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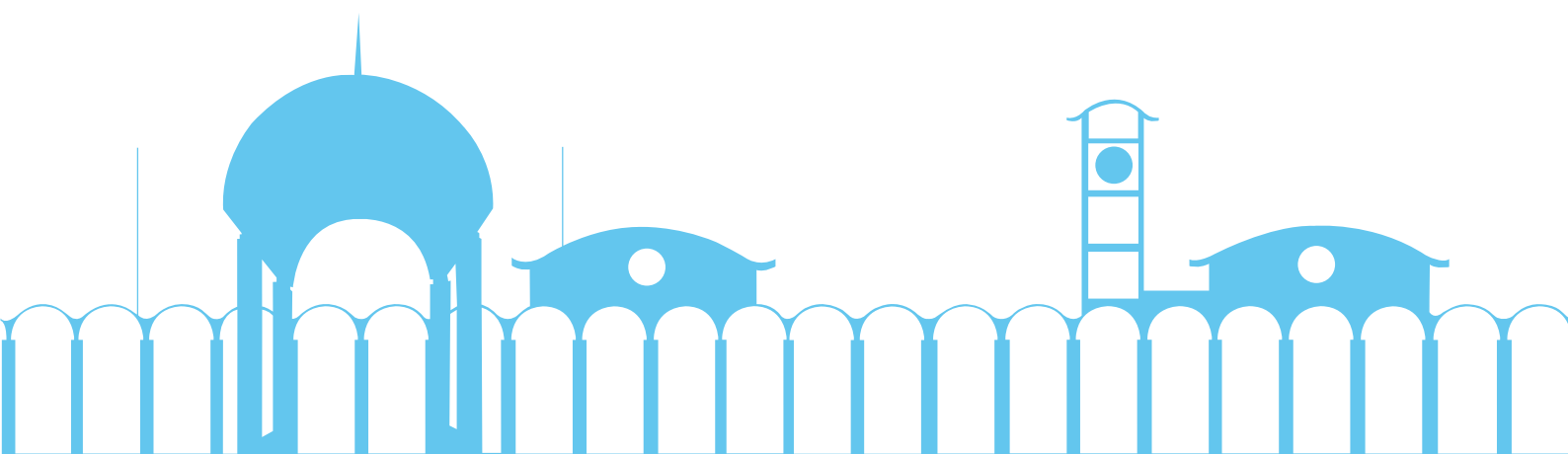
YOUR VOICE IN PARLIAMENT

**THE THIRD MEETING OF THE FIRST SESSION
OF THE THIRTEENTH PARLIAMENT**

TUESDAY 15 JULY 2025

MIXED VERSION

HANSARD NO: 217



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Deputy Clerk of the National Assembly
Ag. Learned Parliamentary Counsel
Senior Assistant Clerk
Assistant Clerk (E)

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- Mr T. A. J. Seeletso
- Mr C. S. Nfila
- Ms K. Nyanga

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- President

His Honour N. N. Gaolathe, MP.

- Vice President & Minister of Finance

Hon. M. C. Mohwasa, MP.

- Minister for State President

Hon. Dr P. Butale, MP.

- Minister for International Relations

Hon. N. Ramaotwana, MP.

- Minister of Justice and Correctional Services

Hon. K. Motshegwa, MP.

- Minister of Local Government and Traditional Affairs

Hon. Dr M. Chimbombi, MP.

- Minister of Lands and Agriculture

Hon. D. Tshere, MP.

- Minister of Communications and Innovation

Hon. N. Kgafela-Mokoka, MP.

- Minister of Child Welfare and Basic Education

Hon. P. Maele, MP.

- Minister of Higher Education

Hon. W. B. Mmolotsi, MP.

- Minister of Environment and Tourism

Hon. Dr S. Modise, MP.

- Minister of Health

Hon. Maj. Gen. P. Mokgware, MP.

- Minister of Labour and Home Affairs

Hon. O. Ramogapi, MP.

- Minister of Water and Human Settlement

Hon. B. J. Kenewendo, MP.

- Minister of Minerals and Energy

Hon. T. Ntsima, MP.

- Minister of Trade and Entrepreneurship

Hon. L. Chombo, MP.

- Minister of Youth and Gender Affairs

Hon. J. Kelebeng, MP.

- Minister of Sports and Arts

Hon. N. S. L. M. Salakae, MP.

- Minister of Transport and Infrastructure

Hon. M. B. Mophuting, MP.

- Assistant Minister, State President

Hon. A. Nyatanga, MP.

- Assistant Minister, Justice and Correctional Services

Hon. M. I. Moswaane, MP.

- Assistant Minister, Local Government and Traditional Affairs

Hon. Dr E. G. Dikoloti, MP.

- Assistant Minister, Lands and Agriculture

Hon. S. Ntlhaile, MP.

- Assistant Minister, Communications and Innovation

Hon. L. Ookeditse, MP.

- Assistant Minister, Health

Hon. B. Mathoothe, MP.

- Assistant Minister, Trade and Entrepreneurship

Hon. J. Hunyepa, MP.

- Assistant Minister, Child Welfare and Basic Education

Hon. M. G. J. Motsamai, MP.

- Assistant Minister, Water and Human Settlement

Hon. K. Atamelang, MP.

- Assistant Minister, Transport and Infrastructure

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Hon. W. B. Mmolotsi, MP.	Francistown South
Hon. M. I. Moswaane, MP.	Francistown West
Hon. M. G. J. Motsamai, MP.	Charles Hill
Hon. O. Ramogapi, MP.	Palapye
Hon. D. Tshere, MP.	Mahalapye West
Hon. Dr P. Butale, MP.	Gaborone Central
Hon. P. Maele, MP.	Tswapong North
Hon. S. Ntlhaile, MP.	Gaborone North
Hon. N. S. L. M. Salakae, MP.	Ghanzi
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Hon. M. Bagaisamang, MP.	Shoshong
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Hon. T. Bogatsu, MP.	Lentsweletau-Lephephe
Hon. Dr M. C. Chimbombi, MP.	Kgalagadi South
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Hon. A. K. Khan, MP.	Molepolole North
Hon. O. Kwapa, MP.	Jwaneng-Mabutsane
Hon. G. Lekau, MP.	Mogoditshane West
Hon. R. M. Lekutlane, MP.	Kgalagadi North
Hon. H. P. Manyeneng, MP.	Mmopane-Metsimotlhabe
Hon. Brig. D. Mokgwathi	Letlhakeng
Hon. S. D. Monageng, MP.	Molepolole South
Hon. M. B. Mophuting, MP.	Gaborone Bonnington North
Hon. M. M. Morolong, MP.	Kgatleng Central
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Hon. K. Motshegwa, MP.	Mmadinare
Hon. T. Ntsima, MP.	Francistown East
Hon. A. Nyatanga, MP.	Mahalapye East
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Hon. V. B. Phologolo, MP.	Kanye West
Hon. G. Sedombo, MP.	Tonota
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Hon. C. K. Hikuama, MP. (Opposition Whip)	Maun West
Hon. Dr U. Dow, MP.	Kgatleng West
Hon. Dr K. Gobotswang, MP	Tswapong South
Hon. K. K. Kapinga, MP	Okavango West
Hon. G. Kekgonegile, MP.	Maun East
Hon. T. B. Lucas, MP.	Bobirwa
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(Botswana Democratic Party)

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Hon. P. K. Motaosane, MP.	Thamaga-Kumakwane
Hon. M. M. Pule, MP.	Kgatleng East

(Independent Member of Parliament)

Hon. Dr E. G. Dikoloti, MP.	Goodhope- Mmathethe
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SPECIALLY ELECTED MEMBERS OF PARLIAMENT

Hon. Maj. Gen. P. Mokgware, MP.	Specially Elected
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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Tuesday 15th July, 2025

THE ASSEMBLY met at 2:00 p.m.

(THE SPEAKER in the Chair)

PRAYERS

* * * *

MR SPEAKER (MR KEORAPETSE): Good afternoon Honourable Members. Let us start the business of today with questions.

MR LUCAS: *Mr Speaker, setilo se sesha se se robegile, ke kopa go nna ka fa.*

MR SPEAKER: A re tsweleng ba santse ba leka go thusa *Honourable* Lucas.

MR KAIZER: Procedure Mr Speaker. *Ke a leboga* Mr Speaker. Last week Wednesday, you put this House into confidence that by Friday last week, you will give direction as to how we should proceed with regard to unanswered questions. This is just a reminder to yourself to attend to it. Thank you.

MR SPEAKER: Thank you Honourable Kaizer.

QUESTIONS FOR ORAL ANSWER

SELEBI PHIKWE PRIMARY HOSPITAL

MR R. W. KAIZER (SELEBI PHIKWE WEST): asked the Minister of Health if he is aware that Selebi Phikwe Primary Hospital has numerous challenges of shortage of staff and specialists, shortage of medicine and inadequate facilities; if so:

- (i) how does his ministry intend to rectify the situation;
- (ii) how many doctors and specialists are in Selebi Phikwe Primary Hospital and how many are supposed to be in place given the patient population; and
- (iii) are there any plans to build a new hospital or to upgrade Selebi Phikwe Primary Hospital into a fully-fledged specialised hospital; if so, when and which specialised areas will be covered.

MINISTER OF HEALTH (DR MODISE): Thank you very much Mr Speaker. Mr Speaker, the question is in several parts, so, the answer is a bit lengthy. I am happy to read it quickly.

MR SPEAKER: If it is lengthy, it is too long you say.

DR MODISE: It has got several parts to it, so, the answer is lengthy.

MR SPEAKER: Standing Order 38.4. Unless you can summarise it, but otherwise, I will invoke Standing Order 38.4 so that you give the Honourable Member the answer.

DR MODISE: I do not think I will do it justice if I try to summarise it.

MR SPEAKER: Okay. Yes, give him the answer. Honourable Kaizer, *a ko o move ka* Standing Order 130.1, so that in respect of Honourable Lucas, we suspend Standing Order 58.6. Move in accordance with Standing Order 130.1, so that we suspended 58.6 in respect of Honourable Lucas.

MR KAIZER: Thank you Mr Speaker. Mr Speaker, I beg to move with Standing Order 130.1 to suspend Standing Order 58.6. I move accordingly.

MR SPEAKER: This is in respect to.

MR KAIZER: In respect to Honourable Lucas Mr Speaker. Thank you.

MR SPEAKER: Order! Honourable Members, the Standing Order that Honourable Kaizer referred to 58.6, "a Member shall address the House from the seat allocated to him." So, in light of the accident there, Honourable Kaizer has moved that we suspend this Standing Order as applicable only to Honourable Lucas. I will put the question.

Question put and **agreed to.**

ESTATE CASES

MR T. B. LUCAS (BOBIRWA): asked the Minister of Justice and Correctional Services to state the total number of administration of estate cases that are currently unresolved before the Master of the High Court; and to further state:

- (i) the current and future plans for expediting the resolution and disposition of administration of estate cases; and
- (ii) if there are any legislative proposals that the ministry seeks to bring before Parliament that could help expedite the resolution of estate cases.

ASSISTANT MINISTER OF JUSTICE AND CORRECTIONAL SERVICES (MR NYATANGA):

Good afternoon. *Ditilo tse ke mathata tse.* Good afternoon Mr Speaker. *Mma ke leboge* Honourable Lucas for...

MR SPEAKER: A ko o eme sentle. Ga o a ema sentle.

MR NYATANGA: *Golo fa go na le mathata* Mr Speaker. *Ditilo tse ke mathata* Mr Speaker. Honourable Lucas, *ga se a gana go robega.* Good afternoon once again Mr Speaker. *Ke leboge* Honourable Lucas for the question. This question is very similar to *e e neng e arabiwa ke Tona maabane*, but this one has got statistics and I will proceed Mr Speaker.

The total number of administration of estate cases that are currently unresolved before the Master of High Court are as follows:

- Gaborone High Court - Over 16 000 cases that are pending, covering a number of areas; estate files, active guardian fund, company liquidation, incapacitation, judicial management and insolvency.
- Francistown - Over 12 000 cases also covering; estate files, guardian fund files, liquidations and incapacitation.

Mr Speaker, as stated last week, there was a serious lack of resources recorded in the ministry which affected these delays. However, we have indicated that there is a current process that is ongoing where we want to delink the office of the Master from the Office of the Registrar. A Senior Assistant Master has already been deployed to Francistown. As I speak, they are busy trying to dispose of this case record to address the delays.

We have also committed Mr Speaker, that we are going to engage estate controllers, who will be assisting in terms of delivering the master services to the people in their respective areas. We have engaged Mr Speaker, that we are going to decentralise this service to engage Magistrate Courts as centres for providing Master's Office Services. As we speak Mr Speaker, there are current next of kin meetings that are currently being conducted in and outside Gaborone, and these meetings I must state that some of them even happen on weekends. The whole intent is to try and address this caseload.

Mr Speaker, we are also looking at seeking the amendments to the existing administration of Estates Act and other related statutes to expedite the resolution

of estate cases to improve efficiency. One of the things that we believe can help this situation is also as we stated last week, is to seriously consider utilising our customary laws processes to include administration of estates. This will also call for the administration of Estates Act which we will bring to Parliament.

Mr Speaker, as we conclude, we are equally concerned with the level of service delivery in these areas, hence this intervention. I want to assure this House, including my Member of Parliament Mr Lucas that we are doing everything within our capacity to improve the situation even in terms of turnaround. Thank you.

MR LUCAS: *Supplementary.* Ke a leboga Mr Speaker. Honourable Minister, kana se o se re bolelang fa ke gore go na le *cases* di le 28 000 tse di fa pele ga *High Court* bogolo jang tse di fa pele ga *Master*. A mme palo e o ka e tsaya e le sekale sa tshiamololo (*injustice*) e e direlwang batlholagadi le masiela ba lefatshe la Botswana?

Ya bobedi potso e le gore jaaka *cases* di ka tshwara 28 000, mme o solofetsa diphetogo, batho ba ba amiwang ke kgang e ya gore boswa jwa bone bo bolela kwa *High Court*, o ba solofetsa gore ba ka thusiwa morago ga nako e e kae? Ke ne ke batlile fa o ka kgona rraetsho, o bue ka dikgwedi gore ke solofetsa gore mo dikgweding tse di kana re tlaabo re feditse ka dikgang tse, ka gore fa gongwe e nna puo fela ya gore nnyaa, re dira tiro. A ko o tsenye dikgwedi foo gore wa re o tlaabo o rarabolotse morago ga lebaka le le kae?

Sa boraro e bile e le sa bofelo, wa re le batla go baakanya molao lona le le ba Administration of Justice (AoJ), gone a mme go ne go na le *timeframe* e le e akantseng bogolo jang fa re bua ka kgang e ya go tsenya ba Bogosi, *traditional leaders* gore le bone ba tle ba kgone go thusa mo tharabololong ya dikgang tse tsa boswa? A mme ke sengwe se le ikaelelang go se dira mo ngwageng o kgotsa jang? Ke dumela gore fa se dirwa ke lona, fa gongwe se a fefoga. Fa re ka tloga ra re re a se dira ka kwano, le ka nna la gana. Ke a leboga rraetsho.

MR NYATANGA: Thank you very much Honourable Member. As I stated in my submission, these developments are really worrisome, hence, the commitments that we have undertaken to make sure that we improve the situation currently. I want to assure Batswana that we have started the interventions, it is not like we are planning to do something. We have started the intervention, we have deployed the resources who by this time have started disposal of cases. As I said Mr

Speaker, we are very much aware that this is worrisome, this is not in line with the principles of natural justice. I can assure the public that we are going to do our best, and I think Mr Lucas, you know that on the sidelines you have had the discussions with Chief Justice and he has assured you our commitment and our seriousness in making sure that we will deliver on this mandate. It is very, very important Mr Speaker, to underscore the fact that we are six months into this mandate. All these cases, some of them are a backlog, but I cannot stand here and say there is nothing that we can do.

We are very focused, and I want to assure the public once again that we will do everything in our capacity to deliver. I cannot commit to the timelines, because this is a process, but I can assure Honourable Member that we have already started discussions with the Directorate on Public Service Management (DPSM) in terms of restructuring the Master of Office. I am quite confident that within a very short period of time Mr Speaker, we would have addressed this. Thank you, sir.

ALLOCATION OF SHHA PLOTS

MR S. O. MAPULANGA (CHOBE): asked the Minister of Local Government and Traditional Affairs to apprise this Honourable House on:

- (i) when last Self-Help Housing Agency (SHHA) plots were allocated and how soon they will be allocated; and
- (ii) the causes of delays in allocation and the solutions to be put in place for expediency.

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA):

Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke lemoge potso, ke fe karabo ka tsela e e ntseng jaana;

- (i) Gore go abiwa ga ditsha tsa Self-Help Housing Agency (SHHA) kwa Kasane, go ne ga dirwa labofelo ka 2014. Palo ya 163 ya ditsha e ne e abilwe ka ngwaga wa 2010, mme Lephata la Goromente wa Dikgaolo le rometse kopo kwa Lephateng la Ditsha le Temothuo ka Mopitlo 2025 gore go seegelwe fa thoko ditsha di ka nna 1500 kana mo; maina a lona ke mathata, gatwe Nyungwe *layout*.
- (ii) Re supe Motsamaisa Dipuisanyo tsa Palamente, gore tiego ya go abiwa ga ditsha kwa toropong eo, e ne e tsalwa ke gone go tlhela ga ditsha tse

di segilweng. Re supe gore go ya pele ditsha tse disha di tlaa fetsa go tsenngwa ditirelo gore di bo di ka neelwa batho di ka nna 1500. Seo gape se tlaabo se patilwe ke go nna teng ga ditsompelo tse e leng madi.

Ke a leboga, ka ke ne ke supa seemo fa se leng teng le kwa re ikaelelang go ya teng.

MR MAPULANGA: *Supplementary.* Ke a leboga. Gongwe ke kope Tona gore *I do not think statement sa "maina a lona" is proper; maybe he should refrain.*

Kgang e Tona, kana fa o tsaya lebaka la 2014 go tsena gompiano, ke 11 *years*, fa e le gore wa re go abile labofelo ka 2014 fa e le gore ke go utlwile sentle. Fa go nna jaana, batho ba, fa o sa fefose jaaka o sena *timeline* jaana, o bua fela ka gore *you have applied* le emetse phetolo, le tlaa bona kwa Nyungwe. Nyungwe *is over six years* e le *a failed project* e e neng e tshwanetse go dira ditsha tseo, ga e ise e tlhabololwe. A mme ga o bone gore jaanong o tsenya *pressure* e ntsi mo Chobe Land Board ka gore *the same people* ba ba tsentseng dikopo kafa, ke bone ba ba folang kwa Chobe Land Board? O ya go dira leng *process* ya gago e o reng le tlaabo le feditse kwa Nyungwe gone koo, go tlhabolola ditsha tseo go di tsenya ditirelo? Le tlaabo le feditse leng go fokotsa *pressure* e e kwa Chobe Land Board? Ke a leboga.

MR MOTSHEGWA: Ya ntlha o ne o bua ka 10 *years*, nako ya teng ke ne ke le kwa Mmadinare. Jaanong se ke se tlhalosang ke gore ke ne ke go neela seemo gompiano le gore kwa pele re ya jang. Jaanong wena o batla go bua ka 10 *years*, ke yone e ke neng ke go bolelela gore ke ne ke le kae.

Fa re leng teng, ke tlhalositse gore seemo sa *plots* go abilwe tse kae. Ke bo ke tlhalosa gore seemo seo jaaka re se fitlhela, ga se itumedise. Ke bo ke go tlhalosetsa gore jaanong go ya pele re buile le ba Lephata la Ditsha le Temothuo ka *March 2025*. Fa gotwe *March 2025*, ke yone *timeline*. Ke yone e ke neng ke e bua, fa o ne o re o batla *timeline* gore ke e boeletse. Ke bo ke tlhalosa gore *March 2025* re ne re re go beelwe fa thoko 1500 *plots* mme ke ne ka wetsa karabo ya me ka gore tiego e e ne e dirilwe ke tlhelo ya ditsha kana ya go baya batho. Ke bo ke supa gore go simolola go tsenya ditirelo mme e tsamaelana gape le dikgang tsa madi. Ke tsaya gore ke file *timeline* le seemo gore se tsamaelana jang le *March*. Ke fela gore o ne o batla go dirisa tshono ya *supplementary*.

BUSINESS FRANCHISES

MR M. MOALOSI (NKANGE): asked the Minister of Trade and Entrepreneurship if he is aware that some business franchises such as Nando's and Pedros are not accessible to any other people apart from the so called 'Master Franchise' owners; he should further state whether:

- (i) this does not contravene anti-competition laws; and
- (ii) Government would consider laws that ban master franchising so that Batswana are not closed out of lucrative business for the benefit of a few individuals.

MINISTER OF TRADE AND ENTREPRENEURSHIP (MR NTSIMA): Thank you Mr Speaker. I am aware of the business arrangement between franchisor and the franchisee called a 'Master franchise' owner. Mr Speaker, the Competition and Consumer Authority (CCA) has jurisdiction on the conduct of the franchise when dealing with its suppliers. That is, if the supplier agreement discriminates market accessibility of potential suppliers of input material. However, it does not provide for dealing with discrimination of franchisees by the franchisor. This is a clear gap in the Competition Act.

Mr Speaker, the CCA intends to empower the Competition Act during the amendment to have jurisdiction over this form of vertical restraint including other similar forms of agreement like the sole distributorship agency. I thank you Mr Speaker.

MR MOALOSI: *Supplementary.* Ke a go leboga Mr Speaker. Tona, ga ke a utlwa sentle gore a reng ka potso e ke neng ke botsa gore a mme *will they consider banning the Master Franchising* ka gore Batswana ba le bantsi ba ne ba iponela ditshono mo mebolong tsa *to set up these businesses*. Fa ba simolola ba ya kwa *franchise owners*, ba tewa gotwe ba ye go bona Muhammed kana Abdul kwa Botswana. Golo mo jaanong go dira gore Batswana ba se ka ba tsena mo dikgwebong tse di ka tswang di na le dipoelo. Gongwe *Minister* a re papamaletse gore a golo mo o go bona e le phoso e e tshwanetseng go baakanngwa? Fa ke batla go rekisa Toyota *for example*, ke kgone go bula *dealership* ya Toyota, go se ka gatwe ke ye go bona mongwe mo Botswana *or whatever*. *Businesses* ga se tsone tsa dijo tse ke neng ke di bua fela, ke dilo tse dintsi tse di tswetsweng. Fa o batla go

rekisa sukiri mo Botswana, go thata gore o ka bula ka gore *suppliers* tsa sukiri ba tswetswe. Jaanong ke ne ke botsa gore e le Goramente, a ba na le *concrete plans* tsa go leka go bula *market* gore Batswana ba kgone *to access*? Ke a leboga.

