

13th
PARLIAMENT



REPUBLIC OF BOTSWANA

PARLIAMENT OF BOTSWANA
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DAILY HANSARD

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

WEDNESDAY 16 JULY 2025

MIXED VERSION

HANSARD NO: 217



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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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His Honour N. N. Gaolathe, MP.	Vice President (Gaborone Bonnington South)
Hon. S. O. Digwa, MP. (Government Whip)	Boteti West
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
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Hon. P. Maele, MP.	Tswapong North
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Hon. N. S. L. M. Salakae, MP.	Ghanzi
Hon. K. Atamelang, MP.	Boteti East
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Hon. L. Barongwang, MP.	Mogoditshane East
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Hon. Dr M. C. Chimbombi, MP.	Kgalagadi South
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Hon. J. Hunyepa, MP.	Tati West
Hon. J. Kelebeng, MP.	Takatokwane
Hon. A. K. Khan, MP.	Molepolole North
Hon. O. Kwapa, MP.	Jwaneng-Mabutsane
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Hon. A. Nyatanga, MP.	Mahalapye East
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(Botswana Congress Party)

Hon. D. Saleshando, MP. (Leader of the Opposition)	Maun North
Hon. C. K. Hikuama, MP. (Opposition Whip)	Maun West
Hon. Dr U. Dow, MP.	Kgatlang 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
Hon. K. Nkawana, MP.	Selebi Phikwe East
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Hon. G. Disho, MP.	Okavango East
Hon. T. Furniture, MP.	Tati East
Hon. R. W. Kaizer, MP.	Selebi Phikwe West
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(Botswana Patriotic Front)

Hon. L. Lesedi, MP.	Serowe South
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Hon. J. J. Frenzel, MP.	Shashe West
Hon. L. Ookeditse, MP.	Nata-Gweta

(Botswana Democratic Party)

Hon. K. S. Gare, MP.	Moshupa-Manyana
Hon. K. T. Mmusi, MP.	Gabane-Mmankgodi
Hon. P. K. Motaosane, MP.	Thamaga-Kumakwane
Hon. M. M. Pule, MP.	Kgatlang 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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Wednesday 16th July, 2025

THE ASSEMBLY met at 2:00 p.m.

(THE SPEAKER in the Chair)

PRAYERS

* * * *

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

QUESTIONS FOR ORAL ANSWER

SPECIAL EDUCATION UNIT

MR C. K. HIKUAMA (MAUN WEST): asked the Minister of Child Welfare and Basic Education to update this Honourable House on the progress regarding the establishment of a dedicated special education unit in Maun, including the projected timeline for its completion and operationalisation; and to further state:

- (i) the allocated budget for the unit for the current fiscal year; and
- (ii) if the budget will be sufficient to cover staffing, resources and operational costs.

MR SPEAKER: Honourable Minister of Child Welfare and Basic Education.

...Silence...

MR SPEAKER: *Ga a lebege a le teng.* Honourable Tshire, do you have the answer for the Minister, Child Welfare and Basic Education?

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

MR SPEAKER: Let us go to the next question. Honourable Tlhabologo Furniture, Member for Tati East.

PAYMENT OF SERVICE PROVIDERS

MR T. FURNITURE (TATI EAST): asked the Minister of Finance when service providers who have been owed by the Government for the past six months will be paid.

MINISTER OF FINANCE (MR GAOLATHE): Thank you Mr Speaker, thank you Honourable Member of Parliament.

Mr Speaker, the Ministry of Finance must be forthright that their fiscal position remains under significant pressure. Government revenues have been severely constrained driven largely by a sharp downturn in diamonds sales, our primary export revenue source. As a result, we have been experiencing delays in processing invoices including payments to suppliers.

These delays are not a reflection of our unwillingness but of a stark reality. We are operating in a constrained fiscal environment that demands urgent and disciplined financial management. In recent months, Government has become heavily reliant on quarterly disbursements from the Southern African Customs Union (SACU) revenue pool to keep the fiscal engine running. This dependency is deeply concerning. It is neither stable nor sustainable especially if Government spending continues its recent trajectory.

We are now confronting a widening mismatch between what we earn and what we spend. Given the prevailing circumstances, Government is now in a dire situation where it has to borrow to finance its daily operations. To this end, Government has acquired loans from the Bank of Botswana, Botswana Public Officers' Pension Fund (BPOPF) Organisation of the Petroleum Exporting Countries (OPEC) and the African Development Bank (ADB). This situation is both undesirable and unsustainable. Ideally, Government borrowing should be used to fund mega and impactful infrastructure projects that contribute to economic growth and job creation.

Mr Speaker, despite securing these loans, Government cannot keep up with all its obligations, which include public debt. The Ministry of Finance is therefore embarked on a raft initially of short-term measures such as;

- (a) the rationing of payments including supplier payments.
- (b) More prioritisation in expenditure.
- (c) A phased cost containment measures such as the management or stopping of a Government Purchase Orders (GPO) with effect from 14th of July and then the broadening of the revenue base. In the medium to the long-term of course, Botswana's transformation programme will be onboarded for the much-needed turnaround.

In addition, Mr Speaker, there has been institutional lapses occasioned by outdated systems and processes which we are now assertively upgrading and widening. So, we have been determined actually Mr Speaker, to eliminate the entire backlog, and significant progress has been achieved. In terms of what sits with the Accountant General in terms of invoices, it is of limited backlog.

As I have already indicated, because of some of the legacy systems and processes, (and we are aware because of the correspondence that we have received from the Acting Minister of Finance) there are invoices that are still hiding where they should not be hiding. So, Mr Speaker, Honourable Member of Parliament, we are determined to make these payments for the backlog, but it would be unfair and dishonest to give a definitive deadline as to when that would have been achieved. I thank you.

MR FURNITURE: *Supplementary.* Ke a leboga Mr Speaker, nte ke go leboge Tona. Gongwe Tona motho o ka eletsa go itse gore gone mme *these suppliers* kana dikompone tse di kolotiwang ke Puso, di kae ka palo mo nakong ya gompieno, le gore madi a teng ke bokae?

