefatsheng. Ke a leboga *Mr Speaker.*

MR AARON (NGAMI): Ke a go leboga *Mr Speaker* gore le nna o bo o mphile nako ya gore ke akgele mo Molao-kakanyetsong o. Ke supe gore Molao-kakanyetso o ke nnete o botlhokwa. O botlhokwa fela thata, bogolo jang jaaka bakaulengwe ba sa tswa go bua ba itse gore pele e ne e le dintlha dingwe tsa molao tse di farologaneng mme gompieno re bone go le botlhokwa gore re di dire e nne selo se sengwefela.

Gongwe motho o ka ipotsa gore molao o o tlama go le kae mohirimogolo wa lefatshe le? Kana fa ke re mohirimogolo wa lefatshe le, ke raya Goromente. Ga go na ope yo o nang le batho kana babereki ba ba gaisang ba ba hirilweng ke Goromente, ene molao o o mo tlama go le kana ka eng? Ka gore fa re bua jaana, se ke se ipotsang ke gore, *majority of the employees who are employed by the Government, how best are they going to benefit from this piece of legislation?* Go botlhokwa thata gore re bue se mongwame ka gore mo bogompienong re a itse gore Goromente e ne e re fa go tsewa ditshwetso dipe tsa semolao, o ne a kgona go di itlhokomolosa. O re tlhomamisetsa go le kae gore gompieno go tsweng fa go ya pele, molao o Goromente o tlaa mo tlama fela jaaka o tlama mohiri mongwe le mongwe o e leng gore o hirile batho? Se se botlhokwa thata.

Ke tla ke nna le lesokolelanyana mo molaong o ka gore re ntse re gatelela botlhokwa jwa gore ga re letlelele ope yo e leng gore o ka hira batho ka dikonteraka tse di khutshwakhutshwane mme ene re itse gore kgwebo e ke kgwebo e e tsweletseng. Mma ke fe sekai; gongwe jaaka re itse gore ke *shop* e e leng gore e tsweletse, e filwe *licence to trade for* lebaka le le rileng mme bone ba tsweletse ka go fa batho dikonteraka tsa kgwedi le kgwedi, *short contracts.* Kana e re o dira selo, ga ke dumele mo go reng *do what I say and not what I do*, jaaka Goromente a ne a tsweletse a dira, ke dumela mo go reng *do what I do.* Ke buisiwa se ke gore mongwame, Goromente wa rona o sotla bana ba Batswana. Kana fa ke bua ka Goromente, le nna ke itsenya mo teng mo bogompienong ke le fa. Re sotla bana ba Batswana ka gore ga ba na botshelo jo bo botoka, bogolo jang ke itebaganya le kgang e re neng re sa tswa go e bua ya barutabana. *Every three months* ba fiwa *a short contract* ya *three months*, mme e bile *that contract* e tla e ama le bone bana ba e leng gore ke bone babusi ba kamoso, ka gore *at times, it may even take a month gore that teacher* a ye go goroga kwa sekoleng seo, bogolo jang kwa dikgaolong tse di tshwanang le tsa rona. *So*, morutabana yo, o tlaa ruta jang ka mašhetla a itse gore *in two or three months* o a tsamaya? A le a bona gore fa rona re ema fa re re re leka go sotla ditshwanelo tsa barutabana, re sotla ditshwanelo tsa babusi ba kamoso? Ke yone

potso e ke neng ke a tle ke e ipotse gore ga tsamaya jang ka gore pele re ne re itse gore re ba fa selekanyo sa ngwaga *at least?* Jaanong dilo tse fa ke re ke na le lesokolela, ke raya gone gore re ntse re tsweletse ra re re baakanya molao mme rona ga re supe tswelelopele. Jaanong ke tla ke tshwenngwa ke dilo di tshwana le tse mongwame. A re direng dilo tse di tsamaelanang le tse e leng gore ra re re di emetse re le Goromente o gotweng ke wa ditshwanelo tsa batho, e seng jalo go tlaa nna gotwe Goromente yo gotweng ke wa ditshwanelo tsa batho, a e nne goromente wa ditshwanelo tsa batho yo o bonalang ka nnete, e bile a di tlotla.