MR NTSIMA: *Thank you Mr Speaker.* Ke tsaya gore ke ne ke rile ke e amile. Gongwe ke ne ka soboka thata, ke dumalana thata le ene gore se se diragalang, kana kgang ya *Master Franchising*, *it is a global thing*, e teng e a diragala. Ke ne ke mo raya ke re *we are currently working on reviewing the framework* gore e se ka ya *exclude* Batswana. Batswana ba kgone *to participate in this high earn market where they can also have a share*, ba se ka ba kganelwa ke gore dikompone tse di rekisang *franchises*, a bo di itlhophela ka monwana gore ke mang yo o ka rekang, ke mang yo o ka sekeng a tsene mo teng. Ke a leboga.

LAND ALLOCATION PROCESSES

MR M. M. PULE (KGATLENG EAST): asked the Minister of Lands and Agriculture whether he is aware of the persistent challenges affecting land allocation processes across the country, particularly in Kgatleng East; and further:

- (i) whether the ministry is actively working on the modernisation and digitalisation of land records through a centralised Land Information Management System (LIMS), and if so, to state the timeline for full implementation across all land boards;
- (ii) what safeguards are being introduced to ensure that land boards operate independently from political interference, and whether reforms will be made to the appointment or oversight mechanisms of land board members;
- (iii) whether the ministry is undertaking a national audit of undeveloped or hoarded plots particularly in high demand areas such as Oodi and Matebeleng, and if there will be any penalties or recovery processes to the land speculators;
- (iv) what specific measures are being taken to harmonise the state, tribal and freehold land tenure systems especially in Special Economic Zones (SEZs) such as Oodi and Matebeleng where conflicts and allocation confusion persist; and

- (v) whether the ministry has considered introducing performance-based metrics or service charters for land board officers and members to reduce allocation backlogs, and what mechanisms are in place to track and report such progress to the public.

MR SPEAKER: Honourable Minister of Lands and Agriculture, how long is your answer?

ACTING MINISTER OF LANDS AND AGRICULTURE (MR TSHERE): E telele *Mr Speaker*, mme ga ke eletse go e bala yotlhe. Ke ka e soboka fela.

MR SPEAKER: E soboke.

MR TSHERE: Tanki *Mr Speaker*. Ke araba potso mo boemong jwa ga *Honourable Chimbombi*.

Mr Speaker, potso e ya gore a re a itse gore go na le tlhabela ya kabo ditsha kana e wetse kwa tlase, ke boammaaruri lephata le a itse gore go abiwa ga ditsha go kwa tlase lefatshe ka bophara. E bile bogolo jang mo dikgaolong tse di bapileng le toropo jaaka Kgatleng East. Jaanong bothata jwa teng ke gore beng ba masimo a a dikaganyeditseng ditoropo *Mr Speaker*, ke bone ba ba maoto a tshupa gore ba neele *land board* masimo a gore motse kana toropo e atologele koo. *So* ke jone bothata.

Honourable Members, le tshwanetse le tlhaloganye gape gore go abiwa ga ditsha ke thulaganyo ya bofelo mo tsamaisong ya ditsha. Fa o sena go nna o bona setsha seo, le dumalana ka go tsaya masimo ka ke one kwa metse e atologelang teng. O tshwanetse o *plan and survey* ditsha tseo go supa gore tsela e ya go nna fa kae, sekole se ya go nna fa kae jalojalo. Ke tiro le gone. O bo o boa o di kwadisa, ke gone jaanong o ka di abang. Selo se ke sone se se bakang tiego, bogolo jang mo mafelong a toropo.

Potso ya bobedi ke gore a re dirisa maranyane kwa lephateng le e bile o bua ka LIMS kana Land Information System (LIS), e e neng ya ribololwa ka 2022. Ke boammaaruri e a dirisiwa ka botlalo mo *land boards* tsotlhe le *sub-land boards* tse 53. Bothata fela jo botona ke gore jaaka o bona e dirisiwa gompiano mo dikgannyeng tsa *Secured Land Title Deeds*, go kwadisa *land rights* le *to manage waiting list* ka tsela e e ntseng jalo. *So* e a dirisiwa.

Bothata jo botona ke gore thulaganyo e e tshwanetse e lomagane le *systems* tse dingwe gore e tle e kgone go nna le *efficiency* e e bonalang. Ke gone fa go santseng go tlhabela, *System* e tshwana le ya *integration of the Geographic Information System (GIS)* e e dirisiwang go potielwa ditsha tse. Ke gone fa bothata bo leng teng. Go bo go tlama gore jaanong go felele go dirisiwa *manual work* e e tlisang tiego.

Potso ya boraro o ne o botsa gore *land boards* a di ikemetse. Ke boammaaruri, go ikemela ga *land boards* *Mr Speaker*, go tlhalosiwa ke molao o o di tlhamang ka fa tlase ga Tribal Land Act 28 *Section 3*, e e buang gore *land boards* di tshwanetse di ikemele ka bonosi e bile di tseye ditshwetso *independently*. Seo ke se se bolelwang ke molao. Jaanong *land boards* di tlhamilwe jalo e bile go a supafala mo molaong o gore fa e le gore Tona yo o maleba yo o amanang le lefatshe fa a bona gore go a senyega, o ka fa dituelo mo *land board* gore e tsamaye jang.

Fa o buang teng gore a o ka re go na le sepolotiki mo teng, mo tsamaisong e ya *land board*, go na le Statutory Instrument, molao o o neng wa dirwa *under the regulations* wa gore Tona yo o lebaneng o ka tlhopha *members* tsa *board* ba le bararo, mo go ba le *eight* ba ba nnang foo. Ba bararo ba mo *main land board*, ba le babedi mo go ba le *six* mo *sub-land board*. Selo se se letlelelwa ka fa molaong, gongwe ke sone se o ka se bitsang gore ke polotiki fa e tsenang teng. Re tsaya gore fa o setse o tlhomilwe gore o bereke mo *land board*, o tlaa dirisa ka fa tlase ga tsamaiso ya molao o o tlhamileng *land board* o e leng gore o batla gore o se ka wa amana gope le dipolotiki.

Potso ya boraro, a re simolotse gore re dire tshekatsheko ya go bona gore mafatshe a e leng gore ga a a tlhabololwa (*developed*) kana a ntse fela foo re a tseye, kana thulaganyo ya lefatshe ya kabo ditsha mo lefatsheng la Botswana ke gore e lomagantswe le gore o bo o tlhabolotse lefatshe ka nako e e beilweng. *So*, ke yone e e leng gore rra kwa lephateng e tshwanetse e diragadiwe, e bile re rotloetsa thata gore ba *Land Board Authorities*, ba dire jalo ba lebelele gore a batho ba dirisitse lefatshe. E bile go ya kwa pele fa re setse jaanong re shafatsa *leases*, re ya go lebelela thata gore a go nna le tiriso ya lefatshe. Kana mokgwa o wa go tlogela lefatshe le sa dirisiwe lebaka le le leele, o tsalwa ke gore batho ba akanya gore fa o le tsere jalo, o ka tla wa tla wa le rekisa morago ga lebaka, ke sone se o bonang lephata le ne la tsaya tshwetso ya gore le emise go aba ditsha tse di

ntsi. Ke sone se o bonang go abelwa motho setsha mo toropong le kwa legaeng, se le sengwe fela jalo. So, ke yone thulaganyo ya go leka go fokotsa kgang yone e ya gore re fitlhele ditsha di eme fela.

Se sengwe, re a itse gore re tswa kgakala ka kgang e ya *state land, tribal land* le *freehold*. Ke jaaka o bona maiteko a ga Goromente gore go a lekwa gore re nne le bo *land title deed* gore re tlise *value* mo ditsheng tsa *tribal land*, so ke maiteko.

Ditsha tsa kwa Oodi-Matebeleng, jaaka o botsa fa gore a di *declared as* Special Economic Zone (SEZ), ke boammaaruri ke SEZ. Mme e bile kana itse gore fa e setse e le SEZ jalo, go raya gore jaanong the Special Economic Zone Authority (SEZA) ke yone e abang setsha, e seng *land board*. So, ke ne ke re o di tlhloganye jalo.

Ya bofelo ke gore o ne o botsa gore re *measure performance* jang? Goromente o dirisa the Performance Management System (PMS), e e leng gore ke yone e dirisiwang ke ba Directorate of Public Service Management (DPSM). So, *land board and land officials* le bone *adhere to this one*. Thank you, Mr Speaker.

MR PULE: *Supplementary. Thank you, Mr Speaker, for allowing me to ask supplementary questions.* Ke lebogile thata motlotlegi ka fa o arabileng potso ya gago ka teng. Kana dipotso tse Mr Speaker fa re di botsa, re di boletsa setšhaba jaaka re tswa mo diphuthegong, tsone dikganggang tse di builweng. Nna ke ne ke batla go go botsa Tona gore ka gore go lebega Batswana ba le maoto a tshupa go neela Puso lefatshe, go le neela batho ba ba le tlhokang, *what is the ministry doing to encourage them to do that? That is the first thing.*

Two; kgang ya LIS e ke ntseng ke bua ka yone, ke utlwa fa o tlhomamisa Tona gore e a dirisiwa. Jaanong potso ya me ke gore, *why do we have incidences where we have double allocation* fa e le gore LIS e dirisiwa ka fa mokgweng? Ke sone se Batswana ba lelang ka sone thata gore ditsha di a tlhatlaganngwa. Fa o tsena mo Dikgotleng, ga go na Motswana yo o sa bueng ka kgang e.

Kgang ya *matrix* kana ya PMS, ga ke itse gore a Tona o tlhomamisa gore tota *system* e e a dirisiwa ka gore ke na le tumelo e e tletseng gore fa e le gore e ne e dirisiwa, go ka bo go se na diphoso tse di kanakana tse re di bonang di diragala tse di leng teng. Ke tlile go go fa sekai ka *land board* e e tshwanang le ya Oodi e e leng gore *it is*

inundated with problems mo e leng gore Bakgatla e bile ba ne ba setse ba batla *to write-off* Oodi Land Board, ba bua gore *all the land boards* kwa Kgatleng di tshwanetse di emisiwe, di tswalwe. Rre Morolong ke mosupi. Yo mongwe a bo a dira motlae a re di tswalwe batho ba teng ba tsewe ba batlelwe masimo ba ye go lema. Ba ne ba supa ka fa go bonwang *land boards* tse di na le mathata. Rona baeteledipele re tlhloganya gore kgang e tona ke gore lefatshe ga le yo, mme mafelo a re buang ka one a mo SEZ. Jaanong ke ne ke botsa Tona gore re dira eng *to try and evaluate* seemo sa *land boards* tse, bogolo jang Oodi gore e kgone gore e tswe mo mathateng a e leng mo go yone? Go a bonala gore e tlile go nnela mo mathateng ruri.

Section e o neng o bua ka yone ya bofelo, ke ne ke e botsa ka bomo e se gore ga ke itse gore *Minister* o letlelelwa gore o ka tlhophi batho bangwe ba ka nna *four* mo godimo ga *eight* e e tlaabong e tlhophilwe ke *assessment*.

HONOURABLE MEMBER: O diya nako!

MR PULE: O iketle wena motho yo o ribololang dilo tse di ribolotsweng, o tsamaya o re o ribolola...

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

MR SPEAKER: Honourable Pule, address the Speaker.

MR PULE: Ke ne ke re ke batla gore *Section* e e letlelelang... ke lebeletse gore Puso ke e ntšha, a ga le bone go tlile nako ya gore Tona a rontshiwe thata eo ya gore o ka tlhophi batho ka gore lona ba le ka koo maUmbrella for Democratic Change (UDC) fa le santse le le mo *opposition*, le ne le lela ka gore Matona ba fiwa dithata? A ga o bone gore ke nako ya gore jaanong Tona a rontshiwe sebaka sa gore o ka tlhophi batho ba ka nna bane *in addition to those who have been objectively selected by the Assessment Board?* Ke a leboga Motsamaisa Dipuisanyo tsa Palamente

MR TSHERE: *Thank you very much.* Ke a leboga Honourable Pule ka dipotso tsa tlaleletso. O ne o bua ka gore a ditsha tse re ka di tsaya, re dira jang gore re kgone go atolosa re tseye masimo? Kana Goromente o ka tsaya setsha fa e le gore *it is in the public good*, ke gone fela ka fa molaong, ka fa go letlelelwang ka teng. Mme fela kgapetsakgapetsa, dikgang tse bothata jwa tsone ke *prices*, tse e leng gore re tlaabo re di baya, Goromente a di baya, Batswana ba lopa tse di fetang foo. *This back and forth* ya *prices*, ke yone e e tsayang lebaka. Boammaaruri ke gore fa e ne e le gore go duelwa madi

a a botoka, go raya gore gongwe go ka bo go le bonako go bona masimo a. Ke gone fa kgang e leng teng, ke ditlhwatlhwa, gore Batswana ga ba dumalane le tsone, tse e leng gore Goromente o a bo a di baya.

Sa bobedi ka *system* e, *and* o botsa sentle o re ke eng jaanong go na le *double allocation* kana batho ba tlatlaganngwa mo setsheng, ga ke na karabo ya go tlatlaganngwa mo setsheng gone jaana. Se ke lekang go se tlhalosa ke gore ke ne ke tlhalosa gore *system* e ka boyone e le nosi, ga se gore e ka rarabolola mathata otlhe a *location*, e tshwanetse e lomagane le *systems* tse dingwe tse e leng gore *they allocate land*. Ke gone fa e leng gore bothata gongwe bo ka tswa bo le teng.

Although re ntshitse ya *the LIS*, fa e sa tshwaragana le ya *integration* ya Geographic Information System, ke matsapa fela, go raya gore o tshwanetse o tseye ka fa o ise ka fa. Gone jaaka o tsaya ka fa o isa ka fa, go ka nna ga nna le phosego ya gore go bo go felela e le gore o beile batho fa godimo ga ba bangwe. *So*, ke yone kgang e e leng gore *even though* e le mo tirisong, e tshwanetse e lomagane e bule le tse dingwe gore e kgone gore di buisane mmogo.

Ya bofelo e o neng o e bua ya *Minister* gore a *appoint*, ke tsaya gore ke e utlwile, ke tlaa e tsaya mofago gore ba ye go e utlwa ba ye go e sekaseka. Ga se gore *four* jaaka o bua, gatwe Tona *can appoint three out of eight* mo *main land board*. Jaanong o ka bona gore *three out of eight*, go raya gore *five* e ntse ke *majority*. Fa re ya kwa go *sub-land*, ke *two out of six*. *So*, *appointment* ele e ntse ke *majority*. *So*, gongwe go ne go tewa fela gore Tona a *appoint* ba ba ka fang bogakolodi jo bo tsamaelanang le ka fa Puso e akanyang ka teng, ke raya fa ke setse ke akanyetsa. Ke a leboga.

FRANCISTOWN BMC ABATTOIR

MR G. SEDOMBO (TONOTA): asked the Minister of Lands and Agriculture if there are any plans to re-open Francistown Botswana Meat Commission Abattoir (BMC) since new beef markets have been secured.

ACTING MINISTER OF LANDS AND AGRICULTURE (MR TSHERE): *Mr Speaker, thank you very much. Thank you Honourable Sedombo ka potso e. Sa ntlha Mr Speaker, potso kana e botsa gore ke eng re sa bule Francistown Botswana Meat Commission (BMC) abattoir. Gongwe go bothokwa ke tlhalosetse Ntlo e gore yone mme e ne ya tswalwa go rileng ka gore e ne ya tswalwa ka 2018, ka gore ka nako eo abattoir e, e ne e sa dire sentle. Abattoir eo*

ka boyone, e diretswe gore e tlhabe dikgomo di le 400 ka letsatsi, approximately 88,000 annually. Ka nako ya 2001, abattoir e e ne e dira botoka, e tlhabe dikgomo di le 71,200 ka ngwaga. Re ne ra lemoga ka 2011 gore e ne e setse e tlhabe only 10,000 ka ngwaga. Se se supa only 11 per cent of its capacity, mainly ka nako eo e ne e le ka bolwetse jwa Tlhako leMolomo jo bo neng bo diragetse mo kgaolong e. Jaanong Mr Speaker, go ne ga tsewa tshwetso ya gore abattoir e e tswalwe. Fa e setse e ya go tswalwa, e ne e setse e tsamaya kwa go 25 per cent. Jaanong e dira losses tse di neng di le dintsi, ka madi di ne di tsamaya fa go P55 million. Kana fa e na le loss ya P55 million, go raya gore shareholders ka botsone di tshwanetse di duele madi ao. Jaanong shareholder o ne a tsaya tshwetso ya gore a name a e tswetse ka tsela e e ntseeng jalo.

Fa re buang re le teng fa *Mr Speaker, even though* Bolwetse jwa Tlhako le Molomo bo wetse kwa tlase, palo ya dikgomo mo kgaolong yone e re buang ka yone e, e kwa tlase thata gore re ka bula abattoir kwa Francistown. Re a utlwa le Goromente fa a bua gore Tautona Advocate Duma Boko o ne a bua gore re tshwanetse re oketse dikgomo, gore go tle go kgonagale go bula abattoir e e tlaabong ka seelo sa yone e tshwanetse e tlhabe 400 ka letsatsi. Jaanong o ka akanya gore fa re sena dikgomo jaana, fa re bula abattoir e e kalo, go raya gore e tlaabo e nna losses gape, e bo e le gore Goromente o nna a tsenya madi mo teng. *So*, ke yone karabo e e teng.

Lephata le leka go bona gore a ba ka se ke ba dirise *the cooling facility* e e gone koo mo abattoirs tse dingwe tse di ka tswang di le teng. Ke a leboga.

HUMAN/WILDLIFE CONFLICT

MR K. K. KAPINGA (OKAVANGO WEST): asked the Minister of Lands and Agriculture whether he would consider a special tailor-made assistance programme for farmers in areas with a high incidence of human/wildlife conflict and further inform this Honourable House of the following:

- (i) how many farmers qualified for assistance with tractors and implements under the Temo Letlotlo Programme countrywide;
- (ii) how many of those were from Okavango and whether he is satisfied that the number is significant to improve the availability of draught power in the region; and
- (iii) what was the total amount spent on the tractors and implements subsidy.

ACTING MINISTER OF LANDS AND AGRICULTURE (MR TSHERE): Ke a leboga *Mr Speaker*. *Honourable* Kapinga o botsa gore a go na le sengwe se se direletsweng batho ba Okavango, tota e seng fela batho ba Okavango, ba ba tshwenngwang ke diphologolo le batho. Kana kgang ya diphologolo le batho, e ama lefatshe ka bophara. Jaanong thulaganyo e e teng ka fa tlase ga Temo Letlotlo ke gore o a letlelelwa gore o ka dira *solar powered electric fence*, ka fa tlase ga lenaneo le, e bile o a thusiwa gore o ka koba diphologolo ka yone.

- (i) *A total of 1107 farmers qualified for assistance with tractors* le didirisiwa tsa tsone lefatshe ka bophara ka fa tlase ga Temo Letlotlo.
- (ii) Fa re bua ka Okavango, ke balemi ba le 15 ba ba neng ba fiwa *subsidy* ya diterekere.

Kgang ya kwa Okavango, ba lema mo nokeng, ka jalo, *of the 15 tractors*, ba ne ba neelwa diterekere tse gotweng *walk-behind*, mo o kareng kiriba tse ba tsamayang ka tsone. Boammaaruri e le gore ka fa tlase ga lephata ba lemoga gore jaaka ba le mo nokeng jaana, ga ba tsamaye ba ntsha disana ka gore di tshwere mmu. Jaanong ba etla ba dikologa disana fela jaana. Ke sone se o bonang diterekere tse di le *eight out of 15* ba neetswe tse o tsamayang o kgona go dikologa disana o sa ntsho disana mo tshimong. Tsone tseo tse *six* e ne e le diterekere mong wa leina, e le *one* e le *a mini-tractor*.

Fa re leba lefatshe ka bophara, go ne go solofetswe ka nako eo gore re oketse diterekere di le 1000 *in a three-year plan*, go oketsa tse 4500 *tractors* tse di neng di setse di le teng. Mme ke motlotlo gore lephata le bua gore le kgonne go oketsa diterekere tse 1000 ka fa tlase ga lenaneo le, le le setseng e le gore fa re lebelela, re kgona go lema 303 750 *hectares* ka letsema le le lengwefela. Ke sone se se neng se diragala.

Jaanong thulaganyo e thusitse thata gone kwa Okavango gore e kgone go tlisa digogi mo kgaolong eo, jaaka terekere e le nngwefela go solofelwa gore e tshwanetse e leme bolema jwa selekanyo sa 65 *hectares* ka letsema le le lengwefela. Ke yone thulaganyo e e teng.

- (iii) *The ministry has used a total of P173,826,007.26 to subsidise 1107 farmers in the past Temo Letlotlo. I thank you Mr Speaker.*

MR KAPINGA: *Supplementary.* Ke re Tona o re bolelele gore wa re lephata la gago le thusitse balemi ba le kae ka *electric fence* kwa Okavango ka gore rona

ga re ise re e bone? Sa bobedi wa re go isitswe *tractors* di le *six*. Kana ke botsa ka Okavango yotlhe, e seng Okavango West. Wa re go isitswe *tractors di le six and one mini and seven walk-behind*. Wena fela fa o lebeletse *Honourable Minister*, o bona thuso e ya *tractors* tse 15 e, e le e ka fetolang seemo kwa kgaolong e e kalokalo, e batho ba teng ba ikantseng temo go tshela? O bona e le sengwe se se botoka se Goromente a se dirileng ka dipalonyana tse? Ke a leboga *Mr Speaker*.