Se sengwe se se diragetseng ka Mosupologo, lephata la gago re bone ba emisa *issuance of GPOs* se e leng gore fa gongwe se tsisa *panic* mo bagwebing le setšhaba fela *in general*, gore a mme jaanong bana ba tlaa kgona go ja borotho kwa dikoleng? Sone seo se raya eng, *just to put the nation in confidence*, ba tlhaloganye gore ke eng le tsere tshwetso ya gore le emise di GPO?

Se sengwe gape Tona ke gore, ke utlwa gore wa re le le Goromente *you are under pressure*, kana mme go raya gore *as the Government, as the biggest employer, the biggest client* fa le le *under pressure*, go raya gore dikgwebo tsone jaanong *pressure* ya teng ga ke itse gore ke re *times two* kana *times three*. Jaanong le bone, le ka ba baya *into confidence* gore dikgwebo tsa bone di ka thusiwa ka tsela e e ntseng jang ka gore le bone go na le *suppliers* mo go bone ba e leng gore *they are supplying*, jaanong le bone ba ba tsentse *pressure* ba batla gore ba duelwe.

Jaanong gongwe nako ga se gore e tsile Tona gore o lekodise setšhaba fela ka seemo sa botsogo jwa madi mo lefatsheng la Botswana gore Batswana ba itse gore go diragala eng? Fela jaaka re ne re bone ka nako ya *recession* setšhaba se ne se lekodisiwa gore go na le kwelotlase ya itsholelo, gona le gore gongwe re bo re nna

re utlwa o re sephatšhe se makgwakgwa. Kana ba a bo ba sa tlhaloganye gore fa o re sepatšhe se makgwakgwa, o raya gore a se kgagogile kana go diragala ka tsela e e ntseng jang.

MR GAOLATHE: Ke a leboga motlotlegi. GPOs ga di a emisiwa, se se emisitsweng ke gore *system* ya teng ya *computers be generated automatically away from sight*. Se se diragalang ke gore *systems* tsa teng jaanong ga di ka ke tsa kgona gore *automatically* o tobetse a be e dira. Se se leng teng ke gore ba ba di tlhokang, ene di a tlhokega jaaka o bua, di tshwanetse gore *the Accounting Officers* tsa *ministries should have immediate sight of that and* le bone *they have to consult* le *Ministry of Finance for now. The reason for that is* gore *this has been a serious black hole* e e leng gore tota ke gone madi a setšhaba a felelang a fela ka bonako e bile go sa bonale sentle gore a tsene fa kae. Ga di a emisiwa, se se fetogileng *for now* ke tsamaiso ya gore *Accounting Officers* ba kgone go bona se se diragalang gone foo, ba se ka ba se utlwalela *a few weeks later* e le gore didikadike di setse di tsamaile mme di sa tsamaela kwa di tshwanetseng go ya teng.

Potso ya gore mme sentlesentle go kolotiwa *suppliers* di le kae; karabo ga ke a e tshola gone jaanong mme di dintsi. Se ke se itseng go tswa mo tlhogong ya me ke gore go na le *about 2.8 billion* wa *invoices* tse di betlilweng, di dumalanwe, di emetse go duelwa.

Ya go lekodisa setšhaba ke dumalana le wena gore re tshwanetse go nna re se lekodisa. Ke boikarabelo jwa rona e bile ke dithulaganyo tsa go tswela re nna re lekodisa setšhaba, re ya go diragatsa jalo. Ke jaaka o bona ba Lephata la Madi le bone ba Bank of Botswana ba lekile go lekodisa setšhaba ka diphetogo tsa lenaneo la ledi la Botswana. A re dumalane gore tekodiso eo re se ka ra tseela gore ke ya ntlha e bile ke ya bofelo, ditekodiso di santse di le mo tseleng jaaka re tshwanetse go nna re lekodisanya re le tšhaba ya Botswana. Ke a leboga.

MR HIKUAMA: *Further supplementary.* Wena ga o a emela kgaolo Rre Mokgware, gongwe ga o na mathata, rona ga re ka ke ra itshwara re na le bothata jo bo kana...

MR SPEAKER: Opposition Whip, I will withdraw the floor from you...

MR HIKUAMA: Sorry Mr Speaker...

HONOURABLE MEMBERS: ... (Laughter!)

MR SPEAKER: ...because you are responding to side remarks.

MR HIKUAMA: *Sorry Mr Speaker.* O kgalemele bo Rre Mokgware. *Sorry,* ke a rapela.

MR SPEAKER: Tswelela.

MR HIKUAMA: Tona e bile o le Mothusa Tautona wa lefatshe la Botswana, o tshwanetse *to clear confusion* e e leng teng *that was caused by* mokwalo o o ntsheditsweng setšhaba. Kana rona re emetse dikgaolo tse di nang le *boarding schools*, go na le batho ba ba tshwanetseng gore ba reke letsatsi le letsatsi bana ba je. Mokwalo wa re Permanent Secretary (PS) *should be consulted* pele ga ba ka *process* GPO. A mme golo mo le ne la ela tlhoko gore go na le dikgaolo tse di kgakala, tse e leng gore go kopana le PS le ditlhokego tsa bone gore ba *process* GPO go tlaa nna lebaka, a bo bana ba tshwarwa ke tlala, le dikole gongwe di tswala go ntse go emetswe *response* ya PS? A seemo se ke sone se le batlang se nna teng kana o ka tlhalosa ka tsela e sele, e e tlaa netefatsang gore ba ba kgakala le PS, go na le *some mechanisms in place* gore go se ka ga nna le tlhalelo e? Fa o ka tlhatswa kgang e ke ka itumela thata. Ke a leboga *Honourable Speaker*.