Re sa tswa go bua, a o itse go le kana ka eng gore mo dikgaolong tse dingwe babereki ba e leng gore ba tshwanelwa ke gore ba ye go tsaya kalafi e e leng gore ke ya kgapetsakgapetsa, gongwe jaaka dipilisi tse di tshwanang le tse re di itseng tsa Antiretrovirals (ARVs), dikompone dingwe, ka gore ba nna kgakala le kwa ba di tsayang teng, ga ba kgone go letlelelwa gore ba di tseye kgapetsakgapetsa? Ba bangwe ba a tle ba supe gore e bile ba felela ba fiwa *unpaid leave*. A ke tshwanelo, go tshwanetse ga nna jalo?

Le gore Minister, a o a itse gore gape go na le dikompone tse e leng gore ga di letle babereki ba gago gore ba ka ya go dira *inspection* mo mafelong a bone go fitlheleleng bone ba ba fa *date?* Ke gore go reela gore babereki ba gago ba ka se *pitch* fela jaaka gongwe mo go bo Gaborone fela *to any company* ba re ba tlile fa go tla go dira *inspection, they have to ask* dikompone tseo, di ba fe *date.* A o a itse gore sekgoreletsi segolo ke eng? Ke ka gore kompone eo ke yone e tshwanetseng ya ba isa kwa ba tshwanetseng go ya go dira *inspection* e teng, kwa mafelong a e leng gore go tsamaiwa ka *flying machines.* Fa e le gore o tlhokana le mo go feteletseng, ke tlaa go tlaletsa go le gontsi, mafelo a e leng gore ke dikompone tsa bojanala tse e leng gore ga o ka ke wa tsamaya ka Land Cruiser. O itse go le kae, a ke *inspection* yone eo e e leng gore nna ke nna ke go bolelelang gore o tlaa tla ka di 20 mme e bile ke gone ke tlaa rulaganyang gore o tle, ke eng se o se solofelang? O tlaa dira jang gore dikgang tse di fele?

Gongwe ke tle ke supe gore a o a itse gape gore Goromente e le mohirimogolo fa a ngongorega ka mongwe, mongwe a ba a tshwarwa a tshwanelwa ke go sekisiwa, fa a le mo diatleng tsa mapodise, wena Goromente o le mohirimogolo, o felela o *charge* motho yoo gore o lofile (*absent*) mo malatsing one a e leng gore o mo diatleng tsa mapodise, mme e bile e le gore *complainant* e ne e le mohiri, e le Goromente? A ke tsamaiso gore go nne jalo, mo go felelang e le gore Goromente o dirisa dithata tsa gore motho yoo e bile o ka tswa mo tirong ka gore o tsere lebaka le e leng gore le fetile gore a bo a se mo tirong? Dilo tse ke tsone di ntshwenyang gore fa o sa di baakanya le gompieno, ke re dumele go le kana ka eng? Kgang e tshwana le ya gore o gatelela gore batho ba duelwe madi a a botoka, e ka re wena o le Goromente o sa duele batho, o ka pateletsa jang yo mongwe gore a dire se e leng gore wena ga o se dire? Dilo tse di santse di mpelaetsa fa ke lebelela molao ka gore ke wena mohiri mogolo, ke wena yo bathong ba le bantsi ba yang go sotlega kwa ntlheng ya gago o le mohiri. Babereki ba ya *to benefit* jang mo molaong o ka gore mo bogompienong ga o supe o na le ka fa o ba sireletsang ka teng?

Gongwe ke supe gore…

MR SPEAKER: Order! Order! *E go tshwere* Honourable Aaron, *nako le yone e tsamaile*. Honourable Members, as it is now 6 o'clock, I shall now call upon the senior Minister, Honourable Onneetse Ramogapi to move a Motion of adjournment.

MOTION

ADJOURNMENT

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a leboga *Mr Speaker*. Jaaka nako e le 6 *o'clock*, batlotlegi ba berekile, ke sutisa gore ba ye go itapolosa. Ba berekile ka boineelo fela thata.

Question put and **agreed to.**

The Assembly accordingly adjourned at 6:00 p.m. until Friday 11th July, 2025 at 9:00 a.m.

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