MR TSHERE: *Thank you very much Mr Speaker. Thank you Honourable Kapinga ka dipotso tsa tlaleletso.* Kana potso e o e boditseng, e ne e sa botsa gore *electric fences* di kae tse di filweng. Go boditswe gore a mme re kgonne go dira sengwe se se ka akaretsang *human-wildlife conflict*. Jaanong gone ke ne ke ka go tlela ka dipalo tse e leng gore ba ba kae ba filwe *electric fence*. Kana gape le yone, *it is a factor of* ke mang yo o ikopetseng. *So*, a re rotloetse balemi kwa Okavango gone jaana gore ba eme ka dinao, ba ikopele *electric fencing* kwa masimong; kwa Samochima, Dikhuting kaekae, ba tle ba akole lenaneo le. Ke dumalana le wena gore fa ke lebeletse palo e, ga e a lekana gotlhelele gore e ka bo e ne e le yone. Fa ke e bapisa le palo e e leng gore *there are registered farmers*, ya 1955, kana *the potential hectareage* kwa Okavango ya 1955, go a bonala gore ga re a lekana ka diterekere tse di teng. Keletso ya me ke gore ba rotloetse *honourable* ba tle ba *apply*, re tle re tseye ditsha re leme kwa Okavango. Ke a leboga.

HONOURABLE MEMBER: *Supplementary.*

MR SPEAKER: *E tshaile.* Let us go to Committee Stage of the Employment and Labour Relations Bill.

ASSEMBLY IN COMMITTEE

(CHAIRPERSON in the Chair)

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

MR CHAIRPERSON (MR KEORAPETSE): Order! Order! Honourable Members, the Assembly is now in Committee, please note that the Employment and Labour Relations Bill, 2025 (No. 10 of 2025) has 293 Clauses and four Schedules. Some amendments have been noticed, I shall therefore, call the Clauses consecutively.

Clause 1 agreed to.

Clause 2

MR CHAIRPERSON: Honourable Members, order! There is a proposed amendment at Clause 2 by Honourable Goretetse Kekgonegile, Member for Maun East. I shall now call upon him to move the amendment.

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, after consultation with the labour movement, the business community and the Minister of Labour and Home Affairs, a number of these amendments have been deferred or withdrawn. I withdraw Clause 2.2 Mr Chairperson.

Amendment-Withdrawn.

Clause 2 agreed to.

Clause 3

MR CHAIRPERSON: Order! Order! Honourable Members, there is a proposed amendment at Clause 3 by Honourable Minister of Labour and Home Affairs, Major General Pius Mokgware. Please move the amendment.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Thank you Mr Chairperson. *Mo* Clause 3, I would like to amend Sub-Clause (2) by removing Prison Service in Paragraph (c). The import of the amendment is that Government has agreed for the Prison Department to unionise. So, it is proper now that we should not put it under those exempted departments.

Amendment agreed to.

Clause 3 as amended agreed to.

Clauses 4 - 20 agreed to.

Clauses 21 - 40 agreed to.

Clauses 41 - 60 agreed to.

Clauses 61 - 80 agreed to.

Clauses 81 - 100 agreed to.

Clauses 101 - 120 agreed to.

Clauses 121 - 140 agreed to.

Clauses 141 - 160 agreed to.

Clauses 161 - 171 agreed to.

Clause 172 (5)

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, *di pedi tsona tsa* 172, *ke* 172 (5) *le* 172 (6). 172 (5) Mr Speaker, the amendment intended to move that Industrial Court *fa e* order for compensation *e* move from 6 months to 12 months, but upon consultation *ka* Industrial Court Bill is coming, *re tlaa e tsenya teng. Ke ne ke re* (5) *ke e* withdraw.

Amendment-Withdrawn.

Clause 172 (6)

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. 172 (6) Mr Chairperson, the amendment intends to move that *madi a a lopiwang*, employer *fa a paletswe ke* to comply with an order of reinstatement made by the Industrial Court, move from 20, 000 to 50, 000. We believe that 20, 000 *o monnye, batho ba ka nyatsa lekgotla fela ka ntata ya gore bangwe ba kgone go duela, ba bo ba duela fela* 20, 000 *a bo a fetsa*. So I move Mr Chairperson.

MR CHAIRPERSON: E bale jaaka e ntse mo number 3, like the Bill is amended at... like that.

MR KEKGONEGILE: Mr Chairperson, the Bill is amended at Clause 172 (6) appearing on page B.172, by substituting for the number “20 000” appearing therein, the number “50 000”. I so move Mr Chairperson.

MR CHAIRPERSON: Order! Order! Honourable Members, Honourable Members, let me just advise. The reason why I call amendments and Clauses and sit down, it is not a ritual. My sitting down is to assess if you are debating the Clauses or amendments. *Jaaka* Honourable Kekgonegile *a sutisitse gore* 20, 000 be raised to 50, 000, as I sit down I will see whether you are interested in debating, that is why I sit down.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Thank you very much Mr Chairperson. After consultation, I fully agree with the amendment.

Amendment agreed to.

Clause 172 as amended agreed to.

Clauses 173 -180 agreed to.

Clauses 181 - 196 agreed to.

Clause 197

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, amendment at Clause 197 (1) intended to remove the permissible word “may” and replace it with “shall”. On further consultations, *ka gore e* deals with deductions, it can create a loophole for employers and therefore, I withdraw the amendment.

Amendment-**Withdrawn.**

Clause 197 **agreed to.**

Clauses 198 - 200 **agreed to.**

Clauses 201 - 220 **agreed to.**

Clause 221 **agreed to.**

Clause 222

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. This amendment talks to the maternity leave in terms of the benefits paid to *motho wa mme fa a ya* maternity leave. The Bill talks to *gore a duelwe* 70 per cent. The amendment talks to *gore a duelwe* 100 per cent, but after consultation with *bahiri* and the ministry, I am withdrawing the amendment, given *gore* Social Fund *e tlaa nna teng* to supplement and then we will move to 100 per cent. *Tanki* Mr Chairperson.

Amendment-**Withdrawn.**

Clause 222 **agreed to.**

Clauses 223 - 226 **agreed to.**

MR CHAIRPERSON: Honourable Members, there is a proposed amendment at Clause 227 by Honourable Goretetse Kekgonegile. Honourable Kekgonegile, please move your amendment.

Clause 227

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. This one talks to issue *ya* paternity leave. The Bill talks to five days *wa* paternity leave. The amendment is intended *go e oketsa* to 10 days. After consultation...

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

MR KEKGONEGILE: ...with the business community, leave *tse di di ntsi, di ka bolaya bahiri, kgwebo e ka wa*. Let us await the Social Fund to supplement. We will move to 10 days. I withdraw Mr Chairperson.

Amendment-**Withdrawn.**

MR CHAIRPERSON: Order! Order! Honourable Members, *le tlogele gore o rekilwe ke* Motshegwa. *A re o rerisantse.*

Clause 227 **agreed to.**

Clauses 228 - 240 **agreed to.**

Clauses 241 - 243 **agreed to.**

Clause 244

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, the amendment at 244 (1) *e bua ka* termination of organisational rights *gore* the Bill used a permissive word *ya* “may” and the amendment intends to replace “may” with “shall.” The amendment read as follows, “the Bill is amended at Clause 224 (1) appearing on page B.201, by substituting for the word “may” appearing therein, the word “shall”. I therefore move Mr Chairperson.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Thank you very much Mr Chairperson.* Ke batla go leboga Rre Kekgonegile. Ke re, *after further consultation e e tseneletseng, I agree with* Rre Kekgonegile.

Amendment **agreed to.**

Clause 244 as amended **agreed to.**

Clauses 245 - 247 **agreed to.**

Clause 248

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, the amendment talks to 248 (1) *e e buang ka* withdrawal of recognition at the work place. *Ya re*, “an employer may apply, “may”.”, so, the intention is to replace the permissible word “may” with “shall”, so that the employer is forced to apply to the Commissioner or the Commission if he or she wants to withdraw the recognition. Therefore, the amendment read as, “the Bill is amended at Clause 248 (1) appearing on page B.205, by substituting for the word “may” appearing therein, the word “shall.” I so move Mr Chairperson.

MR CHAIRPERSON: Remember we are in Committee and I am chairing the Committee.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Thank you very much Mr Chairperson. I just want to confirm that after further consultations with the Honourable Member, I fully agree with him.

Amendment agreed to.

Clause 248 as amended agreed to.

Clauses 249 - 258 agreed to.

Clause 259 (2)

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. Mr Chairperson, Clause 259 *e bua ka* agency shop agreements, *mme ka fa* Bill *e kwadilweng ka teng*, *e bua fela ka seemo se e leng gore* trade unions are more than one in that particular bargaining unit. The amendment intends to introduce a situation whereby a trade union is only one also in the bargaining unit. Therefore, after majority Mr Chairperson, within the amendment, I wish to move another amendment Mr Chairperson, and remove the word “legally” so that it reads as “the Bill is amended at Clause 259 (2) appearing on page B.212 by adding immediately after the “workers” the following words “or any recognised trade union.” I so move Mr Chairperson.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Ke a leboga Modulasetilo. E ne ya re morago ga dipuisanyo tse di tseneletseng tsa maemo a a kwa godimo, ra dumalana. *I agree to the amendment.*

Amendment agreed to.

Clause 259 as amended agreed to.

Clauses 260 - 279 agreed to.

MR CHAIRPERSON: Honourable Members, there is a proposed amendment at Clause 280 by Honourable Victor Phologolo. Honourable Member, can you move your amendment.

HONOURABLE MEMBER: Procedure Mr Chairperson. I think *o tlodile* Number 10.

MR CHAIRPERSON: Honourable Kekgonegile, at 259 you ought to have moved all of them.

MR KEKGONEGILE: ...*(Inaudible)*...

MR CHAIRPERSON: Yes. Okay, Honourable Kekgonegile, you may move your amendment at 259 (4).

Clause 259 (4)

MR KEKGONEGILE (MAUN EAST): *Tanki* Mr Chairperson. 259 (4) *le yone fela jalo e ntsha lefoko* “may” and replace *ka* “shall” *gore fa go dumalanweng teng gore go nne* agency fee *kana* agency shop agreement, then it shall be undertaken. So, I move Mr Chairperson, to read as, “the Bill is amended at Clause 259 (4) appearing on page B.212, by substituting for the word “may” appearing therein, the word “shall.” So, I move Mr Chairperson. I thank you.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *The problem with the amendment* ya ga motlotlegi fa kana ke gore *it should recognise the consent of the worker, that the deduction should made.* Jaanong fa re ka tsenya “shall” fela re ka nna gongwe ra fitlhela mohiri a gogile madi fela. Ga ke itse gore a o e tlhodile sentle ka fa re neng re dumalana ka teng mongwame.

MR KEKGONEGILE: ...*(Inaudible)*...

MAJ. GEN. MOKGWARE: Okay, *nyyaa go raya* *gore* I was reading the other one. *E siame* sir, I agree with you.

Amendment agreed to.

Clause 259 as amended agreed to.

MR CHAIRPERSON: Yeah, we voted for 260 to 279, so we will move to Clause 280. Honourable Phologolo, please move your amendment.

Clause 280

MR PHOLOGOLO (KANYE WEST): Ke go leboge *Mr Chairperson*. Ke re jaaka ke supile mo nakong e e fetileng, morago ga go latlhegelwa ke mmereko, nako e o e fiwang ke molao ke malatsi a le masome a mararo. Go ya ka fa tshekatshekong yame, le ka fa molao ke bonang o le dingalo ka teng, mo go 30 *days* o motho o a bo a santse a le mo sediding, go bo go raya gore o kgona go tswalelwa kwa ntle ke nako. Ntleng le gore o ka supa gore a letlelelwe fela ntswa a siilwe ke nako, ke bona go le maleba gore re oketse nako yone e, gore nako e a kgonneng go ya go fiwa bogakolodi, e bo e le gore o na le tshiamelo ya go ka isa kgang ya gagwe kwa *commission*. Se se tlaabo se tsamaelana le one molao wa 280 o o supang gore *the disputes* tse dingwe segolo jang tsa dituelo, di ka tsibogelwa kana tsa isiwa fa pele ga ga *commissioner* mo malatsing a a 90. Kopo ke gone gore dilo tseo di tsamaalane, fa re dirile jalo, *we avoid* gore

go bo gotwe o ka kopa *condonation* gore lekgotla le go letlelele go tlisa kgang kwa ntle ga nako. Fa re dirile jalo, ke dumela gore re tlaabo re dirile se se molemo.

I therefore Mr Chairperson, move that the Bill be amended at Clause 282 appearing on page B.222 by substituting for the Number "30" appearing therein, the Number "90." I so move Mr Chairperson.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Tanki Modulasetilo. E ne ya re kgang e fa re sena go e lebelela le maikutlo a batho, re lebelela le kgang ya motlotlegi ka fale, re bona gore motho fela fa a latlhegelwa ke tiro, 30 *days* ga a montsi, dibeke tse pedi o a bo a le mo teng ga maibi, a sa itse gore go diragala eng, beke ya bobedi o batla dingaka tsa Setswana.

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

MAJ. GEN. MOKGWARE: 30 *days* o ntse o a tšhaya, ya boraro ke gone a itseng gore go diragala eng. Jaanong re dumalana le motlotlegi gore e nne 90.

Amendment agreed to.

Clause 280 as amended agreed to.

Clauses 281 - 290 agreed to.

MR CHAIRPERSON: Honourable Members, there is a new proposed amendment at Clause 291. The Minister of Labour and Home Affairs, Minister Major General Pius Mokgware, may you move the amendment.

Clause 291

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Tanki Modulasetilo. Ke ne ke kopa go tsenya tsetlana (o) "*provision of social security schemes*," ka gore re batla *to introduce* jaaka Motlotlegi Rre Kekgonegile a ne a bua fale. Re ne re tseela gore re tshwanetse go tla ka Tshutiso gone fa gore go nne le a *social security scheme*, se mmereki mongwe le mongwe mo Botswana o tlaabong a ntsha a *certain amount of money*, mohiri le ene a ntsha *portion* ya madi *that will cover maternity, compensation* fa motho a golafetse mo tirong le bolwetse jwa *sick leaves*. Re tlaabo re *introduce that particular Clause here* gore re nne teng, gore re tle re kgone *to introduce* lephata le le ntseng jalo. Ke a leboga.

MR CHAIRPERSON: *E bale* Honourable General.

MAJ. GEN. MOKGWARE: *Fa e balega yotlhe ya gore*, "The Minister may make regulations providing for any matter..."

MR CHAIRPERSON: *Ke batla o bale* amendment mo Number 2. Do you have the addendum?

MAJ. GEN. MOKGWARE: The amendment *mo go* (o) *ya re*, "(o) provision of social security schemes;"

MR CHAIRPERSON: *E mpalele* from two, Clause 291 and then...

MAJ. GEN. MOKGWARE: *Ke ne ke re ke e bala* from Clause 291 *ke re*, "The Minister may make regulations..."

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

MR CHAIRPERSON: Read me the amendment General.

MAJ. GEN. MOKGWARE: Clause 291 appearing on page B.299 to be amended in Sub-Clause (2) by inserting immediately after paragraph (n), the following new paragraph -

"(o) provision of social security schemes;"

MR KEKGONEGILE (MAUN EAST): Tanki *Mr Chairperson*. Re a dumalana *Mr Chairperson*, go botlhokwa thata gore *business community* le bahiri *be supplemented* ka tsela nngwe mme re ka ba dira jalo lefatshe ka bophara. *It is a progressive move*. Ga ke itse gore fa (o) yo a tsena, (o) yo o ntseng a le teng kwa *regulations* o nna jang? E nna (p) kana jang? Tanki *Mr Chairperson*.

MR CHAIRPERSON: *Ba tlaa e dira kwa* drafting. Honourable Members, the question is that... *Heela Blancha! o ema* statue *fela fa* Speaker a *eme ka dinao*.

Honourable Members, the question is that the amendment be agreed to.

MINISTER OF HIGHER EDUCATION (MR MAELE): *Procedure*. Ke ne ke re gongwe o tshwanetse o bo o sa utlwa Motlotlegi Kekgonegile sentle *sir*. Kana bo (o) ba ya go nna babedi. Gakere go batla re *delete* o mongwe fa e le gore re a mo sutlha, kana re mo dira (p) fa e le gore re mo dira (p). Ga di ka ke tsa tsamaya di ntse jalo, *even if we are saying for drafting* motlotlegi. Di ka baka mathatanyana.

MR CHAIRPERSON: Once we have numbered and legislated, the numbering *ke ya kwa* drafting. *A re a utlwala* Honourable Minister; the renumbering.

MR MAELE: Ke tlaa itlhoboga, *although* ke itse gore *previously* e ne e re fa go ntse jaana, re bo re kgona go bo re re ele re e dira (o) kana re e dira (p) *but* fa e le gore...

MR CHAIRPERSON: Hang on, let me just consult further.

...Silence...

MR CHAIRPERSON: Honourable Maele, I am advised that this will be done at drafting.

Amendment **agreed to.**

Clause 291 as amended **agreed to.**

Clauses 292 - 293 **agreed to.**

Schedule 1 **agreed to.**

Schedule 2 **agreed to.**

Schedule 3 **agreed to.**

Schedule 4 **agreed to.**

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

Bill reported from Committee **with amendments.**

Third Reading - **Forthwith.**

Third Reading

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

(Minister of Labour and Home Affairs)

MR SPEAKER (MR KEORAPETSE): Order! Order! Honourable Members, the question is that the Employment and Labour Relations Bill, 2025 (No. 10 of 2025) be read a third time.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Thank you Mr Speaker. I move that the Employment and Labour Relations Bill, 2025 (No. 10 of 2025) be read a third time and do pass.

MR SPEAKER: Order! Order! Honourable Members, the question is that the Employment and Labour Relations Bill, 2025 (No. 10 of 2025) be read a third time and do pass.

In accordance with Standing Order 62.1(c), I shall now order a division, and the division shall be held in a manner prescribed in Standing Order 63.

Question put and **Division Ordered.**

MR SPEAKER: Sergeant-at-Arms, at the elapse of the two minutes, you shall lock the doors so that we can resume the voting. Clerk, ring the bell, release the clock.

...Silence...

MR SPEAKER: The time is up, lock the doors. Honourable Members, you know the drill, I shall activate your voting machines. You will press "one" to indicate that you are present or to activate your machine. You press "two" if you are voting "yes" or "aye." You press "three" if you vote "no," and you press "four" if you "abstain." *Le tlhophile* Honourable Members?

HONOURABLE MEMBERS: Ee rra!

MR SPEAKER: Okay.

...Silence...

MR SPEAKER: Order! Order! Honourable Members, announcement of your results; present in the House 37, the "Ayes," 35, the "Noes," one and "abstain," one. So, the Ayes have it.

Bill read a third time and **passed.**

HONOURABLE MEMBERS: ...(Applause!)...

MR SPEAKER: *Thank you Honourable Members, le nnile pelotelele, le dirile molao o, le o fetisitse. Now we go to Motions.*

ADOPTION OF THE BOTSWANA OCCUPATIONAL SAFETY AND HEALTH POLICY

Motion

(Resumed Debate)

MR SPEAKER: Order! Honourable Members, the debate on this Motion is resuming. When the House adjourned yesterday, I had just called Honourable Mabuse Mopati Pule to debate and he is left with seven minutes and 43 seconds.

MR PULE (KGATLENG EAST): Ke go dumedise gape Motlotlegi Motsamaisa Dipuisanyo tsa Palamente le bakaulengwe *this afternoon*. Motlotlegi, ke ne ke eme

ka dinao maabane mme maikaelelo a me otlhe e le go ema nokeng *Honourable* Mokgware ka Tshutiso e a e dirileng.

I have noted a few points. Fa o ntetlelela Motsamaisa Dipuisanyo tsa Palamente, ke kopa go nopola manifesto wa Phathi ya Domkrag regarding issues tsa labour; if you allow me sir.

MR SPEAKER: Please do.

MR PULE: Page 54:

- (1) *“Review and revise employment laws to reflect the current economic needs and align domestic laws with international best practice.*
- (2) *Develop a national policy aimed at reducing workplace conflicts and enhancing worker protection.*
- (3) *Ensure strong enforcement of labour rights, promote ethical businesses, and prevent exploitation of workers.”*

Ke ne ke bona go le botlhokwa motlotlegi gore ke supe gore tiro e Motlotlegi Rre Mokgware a e dirang, ke tiro e e leng gore rona re le ba Domkrag, e mo baebeleng ya rona. Jaanong ke ema fa ke sa eme kgatlhanong le molao o, ke sone se le gompiano jaaka re tswa fa re tlisa molao wa *employment*, ke o tlhophetse “yes” ba le sa itseng. Gongwe ga ke a opa diatla jaaka *Honourable* Kedikilwe, ka gore ene ke a itse gore ke eng a opa diatla.

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

MR PULE: Jaanong mme fela ke batla go supa gore *we know* gore go botlhokwa gore go nne le *policies* tse di tshwanang le tse tse di ka sireletsang Batswana. Ga re di itirele re le diphathi tsa sepolotiki, re direla Batswana melao e.

Point e ke batlang go e underline Mr Speaker, Occupational Health Policy, le fa ke e lemogile e na le a very good purpose ya gore e bo e ka nna teng, ke ne ke bona e kete motlotlegi o itlhaganetse ka yone. Ga ke ise ke re e se ka ya nna teng. Mr Speaker, kana melao fa e dirwa, e na le some budget implications because there are certain things that you have to do fa o sena go nna o fetisa molao. Jaaka one molao o o ntseng o feta wa Employment Act, o e leng gore re a itse gore there are certain institutions, programmes and resources that need to be taken from Government sepatšhe, se se makgwakgwa, to implement yone policy e. Ke na le

tumelo e e tletseng gore *sale of diamonds* malatsing a gompiano e kwa tlase, le fa *forecasts* tse di leng teng di ne di supa gore o kare *economy* e tlaa *improve* ka 2025...