MR GAOLATHE: Jaaka ke buile motlotlegi GPOs ga di a emisiwa. Se se emisitsweng ke go dutla mo go neng go diragatswa ke gore go dirwa go sena leitlho le le okometseng. Ke a go rurifaletsa gore ga gona GPO e e tlaa diiwang ke lebaka la gore jaaka o bua, ga gona yo o tsayang tshwetso yo o bonang. Fa GPO e sa letlelelwe kana e sa bewe monwana, e tlaabo e se ka lebaka la gore ga gona ope yo o tsayang boikarabelo, e tlaabo e le lebaka le sele, gongwe la gore madi a a batliwang ga se a Goromente a ka kgonang go a duela ka nako eo. Ke a leboga.

MR SPEAKER: We will go back to Question 3.

SPECIAL EDUCATION UNIT

MR C. K. HIKUAMA (MAUN WEST): asked the Minister of Child Welfare and Basic Education to update this Honourable House on the progress regarding the establishment of a dedicated special education unit in Maun, including the projected timeline for its completion and operationalisation; and to further state:

- (i) the allocated budget for the unit for the current fiscal year; and
- (ii) if the budget will be sufficient to cover staffing, resources and operational costs.

MINISTER OF CHILD WELFARE AND BASIC EDUCATION (MS KGAFELA-MOKOKA): O tlaa intshwarela, ke ne ke itheile ka re e fetile.

MR SPEAKER: Honourable Minister.

MS KGAFELA-MOKOKA: *Ke* question Number 3?

MR SPEAKER: Ee mma.

MS KGAFELA-MOKOKA: Ke a leboga.

MR SPEAKER: Honourable Minister, I never thought your apology could just be that you thought we have passed the question. It is more serious than the House is expecting.

HONOURABLE MEMBERS: ...(Murmurs)...

MS KGAFELA-MOKOKA: Ke a leboga *Mr Speaker*. Mma ke ikope maitshwarelo.

HONOURABLE MEMBERS: ...(Murmurs)...

MS KGAFELA-MOKOKA: Protect me Mr Speaker.

MR SPEAKER: Ke go reeditse. Tswelela.

MS KGAFELA-MOKOKA: Mma ke ikope maitshwarelo gore a bo ke diegile, ke ne ka nna le bothata bongwe. Go a kgonagala gore re nne le mathata rona batho ba bomme.

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

MR SPEAKER: Honourable Minister, we are not going to play that card, at least not with me. Parliament starts at 2:00 p.m. so *ga ke batle gore kamoso* Honourable Hikuama *a bo a emelela a re rona re le borre re kgona go nna le mathata a tsene late mo Palamenteng*.

MS KGAFELA-MOKOKA: Ke a utlwa *Mr Speaker*...

MR SPEAKER: Araba potso o tswa mo go tse dintsi.

MS KGAFELA-MOKOKA: *Ke a leboga.* Mr Speaker. I wish to thank the Honourable Member of Parliament for Maun West for the question, regarding the progress on the establishment and operationalisation of the Maun Centre for Special Education.

The Maun Centre for Special Education was established under the National Development Plan (NDP) 11 at a direct response to Botswana's commitment to ensuring that no child is left behind in education and in recognition of education of a fundamental right. The

centre is designed to provide rehabilitation, education and care to learners with severe to profound intellectual and multiple disabilities - a cohort that has historically been underserved within our education system.

Mr Speaker, I am pleased to report to this Honourable House that the centre's facilities were partially handed over to our ministry on the 29th February 2024. However, there are pending issues relating to the management of identified defects and additional works, which are being addressed in collaboration with the Ministry of Transport and Public Works.

Mr Speaker, in preparation for full operationalisation, our ministry has commenced recruitment processes and to date, 23 officers have been employed to support the centre's functions. These include educators, therapists and support staff.

Mr Speaker, our ministry is working around the clock to ensure that the centre becomes operational. Some of the key activities currently underway include: Development of a functional curriculum tailored to the unique needs of these learners; procurement of specialised equipment and materials to support the learning and rehabilitation as well as general care; capacity building for staff to ensure quality service delivery and conducting of diagnostic assessments to facilitate the selection processes.

Mr Speaker, for the current fiscal year, the centre has been allocated a budget of P12,483,180 under the Recurrent Budget. This allocation is intended to cover temporary staffing, resources and operational costs. A budget of P2,465,736 was allocated for personnel emoluments. Furthermore, the centre has been allocated funds under the Development Budget to facilitate the resourcing of the centre in view of the client it serves. Our ministry is implementing a scale-up approach to budget allocation, which will allow for progressive expansion of services and infrastructure as the centre becomes fully operational.

It is important Mr Speaker, to underscore that Maun Centre for Special Education represents a significant milestone in Botswana's inclusive education agenda. Therefore, our ministry remains committed to ensuring that the centre is not only operationalised but also sustained as a model of excellence in special education provision. I thank you Mr Speaker.

MR HIKUAMA: *Supplementary.* Ke a leboga *Honourable Speaker*, ke a leboga Tona, ke lebogela dikarabo. Potso ya ntlha ya motlaleletsa ke gore jaaka

o buile gore thulaganyo e e sale e simolola ka NDP 11, gongwe o ka supa gore ke lebaka le le kae e ntse e simolotse go agiwa? E simolotse leng *specifically in terms of years, months kana days* gore re tle re bone sentle gore e tsere lebaka le le kae? E tsere dingwaga tse kae, *that is one.*

Two; o buile ka *partially handed to your ministry*, gore e filwe bontlha bongwe. Ke gore *partially* gongwe fa re e isa kwa Setswaneng ke gore e filwe bontlha bongwe, bontlha jo bo setseng bo tlaa fiwa leng?

Identified defects tse le setseng le di lemogile, tsholofelo ke gore le tlaabo le kgonne go di baakanya mo lebakeng le le kae? A mme le one madi a go baakanya *identified defects*, a ke a a tlaabong a *nxokga* mo *budget* ya gompiano e kana ke a a fetileng a a dueletseng se se dirilweng? Go *nxokga* ka segarona ka fa ke go tsaya mo go se sengwe, go tlopolo, go ngatha.

O buile ka *recruitment* ya batho, wena fa o lebile, *is it open-ended* kana go na le fa e emang teng gore *we are going to recruit up to this time* re bo re simolola go bereka go tswa fa go ya ka fa, kana ke nnyaa, *we have commenced recruitment*, le fa go tsaya dingwaga tse 10 go ntse mo go wena go siame fela?

Functional curriculum e le buang ka yone gore ke nngwe ya dilo tse le tlaa di dirang, le solofetse gore e tlaa wela leng? Ke a leboga *Honourable Speaker*.

MS KGAFELA-MOKOKA: Ke a leboga Mopalamente yo o tlotlegang ka potso eo ya gago ya tlaaletso. La ntlha ke re re buile gore re neetswe bontlha bongwe jwa *project* e, e e leng gore ke yone kago ya *the specialised school*. Kana ke dilo tse di fetileng, 2024, ba ba neng ba e amogela ka nako eo, ba ne ba e amogela ba le mo lephateng le ka fa molaong. Ba e amogela jalo e le gore ba amogela se se ka tswang se setse se feditswe. Ke raya gore ke yone pego e ke nang le yone go fitlhelela gompiano.

Ke sone se re reng rona re tsere boikarabelo jwa go lemoga gone... tota e seng boikarabelo fela, re setse re tswa le gone kwa *centre* eo. Fa ke ne ke ile Eretsha kwa ke bo ke ya le kwa bo Gowa, ke feta ka bo Shakawe, e rile letsatsi le le latelang fa ke tswa kwa *orphanage*, ka ya gone kwa Maun Secondary ka bo ka ya le gone kwa *centre* eo. *So*, ke bua ka selo se e leng gore ke a se itse. E bile ke ya jalo teng ke ntse ke solofetsa le bone ba ba ka koo. Jaaka o lemoga Mopalamente, *budget* e re mo go yone e, ra re go setse go ntshitswe madi a itebaganyang le *to complete* kago ya *centre* e.

Le gone gore a e tlaa nnela ruri 10 years, nnyaa comrade, rona ga re batho ba re nnang 10 kana 15 years. Fa re re re dira selo, re tlaa se dira, re bo re se wetsa. Fa go na le bothata, re tlaa boela kwano re re mme re kopane le bothata jo.

Gongwe ke tsene mo go ya recruitment jaaka o botsa mo go maleba o re a e open-ended, ke rile re tsere tshwetso ya to recruit babereki temporarily. Kana bagaetsho fa le recruit babereki, le lebeletse gore go setse go feditswe kago selekanyo se se kae se se tlhokanang le babereki ba ba kae. Mme fela jaaka re re once it is fully operationalised, ka gore e tlaabo e feditswe, go raya gore re tlaabo re tsenya staff se se lekanetseng gore re kgone go itebaganya le dikgwetlho tsa bana ba ba tshelang ka bonalebogole ka gore tota ke bone ba e leng gore mo dingwageng tse di ntseng di feta, ba ntse ba beilwe ka fa mosing. O ka gopola comrade honourable gore ke motho le welfare ya bana. So, re dira sengwe le sengwe re pateletswa ke component ya child welfare gore a re netefatse gore ngwana mongwe le mongwe o direlwa a tlamelwa ka fa a tshwanetseng go tlamelwa ka teng. Mo godimo ga moo, the fact that education is a fundamental right mo ngwaneng, ga go na jaaka re ka se ka ra tlhoka go fetsa le go hira staff se se lekanetseng.

Gongwe ke bue ka curriculum. Rraetsho, re fitlhela go ntse go na le curriculum tse di ntseng di le teng go tloga fela ka policies tsa bo 1994, mme le ka bo le itse gore re mo lebelong la gore re tloge re launch Science, Technology, Engineering and Mathematics (STEM), curriculum-based education. So, fa re re re batla go baakanya curriculum e, re raya re setse re feditse bo frameworks jaanong re latela dikgang tse tse di tlhophegileng, tse e leng gore di kgethegile, mma ke dirise lefoko go kgethega, re tle re kgone go tsenya gone koo gore le bone ba tle ba kgone go tswelwa mosola ke bo STEM jaana, re se ka ra ba goga ka curriculum e e fetileng, mme e ntse e itebagantse le matlhoko a bone. Ke a leboga Mr Speaker.

MR HIKUAMA: Procedure Mr Speaker.

MR SPEAKER: Go na le e a e lebeletseng?

MR HIKUAMA: Ee, go na le... procedure.

MR SPEAKER: Mo gakolole fa e le gore go na le e a e lebeletseng.

MR HIKUAMA: Procedure. Kana ga ke itse gore a mme Tona decided to avoid dipotso tse ke di mmoditseng a bo a tsaya tsela ya go njela dikgang kana jang, ga ke

kgone go tlhologanya. Ke boditse gore defects tse ba di itemogetseng, go ya ka bone, di tlaa wela leng? Ke potso e ke e boditseng, e tlhamaletse.

Ya bobedi e ne e le gore recruitment le yone go akanya ga bone, ba solofetse gore e wele leng? Ke gore I need timelines, go tlotlelwa dikgang ke ne ke sa go batle, re tlaa go tlotla kwa ntle.

MR SPEAKER: Honourable Hikuama, o leka go go araba, ga se gore o tsaya dikgang. Ke tsaya gore Tona o tsaya potso ya gago ka tlhoafalo, ke sone se e reng a wela a bo a ipotsa gore a go na le e a e lebeletseng. I think I sense sincerity in trying to respond to your question.