DR DOW: *Elucidation. Thank you, Mr Speaker. Ke a leboga mokaulengwe. Mme gone o e tshwere sentle. O ne o bua ka gore policy e siame mme o ipotsa gore a mme re tlaa kgona gore re e duelele, re lebile sepatšhe sa rona. Ke ne ke re gongwe o ne o akantse for example, gompiano jaana the average nurse fa a tswa kwa Kgomodiatshaba, o ka fa morago ga van, o kopane le cylinder sa oxygen, mme o tsamaya mo ditseleng tse di mathata, with this policy kana she is entitled to a safe vehicle, ambulance e e tswang kwa Kgomodiatshaba, e seng van e e tlileng go mo roba mokwatla mo tseleng. A o bua ka dilo tse?*

MR PULE: Ke a leboga *Mr Speaker*. O e tshwere sentle *Mother of the House*. Nna ka rialo ke le Mabuse Pule ke emetse Kgaolo ya Kgatleng East, gore gona le gore re bo re prioritised Occupational Safety and Health (OSH) Policy, gongwe re ka bo re kile ra fetisa molao wa *employment*, re bo re nama re eme pele ka OSH Policy, *unless you want to convince me* gore *you have a budget for it, because implementation of this OSH committee gongwe immediately it is not going to... I know, the OSH Policy e na le benefits tsa yone because in a way, go na le fa e oketsang productivity* teng ka gore *practices* tse di tlaabong di dirisiwa, gongwe di ya go fokotsa *costs* tse e leng gore fa re ne re sena *policy* ya go nna jaana. Ke sone se ke reng *priorities. Where are our priorities* lona le le Puso e e mo setilong?

Why can we not come up with policies tse re itseng gore they will generate income? For instance, ke letse ke botsa potso e nngwe maabane ke kopa Minister gore a re bolelele, le fa Speaker a ne a se ka a mo fa chance ya gore a e arabe, gore re ya to introduce leng toll gates? Toll gates fa re di tsenya, re bo re tsenya policy, definitely we know we are going to raise funds for Government. Re bo re ka kgona gore ka madi a re a tsayang mo toll gates, re baakanye infrastructure jaaka Motlotlegi Dow a ntse a bua. Jaanong fa re tsenya policies tse di yang go felela di epa gape sepatšhe se re reng re a se somarela, o bona e kete golo gongwe we are taking two steps forward and a step back. Ke dilo tse tota ke neng ke batlile gore ke se ka ka didimala fela policy e e feta, ke akgele ka tsone, gore let us consider policies that will generate income, because re mo seemong se se sa nnang sentle sa economy, se se bolelwang, le se Puso ya rona e

e mo setilong e se buang gore sepatšhe se makgwakgwa. Jaanong Batswana ba tlaa simolola ba gakgamala gore mme gone fa re ntse re re sepatšhe se makgwakgwa, *but* re tswelala re ntse re ntsha *policies* tse e leng gore jaanong di ya go ja mo sepatšheng, *what are we saying?*

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Clarification.* Tanki motlotlegi. Gone o a bua, mme ke ne ke batla go botsa fela ka bokhutshwane gore fa e le *budget* le *policy*, go tla eng pele? *What informs the other one? Does the policy inform the budget or the budget informs the policy?*

MR PULE: As a student of Social Policy *e ke neng ke e rutiwa* ke Honourable Lucas kwa University of Botswana (UB), *policy* is a general statement. It is a general document that touches a very broad ground as opposed to a law which addresses itself to specific areas *tsa botshelo*. When you do a policy, my advice to you Honourable Mokgware, my teacher, you must first consider whether you have money to implement that policy?

So, for me, what comes first is the budget, *gore fa o e tlisa fa go rona re le Mapalamente, re e fetisa, o a re bolelela gore o na le madi a go e implement*. Otherwise, it is not going to be implementable. That is why *maabane ke ne ke suggest gore fa re fetisa molao kana policy*, I think there should be Mr Speaker, a group of people who are commissioners. *Ke a itse gore re ntse re sena batho ba ba ntseng jalo*, experts who will check whether that policy is going to work for us economically; it is going to bear fruit or it is going to be workable and implementable, *re lebeletse sepatšhe sa rona ka fa se ntseng ka teng, mme fa e le gore go na le mathata, re bone a way ya gore re ka dira jang* to inject *gore e* cover ground *e e rileng*. So, my answer to you *ke re*, it is the budget that comes first. *Ke a leboga* Mr Speaker.

MR MOROLONG (KGATLENG CENTRAL): Ke go dumedise Motlotlegi Motsamaisa Dipuisanyo tsa Palamente le baagi ba Kgaolo ya Kgatleng Central. Motsamaisa Dipuisanyo tsa Palamente, ke emela fano *to support* mogopolo o re o beilweng pele o. Ke supe gore go tlaabo go sa lekana Motsamaisa Dipuisanyo tsa Palamente, gore re ka bua ka molao kante *policy* e re sa bue ka *mental health* kwa ditirong. Mo malatsing a gompiano go botlhokwa thata gore *this concept* re e ele tlhoko, segolo jang kwa ditirong ka gore batho ba tshelala mo diemong tse di gakgamatsang, tse ba felelang ba sa kgone go ntsha maduo. Go botlhokwa thata gore go nne le temana ya go ela tlhoko botsogo jwa batho ka sebopego se se ntseng jalo.

Go botlhokwa gore go nne le *some stress management programmes* mo ditirong. Go nne le fa batho ba kgonang go nna teng mo tsamaong ya letsatsi, ba kgone go ikhutsa. Ditiro tsa rona di tshwanelwa ke gore *in a modern way* ya botshelo gompiano, re tshwanelwa ke gore re fe batho sebaka sa gore ba kgone ba ikhutse kwa ditirong. Go nne le fa ba ikhutsang teng jaaka go diragala kwa mafatsheng a a gatetseng kwa pele mo mererong ya OSH. Golo moo go botlhokwa Motsamaisa Dipuisanyo tsa Palamente.

Mo godimo ga moo, go botlhokwa gore go nne le *mental first aiders*, ba ba itebagantseng le karolo ya *mental health* kwa ditirong. Tshidilo maikutlo e tshwanelwa ke gore e nne teng Motsamaisa Dipuisanyo tsa Palamente, ka gore kwa ditirong tse dingwe dilo di a diragala mo matlhong a batho, mme go bo go sena tshidilo maikutlo. Le tlaa intshwarela Motsamaisa Dipuisanyo tsa Palamente, go supa gore le rona gone fa go a tle go re diragalele, mme go bo go sa nne le tshidilo maikutlo, Motsamaisa Dipuisanyo tsa Palamente a bo a phatlalatsa Palamente fela re bo re tsoga re kopana kamoso. Go na le *situations* tse e leng gore batho ba tlhokafalela kwa ditirong. Dilo tse e seng tsone, tse di bokete di diragalela kwa ditirong, mme ga go na tshidilo maikutlo mo babereking. Golo mo go felela go ama *productivity*, dilo di le dintsi kwa ditirong ka tsela e e ntseng jalo.

Go botlhokwa gore go nne le *surveillance and risk management* kwa ditirong, tse dingwe tse e leng gore motlotlegi fa o bua ka tsone, tse di akaretsang mafelo a a borai. Batho ba bangwe ba berekela mo boraing, go botlhokwa go tlhatlhoba nako le nako fa ba berekelang teng, gore a mme go siame, le bone ba tsoga jang. Go nne le *periodic medical examinations* tsa babereki le dipalo tsa go tsoga ga bone, go tlhokafala ga bone, go gobala ga bone mo ditirong. *Data* e e ntseng jalo e botlhokwa Motsamaisa Dipuisanyo tsa Palamente gore Puso e e itse kante e e boloke ka gore e re thusa thata le mo mererong ya *planning*. Jaanong go botlhokwa gore madirelo a patelesege gore kgapetsakgapetsa babereki ba one ba ye go dira *medical examinations*.

Dilo tse di dirisiwang mo ditirong di borai. Kwa kgaolong e ke e emetseng, ke tlaa fa dikai tsa batho ba le babedi. Yo mongwe ke yo o neng a amiwa ke *these vibrating machines*, a bereka ka tsone kwa tirong, *no compensation*. Monna yo wa Modimo yo le gompiano ke sa sotle, o a roroma fela jaaka *machine* ole. Ga a sa tlhola a bereka, o tshela jaaka e kete ke *machine* o o roromang o, mme go sena phimolo dikeledi.

“EXCHANGE OF SPEAKERSHIP”

MR MOROLONG: Ke diemo tse di sa itumediseng *Madam Speaker*, tse ke reng go botlhokwa thata gore ditiro tse dingwe re di ele tlhoko tota ka tsela e e ntseng jalo. A batho ba fiwe phimolo dikeledi fa ba gobaletse mo tironing kante ba gobaditswe ke tiro e ba berekang mo go yone.

Diemo tse di dintsi *Madam Speaker*, di teng kwa *construction, plumbing*, gongwe le gongwe fela, mme se se botlhoko ga go na le *risk allowance* ya ka fa batho ba berekang ka teng. Jaanong tota kopo ya me ke gore, a batho ba fiwe *risk allowance* fa kwa ba berekang teng go le borai, jaaka kwa metlakaseng (Botswana Power Corporation), bo *fire* le madirelo a bo *security*. A batho ba fiwe *risk allowance* kwa go tshwanetseng gore ba fiwe teng.

Go bo go nne le dikomiti (*safety committees*) kwa ditirong tsa bone, tse di tlhomamisang gore *procedures* tsa *safety* di salwa morago. Dilo tse di tlhokafalang mo tironing jaaka *protective clothing* di nne teng. E le kgang e e etsweng tlhoko jaanong ke babereki ka gore, kgang ya *safety and health* kwa ditirong, ga se ya mohiri fela, ke ya mongwe le mongwe, *customers* tse di tlang foo, babereki, mohiri le *supplier*. So mongwe le mongwe yo o amegang mo tironing eo e le ya Puso kana kgwebo ya mong wa yone, o tshwanelwa ke *to play a role* ka tsela nngwe fela. Ke sone se ke reng, kwa babereki ba tshwanelwang ke gore ba nne le *safety committees* tse di lebeletseng diemo, di tshwaragane le babereki gone foo. A go tlhomamisiwe gore madirelo mangwe le mangwe a na le *first aid kit*. Nna fa re berekang teng fa ga ke ise ke e bone, mme go botlhokwa gore gongwe le gongwe go nna le *first aid kit* *Madam Speaker*.

Nako e tlile ya *to abolish* gotlhelele *asbestos*, ka gore di na le seabe se se seng kana ka sepe mo go tsogeng ga batho kwa ditirong. Go santse go na le kwa go nang le *asbestos* kwa batho ba phakelelang teng. Mme kana re a itse rotlhe gore di tsenya bokoa, di tsenyang bokoa, go botlhokwa gore re di fedise gotlhelele.

Go botlhokwa gore kwa ditirong tse di tshwanang le tsa rona tse re di ratang tsa *events* *Madam Speaker*, go nne le *emergency assembly point*. Re se ka ra ya go tshwara bo Matsieng Air Show fela le Dithubaruba go se na *emergency assembly points* tse di *temporary* ka di a bo di diretswe fela *for that particular event*. Re kile ra bona seru, re bona dikoloi tsa batho di tuka, ka lesego go se na motho ope yo o sheleng kana a gobetse ka dinako

tseo. Go botlhokwa gore re se ka ra akanyetsa molao o fela kwa ditirong, fa go na le *events* tse re ratang go di tshwara tse, *an emergency assembly point should be provided* e e *temporary*, go fitlhelela tiro e e fela. E le go leka go babalela botshelo jwa batho, le pabalesego ya bone. Go botlhokwa fela thata.

Go a itumedisa gore Tona a bo a tlile ka molao o ka gore seemo ka fa se ntseng ka teng gompiano, fa e ne e le gore madirelo otlhe a e leng gore ga a tseela kwa pele kgang e ya *safety and health*, ruri le dikole tsotlhe tsa rona di ka tswalwa. Ga go na sepe *that can operate*, ka gore fa re bua ka kgang e re bua ka kgang e e *broad* fela thata Motsamaisa Dipuisanyo tsa Palamente. Re bua ka *ventilation, illumination, classrooms* e le sekai fela, *staffroom* ga go na *air conditioners, nothing!* Molao o fa re o tlhoafalela re bua ka one, o tsenya gore go nne le *air conditioners* mo dikagong tsa babereki gongwe le gongwe fela.

Jaaka Motlotlegi Dow a ne a bua, le lerole, modumo! Fa go berekwa fa go nang le modumo teng, batho ba tshwanetse gore ba kgone go itshireletsa mo modumong o, *either* go na le *sound proofs* kana go na le se ba itshireletsang ka sone mo ditsebenng. Mme kana *it is not only* kgang ya bone gore ba tsosa modumo, ke ya gore le *neighbourhood* e se ka ya tlhodiega fa go tsogang modumo ka tsela e e ntseng jalo.

Ga go na dipone kwa diofising tsa batho ba bangwe, mme fa re bua ka molao o, motho o tshwanelwa ke gore a babalesege fa a le teng. Fa o le le *security*, o ikutlwe o babalesegile fa o berekelang teng.

MADAM SPEAKER (MS MANYENENG): *E tshale* Honourable Member.

MR MOROLONG: *Ke a leboga* Madam Speaker.

ASSISTANT MINISTER OF JUSTICE AND CORRECTIONAL SERVICES (MR NYATANGA): Good afternoon Madam Speaker. *Le nna ke batla go ema* to support *molao o*. *Gongwe fela ke simolola, ke supe* solidarity *le ba kwa gae, ga re a tsoga, mme* Mmagolokwane *o tlhokafaletswe ke ngwana, Mogolokwane. Jaanong ke na ke bone*, and I am going to do this submission *ke supa kemonokeng mo go bone*. Madam Speaker, our country has got fragmented occupational health and safety regulations and this policy, I am of the view that it is going to assist the Botswana occupational and safety framework to be in line with international best practices. We have got an

Act of Parliament, the Factories Act 44:01 *e e leng gore* it is trying to promote health and safety in our industries and manufacturing areas.

I must also underscore the fact that in these industries, we have got a lot of people who are working in large scale, small scale, *ba e leng gore* I feel the conditions therein are neglected. This is why I want to support this policy because it is going to assist. When I did a little bit of some research, in the neighbouring country South Africa, some writers Muthelo ... (Inaudible) ... in their book in 2022 where they say, “exploring occupational health and safety standard compliance in South Africa,” also agree with this assertion *ya gore*, we need to do something because there are gaps *tse e leng gore* if left unattended, they will put the lives of our employees *mo seemong se se seng* good.

I also want to underscore Madam Speaker that, this policy is strongly linked to the Sustainable Development Goals (SDGs). There are 17 of them and I have chosen two; the good health and well-being, decent work and economic growth, why? This policy *fa re ya go e dira*, it is going to promote employee productivity, because if you look after the people’s health at the workplace, they are going to be productive. There is empirical evidence to that effect.

It is also going to minimise harm to employees, because we will be doing the right thing. I hear my colleagues are saying, we do not have money, *mo go nna* that does not worry me Madam Speaker, because you need to get it right before you can come up with a budget. This policy is going to assist us in terms of ensuring that we are going to implement a comprehensive occupational health and safety and management system, where we will focus on doing risk assessment, hazard controls, human capital training and emergency preparedness, *ka gore* the people that we are going to employ, these SHE Officers are trained in these areas. When they do their work well, they will assist in terms of making sure that at the end of the day, employees do the right thing. This is something that is fully supported by the International Labour Organisation (ILO).

One of the reasons why I like this policy Madam Speaker *ke gore*, it is going to assist, also promote a culture of safety. Where people are going to be encouraged to engage in open communications, employees will participate and there is going to be increased hazard reporting that is facilitated by this SHE officer and at the end of the day, you will have your near hit reported and

you have a safe environment. I am saying this because, we can attest Madam Speaker, there are companies that are doing well like *bo* Debswana and other mining companies, *ba e leng gore* are benefiting. Their injury frequency rate is very low, because there is nothing bad like *o emelela kwa lwapeng o laela bana ba gago, maitseboa ba bo ba utlwa jaaka* honourable *a ne a bua gore machine o go katetse kana o golafetse, o robegile*. This policy is going to bring in knowledgeable people, who are going to help address and shape our industry. This is why I really support it, Madam Speaker.

Madam Speaker, I think it is also worth noting *gore* in this policy, we have talked about protective clothing, something that is very critical. Yes, I agree, the current situation when you subject it to the test *ya* occupational health, somebody will say we are neglecting our employees. I agree, I cannot contest, but look at what we are doing with this policy. If this House approves it, *ga go na ope wa rona yo o yang go bereka a sena* Personal Protective Equipment (PPE). PPE *ga se rifi fela, ga se lekarapa*, there is going to be assessment *fa o berekelang teng. Fa e le gore o berekela kwa modumong, o tlaa neelwa* earphones, *fa e le gore o berekeka fa matlho a gago a yang go amega*, you are going to be given the right thing. The good thing *ka* safety officers, they are going to assist by monitoring the environment, *ba bo ba thusa gore go dirwe* proper routine medical assessment. So that at the end of the day, you have *botsogo jwa batho jo bo siameng*, because that is very key. *Gompieno re iphitlhela re na le batho ba bangwe ba ba neng ba bereka kwa mine, o fitlhela e le gore batho ke bo susu, ba bangwe ga ba bone*, because we did not do the right thing.

Ke batla go dumalana le wena Honourable Mokgware *gore*, we need to support your Bill. When we do it, it will have achieved the good intentions *tse ke buang ka tsone*. I must also state that, my understanding is that this policy is not a standalone, we are going to have to ensure we comply with international best practices, which are in line with Sustainable Development Goals (SDGs). As I say this, one of the things that comes into my mind *ke* occupational health and safety standards, which are based on international framework. I can cite some example like ISO 45000, which are talking to prevention of fatalities at the workplace. They are talking to continuous risk assessment and improvement. Even in terms of the culture, we are going to inculcate a spirit where employees are going to observe each other. Safety officers are going assist us to make sure that we promote these cultures, and this is long overdue Honourable Mokgware.

If you speak to me, we have colleges *tse di saleng di simolola* to train *bana ba* Safety, Health, and Environment (SHE) officers. *Mo kgaolong ya me kwa* Mahalapye when you look at the database, there are lot of SHE officers. I am not concerned about the budget, because at the right time we are going to have the budget and make sure that we give those people an opportunity also to contribute to the economy *ya lefatshe la bone ba bereka*, because *le rona* we were lucky. *Jaanong* I really support this initiative General.

Fa ke sena go rialo, ke batla go tswalela ka gore, fa re nna le this policy General, we really need to make sure that we have proper structures that support it. *Re se ka ra tla ra dira gore e nne* policy *fela* which we approve, *re bo re ya go gopola gore e na le mathata fa go setse go na le sengwe se se diragetseng*. The aspect of peering is very important, I am saying this because I am a certified Professional Evaluation and Certification Board (PECB) Lead Auditor *mo standards di le dintsi thata*. *Re tshwanetse gore e re fa re operate mo mafelong a rona, re make sure gore* we do checks and balances, so that at all times the conditions at work are good.

Madam Speaker, thank you very much for having given me this opportunity. I am quite confident that colleagues will support this very, very important Bill. Thank you very much.

DR DOW (KGATLENG WEST): Ke a leboga *Madam Speaker*. Ke eme go ema nokeng Tona ka Tshutiso ya gagwe, gore go nne le tsamaiso e e lolameng e e itsagalang, e kwadilwe mo mokwaleng o le mongwefela, e babalela botsogo e bile e femela babereki. Ke tsaya gore ke kgato e e tlhokafalang, e re e rolelang hutshe, e re bonang e tlaa thusa thata. Boammaaruri ke gore, jaaka a setse a tlhalositse mo pampiring e gore ke eng a tla ka tsamaiso e, o tlhalosa gore melawana e kwa le kwa, e mengwe ga e itlhalose sentle. Ba bone go tlhokafala gore ba tle ka bukana e le nngwefela, gore mongwe le mongwe Motswana a itse gore fa a batla go itse gore mmereki o sireletsega jang kwa tirong, a bo a itse gore o ka ya kae. Ke mo rolela hutshe mo kgannyeng eo.

Ke tlatse gape gore, boammaaruri ke gore ga go na tsamaiso epe e ntšha e e senang *a price tag*. Go tlaa nna le nako ya gore jaanong a simolole fa a setse a dira lenaneo la gore fa a tsharolola tsamaiso e, kwa *Health* go tlaa reng, kwa *Education, Tourism, Transport* go tlaa reng. Gore go diragale jalo, go tlaa re nako nngwe jaanong a tle ka *budget* gore *policy* ya maloba ke tla ka yone, *programmes* tsa yone ke tse, mme di tlaa tla jaana le jaana.

Ke batla go tshwaela kgang e le nngwefela gape gore, sa ntlha re itse gore babereki ba kwa ga Goramente le dikgwebo tse di ikemetseng ka nosi. Ke gatelele gore tsamaiso e ga se ya *private sector* fela, ke ya Goramente le *private sector*. Se ke e tleng ke se bue fa ke gore, gantsi re dira melao mme rona re le Goramente, ga re e obamele, *especially* fa e bua ka *standards*. Ke gore *business* e e nnyennyane, re tlaabo re e setse morago gore ga e kgone go dira *standards*, mme Goramente re mo tlogetse. Ke tlaa fa sekai se ke tlholang ke se fa, *landfill* ya kwa Pilane, fa e ka bo e le ya me, e ka bo e sa bolo go tswalwa, ke yone *double standard*. Gompieno jaana fa o ka ya kwa Rasesa Primary School, *pit latrine* ya teng e nka e re phuu! Fa e ka bo e le kwa sekoleng sa Broadhurst, se ka bo se sa bolo go tswalwa. Mathata a teng ke gore *budget* ya ga Goramente *even though* go ntse go itsiwe gore *hygiene* le *safety* di ntse di le teng di tlhokafala, o tlaa fitlhela e le gore ga e tsenye dilo tse. Ke tsaya gore gongwe *policy* e e tlaa thusa gore, o se ka wa aga sekole o sa kgone go nna le *pit latrines* tse bana ba sekole le *teachers* ba ka di dirisang go na le *safety* le botsogo jo bo lolameng. Ke tsaya gore golo mo ke leobo, ka fa teng re tlaabo re lebile gore jaanong go diragala jang.