MS KGAFELA-MOKOKA: Tla ke nne ke leboge Mopalamente yo o tlotlegang ka supplementary question kana further clarification on the issue. Mopalamente, re rile go na le budget. Budget e ya ngwaga o wa madi, ke yone e re lebeletseng gore re feletse re dira dilo tseo tse di tlhokafalang. Kana fa o ka lebelela, lefelo le le kgethegileng jaaka lone leo, go na le bo educators jalo, psychologists, clinical psychology, e assess bana, ke dilo tse di turang. Jaanong se ke ka se go solofetsang fela ke gore fa e fediswa rra, ka re eletsa go e fetsa mo ngwageng one o fa go ka se ke ga nna le makgwere ape, re tlaa leka go hira. Fa e le gore budget ya rona ga e re lete go hira ba bantsi, mme re tllile go netefatsa gore bangwe ka speciality areas tsa bone, ba tlaabo ba nne teng to facilitate the operation e e holistic mo lefelong leo. Ga ke itse gore a ke ka tswa ke tlogetse sengwe.

MR SPEAKER: Honourable Minister, on the defects.

MS KGAFELA-MOKOKA: Ke a leboga Mr Speaker. Defects tseo rra, tse di leng teng, ke tsone tse re simololang ka tsone. Gore re tswelwele kwa pele re tshwanetse re baakanye mo go sa fediwang kana mo go senyegileng, ka gore tota re batla go e dira school of excellence. Africa e tlaa lebelela kwa go rona e bona gore tota special education le bana ba ba ithutang ba na le ditlhaelo dingwe kana dikgwetlho dingwe, tota ba tshwanetse gore ba rutelwe fa go ntseng jang. Ke a leboga.

AFRICAN AGRICULTURE (PTY) LTD (AA) AND NARDI

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

- (i) if he is aware that African Agriculture (AA) was given a tender to supply agriculture and scientific equipment to NARDI; (404) 2
- (ii) whether the procurement was an open or competitive bidding;
- (iii) (iii) if he is happy with the quality of equipment supplied by AA; and
- (iv) the circumstances under which AA was offered land for rice trials and a government warehouse worth P100, 000 monthly rental but offered for a paltry P10, 000.

ACTING MINISTER OF LANDS AND AGRICULTURE (MR TSHERE):

Thank you Mr Speaker. Good afternoon and good afternoon to Honourable Members. Mr Speaker, the National Agricultural Research and Development Institute (NARDI) has a Memorandum of Understanding (MoU) with African Agriculture (AA), a 100 per cent citizen owned company established under the Botswana Company's Act. The purpose of MoU is to set a framework for the two parties to collaborate in agricultural research and development initiative such as the adaption or adaptation of new technologies and adoption of appropriate machineries such as servicing and repair of equipment for the mechanisation of agricultural operations.

- (i) Mr Speaker, I am aware that in 2023, NARDI awarded African Agriculture (AA) a tender for the supply and delivery of tractors and farm implements to NARDI. The AA is a 100 per cent citizen owned company like I mentioned, it therefore qualified to participate in the tender that was issued.
- (ii) This was following an open domestic bid in which seven companies responded and AA was selected for award as it offered a complement and most economic and advantageous tender. The full tender value and a report is here annexured Honourable Member.
- (iii) Regarding the quality of the equipment supplied, AA supplied the equipment as per the NARDI specifications. However, NARDI has experienced equipment breakdowns and malfunctioning of some of the equipment. AA has been alerted about these and they are dealing with the issue as all equipment is still under warranty. AA is also

currently in the process of retraining the users of these equipment to ensure that they are properly maintained and operated in accordance with the specifications.

- (iv) Mr Speaker, as already stated, NARDI has an MoU with African Agriculture to collaborate on areas of agricultural research and development. It was through this MoU that NARDI collaborated with AA over the rice trials that Honourable Member asked about.

Contrary to the question post here that suggest that there is rental agreement, no. Negotiations are still ongoing between NARDI and AA regarding the leasing of the warehouse by AA. Valuation of the warehouse and comparing it with other NARDI properties was carried out and it has been established that the market value for the leasing of such a warehouse would be ranging between P26 000 and P46 000 contrary to the P100 000 already mentioned here. I thank you Mr Speaker.

DR GOBOTSWANG: *Supplementary.* Ke a leboga Mr Speaker. Honourable Minister, diterekere le equipment tse di felelang e le gore di supywa gore di ka tswa di sa siama e bile di baakannngwa, di ne di rekiwa kwa kae? Ke tsa mofuta mang? A mme di rekilwe di le disha kana ke *second-hand*? Warehouse e go buiwang ka yone e, *as we speak Honourable Minister*, e dirisiwa eng? A e a dirisiwa kana e foo fela foo go buiwa ka yone go sena sepe se se diragalang mo go yone? *I thank you.*

MR TSHERE: *Thank you Mr Speaker.* Ke a leboga Honourable Dr Gobotswang for dipotso tsa motlaleletsa. Ga ke a tshwara *the make and model of the tractors.* Unfortunately, ga ba a tlisa karabo e e tla e na le tseo, mme se ke se itseng ke gore ba *agriculture* ba na le tumalano ya *one tractor* e e neng e dirisiwa le e e dirilweng *and adopted for our conditions* e e neng e tswa kwa China. Jaanong ga ke *sure* gore a ke yone e e leng gore e teng gone fa, mme se *supplier* a se buang ke gore gongwe go tsamaelana le tiriso le go tlhoka go ruta batho go dirisa terekere e sentle, le go sa e kgweetsa sentle, ke tsone dilo tse e leng gore *these breakdowns are attributed to.* That is why the company is taking up the initiative now to retrain and train very hard. As an engineer I understand, if you do not train people how to use equipment, you will always repair them and that is the challenge here. So, I think with the proper training, that would be resolved.

As to whether di tsile di le disha kana di le *old*, le yone ga ke a tsaya karabo ya teng fa. *We will take it up and probably inform Honourable Member* ka gore jaaka ke bua, go na le tumalano ya *to refurbish*.