A re re *safety* fela mo koloing ya gago ya ga Goramente, wena o le *passenger, driver* a tsamaya ka 140km/hr, o tsenya botshelo jwa gago mo diphatseng. O tshwanetse go kgona go mo raya o re nnyaa, se tsamaye ka 140km/hr, o tlaa mpolaya.

MR MAPULANGA: *Clarification*. Tanki *Madam Speaker*. *Honourable*, o ama kgang e ke e ipotsang gore kante ke molao gore dikoloi tsa Puso fa di rwele batlotlegi, le ngwana fela a le mo tseleng o kgona go thulwa? A mme go na le molao kana e setse e le *precedence* e e itlwaeditsweng fela gore, di tshwanetse go nna di le mo mabelong a a kwa godimo?

DR DOW: Ga se molao, molao wa re 120km/hr. *Unless* lepodise kana *ambulance* e sianetse golo gongwe. Lepodise le ka kgona go tsamaya go feta 120km/hr e le gore o ya go go tshwara, le wena o tsamaya ka 120km/hr, moo go a utlwala. Fela ka gore ga re na *this culture* ya *safety* mo tirong gongwe le gongwe, o tlaa fitlhela e le gore dilo tse dingwe tse re a di itebatsa, mme re ntse re itse gore ga re a tshwanela go di dira.

ASSISTANT MINISTER OF CHILD WELFARE AND BASIC EDUCATION (MR HUNYEP): *Clarification*. *Thank you, Madam Speaker*. E rile o bua ka *speed* sa dikoloi, a ga o bone gore ke nako gore le mo *policy* e, go patelesege gore koloi nngwe le nngwe, e nne le *fire extinguisher*? Tanki.

DR DOW: Ke tsaya gore dilo tse dingwe tse o buang ka tsone, *Honourable* Mokgware o a itse gore golo mo ke *policy*, ke leobo la tsamaiso, ka fa teng go tlaa nna le *pillars* kafa. E bile gape ke gore le one *Ministry* wa *Transport* kana *ministry* o o amanang le dikoloi tseo, o kgona gore a dire tsamaiso gore fa o tshwarwa ka *speed* seo, *be fined* ka gore tota o tsenya motho yo mongwe mo diphatseng *or even more* kana go na le dikgato dingwe tse o di tseelwang.

Ka bokhutshwane, tota boammaaruri ke gore, fa ke bua ka *transport*, ke tlaa tswa mo tseleng go se nene. E kile ya re ngwagatlola ke bo ke le mo komiting nngwe, *Honourable* Hikuama o a itse. Re lebelela dikotsi ka lefatshe, *globally*, Africa o kwa godimodimodimo, o di gaisa tsotlhe. Re bolawa ke dikotsi jaaka batho ba bangwe ba bolawa ke malwetse ka gore ga re tlhokomele matshwao a tsela le mabaka a mangwe. Golo moo fa o le mo tirong, re bua fa ka *context* ya kwa tirong, re e fa sekai fela.

Mma ke nne *controversial*, ke bue ka kgang e nngwe e e amang *safety* le botsogo kwa tirong mme go sa diragale kwa tirong. Fa ke tlhalefa ke le monnyennyane, diphitlho tsa Botswana tsa kwa Kgatleng e ne e le maitseboa. Go ne go fitlha ka 2:30 p.m. *in the afternoon*. Gompieno re fitlha phakela. Ke rona re dirileng molao o fela ka borona. Ga ke itse gore re o tsere kae. Bontsi jwa dikotsi tse di diragalang, o tlaa fitlhela e le gore di dirwa ke gore, motho o ne a lapile e se gore o ne a tagilwe. Go na le ba ba tagilweng *but* bontsi jwa batho ba ba tswang kwa *North* ka *Sunday*, ba tla ba beseditse ba tswa gone kwa. Ba letse mo diphitlhong go tswa ka Labotlhano, ba tsogetse mo go tsone phakela, ba lapile kamoso ba tsena mo A1. Re tshwanetse re nne le *a culture of safety*. Rona fela ka borona, *a culture of safety*. *These are small things* tse e leng gore *this policy even though* e bua ka tiro, e dira gore o akanye *about other safety areas or unsafe areas* tse re di itirelang go sena molao ope o o rileng fitlha ka 6:00 phakela. O letse mo dipitseng maabane, o bo o tsena mo A1 o tla Gaborone, o bo o thula yo mongwe mo tseleng.

MR MONAGENG: *Clarification Madam Speaker.* Tanki *Madam Speaker*. Ke dumalana le wena fela thata *Honourable Member*. Ya go fitlha *in the afternoon*, e re gone ke utlwa mabaka a maphakela gore dikotsi, a ga o bone ba ba hupang ba tlile go tla ba itshietse a bo go tlhakatlhakana *in the afternoon*?

DR DOW: Ke go arabe ke go reye ke re, fa e le gore o itse phitlho ya Setswana le lenyalo la Setswana, le fa motho a tla a tshotse okapi, ga se gantsi o utlwa gotwe o

tlhabilwe ka thipa go nowa bojalwa. Ke gore *atmosphere* ya phitlho ya Setswana, e dira gore go nne le neelano, tshepano le tlotlo. Bomalomaago ba foo, borakgadiago ba foo. *You are more likely to be violent* kwa bareng *than* kwa lenyalong la *family* ya lona. *Environment* fela ka boyone, e tlisa tlotlo. Ke ne ke e fa *example* fela gore *we should have a culture of safety*. *Personal safety, safety around us* re e dira ka eng kwa ntle. Molao o, o tshwanetse o simolole o re tsibose dilo tse dingwe, diphatsa tse dingwe tse re itsenyang mo go tsone mme re ne re ka iphalosa mo go tsone, go sena molao o o re pateletsang gore go nne *so unsafe*. Ka mafoko ao *Honourable Madam Speaker*, ke ema Tona nokeng ka *this policy*. *I thank you*.

MR SEGOKGO (TLOKWENG): Ke a leboga *Madam Speaker*. Le nna ke re ke tswe lentswe go ema Tona nokeng ka *policy* e ya OSH. E e tlang ka sebaka se re fitlhelang itsholelo ya rona e le mo mathateng a a seng kana ka sepe. Gone mo go ka re thusa re le Goromente ka gore fa o lebelela mafatshe a a tlhabologileng kana a a fa pelenyana ga rona, o fitlhela ba *invest a lot* mo *human capital*. *Economies* tsa bone di gola ka tsela e e seng kana ka sepe. Fa o lebelela mafatshe a Singapore, Finland, Japan le South Korea, o fitlhela a le kwa mankalengkaleng fa o lebelela *the Human Capital Index (HCI)*. World Bank e supa mafatshe ao, a le kwa mankalengkaleng mo go ageng *human capital*.

Basekaseki ba tsa itsholelo ba tlhalosa jalo gore *there is a correlation between productivity* le kgolo ya itsholelo mo lefatsheng lengwe le lengwe. Ke dumela gore jaaka itsholelo ya rona e le kwa tlase jaana, *we need to come up with policies that will motivate* babereki ba rona gore le bone ba tsholetse dinao. Ba bone gore ba sireleditswe ka tsela e e ntseng jang. Fa re dirile jalo, re tlaabo re itse gore e tlaa nna *an instrument* e e tlaa felelang e fetlha itsholelo ka tsela e e seng kana ka sepe. Fa gongwe o fitlhela *the lack of motivation* ya bodiredi fela *generally*, e ka nna *in the civil service or private sector*. O fitlhela re sa tla ka melao e e ka felelang e ba sireletsa. Ke dumela gore *as we diversify the economy, human capital* ke dingwe tse re tshwanetseng re di tseye, re di ise kwa mankalengkaleng.

Madam Speaker, ke tlhalose jalo gore go a supafala gore re sale re tla ka a *parastatal* e gotweng ke Botswana Bureau of Standards (BOBS) *but* re le Goromente, *we are not utilising that institution because we are not complying* le *standards* tse di teng. Sekai ke ISO45001 e e tsamaisanang le *global standards* tsa *occupational health, the management system* ya teng. Re tshwanetse

gore fa re tsamaela kwa pele, re netefatse gore *in these policies*, re nna *very clear* gore re tle re nne le *reference point*. *Whatever departments* tse di teng tsa Puso, re felela re tsamaela kwa mankalengkaleng.

Re sa tswa go goroga *Madam Speaker*, o ne o re eteletse pele gammogo le *our Chairperson* re le ba *Climate Parliament* go tswa kwa Namibia. Re ne re ile dithutong tse di seng kana ka sepe tse di buang le ka *climate change* jalojalo. Go a supafala fa o lebelela *statistics* gompiano gore 70 *per cent* mo ditirong, dingwe tsa dikgang tsa *safety standards* di bakiwa ke dilo tse di tshwanang le *global warming*. Dikgang tse di tshwanang le *floods* tsa maloba di diragala kwa metseng ya Tlokweng, jalojalo. Re ya go sireletsa jang babereki ba rona fa re tsena mo diemong tsa mofuta o? Ke a bona *when I peruse through this policy* gore golo mo ga teng go mo teng. Ke dumela gore re tshwanetse re tsamaele kwa pele tota jaaka mafatshe a mangwe.

Rona ba re goletseng kwa Tlokweng, mo metseng e e bapileng le Aferika Borwa, re itse gore bomalomaarona ba ne ba ya gone koo. Re ne re itse gore go na le batho ba ba agileng matlo a a seng kana ka sepe fela ka madi a monwana. A ne a kgaogile monwana fela kwa moepoong koo, a bo a duelwa ke meepo ya gone koo. Malobanyana fela jaana, le ba ba neng ba a ja madi a lefatilha *Madam Speaker*, e le gore go supa gore ka dingwaga tsa bo 85 to 86, *machines* tse di kwa meepoong di ne di felela e le gore di ama mafatlha a bone. Ke bua ka nako e ya 2025, e le gore ka nako ya gompiano ba feletse ba isa *case* kwa kgotlatshekelo kwa Aferika Borwa. Kgotlatshekelo kwa Aferika Borwa e feletse e ntsha madi a a kana ka R12 *billion* gore batho ba botlhe ba ba amilweng ke gone go hema lerole leo kwa meepoong ya kwa Aferika Borwa, kwa Marikana, Hartbeesfontein, ba duelwe madi ao. Batho ba teng ba ke ba itseng kwa Tlokweng ba ba agileng matlo a a seng kana ka sepe ka madi a lefatilha. Re tshwanetse le rona re felele e le gore re tsamaela kwa pele gore re tsamaisane le mafatshe a mangwe.

The total worker health principle ya CDC e e buang ka *the mental wellbeing* ya mmereki, re tshela mo nakong e e leng gore *our employees* mo lefatsheng la Botswana, ke gore ga go ise go dirwe a *proper study* mo lefatsheng la Botswana. Ke dumela gore Bo Rre Pule, Rre Nyatanga, ba e leng gore *they are well vested on issues* tsa teng, ba tlaa tla ka *study* le *experts* tse dingwe tse di supang gore Batswana ka kakaretso mo ditirong *are so angry* thata mo go utlwisang botlhoko. *Studies* di tlaa supa fa di ka

dirwa gore Batswana ba le bantsi ba ba mo ditirong *are depressed*, ba setse ba ya kwa tirong fela ka gore ga go na gore go ka diragala ka tsela e e ntseng jang, ba kgone gore ba bone phaletšhenyana.

Ke dikgang tse e leng gore fa lefatshe le ntse le *evolve*, le tsamaela kwa pele, re tshwanetse go kgona go bona tota gore a tota Batswana ba ba kwa ditirong, ke palo e e kae e e leng gore ba *under depression*. Kgang ya teng o fitlhela re e tlhokomologa fela e le gore ga re tsenye totšhe e ntsi mo go yone. Mangwe a mananeo a, ke one a e leng gore e tlaa re fa mmereki a tla a le *depressed* mme e bile a le *depressed* ka gore fa gongwe *they are not promoted*, go bo go raya gore *policy* e kgona go mo akaretsa; kana a sa fiwa *incentives* go fiwa yo mongwe. Mananeo a a tlaa felela e le gore a tlaa mo akaretsa.

Go na le ngwana kwa Tlokweng yo o busitsweng maloba kwa Otse Police College, e le gore e rile ba kobakobile legodu, e rile fa koloi e retologa e riana, a bo a wa mo koloing ya *police* a bo a gobala. Fa a gobetse jalo e le *Special Constable*, go raya gore fa a dira *tests* tsa gore a ye kwa *police college* jaaka ba bangwe ba ba neng ba tsamaya maloba, a bo a busiwa gotwe *fitness* ya gagwe e kwa tlase, o ka se ke a kgone gone kwa. Puso ga e a mo neela dituelo dipe, go supa gore ga e a mo hira gotlhelele, mme o gobaletse mo tirong. Jaanong ke selo se se utlwisang botlhoko.

Go na le dikompone di le pedi kwa Tlokweng tsa batswakwa tse di gatelelang bodiredi fela thata gone koo. Go na le kompone nngwe gone kwa, ga ke batle go e bua ka leina ka gore gongwe ga ba na go ipuelela kwano, mme ke kgang e ke e setseng morago. O fitlhela e le gore go beilwe ditena gone foo, gatwe ditena tsa teng ke tsone ditafole. Bana ba koo ga ba na menwana ya maoto, ditena tseo di felela di wa gone koo di ba tšhwetla mo menwaneng. Legale ke a itumela ka gore ke e begile kwa go Tona Mokgware, o ntsholofeditse gore ke kgang e e leng gore o e sala morago fela thata.

Ke ne ke utlwa Mopalamente Pule a tlhalosa gore fa gongwe dilo tse re tlhoka *budget* gore re tle re kgone gore re di dire. Nnyaa, ga re ka ke ra emisiwa ke gore gone jaana *the economy* e santse e le *on a downward spiral*, re tshwanetse re tsamaele kwa pele, madi one a tlaa re fitlhela re ntse re le kwa pele. Gakere *when budgeting Madam Speaker*, you *budget* ka madi a e leng gore ga a yo? Le tsone *budgets* tse re di dirileng gompiano jaana, *we budget* ka madi a e leng gore re solofetse *the tranche from* Southern African Customs Union (SACU), re solofetse *sales* tsa dite mane, re

solofetse gore Botswana Unified Revenue Services (BURS) *will collect* bo Pay As You Earn (PAYE), *income tax, corporate tax* jalojalo, re bo re felela e le *gore we will fund projects* tse di teng.

So, *this policy* ke ema Tona Mokgware nokeng ka yone, gore nnyaa, ga re ka ke ra emisiwa ke kgang ya gore ga re na madi. Re tshwanetse re tswela pele re dire tse re di solofeditseng Batswana. *Success breeds success*. Jaanong fa re ntse re di tshwaya ka bonya ka bonya, *at the end, there is going to be a confluence* ya one mananeo a le *budget*, go bo go raya gore re felela re tsamaela kwa pele. Fa re ntse re dira mananeo ka fa, go na le fa e leng gore a tlaa kopanela teng le *budget*, re bo re felela re tsamaela kwa pele go bona gore re ka sireletsa ka tsela e e ntseng jang. Re Goromente wa ditshwanelo, re tshwanetse go bona gore re sireletsa babereki ba Botswana ka tsela e e ntseng jang. Ke ema Tona nokeng *in this policy*. Ke a leboga *Madam Speaker*:

ASSISTANT MINISTER OF CHILD WELFARE AND BASIC EDUCATION (MR HUNYEP):

Madam Speaker, ke go leboge, ke lemoge le maloko a a tlotlegang a Palamente. Ke ema jaana *Madam Speaker*, ke dimalana le *policy* e le nna ya kakaretso ya tshireletso le go e tlhokomela mo tirong, le botsogo jwa badiri; *the Occupational Safety and Health (OSH) Policy* yone ya ngwaga one o wa 2025 e le *Bill*.

Ke lebogela Molao-kakanyetso o ka gore *it replaces the Factories Act* e e leng gore ke molao o o neng o dira ka *factories* fela, go raya gore o tlogela dikgwebo kana maphata a mangwe kwa ntle, le yone *public service*. Le tsone tsa bo *agriculture, tourism* di ne di sa akarediwe ke *this previous Act* ka gore ene e akaretsa ba ba neng ba berekela *in the factories*.

Gape ke itumelela Rre Mokgware gore o kopane le *tripartite*, wa felela o buisanya le bone, the Botswana Federations of Trade Unions (BFTU), Botswana Federation of Public, Private and Parastatal Sector Unions (BOFEPUSU), Business Botswana. Ke itumelela gore ke *policy* e e tsentseng mongwe le mongwe mo teng. Tshireletso le botsogo jwa badiri *Madam Speaker*, e botlhokwa fela thata mo Botswana ka gore yone *policy* e tlaa thusa gore re lebagane le koketsego e ntsi, e bile go tla leka go fokotsa koketsego e ntsi ya malwetse le dikotsi tse di masisi tse di diragalang mo ditirong ka gore ga go na yone *policy that guides* fela sentle. Jaaka ba *construction, they are not complying* gotlhelele

le melao e e tshwanetseng e ka bo e le yone ya OSH *Policy*. Malwetse le dikotsi tse di masisi jaaka le kwa mekoteng, re a itse go na le di *quarry, mines* tse dingwe jalojalo, *those policies need to be complied with* fa di le *clear* fela sentle.

Molao o o tshwanetse go dirwa ka bofebo, wa sireletsa matshelo a babereki le Batswana ka kakaretso. Yone *policy* e e tshwanetse go sireletsa babereki botlhe le ba ba rekisang mo mekgwatheng. Go tshwanetse go nne *clear* gore le bone ba sirelediwa jang ke yone *policy* e, le baopedi, *the entertainment space* jalojalo. Motswana mongwe le mongwe ga a tshwanelwa go tlogelwa kwa ntle ke molao o, go tshwanetse gore *at the end of the day, everyone* a bo a le *covered, everyone be included*. *Inspectors* tsa rona *at the work places* ba tshwanetse ba dire tiro ya bone ka botlalo, jaanong molao fa o sena go dirwa, go tlhokega *inspectors* tse di botlhale fela sentle thata di itekanetse gape mo mafelong a otlhe a. Bogolo jang kwa dikgaolong, koo e bile go *worse* fela thata. *Ministry of Labour and Home Affairs* o tshwanetse go fiwa ditlamelo tse di lekaneng go diragatsa yone *policy* e.

Rre Mokgware, go tshwanetse go nne le *Occupational Health and Safety Fund* e e tshwanetseng go thusa gore *the inspectors* di tsamaye, tiro e kgone go dirwa, *and work places be monitored*. Ke madi a a tlaabong a tswa mo bahiring; *the employers*, ba tshwanetse *to contribute*, a mangwe ke a *fines*, a mangwe e le *from development partners*, ba teng ba ba ka thusang gore *we can have such a fund* e e ka felelang e nna le madi a a tlaa dirang gore *policy* e e salwe morago.

Go tshwanetse gore gape go nne le dithuto tse di rutang babereki le Batswana ka kakaretso gore ba tshwanetse go rutiwe mongwe le mo mafelong a tiro, mo dikolong le mo mafelong a dithuto jaaka *brigades* le Technical and Vocational Education and Training (TVET) ka gore *those are areas* kwa e leng gore *safety* e tshwanetse gore e bo e le kwa godimo. Go thibela kotsi ga go ture gona le go duela go setse go diragetse. Ke gore *prevention is better than compensation*, fa o setse o duela jaanong o isa motho bongakeng, go ya go nna *very, very expensive*. So, go botoka gore batho ba rutiwe ka yone *policy* e gore ba tle ba itse gore le kwa ditirong ba tshwanetse gore ba itshware jang.

Kgang e gape e nkisa kwa kgannyeng e nngwe ya botsogo jwa tlhaloganyo le kgatelelo ya maikutlo. Bagaetsho, re mo mathateng, *this policy* re tshwanetse re bone gore kwa ditirong tota go nna le dikomiti tsa

OSH tse e leng gore gongwe e bile ba tlaabo ba bereka le *trade unions*. Tshireletso mo tirong ga se ya dikotsi tse re di bonang ka matlho fela, (*physical hazards*). Re tshwanetse go lemoga gore ditlamorago tsa kgatelelo ya maikutlo, *stress*, *bullying* kana kgokgontsho di di ntsi mo ditirong, le go lapisiwa ke tiro fela; *just burn out*. So, go tshwanetse go nne le *policy* e e tlaa sireletsang batho ba ba ntseng jalo. Le go lapa mogopolo o le mo tirong, go borai fela thata, gape go kotsi. Molao o tshwanetse go bua le maikutlo a babereki le Motswana mongwe le mongwe. Batho ba fedile ka go bolaana fela thata. *Even at the work places*, re na le *cases* tse di ntsi tse re ka di balololang tse di diragalang kwa ditirong, mo gongwe e le sone *stress*.

Safety at the work place ga e enough. Bagaetsho, go na le tshakgalo fela e e tshosang mo Botswana kwa ditirong, malwapa, diphathi, dikereke, dibolo, Village Development Committees (VDCs), *syndicates* jalojalo. Re tlhoka go baakanya dilo tse dintsi ka maikutlo a Batswana le babereki.

It is worse at the work places fela thata, le fa o re o dumedisa motho, fa gongwe o fitlhela a shakgetse mo o bonang gore golo fa go na le mathata mo Botswana. Go a supa gore *there is mental health at the work places*. Le kwa bo Ipelegeng go tlhokega gore sengwe se dirwe. *We need some serious healing of a kind. Let this policy open that window of national healing and conversation*, e seng jalo re tlele go bolaana ka yone kang ya gore *mental health at the workplace, stresses*, jalojalo ga di yo. Re tshwanetse go nna le dikomiti tse batho ba tlaabong ba tlhokometse babereki mo ditirong. Molao o tshwanetse go sireletsa bomme, bana le banalebogole mo ditirong. *This policy* e tshwanetse e sireletse le ba ba mo botsetsing. Ke *policy* e e tshwanetseng go gatelela gone fa jaaka re ne re bua ka *maternity leave* maloba.

Dikomiti tsa Occupational Safety and Health (OSH) mo mafelong a tiro di tshwanetse go tlhomiwa. *It should be a requirement. Trade unions* le OSH committees di tshwanetse go bereka mmogo. Badiri ba tshwanetse go bua mathata a bone ba sa boife sepe. Molao o tshwanetse go akaretse le go sireletsa ba ba senolang diphoso le tshenyetso-setšhaba *at the workplaces, which are OSH related*. Re bua ka *whistleblowers* gore *policy* e e tshwanetse e sireletse batho ba ba ntseng jalo, ba ba ntshang dikgang tse di ntseng jalo kwa ditirong.

Go tlhokega gape Tona gore *policy* e kwa bofelong, e tshwanetse gore mo ditirong go nne le *data*, dipalo le ditshekatsheko tse di supang gore sengwe se a dirwa,

re setse morago mafelo a rona a pereko. Go tlhokafala dipalo le ditshekatsheko tse di feletseng ka dikotsi le malwetse a a dirwang ke tiro. Le komiti ya bosetšhaba, *we need to set up such a committee* ya National OSH Council go bona gore go na le tswelopele e e bonalang mo maphateng, *unions*, babereki le bahiri tota mme gape e e ikemetseng.

Mmerekisi fa a hirwa, o tshwanetse go dira *even a medical examination*, ke sone se se tshwanetseng go gatelelwa ke *this policy*. Fa a tswa le gone go tshwanetse go dirwe jalo a nne le *a medical examination* gore re tle re kgone go bona gore a mme motho yo o ne a tsene a le *fit*, o ya go tswa jaanong a na le bogole kana a sa tsoga sentle. Go tle go bonale gore fa go ntse jalo a na le bogole kana a na le bolwetse jo a bo tsereng mo tirong, o tshwanetse gore a isiwe bongakeng kgotsa a duelwe.

Re tshwanetse go bona le dikgwebo, go na le mathata teng koo. *That is why* ke ntse ke gatelela gore *trade unions* e tshwanetse go nna le tsone tse e leng gore *they help us*; ke *watchdogs*. Dikgwebo di tshwanetse go itse go sala melawana ya tshireletso morago. Ga ba a tshwanela go dira jaaka ba batla, ba tshwanetse go otlhaiwa fela thata fa e le gore ba robile *policy* e re buang ka yone e. Dikgwebo tse di salang *policy* e morago, tse di dirang sentle, re itse gore kwa *this particular company* ba dira sentle, ba tshwanetse go lebogiwa. Go nne le tsela e ba lebogiwang e bile ba rotloediswa. Ba e leng gore ga ba dire sentle, le bone *they should be punished for that*.

Tshireletso mo tirong e tshwanetse go nna *a requirement*, e nne *something* se se tlhokegang go ba ba dirang kgwebo, *especially* ba ba tsayang *tenders* mo Pusong, *even state-owned companies*. A go nne *policy* e e leng gore gore *there is compliance to it*. Fa ba sa *comply* go raya gore *they should not be given any tender or businesses*. *This should help us monitor policy* e. Re tshwanetse go nna le tsamaiso e e tlhamaletseng.

Ka one mafoko ao, badiri ba tshwanetse go sireletsega fela thata mo ditirong tse ba di dirang. Go tshwanetse ga dumalwana le molao o wa OSH wa 2025. Ke dumalana ka pelo ya me yotlhe ka molao o wa tshireletso. Ke a leboga.

MR KEDIKILWE (SEROWE WEST): Ke go leboge *Madam Speaker*. Ke bo ke go leboge gore o bo o nneetse sebaka se le nna gore ke supe matshwenyogo a me le ka fa ke amogelang se Tona a se re beileng fa pele.

Ke dumalana le *policy*, ga ke batle go akanya jaaka Motlotlegi Pule a ne a re re batle madi pele, ke gone go bo go tla go dirwa *policy*. Ke bona *policy* e e tlaa

thusa gore fa e sena go baakanngwa Motlotlegi General a e betlile sentle e bo e feta, e tlaa nna *our yardstick* e re tlaa lekanyetsang ka yone gore a mafelo otlhe a go theogelwang mo go one, a a tsamaelana le dikgang tsa molao. Gantsi babereki kana ba dikgwebo, fa a simolola ga go na mo gotweng go rutuntsha babereki ba gagwe ba kgone go tsamaelana le ka fa molawana o buang ka teng wa *safety*. Ene o lebile fela gore fa a ba kaetse gore berekang, *interest* ya gagwe e kwa tirong fela. A mme gone ba bereka ka pabalesego; ga se botlhe ba ba akanyang jalo. O fitlhela motho fa gongwe a neetswe *machine* o o tshikinyegang ke e fa sekai; a sa tsenya sepe mo ditsebeng gore o se ka wa mo kibanya ditsebe. Jaanong motho wa Modimo ka gore tota o batla tiro, a bo a tshwara fela *machine* jalo. Ke gakologelwa gore go ne go na le rre yo mongwe, o ne o fitlhela a o kgweetsa a o dira ka makama ka gore o ne a berekile thata kwa meepong. O ne a kgona go o baya serope fa godimo o tsosa modumo a sa o tshwara le ka diatla, a o lebile fela a o beile lengole fa godimo mme a sa itshireletsa. Ke sone se se reng babereki le bone ba rutwe ka tsela e e ntseng jalo gore tshireletso kana botsogo jwa bone bo tla pele. Le fa ba rapela tiro jalo mme botsogo bo tla pele ka gore fa a ka se ke a dire jalo, e tlaa re kamoso le fa e le gore o tlaa tla a duelwa, mme kana madi ga a busetse botsogo jwa gago. O ka nna le madi mme jaanong fa o kibane ditsebe o le susu, o kgaogile monwana kana o golafetse golo gongwe, ga o na go tlhola o dira se o neng o ka se itirela fa o ne o itekanetse.

Go tshwanetse ga bonwa gore jaaka re ne re fetisa molao o wa *labour* gompiano, go supafale gore babereki ba *are they insured against* dikgolagalo tse di ka diragalang mo madirelong. E se ka ga tloga ya re kwa bofelong, e bo mohiri a sena se a ka se ba neelang fa e le gore ba golafetse. A e nne sengwe se se patelesegang gore babereki ba sireletsewe ka botlalo mo tirong. Maabane fa re bua mo molao o o neng o feta, *Director le inspector* ba tshwanetse gore fa ba tsena mo mafelong ba tlile *to inspect*, ba bone *if babereki have been insured*, pele ga ba ka tswelela ba neela motho *licence* ya go gweba.

Le diaparo tse di itshireletsang tsa tiro, mo gotweng Personal Protective Equipment (PPE), go tshwanetse go bonwe gore di nna teng ka gore fa gongwe mohiri o bona e kare di a tura *to provide them, and he will compromise safety* ya batho ka gore ba ka bereka fela ba sena natso. Le fa mmereki a tsena, go tshwanetse go nne le *some checkups* go bona gore a o tlaa golafalela mo tirong kana o tla ka bogole jwa gagwe, gore mohiri a itse gore ga a hira motho yo o tlang a golafetse gale, o mo

hirile e le motho yo o itekanetseng gale. Go raya gore *if you claim compensation* ka mabaka a kgolagalo mo tirong, ga a ka ke a gana a re o ne a sa itse ka ga gagwe. Go bo go tlhamaletse gore o mo hirile e le motho yo o nang le seemo se a leng mo go sone.

Ke itumela thata ka molao o re neng re o fetisa, o o neng o supa gore re tshwanetse mo madirelong, mongwe le mongwe a bo a sireletsegile, go sena kgokgontsho epe e e mo supang gore ke monalebogole, wa letso lefe kana o ntse jang. Fa gongwe o tlaa fitlhela e le gore motho yo mongwe o palelwa ke *to perform* fela ka gore o a kgoreletsega. Fa o utlwa ke re fa gongwe molao o tlaa nna *a yardstick*, o re tlaa lekanyetsang ka one gore a re a *comply*. Kana fa re o fetisa jaana Tona... Ke a tle ke tlhomoge pelo fa gongwe ba sepodise, segolo thata ba Serowe mma ke fe sekai, ba na le ba *Office ya Labour* le ba khansela ba tsamaya mo ba re ba *inspect* madirelo. Fa ke bona ba ba *police* ke itse fa ba tswang teng, segolo thata kwa kgaolong e ke e emetseng ya Serowe ka e mo kgaolong ya me, ke kile ka re ke tsena teng ka fitlhela ba *light* le ka *cell* tota e le gore go supafala gore ga go na le fa e le lebone. Ke gore golo mo ga ntshwenya gore ke gore fa motho a tsena fa ba tla ba tswa go mo tshwara kwa ba mo tshwarang teng, a tsentse thipa mo pateng ba le mo lefifing, ba tlaa mmona jang? Jaanong gone mo fa o utlwa ke re go tlaa tla go re berekela gore re bone gore a mme mafelo a, a a mo seemong se e leng gore se tsamaelana le *policy* e. Ka gore Goromente ke ene yo o amegang thata fa gongwe fa o ka lebelela dilo tse. Ke ne ka raya bana ba ka re, ao! e le gore fa le ka tla le senokwane, le tlaa se bona jang? Mme ba re, “jaaka o bona *honourable*, re mo mathateng one a,” go le lefifi.

Fa o tswa foo o tsena kwa dikoleng, ke kile ka tsaya dinepe tsa kwa *primary* e nngwe ya Mannathoko, e le gore ditilo tse di nniwang ke mathitshara, ke gore fa e ne e le kwa morakeng wa me, ke ka bo ke di beetse kwa thoko kwa gongwe di nna dikoko. Ke gore e le *frames* fela tse e leng gore di tlhomola pelo. O bona gore jaanong fa e le gore ke lefelo gone fa go berekelwang teng mme babereki ba ba nna mo lefelong le le ntseng jaana... fa o ya kwa *classrooms*, o fitlhela di le mesima fela, o bona gore bommamanthwane ba nna mo teng, bana ba ba nna monko o wa mmamanthwane, go na le *asbestos* e lepeletse fa godimo ga ditlhogo tsa bana, a dilo tse ga di ame batho ba?

Fa o utlwa ke re fa molao o o sena go feta, o tlaa re thusa ka gore e tlaa re fa ke re re hire babereki kwa tshimologong, *they should be trained*, ba itse ditshwanelo tsa bone, ke raya le ba ga Goromente ba le mo teng, gore

o se ka wa betelela motho gore nnyaa tsena mo o rute le mo *classroom* e e ntse e le gore *asbestos*... ka gore fa ke tsena kwa Dimajwe ke ba botsa gore e le gore *asbestos* e baba bo mmamanthwane fela, ba re, “le rona e a re baba *honourable*.” Ke bo ke re e le gore bana ba ga e ba babe, ba re, “fa re tshaisa fa, matlho a a tshatshama.” Ke seemo sa gore go supa gore dilo tse di ne di sa dirwe sentle ka gore go ne go sena molao o. Fa o bona ke o ema nokeng jaana, ke ka mabaka a gore mo gompionong e tlaa re fa ke tsena kwa Dimajwe fa ke fitlhela go ntse jalo fa molao o o sena go feta, e bo e le gore jaanong go na le se ke ka se supang fa ke bua le *Minister* ke re bona gore *Section* e ya reng, bona gore e ya reng, leba lefelo le gore le ntse jang. Fa ke tsena kwa Mmashoro Primary ke fitlhela bana ba tlhapela fa thoko ga terata go le mariga, yo mongwe a beile lentswenyana la gagwe fale, yo mongwe fale, yo mongwe fale, basetsanyana le basimanyana ba bopeletse jaana, ke bo ke botsa *Minister* gore a o raya gore gone mo ga go kgaatlhanong le *Section* mangmang e e mo *policy* ya rona e re e kwadileng ra bo ra e isa kwa Palamenteng, go na le seemo se re tlaa *gauge* ka sone. Fa o utlwa ke re e ke e ratela gone moo gore le nna gompiono ke tlaa nna le gore... kana le fa e le mang fa a lebelela a se ke e nne e ka re o *criticise* fela a *generalise*, e bo e le gore o nopola *Section* nngwe mo molaong e e supang gore seemo se Motlotlegi *General* o se tlisitse fa pele ga rona, ra se fetisa ra supa gore fa go ntse jalo, ga go a siama.

Ka tsela e e ntseng jalo ke gone ke reng ke itumelela gore *policy* e ke e ema nokeng 100 *per cent*. Motlotlegi, ke go ema nokeng 100 *per cent* ka gore dilo di ntse di le mogorogoro fela, fa o re o bua le motho a bo a go bolelela gore ga go na gore go ka reng. Fa o bua le batho ba go bolelela gore nnyaa... o fitlhela bana mo sekoleng ba tshwanetse gore ba nne ditilo, o fitlhela ba kotame *frames* fela go twe ke ditilo tsone tse. Ke gore o ipotsa gore a fa go le mariga a bana ba ga ba sitwe marago ba kotame mo *frames* tse? Ke diemo tse e leng gore ke di lebogela thata go menaganye gore rra, o tlile ka *policy* e e siameng ka nako e e siameng. Sa gago ke go batla madi fela.

Bontsi jwa dikole tse ke nang le tsone kwa kgaolong ya me, go santse go dirisiwa *pit latrines*. Ke kile ka bua mo Palamenteng e ka re dintsi tse di tswang moo go tswa fa di tsena mo dijong tsa bana, o ka bona gore ke botshelo kana ke botsogo jo bo makgasa thata jo bo sa siamelang botsogo jwa bana. Ke dumela gore *policy* e e tlaa tla e *condemn* dilo tse. Mo go rona re itse gore batho ba botsogo ba itse gore mo madirelong *toilet* e le nngwefela

e lekane batho ba ba kana, mme o fitlhela sekole se na le bana ba le 800 kana 1,000 ba dirisa *toilets* tse pedi fela. Motlotlegi o tlile ka kgang e ke e ratang thata ka gore dilo tse e tlaa tla e di supa e bo e leka go di baakanya pele ga ope a bua, ka gore le fa e le ene *Minister* yo o lebaganeng le lephata leo, o tlaabo a dirisa yone go bona gore a mme kwa *Education*, kwa lephateng la me, a bana gompiono fa ba santse ba dirisa *toilets* tsa mosima, a ke gone. Jaanong ka tsela e e ntseng jalo rra, ke go eme nokeng 100 *per cent*, Modimo o go thuse e fete mo batlotleging jaaka ke utlwa ba e eme. Ke a leboga.

ASSISTANT MINISTER OF WATER AND HUMAN SETTLEMENT (MR MOTSAMAI): Ke a leboga *Madam Speaker*. Mma ke go dumedise ke bo ke dumedise Ntlo e. Ke akgele mo *policy* e re e beilweng pele. Ke supe fela gore e tlile ka nako e e siameng mme e bile ya bo ya wela mo diatleng tsa batho ba ba siameng, ba Goromente yo o siameng, yo e leng gore maikano le maikaelelo a gagwe, ke go lwela ditshwanelo tsa setho. Ditshwanelo tsa setho go tewa o sireletsegile gongwe le gongwe kwa o leng teng; *in a workplace*, kwa lelwapeng kana kae fela. Ke selo se se botlhokwa *Madam Speaker*.

Gongwe se nna ke ka se buang ke gore la ntlha fela fa re tla ka ditshetlana, melao, *policies*, jalojalo, re tshwanetse gape re lebelele seemo sa rona re le lefatshe gore a tse re di batlang (*propose*) a di tlaa kgonagala. E bile gore fa e le gore di a kgonagala, di ka kgonagala mo nakong e e kae? Ka yone tsela eo e le gore *we measure ourselves* gore re nne le sekale se re bonang gore batho ba ka thusega mo go sone.

Madam Speaker, ga ke rate *policies* tse di dirwang fela go sena batho ba e leng gore ba tlaabo ba tsamaya kana ba beilwe foo ba bona gore di a diragadiwa, mme e bile fa di diragadiwa, di diragatswa ka botlalo jo e leng gore bo solegela baagi ba lefatshe la Botswana molemo. Ke selo se se botlhokwa thata go bona gore *policies* di a diragadiwa. Fa go sena dikoloi tsa ba ba tsamayang le lefatshe, go sena ditsompelo tsa ba ba tsamayang le lefatshe go bona gore dilo tseo di a diragadiwa, ga go na mosola. E ya go nna mahala fela a e leng gore gongwe batho ba a go tswela ka tshotlego.

Re tshwanetse gore fa re bua ka *policies* gape, re di kopanye le kgang ya go batla ditsompelo re tsholeditse dinao *Madam Speaker*, ke bua le *Minister* yo e leng gore o maleba, go batla ditsompelo tse di lekanyeng. *Like we have decentralised* dikhansele le ditirelo tse dingwe go ya kwa dikgaolong, re bone gore *policies* tse di a diragadiwa kwa dikgaolong, a e ka tswa e le

ke ma-Tirelo Sechaba, *Interns* kana bana ba rona re ba beile foo, ba e leng gore gompiano jaana ka bontsi ga ba bereke. Fa ba sa bereke jaana, ba tlhoka gore re ba buelele go bona gore ba tsene mo ditirong tsa go tsenya leitlho mo ditirong tsa Puso go bona gore a matlo le *clinics* tsa bogologolo tse di agilweng ka *asbestos* a di ntse di teng, di nna bo mang, ba di nna ka le le reng, a nako ya teng ga e a feta.

Go na le batho ba ba berekang mo mafelong a e leng gore a tletse mo go tweng ke *radiation*. Go latlhelwa dilo tse di diphatsa teng. Go na le ba ba nnang gautshwane le mafelo ao, mme go tlhoka *monitoring* go bona gore dilo tse ga di ame batho. Di latlhiwa ka tsela e e ntseng jang, a ga di latlhiwe ka tsela e di amang batho le tsone diphologolo *Madam Speaker*. Fa o tsena kwa bo Kgalagadi kana Gantsi, ke tsaya gore le bo Maun le Ngami ba mo teng, go santse go na le matlo a *asbestos* a bogologolo a a sa nneng ope. A mangwe e ne e le *clinics* kana diofisi tsa bo Molaodi. Dilo tse re tshwanetse gore fa re simolodisa *policies* re re re hemela batho, re simolole pele ka *to abolish* dilo tseo re bona gore re di tsaya re ya go di latlhela koo re bo re di senya, re bo re di gataka re di katela *Madam Speaker*.

Go na le kgang ya diaparo tsa itshireletso. Di tshwanetse tsa simologa fela le ka badisa. Fa ke fitlhela modisa kwa morakeng a tlhantlhetse a kenta dipodi tsa ga Rre Hikuama wa tsala ya me, tota go sena le fa e le *mask* o mongwefela le fa e le *overall* kana *boots*, le fa e le sepe fela, motho wa Modimo a gatwa ke podi e montsha dintho, ka fa lerole la letshotelo le le kanakana la dinku tse di ntsintsi tse ke itseng gore o na natso le mmeta, ga se selo se se siametseng modisa wa go nna jalo. Gore a mo je monate ke gore a mmatlele diaparo tse e leng gore o ka bereka ka tsone mo tirong e e ntseng jalo. Ke sa reye gore o dira jalo *Madam Speaker*.

MR HIKUAMA: *Clarification.* Ke a leboga *Honourable Member*. Ke rata thata ka fa o tshwenyegileng ka diemo tse. Jaanong se gongwe ke se tlhatswe ke gore gongwe o dirisitse sekai se se seng maleba ka gore ga ke na babereki. Ga ke na mmereki, ga ke na badisa, re bereka *as a family*. Ke dilo tsa rona rotlhe. Ga go na yo o hirilweng, mongwe le mongwe o dira *portion* ya gagwe, jaanong ke sekai se e seng sone. Sekai se o neng o ka se ntsha *Honourable Member*, ke sa barutabana le dikole tse di phuphunyang, e le leswe le le sa gopiwig sentle, ba sena *classrooms*, Puso ya gago e iketlile e sa tshwenyega ka diemo tse. Ke tsone dikai tse o neng o ka di ntsha.

MR MOTSAMAI: Ee, rraetsho. Ke ya gone koo. Tota mo lefatsheng la Botswana *Madam Speaker*, go bo Hikuama-kuama fela gongwe le gongwe. Ga se gore ene yo o mo Palamenteng ke ene Hikuama a le nosi. Tota o tlaa intshwarela. Ke ne ke sa reye ene.

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

MR MOTSAMAI: Tota go diragetse fela gore ene a bo a le mo Palamenteng, le nna ke bo ke ntshitse leina le le ntseng jalo.

Madam Speaker, le ba bangwe ke ditsala tsa me. Ditsala tsa me di dintsi ga se wena fela *sir*. *Madam Speaker*, ke kgang e re tshwanetseng gore re e sale morago, re bone gore dilo tse di a diragadiwa. Gompiano jaaka o utlwa ke bua le wena jaana, re seka meepo ya rona ya lefatshe la Botswana, ra felela re bona babereki ba meepo ba koafalela, ba bo ba isiwa kwa magaeng jaanong e le morwalo wa batsadi. Ba koafala jaana ba koafadiwa ke maje, lerole le sepe se se ka ba koafatsang.

Fa ke bua le wena jaana *Madam Speaker*, go na le babereki ba gotweng ba ne ba bereka kwa meepo ya South Africa. Batho ba ga ba ise ba duelwe, mme ga go na tsamaiso fela e e tlhapileng ya go bona gore batsadi ba rona ba ba ikuele kae. Ba bereketse lefatshe le. Fa gongwe ba a ne ba utlwa *radio* gotwe batho ba ba golafetseng ba a batliwa. Ga ba itse le gore ba batliwa kae, ba batliwa ke mang. Diofisi tsa bo molaodi, a ba tseye boikarabelo jwa go bona gore Dikgotla *meetings* tse di buisiwang ke mongwe le mongwe, re gase melaetsa. Re tseye dikoa tsa rona re itse le gore ba ne ba bereka mo moepong ofe, mo *section* efe, ba ipitsa bo mang, ka gore ba bangwe e ne e re fa ba tlola dilaene, maina a bo a fetoga. Fa o le Rre Nkawana, fa gongwe o ipitsa France gone ka koo. Jaanong fa gongwe totatota o bo o felela o lwala, go sa itsiwe le gore o France wa kwa kae. Ka kwano re na le Nkawana, ka kwa o ne a ipitsa France. Ke dilo tse re tshwanetseng go di lebelela, re bone gore tšhaba ya rona e ka bolokiwa ka tsela e e ntseng jang.