In terms of the warehouse, ke e e leng gore NARDI ka boyone e ne ya tsaya tshwetso ka gore ba na le tumalano ya gore ba baakanye diterekere, bogolo jang e bile e le tsa Batswana. Jaanong ba batla lefelo la *workshop* ka gore ke setse ke na le ditumalano le wena, *in a cost sharing mechanism*, a re dumalane gore o dirise lefelo la me, wena o bo o ntuela. Ke yone thulaganyo e e leng gore ba NARDI ba leka go bua ka yone. Fa o ntuela jaana, go raya gore wena o tsenya *equipment*, diterekere di tlaabo di tla kwano mo Gaborone, bogolo jang tse e leng gore *they require major service*, di tlaabo di baakanngwa gone fa di bo di busediwa kwa morago, mme jaaka ke bua, bontsi jwa diterekere tse ke tse e leng gore *they are assembled* gone mo NARDI. *I thank you very much*.

MR SPEAKER: O arabile ya *warehouse*?

MR TSHERE: That is the one.

MR SPEAKER: Yes. You shall provide the answers on the type or make of the tractors and whether they were new in three days.

MR TSHERE: Yes, I will do that Mr Speaker.

MR SPEAKER: You have an alternative to invoke Standing Order 41.2 to make that or you can submit a written answer to the Clerk and the member.

MR TSHERE: Mr Speaker, I will submit a written answer by tomorrow both to the Clerk and Honourable Member.

MAHETLWE-MOLEPOLOLE ROAD

MR A. K. KHAN (MOLEPOLOLE NORTH): asked the Minister of Transport and Infrastructure when the Mahetlwe-Molepolole road will be upgraded; and if not, when will it be done.

MINISTER OF TRANSPORT AND INFRASTRUCTURE (MR SALAKAE): *Tanki* Mr Speaker. Mr Speaker, *tla ke rurifaletse Motlotlegi Mopalamente wa Molepolole gore tsela e ya Mahetlwe-Molepolole, Goromente o tsere tshwetso ya gore* he is upgrading it. It is at design stage as we speak but given the current fiscal constraints, it is expected that the actual construction of the road will commence when the availability of funds for development projects improves.

In the meantime, the road will continue to be maintained as gravel road, whereby dry grading is targeted to be done on a quarterly basis. However, due to equipment breakdown and the shortage of funds for outsourcing, this target is often not achieved. The road was last graded in March 2025, and it is scheduled to be graded again in September 2025. I thank you Mr Speaker.

MR KHAN: *Supplementary*. Ke a utlwa, le nna ke tlhaloganya seemo. Ke re Tona ga se gore jaanong fa re baakanyetsa ditogamaano tse di tlang o tle o e fe *priority* thata *so that it is budgeted for* sentle?

MR SALAKAE: Ke leboga *Mr Speaker*, ke lebogela potso ya taleletso *from the Member of Parliament*. Fela jaaka ke supile gore *it is at design stage*, kana *that means* gore madi ape fela a a rothegelang mo *the Consolidated Fund* ke nngwe ya ditsela tse re tlaabong re di potlakela. *Thank you very much*.

ALLOCATION OF PLOTS IN TUBU AND HABU VILLAGES

MR P. AARON (NGAMI): asked the Minister of Lands and Agriculture to state:

- (i) if he is aware;
- (a) of a decree (order) that was issued in 2010 to halt the allocation of plots in the villages of Tubu and Habu;
- (b) that despite the halting of allocation of residential plots for fifteen (15) years on the pretext of land being vulnerable to flooding, flood water has never caused any person to be reallocated in these villages for over 15 years and beyond, yet the villages affected by flood water every year are not mentioned in this decree;
- (c) that in these 15 years new developments have been carried out in these villages despite being doubtful of its existence; and
- (ii) if he will consider withdrawing this decree as it has caused serious issues in families where children and grandchildren are forced to live in one plot.

ACTING MINISTER OF LANDS AND AGRICULTURE (MR TSHERE): Ke a leboga. Dumela *Honourable* Aaron le batho ba kwa Habu le Tubu.

Mr Speaker, potso e e botsa gore a go emisitswe kabo ditsha kwa metseng e ke sa tswang go e bua e mebedi e. Ke boammaaruri go tserwe tshwetso ka 2010 gore go emisitse go baya ditsha mo metseng e mebedi e ya Habu le Tubu. Mabaka magolo *Mr Speaker* e le gore go lemogilwe gore metse e karolo ya teng e ema metsi mo e leng gore ga go a babalesega mo banning. Ke yone tshwetso e tona e neng ya tsewa ka nako eo. E ne ya re fa e sena go nna e tsewa ga dirwa tshhekatsheko *where* ba Botswana Geoscience Institute *were engaged*, mme ba ne ba dira tshhekatsheko fela ba le kwa ofising ya bone, ga ba a ka ba etela kwa metseng e mebedi eo go ya go bona ka matlho, ka gore go ne go na le tlhalelo ya madi. So ke gone fa re leng teng, ga re ise re dire tshhekatsheko e e tseletseng. Ke sone se o bonang go ise go bulelwe gore kabo ditsha e ka nna teng, ka gore ga go na sepe se se ka re tlhomamisetsang gore ga re beye batho fa go nang le metsi, ba tlile go tsewa ke morwalela fa metsi a boa. Ke sone se se diragalang.

A go kile ga nna le peo e nngwe jaaka Mopalamente a bua gore go a agiwa go tseletswe; nnyaa ga go ise go bewe ope, e bile ga go ise go bewe epe *institutions* fa e sale *moratorium* o tsena ka 2010. Se se diragetseng ke gore, ba ba neng ba ntse ba beilwe ba bo ba tswelela ka go aga. Kana metse e *were declared* gore ke metse bosheng, go na le e batho ba neng ba sale ba bewa ke bogosi bogologolo. Ka jalo bao le bone fa ba tla ba supa ba a letlelelwa gore ba ka tswelela ba aga. Mme fela peo e ntsha mo motseng o e santse e eme ka tsela e e ntseng jalo.

Ke a utlwa ka maswabi gore selo se sa gore go bo go emisitse go bewa go ka baka ketsaetsego mo motseng, ka go raya gore jaanong ga go na kwa batho ba bewang teng, mme thulaganyo e teng ya gore batho ba Habu le Tubu ba bewa mo metseng e e mabapi. Ke a leboga.

MR AARON: *Supplementary.* Tona ga ke itse gore a o tlhaloganya bothata jo batho ba Tubu le Habu ba tsheleng mo go jone. Ke utlwa o e bua motlhofo fela o re batho ba ba ka bewa mo mafelong a a gaufi le bone, o raya afe?

Ke utlwa o e bua motlhofo fela o re *study* se dirilwe, mme se direlwa mo ofising, ga ba ise ba bo ba ye go gata kwa mafelong a a amegang. Tona, la bofelo mafelo a re buang ka one a nna le merwalela ke leng? A o itse gore merwalela e nna mo dikgaolong tsa Okavango ngwaga le ngwaga, mme e bile gona le mafelo a a nang le merwalela a a amang batho, ke eng bone ba sa fudusiwe? *Thank you.*

MR TSHERE: *Mr Speaker*, ke tlhaloganya botlhoko jo Motlotlegi Mopalamente a bo buang, mme kana go ne go lemogilwe gone ka 2010 gore go borai. Jaanong kana fa o bapisa borai le gore o beye fela ke gone fa bothata bo ka nnang teng, ka gore ba tlaabo ba ka tsenelelwa ke metsi, mo go ka se keng go siame. Ke sone se o bonang go ne ga emisitse go bewa ditsha tse dišha kwa motseng o. Batho ba ba neng ba beilwe ba ne ba fudusetswa kwa go fa godimonyana, ke sone se o bonang motse o o santse o le teng *Mr Speaker*.

Ya gore ba ka isiwa kae, ba ka isiwa kwa Gumare le metse e e bapileng, jaaka rona. Kwa Mahalapye *if you apply for* setsha mo Mahalapye o bewa kwa Radisele. Jaanong bana ba ka ya go bewa mo metseng e mengwe, tota ga go ka ke ga re re beye fela mo motseng. Ke boammaaruri metse e e ka kwa Okavango ka bontsi e tshabelelwa ke merwalela fa pula e nele, mme kana ga o ka ke wa baya batho, morwalela o kgona go tla *after 30 years* jaaka Lake Ngami e ne ntse e sena metsi lebaka le le leele, *all of a sudden* e na le metsi. A go raya gore re beye batho re tlaa tla re ba fudusa fa metsi a nna teng, ga go thuse sepe. Ke sone se Goromente a tsereng tshwetso ya gore re se ka ra baya gotlhelele, gore re emele gore batho ba bewa sentle. So ka tsela e e ntseng jalo... Okavango ee o tshabelelwa ke merwalela mme ga go tshwane; Habu le Tubu gone go *worse*. Ke a leboga.

MR KEKGONEGILE: *Supplementary.* Tanki *Mr Speaker*. Potso e nnile gore la bofelo go nna le merwalela kwa metseng eo ke leng? Ke kopa gore o e arabe. *Study* se o se buang wa re ke sa 2010; *between 2010 and 2025*, a go kile ga nna le merwalela?

Maloba le ne le fitlha kwa Central Kalahari Game Reserve (CKGR) le bua fa e le ditshwanelo tsa gore o tsholetswe foo, o goletse foo, ke *ancestral home*. A o tlhaloganya gore batho ba Tubu le ba Habu ba na le lebaka le le kae ba nna fa ba nnang teng? Ngwao ya bone ke go tshelela mo metsing, ke eng le bona bone e se tshwanelo ya bone gore ba ka tswelela ba tshelela mo metsing fa ba bangwe bone e le tshwanelo ya bone gore ba ka tshelela mo sekakeng?

MR TSHERE: Nnyaa *Mr Speaker*, o a utlwa gore jaanong o e gogela go sele. Tshhekatsheko e e neng ya dirwa gape la bofelo e e bogautshwane ke ya 2021, mme e bile lephata le tseela kgang e kwa godimo. Re mo tseleng ya go kopa madi gore tshhekatsheko e e dirwe, e tle e kgone go re bolelela gore fa go siameng ke fa kae, fa go sa siamang ke fa kae. Se re ka se keng re se re dire re le Goromente, le mo mafelong otlhe fela, ga se gore

ke kwa Tubu le Habu fela, ga o ka ke wa baya batho fa o itseng gore *it is flooding* O tlaabo o sena boikarabelo o le Goromente, fa e le gore o kile wa bona. Jaanong gore go tsere lebaka le le kae gore go tle go *flood* gape, nnyaa ga se *question* eo, ka gore fa Dineo a ka tla gape go bo go *flood* re ya go dira jang? Re ya go ntsha batho? Gore la bofelo go *flood* ga se kgang, gore batho ba tshwanetse go bewa mo metsing fela fa re bona, nnyaa Goromente o tlaabo a sena boikarabelo, a ntse a itse gore golo fa go na le metsi, a bo a baya batho. Ke a leboga *Mr Speaker*.

HONOURABLE MEMBER: Procedure Mr Speaker.

MR SPEAKER: Nnyaa, ga gona *procedure*. *Honourable Members*, fa le sa dumalane le Tona le tlaabo le sa dumalane le ene. *He is very clear* a re fa ba dirile *a determination* ya gore golo fa go ka *flood*, le fa go ka tsaya *50 years, but as long as that determination has been made that this place will someday flood*, ga ba ka ke ba baya batho. Ke se a se buang, fa le sa dumalane le a bo le sa dumalane.

MR AARON: *Supplementary*. Ke a leboga *Mr Speaker*. Tota ke etla ke ipotsa gore jaaka *Minister* a sa tswa go bua gore le fa e ka nna *1, 000 years* go ntse go ka *flood*, ga re gane gore go ka nna jalo. Fa e le gore dibetso tsa tlhologo di ka tla, kana o bua ka dibetso tsa tlhologo. Rona re bua ka *floods* tse di *normal*, a tlhalose gore la bofelo go *flood* ke leng, a se ka a re bolela ka dibetso tsa tlhologo. Se a buang ka sone ke kgang ya dibetso tsa tlhologo.