Molao o o tshwanetse wa tlhodumela, wa tsepama, wa tsenelela kwa teng go bona gore mathata a a ntseng jaana, a rona re le ba Puso ya UDC, e e ikaegileng ka ditshwanelo tsa setho, go bona gore o a diragala *Madam Speaker*.

Fa ke fetsa *Madam Speaker*, ke na le tshepho ya gore jaaka ke ne ke bua ka *monitoring*, re tlaa simolola go bona go okomelwa madirelo a a diphatsa a batho ba berekelang mo go one. Ke tshwanetse ka akgola Council

ya Gaborone. Ga ke e akgolele gore e bo gongwe bangwe ba akanya gore e sukura batho. Bagaetsho, fa *council* e tsena e bona gore golo fa go ka nna diphatsa mo matshelong a batho ba le bantsi, mme go bo go reela gore go tswelwa fela go a apewa, go botoka gore dijo tsa letsatsi leo di tshololwe go na le gore di bolaye batho ba ba 100 ba ba jeleng foo letsatsi leo. Ke se se tshwanetseng gore se hemelwe, mme go bo go ka rutuntshiwa motho yoo gore bophepa le go baya dijo sentle go ka dirwa jang go tswelwa kwa pele, mme tseo fa gongwe di tsholotswe. Le fa a latlhegetswe, ga go tshwane le fa e le gore lefatshe le latlhegetswe ke palo ya batho ba ba bolailweng ke dijo tsa ga rrasemangmang kana mmase mangmang.

Ke utlwa mongwe a re mmh mmh! O batla go ya go ba bolelela ka go sele, a re Motsamai o *support* go kgokgontshiwa mo re go buang ga batho. Batho ga ba kgokgontshiwe, re leka gore re nne le Batswana ba ba nang le boikarabelo, ba ba tshwarang dilo sentle ba itse gore ba tshwarela Batswana ka bone. Re leka gore re nne le Batswana ba ba itseng gore re etelwa ke baeng ba mafatshe a sele, ba e leng gore fa ba tshwere ba itse gore ga ba a tshwarela Batswana fela ba le nosi. Batlotlegi ba nne le kgatlhego ya go atumela go ja gone koo le dikgakololo. Tsala fa e tswana le bo Rre Kekgonengile jaana, e re a a ja foo a bo a phuthologile, a bona gore ke ja fa go phepa, fa go go ntle, go na le diatla tse di siameng, le ene a natefelelwe ke go boa koo seboaboane. Ke a leboga *Madam Speaker*.

ASSISTANT MINISTER OF TRANSPORT AND INFRASTRUCTURE (MR ATAMELANG): Ke a leboga *Madam Speaker*. Ke ema jaana le nna e le gore ke *appreciate* kana ke dumalana le *policy* e. Tota fela bakaulengwe ba me ka kwano ba e buile go le go leele, ba bua bomosola jwa *policy* e. Jaanong ke ne ke re le nna ke latlhelenyana *two minutes*. *Policy* e re na le mo gotweng *the happiness index*.

Ke dumela gore fa *policy* e re ka e *adopt* fela rotlhe, e ka re tswela mosola go lemoga gore re le lefatshe la Botswana *where do we stand in terms of the happiness index*. Re tlaa tsaya barutabana *for example*, o fitlhele e le gore *classroom* e makgasa. O tsoga kwa lelwapeng la gago kana *the staff house*, e le gore kwa a nnang teng ga go a siama, *it is not a safe environment, you are expected* gore fa o tsena kwa *classroom* a bo o *deliver* dithuto tsa gagwe *in a safe environment*. *The moment* fela a tsoga, *it is an unhappy person*, o ya go ruta *somebody* a le *unhappy*. *Then education* le yone e nna *compromised*. So, jaanong fa o tsaya *this contribution to the happiness*

index, e ka re thusa gore re kgone *to monitor where we stand*. So, *it means* gore *when the contribution* ya the SHE officers, fa re ka tsenya SHE officers in all these schools kana in all these facilities, then it becomes easy to pinpoint where exactly is making people to become unhappy in their...

MR HIKUAMA: *Procedure Madam Speaker*. Ke ne ke re re kope wena, o gakolole motlotlegi gore a bue puo e le nngwefela. Kana o bua *one-word*; Setswana, *one-word*; Sekgoa. Jaanong kgantele ga re tlhaloganye gore o bua eng, mme Standing Orders di papametse gore fa o tlhopha Sekgoa, tlhopha Sekgoa. Fa o tlhopha Setswana, tlhopha Setswana. Jaanong *one-word*; Sekgoa, *one-word*; Setswana. Ke *fanakaloo* e e sa letlelesegeng mo Palamenteng.

MADAM SPEAKER: Ee, o e senya jaanong ka gore o re *fanakaloo*. O ne o e baya sentle, jaanong o a e tlhakatlhakanya. *Honourable* o a utlwa gore a baakanye fa a bua ka gore o bua le Batswana kwa gae, ba bangwe ga ba itse Sekgoa, ba itse Setswana.

MR ATAMELANG: Allow me to stick to English.

MADAM SPEAKER: Thank you sir.

MR ATAMELANG: Yes. Like I was saying, the contribution of this policy towards the happiness index monitoring would be very, very noticeable, because we will be introducing SHE officers at every work place. The other aspect of it is the employment. There is a lot of unemployed SHE officers around the country especially the youth. So that on its own if we introduce this policy, it will help us to actually get these unemployed graduates to be at this environment of work.

The other contribution would be the facility management and maintenance. Most of the time you find that when you come up with the maintenance plan, the officer that is given the authority to actually draw or prioritise what you wish, for example in a school, which part of the school to do maintenance, it would be very important to have a SHE officer's input with regards to maintenance. They will tell you *gore* no, the classrooms are not in an ideal place, the furniture is not ideal, it is not ergonomic. For example, if you look at this Chamber right now, we just had an incident where one of our Members of Parliament (MP) nearly lost his legs. If we have a SHE officer...

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

MADAM SPEAKER: Honourable Members can you respect honourable on the floor.

MR ATAMELANG: So if you have a SHE officer at every work place, then they can ensure that the ergonomics and identification of hazards or potential hazards will be easily identified.

The other contribution is towards the value chain development, we speak of PPE manufacturers, it will encourage the manufacturing industry also to step up to the demand.

The other contribution is a domino effect to legislation reforms. For example, if you take the development control code, the building control code, the need to ramps, accesses and all that, if you have a SHE officer, they can actually now identify these lacking aspects.

The other contributing factors is the training of trainers. It creates again an opportunity to have participation of trainers to train these particular people to implement this policy.

MR LUCAS: *On a point of elucidation.* Ke a leboga Madam Speaker. Ke re *honourable* o bua nnete ka gore o supa botlhokwa jwa SHE officers. Fa ke ne ke nna le kotsi ya setilo fa, ke fitlhetse jaanong ke thusiwa ke Sergeant-at-Arms. Ga ke itse gore a Sergeant-at-Arms o tlhalefetse go sireletsa batho mo dikotsing tse di tshwanang e ke neng ke na le yone. Ke re, *you are very right honourable* gore go a tlhokafala gore go nne le SHE officers ka ga ke bone gore Sergeant-at-Arms *is trained* for tiro e sentle. Ke a leboga rraetsho.

MR ATAMELANG: Thank you Honourable Member. It is actually true and it is not just SHE officers like I said, this is trying to identify hazards in the workplace. So this policy will actually be very beneficial if we were to adopt it.

I think I have exhausted all my contributions, but I just wanted to assure the honourables that, if you were to adopt this policy, we can actually now have other aspects or reforms to follow through as well. I thank you Madam Speaker.

MR MAPULANGA (CHOBÉ): Ke a leboga Madam Speaker. Ke go leboge mosutisi wa kgang ya gompiano, Honourable Mokgware. Fa o bona ke nyenya jaana Madam Speaker, go na le lefoko mo tirong le o fitlhelang go nna gotwe “*and any other lawful instruction*” ke dumela gore o a le gakologelwa Motlotlegi Minister.

Lefoko le le jele Batswana. Motho a na le *contract*, a e saenne, a e neetswe, a e badile, a e tlhalogantse, go bo gotwe leswe la dintša le le mo jarateng ka gore o mmereki wa me wa *garden*, ke boikarabelo jwa gago, letsatsi le o se na *gloves*. Minister gongwe kgang ya ntlha ga se molao, leka go bona gore le badiri (*inspectors*) ba nna teng, ka gore dikgang tse di dintsi, di tlhoka ba ba di salang morago go ya go bona gore a mme thulaganyo ya tshireletsego ya babereki mo tirong e tsewetse sentle. A reports tsa SHE di tsewa tsia. Fa ba dirile *report* gore re lemoga seemo se mo tirong, a *company* e o e tseelwe dikgato, e tseye tshwetso ya go bona gore e a baakanya, e seng go koba babereki.

Madam Speaker, ke na le *case* e badiri ba neng ba thegediswa go le serame, ba kopa dijese, mme ba kobiwa. Fa o ya kwa, masecurity gompiano jaana bosigo jotlehe o thegelela fa Automated Teller Machine (ATM) e e senang le fa e le fa a ka iphitlhang teng mo serameng se. Jaanong a re nneng le *inspectors* tse di tlaa nnang le meno. Empower them Minister, gore dikgang tse e se ka ya nna mo mokwalong fela, re bone di diragadiwa, ka gore *labour law* e re ntseng re e fetisa fa, santlha fela *it has omitted the working environment*. Fa o tlhola *schedule 1* mo *hazardous work*, ga go na *tourism* mo teng, mme gone kwa *tourism* Honourable Lucas, batho ba ba tlholang ba le kgweetsa fa gare ga diphologolo le tlhola le ba bona, *they are not compensated*. Jaanong fa ba ikuela gore, kana ga re na le fa e le sepe se se re sireleditseng mo tirong ya rona, koloi *gets a punch* a bo a re *he patches it, jack* ya *high lift* e bo e mo kapa mo monwaneng kana e mo itaya, o kgaolwa mo tirong, a golafatse mo tirong. Ke dumela gore *this occupational safety and health* e tlaa re thusa, mme e re thuse e seng mo mokwalong Tona. Le gone kwa Pusong gompiano jaana melelo e e shang ya naga, go tsewa babereki kana batho mo motseng ba ya go tima melelo, go se na diaparo tsa itshereletso. Ga di yo! Le fa o ya kwa *kitchens* tsa Pusong mo dikoleng le dipatela, bangwe ba dirisa diaparo tsa bone ka gore *the Government is failing* go tsenya diaparo tsa itshereletso. Jaanong a e se ka ya nna molao o re o pasisang fa, a e nne ditiro tse re di bonang, batho ba sireletsege. Le gone kwa *agriculture*, fa o emelela gompiano, dipolase tse re di bokang tse gotwe di tsenya madi e bile go a lengwa, babereki *spray* dijwalo tseo go se na *protective clothing*. Tona a molao o o se ka wa nna molao o o tsenang mo *shelve*, tsenya *inspectors* di tsamaye, ba ye go bona gore a tsamaiso e setswe morago.

Re ne re bua ka dikole gone fa tse di dirisang *pit latrines*. Fa e ne e le gore tsamaiso e salwa morago... kana *there are health inspectors* gompiano *as we speak* re ise re nne le molao o. Ga ke itse gore ke dikole tse kae mo Pusong tse di setseng di tswetswe ka *reports* tsa bone, ga diyo! A e se ka ya nna molao, a e nne ditiro tse di tlaa supang gore fa go se na metsi a a bothitho kwa sepateleng... kana re tsenya balwetse *pneumonia*, re ba okeletsa malwetse. Mme gone kwa sepateleng ke gone kwa dingaka le baoki ba leng teng, ba ba lebaganweng ke dikgang tsa go bona dikotsi *that are fatal*, batho ba goroga, ga re na *counselling* ya bone *for trauma* e ba tsenang mo go yone. Ga ke itse gore e teng.

Ga ke itse gore kwa *prisons*, kwa sepodiseng *Madam Speaker* bo *hangman* ba re ba dirisang fa re athlotse motho gore a kalediwe, re na le eng se se mo tafoleng go leka go bona gore tlhaloganya ya motho yo re a e aga, *mental health*? Ga ke itse, re tlaa bona go ntse go tsweletse.

Gompiano jaana *Madam Speaker*, re na le ba *home based* ba e leng gore fa ba ka gana go ya go thusa molwetse yo o mo lelwapeng *that* sepatela *referred to...* ga ba na di PPE, mme ga ba na *choice*.

Ga se kgang ya gore molao o fetile, re a o itumelela, ke kgang ya gore *do we have enough capacity* ya go ya go bona gore batho bao ba ya *to inspect*? A re na le *budget* jaaka re ntse re re ga se kgang ya *budget*, a re na le *budget* ya go reka *the PPE*? Ka gore fa o ya kwa *dumping site*, ba matlakala letsatsi le letsatsi ba a sela ba a isa go sena *gloves*. Dikoloi tsa bone *are not disinfected*, *gumboots* tsa bone di na le lebaka di se *replaced*, ba dirisa ditlhako tsa kwa lwapeng. Ba tsaya malwetse kwa *dumping site*, ba ya ka one kwa lwapeng.

ASSISTANT MINISTER OF WATER AND HUMAN SETTLEMENT (MR MOTSAMAI): *Elucidation.* Ke leboga thata *Madam Speaker*. Tota ke tlatsa kgang e a e buang ya batho ba ba tlhokomelang balwetse ba *home-based care*, ke kgang fela e e siameng e e tseletseng. Kgakololo fela e ke neng ka e dira fa godimo ga se a se buang, gongwe a okomele mo mading a Constituency Community Project (CCP) go bona gore a o ka se ka a reke PPEs tsa kgaolo. Jaaka ke dirile *sir*, ga ke ipoke. Ke a leboga.

MR MAPULANGA: Re a leboga, ke mogopolo. *We had already committed*, mme ga a ise a tsene re sale re a solofeditse.

Kgang e nngwe *Madam Speaker* ke gore, kgang e ya gore tshireletsego ya bodiri mo ditirong tsa bone e ntse jang, o ka emelela fela phakela o ye kwa bankeng, o ye go bona fa o neelwa madi. A balwa fela jaana, mme o itse gore madi a na le *chemical* e e tswang mo go yone, a bana bale ba sireletsegile?

Ke gakgamaditswe ke kgang ya ga Motlotlegi Segokgo a re, batho ba *mines* ba duetswe. Kwa ke tswang teng go tla go tsena gompiano, bannabagolo ba ntse ba a tsamaya, go na le lekgotla le le tsamaileng Botswana yo le kwadisa batho gotwe ba duele ma P100, ka gore ba berekile kwa *mines*, ba tlaa tla duelwa *to date*. Ga ke itse bo *Honourable* Kapinga, ke dikgang tse di re tshwentseng, batho ga ba ise ba duelwe. Jaanong ga ke itse gore P12 *billion* yo gotweng go na le ba ba duetsweng, kana rona re kwa *north* go duetswe ba *south*, ga re itse, *we might think that way*. Jaanong re batla madi, a go duelwe batsadi ba rona ka gore ga re na dipatela tse di lekanang le tsa lona, duelang batsadi ba rona. Go na le kgang e e...

MR HIKUAMA: *Clarification.* Ke a leboga *Honourable Member*. Kante madi a batho ba ba neng ba bereka kwa mekoting ya South Africa, a duelwa ke mang? A ke Puso ya rona kana ya ka kwa, kana ba rona ba na le se ba tshwanetseng go se dira gore batho ba ba tle ba kgone go akola?

MR MAPULANGA: Re tlaa e latedisa, ga ke na *answer* mo go yone. Ke wetse *Madam Speaker* ke re, kgang e ya *environmental health* re e tseye ka tlhwaafalo, ka gore *depression* ga e monate. Dikgang tse dingwe tse re di bonang tsa botlhoka tsebe le tsa dipolaano mo lefatsheng le, fa re sa eme ka dinao ra bona gore *the mental challenges* tse re nang le tsone di a arabiwa, re ya go nna le seemo. Ke latlhele go le kalo *Madam Speaker*.

MR PHOLOGOLO (KANYE WEST): *Mma ke leboge yo o kwa legodimong*, and thank you *Madam Speaker*. If you look at page 7 ya the presentation ya the National Policy, e bua ka the development process. I think I could be wrong and I can only be corrected if I am so wrong, *ke lemoga e kare* Parliament comes at the tailend ya the consultation process *ya go tla ka* this beautiful policy. I think Parliament can play a part in the development of this through its committees, Standing Committee and Portfolio Committee. *Ke tsaya ke re* should they form part of the exercise, *go ka nna motlhofo* gore dilo tsa rona di nne infused with the thinking from the legislators. I could be wrong like I said, if in the event I am right, I think *phoso ya teng e*

tlaabo e dirwa ke gore we seem to follow the script *sa* the Botswana Democratic Party (BDP) to the latter, and this must change. I do not think *le fa go ne go ntse jalo*, any of this is cast in stone, it can only add value with Parliament being a part and parcel of the process.

Notwithstanding what I just said, the policy is a welcome development, *e bothokwa fela thata ka gore* one life lost is one life too many. We should try by all means to have workplaces that are safe and harmonious. Simple reason being that, it is a place where most people spend their most productive time *ya botshelo*. They spend many hours, around 90, 000 hours *tse motho a di tsayang* at the workplace, therefore, *ke boikarabelo*, it cannot be left alone to *mohiri le mohiriwa*. It is very much Government to be part and parcel of the exercise, and ensure *gore* it is a place of harmony. Once you do that as Government, you ensure *gore* there is quality of life, because again this is a place where people improve their livelihood. They accumulate wealth, and they need to be at their peak in order for them to realise their dreams and aspirations. *Go bothokwa tota gore* this place *e nne* very, very safe. Some things *di a diragala* and *ke tsaya* *ke re* the present regime, my Government *e tshwanelwa ke e di tsiboge* as quickly as yesterday.

You still have offices in places where *ga go na* fire assembly points. It is a matter Honourable Minister, that I believe with your agility and determination, you will be in a position to as quickly as possible, *dilo tse re di baakanye*. I was shocked to learn as I went around workplaces, *gore* we still have workplaces where there are no simple ramps. We inherited these things, and we need to correct this as quickly as yesterday. *Ga re na nako ya go boela kwa morago*.

This policy is a good policy, but some of the things that we need to do, do not need a policy. They are straightforward and they are taken care of, they are actually catered by *fela gore re bo re tlhologanya gore rona re Puso ya mothale ofe*. If we are to realise the human rights, some of what we need to do will come automatically into the picture. You have offices that are a story or two, but there is no provision for emergency exit, even worse still, there no provision for *monalebogole* to access. My biggest fear is, an environment *ya mothale oo*, *ke gore fa a ka iphitlhela a nnile le lesego la go goroga gone kwa*, *go raya gore tshireletsego ya gagwe ga e yo gotlhelele*. These are some of the things that I believe this Government will take care of.

...Silence...

MR PHOLOGOLO: Se sengwe se ke se lemogileng ke *gore*, *there has been many ILO conventions* tse e leng *gore the past Government* e ne e dumalana le tsone *and never really* e di tsenya mo molaong. Ke supe *gore* ke na le tshepho e e tletseng, e bile ke leboga thata go dumela le go tshepha *gore Honourable Minister will implement* one o, le tse dingwe tse di leng teng tse e leng *gore their focus is to ensure that a worker at all times* o na le tshireletsego e e tlhokafalang. *The reason being that* lone lefatshe fela go ya pele, le tlhokana le mmereki yo e reng a bereka, a bo a bereka a sosologile. A bo a bereka ka tshepho ya *gore fa a leng teng*, o sireletsegile. *Like* ba ba neng ba bua kwa Kanye, ke e fa e le sekai, *I understand Labour Inspector* ga a kgone go tsamaya a le one. Ke tsaya ke re, *there are vacancies already* tse di supafalang tsa letlhoko la *safety officers, including here in Parliament. Clearly* fa re dira melao, dilo tse dingwe go batla re itebelele rona *gore a mme le fa re leng teng*, a dilo tseo di teng. *This would be an indication* ya *gore there is a lot we need to do as Government and not follow* dilo tse di ntseng di le teng, *especially those that do not improve the quality of life* e e eletsegang. *Madam Speaker*, ka a le kalo, *that is my contribution*.

HONOURABLE MEMBER: Ke kopile *clarification* tle morena.

MR PHOLOGOLO: Somebody said I should yield for him, I do, I am yielding.

MR LEKUTLANE: Tanki motlotlegi. O ne o le mo moweng. Ke batla go go tsenya mo moweng go fitisa, jaanong ke bona *gore o tsaya mogopolo wa ga Lucas*. Ke re, a o etse tlhoko *gore le yone building* e re mo go yone, batlotlegi ba ba fa ba, ga go na le fa e le *a signage* ya *escape route* kana *gore re ka tsamaya jang*. O etse tlhoko kgang eo. Tanki.

MR PHOLOGOLO: *We do not even have fire drills to know what to do or where to go should there be an eventuality* ya *fire break*. Ke gatelela *gore ke dilo tse di ntseng di le teng*, re bo re tlwaela *gore go nna jalo. But as a new Government, we need to curve a new route and make sure* *gore re simolola fela teng gone fa. Fa re dirile jalo, re ya go netefatsa* *gore ka boammaaruri dilo tse re di batlelang* ba bangwe, re bone di diragala fa re leng teng. *With that Madam Speaker, thank you very much*.

MR BOGATSU (LENTSWELETAU-LEPHEPHE): Ke go leboge *Madam Speaker* *gore e re ke tomogile gangwefela fela*, o bo o mpona. Tota fela go ema ga me go go khutshwane, ke go ema nokeng mogopolo o. O e

rileng fa ke o lebelela, ka fitlhela e le gore go tsibogelwa Vision 2036, e ke e itumelelang ke re, *we adopted* sentle. Ka gore *this* Vision 2036 e nkgakolola gore go kile ga nna le *the other vision before* e ne e bidiwa Vision 2016. E e neng e le *World Agenda* e go neng go jewa *from the Millennium Development Goals (MDGs)*. Mafatshe a mangwe a ne a nna bonya gore ba tsene mo *vision* eo, go fitlhelela ba bo ba simolola go tshosediswa. Ya re fa ba tshosediswa, ke gone ba bo ba simolola ba taboga lebelo la lepaapaa gore re nne le Vision 2016. Botswana e le lengwe la mafatshe a a neng a tshwanelwa ke gore a tshosediswe ka *sanctions* pele ga ba ka *implement that* Vision 2016. Jaanong e, Vision 2036 e tla e le *post the Millennium Development Plan*. Yone ke itumelela gore re dirile ka bonako. E re fa re e tsaya re le ba Puso e ntšha, re bo re re re batla gore re *adopt this vision* ka gore, ke toro ya lefatshe la rona gore re ya go tsamaya jang go ya kwa pele.

Fa ke e tsaya mo sepalamong *policy* e re e fiwang ke Tona, o bua ka *prosperity for all*. E nthaya e re, ga e bue fela ka babereki *in the workplace*. E bua le ka batho ba ba tlaabong ba fitlhelwa *in their environment*. Santlha fa re e tseela kwa ditirong ke gore fa mmereki a bereka, a mme go supafale gore motho yo o bereka fa, tsotlhe tse le ntseng le di bua tseo di le mo teng, ke a di amogela gore *their safety* e nne *guaranteed*. Go tshwanetse go nne jalo.

Gape *Occupational Health and safety* e bua gape le ka dikatso tse o di bonang kwa tirong. Fa o amogela sentle, ga o na go nna le malwetse a matona a bo *High Blood* a a tlisiwang ke *stress* sa go bo fa o berekelang teng, o sa bone sepe. Go mosola gore bahiri ba lemoge botlhokwa jwa babereki ba bone.

Rona kwa re tswang teng kafa, re na le meepo. Moepo o batho ba teng ba nna fela mo seelong. Ke gore ba a bereka mme tse ba di bonang ga ba di itumelele. Jaaka gompiano re na le mathata a gore ba setse ba tsamaya mo kgwedding ya bone ba sa itse gore a ba kobilwe, a ba seegilwe kana go diragala eng. Ke gore go nna go dikologwa fela golo go le gongwefela. Ke tsaya gore *Honourable* Mokgware dikgang tse, o tlile go di emela ka dinao.

ASSISTANT MINISTER OF WATER AND HUMAN SETTLEMENT (MR MOTSAMAI): *Clarification Madam Speaker.* Tanki *sir*. Ke tsaya ke re, o e tshwere sentle *sir*. Go oketsa puo e o e buang o re motho mongwe le mongwe fa a berekang teng a bo a sireletsegile, o welana le mafoko a ke neng ke a

bua kgantele, Mopalamente mongwe a bo a re, ene ga a na badisa. Go tshwanetse ga sireletsega motho; a ke modisa, a ke motho fela, ntsalao, monnao fa a bereka foo go na le lerole, o tshwanetse a sireletsege. Le ene tota ka sebele, o tshwanetse go sireletsega. Ke a leboga.

MR FRENZEL: Ke a leboga motlotlegi. O buile kgang e e botlhokwa thatathata ya babereki ba kwa moepong, wa re ba na le dikgwedi tse *four* ba sa duelwe. Potso ke gore fa ba tsere dikgwedi tse *four* ba sa duelwe jaana, ba duela boroko ka eng, ba ja eng? Ke sone se ke batlang gore o se ntlhalosetse fela motlotlegi. Ke a leboga.

MR BOGATSU: Jaanong o tlile go mpotsa potso, ke tlile go e araba jang. Ke mo seelong le bone. Ke gore ke one mathata a re nang le one. Tona fa o bona a tlile ka molao o, o ya go araba dipotso tsa mofuta o, gore batho ba tshwanetse gore ba duelelwe tiro e ba e berekang. Gape fa o le mo tirong, o nne le *that security* sa *employment* gore fa o berekang teng le gone o bo o somarelesegele fela jalo. Re tshwanetse ra itse gape gore pabalesego ya mmereki *should be supreme*. Ke gore fela jaaka o le mohiri fa batho fa ba tsena lantlha, o bo o setse o ba baakanyeditse fa ba yang go berekelang teng.

Tse di ntseng di buiwa tse ke di utlwile, ke dumalana le tsone. Le buile ka *masks*, ka bo SHE *officers* le tse tsotlhe. Ke dumalana le tsone mme dilo tseo ga re na natso. Mathata ao *Honourable* Mokgware, ga re go tshwae phoso gakere ke boswa. Jaanong tumelo ya rona ke gore, re ya go baakanya. Re ya go tswa mo seemong se se ntseng jalo.

Go na le dilo tse di tshwanetseng gore fa o tsena a bo o ka simolola ka tsone, segolo jang fa re tsaya ditiro tse di borai jaaka tsa meepo. Tumelo ya me e ne e nthaya e re, e ka nna gongwe sone sepatela kana *clinic* e le go baakanyetsa dikotsi tse di tlaa diragalang kwa meepong. Mo mafelong a rona, o tewa gotwe tlhotsa o ye lwapeng, ka gore ga go a ka ga nna le yone tebelopele ya gore a sepatela e nne sengwe sa dilo tsa ntlha tse di ka dirisiwang. A tlhe bogolo go atolosiwe yone *clinic* e e kwa *Medie to cater for* batho bao. Ga e a atolosiwa, ga e na ditsompelo, mme moepo one o ntse o bereka. Ke dingwe tse go tshwanetseng gore e re fa re bua ka OSH, re bo re bua ka tsone. Ga e ka ke ya nna SHE *officer* fela kwa moepong go bo go na le *assembly point*, gore fa e le gore e kare go thuntshiwa koo, kana go dirwa eng, ba bo ba tabogela teng, *then from there* ba ya kae, *nowhere* ka gore le ene e a bo e le *officer* fela ga go na dipe tse a di tshotseng. Rra, ke itumele ka fa di tsamayang ka teng.

Se sengwe gape rra, ke lemogile gore o ne o araba tsone tse di buiwang ke ILO, e e buang *guaranteeing the rights at work*. Batho kwa ditirong ba na le ditshwanelo, nngwe ya ditshwanelo tsa teng ke *the right to safety*. Go tshwanetse ga nna jalo. *Right* e nngwe ya bone gape ke gore ba duelelwe tiro e ba e dirang, ke tumelo yame gore *people should be paid for the work that they do*. E bo e boa gape e bua ka *social dialogue*, go buisanya. Mo go rayang gore go tsena mo *union* ke selo sa botlhokwa, ga se gore batho ba a bo ba le dingalo kana ba tswa mo tseleng, go tshwanetse ga nna jalo. *We need to have unions* tse di tlaabong di bulela babereki ba ba berekang mo lesholong le le ntseng jalo. Le tshireletsego fela jaaka le ne le bua ka bo *protective clothing*, dilo tseo di a tlhokafala gore fa batho ba ya go theogela; ke bona batho ba ba hirilweng segolo jang ba ba hirilweng ke rona Batswana, re ba hirile fa re ba hirileng teng ba foroma ditema, ba reng, ga bana dirifi, ga ba na eng. Go raya gore madirelo a a ditena *Honourable Mokgware*, re tle re a sekaseke, re bone gore a mme batho ba ba berekang moo, a ba babalesegile.

E nngwe e o utlwisang botlhoko, e batho ba tshabang, motho o tlaabo a bereka golo, a teilwe gatwe o tlaabo o amogela P4, 000, fa kgwedi e fela, o neelwa P2, 000 ga a itse kwa a ka ikuelang teng. *So*, dilo tse di tshwanetse gore jaanong di lebelelwe.

Ka bokhutshwane jo bo kalo rra, molao o ke o ema nokeng ka tumelo ya gore ruri o ya go diragatsa jaaka o ntse, batho ba tlaa simolola go tshela sentle. Ke lebogile.

MR KAIZER (SELEBI PHIKWE WEST): Ke a leboga *Madam Speaker*. Le nna ke ema fa go ema mogopolo o nokeng wa ga Tona, ke re rra o tlile ka *policy* e ka nako e e maleba. O kare o ne o ntse o bona bothata jo ke tshwaraganeng le jone kwa toropong ya Selebi Phikwe, ka gore e rile mo Palamenteng e e neng e feta e ya madi fa e fela, ke ne ka tswa letsholo rraetsho la go etela dikompone ka go farologana ka bongwe ka bongwe, e le go ya go leka go utlwa kana go lekola botsogo jwa mohiri le mohiriwa, mme tse ke neng ke di utlwa rra, e ne e le matlhotlhapelo a e leng gore ke ne ke setse le nna jaanong ke simolotse ka go ka dira Melao-kakanyetso e e itebagantseng le tsa itshireletso. Jaanong ke go leboga ka gore o setse o gatetse pele o tlile ka Tshutiso e e tlaa baakanyang makgwere a mantsi a re kopanang le one mo mafelong a ditiro.

Kgang e ya ipabalelo e, ke ya moruthutha. Jaaka ke ne ke bua gore go mafelo a mantsinyana a ke neng ke a etela, ke fitlhela go le matlhotlhapelo e le gore *protective*

clothing ga e yo. Babereki ba bereka fela mo letsatsing, mo dipuleng, mo diemong tse di sa iketlang, mme ba sena sepe sa itshireletso. E bile fa re ntse re le gone foo, go na le dikompone tse dingwe tse e leng gore fa gongwe tota o ne o ka se ke o tlhaloganye gore a golo mo ke kompone fela e e *normal* fela kana ke *farm*, kana ke tshimo. Jaanong gone kwa madirelong a selebego sone se, go lebega mo nakong e e fetileng go ntse go sena molao fela o o tsepameng, o o papametseng gore babereki ba ba berekang mo *farm*, ipabalelo ya bone ke e e ntseng jang. Re kopane le bone beng ba madirelo one a re bua le bone, seipato e le gore nnyaa, nna mo *farm* molao ga o ntlame *to provide protective clothing*, ke sireletse bareki bame mo tirong.

Ke itumelela molao o ka gore jaanong e tlaa re fa o tlile jaana, ke gone jaanong dilo re tlaa simololang go di sala morago sentle le ka fa tsamaisong. Le gompiano fa re ntse re leka, go ne go le boketenyanana, ka gore le gompiano fa o lebelela *in terms of* gore mme fa babereki ba na le makgwere a selebego sone se, ba ikuela kwa kae. O kare go ne go sa tsepama fela sentle, diofisi tsa batlotlegi, re ka dumalana mo Palamenteng e gore di fetogile kwa batho ba ikuelang teng. Jaanong ga se golo mo re tshwanetseng re go letlelele gore Ofisi ya Mopalamente e bo e le yone e dirang le dikgang tsa babereki. Nnyaa, ka tshwanelo dikgang tse di tshwanetse gore di lebagane le diofisi tse di maleba tsa semolao tsa *Labour*. Jaanong ke tsaya gore molao kana *policy* e o e tlišang e rraetsho, e tlaa re thusa thata mo dikgannyeng tsone tse. *Even though we know* gore *we can still have good laws*, mme kana fa gongwe fa re sa di diragatsa, re sa *capacitate* mohiri le mmereki, fa gongwe go kgona go nna le *shortage* yone eo ya gore gongwe tiro e bo e dirwa ka tlhoafalo ka tsela e e ntseng jalo.

Kgang e nngwe ke e *Honourable Minister*; ga ke itse gore a ke nne *SHE officer* gompiano *so that I report to you today*. Kwa Selebi Phikwe rra re na le mathata a a tswang goo Lowe kwa go bo 1976 fa go agiwa kana go simolodisiwa moepo wa BCL. Re na le matlo *more than 2000* a e leng gore a ruletswe ka *asbestos*, *and all of us here* re a itse, re a tlhaloganya bodiphatsa jwa *asbestos*. *The health risks it pose to individual persons*, gore kana *material* one oo o baka bolwetse jo bo bidiwang gotwe *asbestosis*. Jaanong re na le mathata ke a, *asbestos* e e kwa Selebi Phikwe ele e re tsenya malwetse ka go farologana a mohikela, ra reng ka yone? Ke raya ka gore gompiano o tsere *stand* rra se se itebaganyang le botsogo, jaanong ke jo botsogo jwa ntlha jo, mo e leng gore Goromente wa lona wa UDC o tsere tshwetso ya

gore le ya go reka matlo ale. Jaanong le tshwanetse le re bolelele gore fa le sena go a reka, go diragala eng ka *the asbestos* e e leng kwa *so that* e tle e kgone go tsamaisanya *le this health policy* e e batlang go diragadiwa.

MR MAPULANGA: *Point of clarification.* Ke a leboga. Tlaya ke go leboge *for yielding*. Mo godimo ga kgang yone e o e buang ya *asbestos*, kana ke kile ka etela Selebi Phikwe, ka fitlhela mosi o tletse ka motse. Go na le thulaganyo nngwe e o setseng o e utlwaletse jaaka o le Mopalamente jaana gore jaanong go dirwa jang ka dikgang tsa *sulphur* e e neng e tshologela mo teng ga dikgwa tsele, masimo a batho, malwapa a bone; a go na le sengwe se o se utlwaletseng?

MR KAIZER: Ke a leboga motlotlegi. Jaaka ke ne ke setse ke tlhalositse fa ke simolola gore ke a ikuela mme le wena ke itumelela gore a bo o tlišitse tshwanelo eo gore kgang ya mosi wa BCL, le yone *is a serious health hazard* kwa toropong ya rona. *Even as we speak, the land and water that is there is contaminated by this component.*

Jaanong re ya go dira jang ka yone e *Honourable Minister*; kana e tshwanetse gore mo *policy* e ya gago *to cater for* dilo tse? *Do we have enough resources that we can pull* ra di isa kwa toropong ele, re ya go netefatsa gore dikgang tse tsa *asbestos* le *sulphur* e e tswang kwa tšhomeleng, re e dira ka tsela e e ntseng jang?

Go na le dikgang tse dingwe gape kwa tsa thoromo ya lefatshe. Le tsone tseo *they pose a serious health risk to the people of* Selebi Phikwe. Jaanong *policy* e ya gago e ikaletse go dira jang ka dikgang tse? O tshwaragana jang le *the other Minister* wa *Energy* go itebaganya le kgang e? O ka lemoga gore ke dikgang tse o tshwanetseng wa di emela ka dinao. Ke tsaya gore ka gore ke setse ke go babisitse ditsebe, ke dikgang tse e tlaa reng o tswa fela fa, o bo o di sala morago. Ke tsaya gore ke digetse puo ya me. O batla *clarification*?

HONOURABLE MEMBER: Ke ka tsena Mothusa Motsamaisa dipuisanyo tsa Palamente?

MADAM SPEAKER: O setse o itsentse gakere, tswelala. Le a ipeka jaanong ga ke itse gore o mpotsang.

HONOURABLE MEMBER: ...*(Laughter!)*... Ke tsaya nako ya me jaanong...

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

HONOURABLE MEMBER: ...10 *minutes* wa me. Nnyaa, gore ke simolole, gakere ene o weditse, ke a simolola jaanong.

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

MADAM SPEAKER: Honourable Monageng.

MR MONAGENG (MOLEPOLOLE SOUTH): Ke a leboga Motsamaisa Dipuisanyo. Le Bakwenwa kwa Molepolole ka re dumelang ka koo. Bagaetsho re a buile, ke kile ka tswela kwa ntle ke sianela tiro nngwe, fa e le gore ke tlaa boelela sengwe se se setseng se boeletswe le nkinele diatla metsing.

Jaaka go ntse go buiwa bagaetsho, *Honourable Speaker*, tota re tshwanetse go leka gore Melao-kakanyetso e, e re fa e ka feta ya nna melao, re dire gore e diragadiwe jaaka mongwe a ntse a bua gore e se ka ya nna melao fela e re tlaabong re e fetisitse. Kwa le neng le re romile teng maloba kwa France, re ne ra fitlhela e le gore melao gantsi fa e sena go fetisiwa, go na le komiti e e tlholang gore a molao o o fetisitsweng *a year ago, two years ago*, a o a dirisiwa gore re se ka ra nna re fetisa melao fela mme gongwe e sa dirisiwe.

Re ntse re bua ka yone gore kwa motho a berekang teng, go nne le pabalelo ka gore o nna nako e telele teng jaaka *Honourable* Phologolo a ne a bua. Ke gore o nna bo *eight hours to nine hours* kwa o berekang teng. Jaanong fa e le gore dilo ga di a siama e bile ga o itumele teng, ga e ka ke wa nna le botsogo jo bo siameng jaaka mongwe a ne a bua. Fa o tsaya modisa dikago, ke gore gompiano jaana re mo marigeng, motho wa Modimo o tlaabo a le kwa ntle a sena le fa e le ntlonyana kana eng fela se se ka mo sireletsang. Fa re tswa mo marigeng re tsena mo dipuleng, motho wa Modimo a le kwa ntle o sa itse gore fa pula e na go raya gore go diragala jang. Le yone fela ntlwana ya boithomelo o fitlhela o ipotsa gore fa tlhologo e tsena, motho wa Modimo o dira jang

E bile fa ke bua ka gone moo, ke batla go kgoma ke feta fela ka lehuti la matlakala kwa Gamodubu, le e leng gore le kotsi thata mo matshelong a batho; batho ba ba nnang kwa Gamodubu le bone ba ba berekang gone foo. Ke ne ke le etetse maloba ke fitlhetse monko le dintsi tse di gakgamatsang. O bo o ipotsa gore bone ba ba berekang gone koo ba tseega jang *on daily basis*, fa e re phakela le phakela ba bo ba tsoga ba ya gone koo. Legale re buile thata le ba khansele, ba leka go bona gore go ka dirwa jang.

Fa re bua kwa motho a berekang teng, re ka boa gape ra tsaya le tsela fela jaaka fa o tswa fa o ya tirona, gore a o *safe* fa o le mo go yone. Fa gompiano jaana re dira gore bana ba bannyennyane fa ba ya dikoleng ba tsamaye ka kara ya ditonki, e e leng gore e mo tseleng ya *tarred*

road, gongwe bo 10 kilometers (km). Koloinyana e ya ditonki e mo tseleng e e leng gore *it is a gazetted road*. E mo tseleng e go tsamayang dikoloi ka bo 140 km/h kana 160 km/h jaaka fa *Honourable* Dr Dow a ne a bua...

MADAM SPEAKER: Order! Order! Honourable Member.

MR MONAGENG: Kamoso.

MADAM SPEAKER: Order! Honourable Members, as it is now 6 o'clock, I shall now call the Leader of the House to move a Motion of adjournment.

MOTION

ADJOURNMENT

LEADER OF THE HOUSE (MR MOHWASA): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke ne ke re ka tiro ya letsatsi e wetse, ke sutise gore phuthego ya gompieno e tle bokhutlong.

Question put and **agreed to.**

The Assembly accordingly adjourned at 6:00 p.m. until Wednesday 16th July, 2025 at 2:00 p.m.

WRITTEN ANSWER TO QUESTION NO. 2

- (i) My ministry is aware of the challenges of shortage of staff and specialists in Selebi Phikwe District Hospital. This is the same across all districts. We are working hard to rectify the situation to enable the ministry to provide timely, quality care to our patients. Below are some strategies that are in place to help alleviate the shortage of medical doctors and specialists and also reduce the long waiting periods of patients:
- (a) The ministry has relations with Cuba and China for provision of specialist doctors - some of the Cuban Specialists have been deployed to Selebi Phikwe.
- (b) Ministry of Health is also engaging with the Directorate of Public Service Management (DPSM) to improve the working conditions to retain doctors.
- (c) Plans are underway to open Sir Ketumile Masire Teaching Hospital (SKMTH) to the public and implement its teaching mandate - this will allow us to increasing training of specialists in the country.

- (d) The ministry has made a deliberate decision to re-invest in and reprioritize primary health care in an effort to reduce the need for specialized services.

Mr Speaker, my ministry experiences shortage of medicines and medical supplies. This is caused by the budgetary constraints and cash flow issues hence we experience challenges with paying suppliers.

To rectify this, my ministry is working on pooled procurement with other Southern African Development Community (SADC) countries and procuring direct from the manufacturers.

- (ii) Mr Speaker, currently there are nine medical officers and two medical specialists in Selebi Phikwe District Hospital. The specialists are a paediatrician and a family physician. For the hospital to function optimally, it requires at least 14 medical officers, one paediatrician, one internal medicine specialist, one gynaecologist, one general surgeon, one anaesthetist and one ophthalmologist. The country still has a shortage of these basic specialists and as they become available, they will be deployed to where they are needed, including Selebi Phikwe District Hospital.
- (iii) Mr Speaker, Selebi Phikwe District Hospital has a bed capacity of 65 with most of the outpatient and support services being provided in portacabins/caravans due to the shortage of working space.

In an effort to address the current challenges of shortage of space, the Ministry planned to refurbish and extend the Selebi Phikwe District Hospital under the Transitional National Development Plan (TNDP), 2023-2025.

The project was awarded to the Development Manager (DM), K-Hill Consortium for implementation through the Ministry of Transport and Infrastructure.

Mr Speaker, the project is meant to improve infrastructure as well as the quality of health care services. The scope for the project included general refurbishment and increasing the total beds from 65 to 128. Additionally, the scope will enable extension of specialized services such as; medical, surgical, paediatric, gynecology and expanded maternity services. The scope also included a new Laboratory, new Accident and Emergency Department and a new administration building in an effort to improve access to quality health services for the underserved communities.

Mr Speaker, the project is currently on Concept Design Stage II of the project which is design stage. However, as you might be all aware, the Government of Botswana conducted a Review of the DM Model Programme as such, the project was put on hold pending the outcome of the review. The Report of the Review is still under consideration by Government to determine the way-forward. Additionally, the Ministry of Finance has also advised on cost containment measures in implementation of projects due to budgetary constraints. Thank you.

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