Minister, Puso ya gago ya ditshwanelo tsa batho, e jaaka re ne re sa tswago bua, le bone wa ntsalake wa Mosarwa a tshwanelwa ke go ya go fitlha kwa CKGR, a wa re batho ba Tubu le Habu ga ba a tshwanelwa ke go nna mo mafelong a bone? Modimo a rile namang le atle, wa reng gompiano ka bana ba bommaabo ba nang le bana mo *plots* tse dingwefela? A ga etle e re ba atologa jaaka Modimo o re atlang le name, o bo o ba raya o re ke bo maipayafela? Se bue ka dibetso tsa tlhologo, di diragala gongwe le gongwe. La bofelo go *flood* ke leng? *Minister*, ke kopa gore o tseye kgang e ka tlhwaafalo.

MR TSHERE: *Mr Speaker*, ke a leboga. Ke a utlwa, *and I sense frustration on Honourable Member's voice*. *I am sorry*, ka gore go raya gore ka 2010 fa tshwetso e tsewa, *it was based* mo go reng golo fale go ne go eme metsi mo e leng gore ga go ka ke ga nnega...

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

MR TSHERE: Ee, go raya gore e ne e le mo melapong, mme ke tshwetso e e neng ya tsewa. Jaanong tshwetso fa e setse e tserwe jalo...

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

MR TSHERE: Nnyaa reetsa, fa tshwetso e setse e tserwe jalo go tshwanetse gore jaanong go dirwe ditlhotlhomiso ka tsamaiso. Ke sone se ke reng, ditlhotlhomiso di ne tsa dirwa ke ba *office* ya rona ya Geoscience Institute, mme ba dira ba le mo Gaborone ba sa ya kwa Habu le Tubu, ka gore go ne go sena madi. Thulaganyo ke gore...

HONOURABLE MEMBERS: ... (Murmurs)...

MR TSHERE: Reetsa, gakere go na le didirisiwa tse di dirisiwang, jaanong go dirisitswe *maps* go lebelela *and the topology* ya lefelo leo. Se se tshwanetseng go diragala ke dumalana le wena ka sone ke gore, ba tshwanetse jaanong ba emelele ba ye kwa Tubu le Habu ba ye go bona seemo seo. Tshekatsheko fa re kileng ra bapa le gore tiro eo e diragale ke ka 2021, jaanong ka re lephata le tsere boikarabelo jwa go ya go sekaseka. Fa le sena go sekaseka foo, ka gore ga e ka ke ya re re ne re emisitse re bo re tswelala fela re aba re sa tlhola sone se se dirileng gore re emise mo tshimologong.

Jaanong seo ke go solofetsa gore se tlaa dirwa jaaka re le Puso e e lebelelang ditshwanelo tsa batho. Ditshwanelo ga di reye gore jaaka re ne re tswa go fitlha Rre Pitseng kwa CKGR, re bo re re ka gore batho ba Habu le Tubu ba tshwanetse go nna foo, re bo re ba baya fela mo metsing. Nnyaa, e tlaabo e se ditshwanelo foo. Ke a leboga.

MR SPEAKER: *Order! Order! Honourable Members*, e le siile nako ya dipotso. *Honourable Ministers, when you make an assurance to supplement a question as Honourable Tshere did with question number 5*, le na le malatsi a mararo gore le tlise *information* ya tlaleletso le e neele Mopalamente. Le na le tshono ya Standing Order 41.2 gore le ka tla la dira *correction* eo, *by interpretation* e raya le tlaleletso, le ka e dira fa. *Kgotsa submit a written answer in three days to the Clerk, but also le e neele le Mopalamente or the Clerk will send to the Honourable Member*. Ke raya jaaka o ne o re o tlaa latedisa gore a diterekere di ne di le di sha le gore *make* wa tsone ke eng. Ga ke tseye gore ke kgang e e ditlhabi, *three days should suffice*.

LEADER OF THE HOUSE (MR MOHWASA): Ke a leboga *Mr Speaker*. *Mr Speaker*, go na le ngongorego ya Mapalamente ba supa gore go na le dipotso tsa tlaleletso tse di sa arabiwang. Ke tsaya gore dingongorego tseo di tlhamaletse, di maleba, gongwe re thusane ka gore ba ba dumelang gore di santse di le kwa morago le bone ba gakololwe le go neela *Ministers* gore re kgone go ba thusa. Ke a leboga.

MR SPEAKER: *Indeed, that is in order Leader of the House, le dire jaaka le gakololwa tsweetswee Mapalamente. Nako ya dipotso e feletse gone fa. Let us go to the presentation of a Government Bill.*

First Reading

**PRESENTATION OF A GOVERNMENT
BILL**

The following Bill was presented and read a first time.

**COMMUNITY BASED NATURAL RESOURCES
MANAGEMENT BILL, 2025 (NO. 11 OF 2025)**

(Acting Minister of Environment and Tourism)

Second Reading- **Later Date.**

**ADOPTION OF THE BOTSWANA
OCCUPATIONAL SAFETY AND
HEALTH POLICY**

Motion

(Resumed Debate)

MR SPEAKER: Order! Order! Honourable Members, the debate on this policy is resuming. When the House adjourned yesterday Honourable Shima Monageng was on the floor debating, and he is left with 6 minutes and 8 seconds.

MR MONAGENG (MOLEPOLOLE SOUTH): *Thank you Mr Speaker. Maabane ke ne ke le mo seraleng, ke bua ka badisadikago gore tota ga ba a nna sentle mo tirong. Ke batla go e gatelela ke bo ke tsena mo go tse di lateng gore, kana dipula tse di etla, serame ke se, tota o fitlhela ba sa nna sentle gotlhelele.*

Jaanong fa ke tswelela *Mr Speaker*, ke ka bua ka *enhancement of mental health at work place*. Re a itse gore mo malatsing a gompiano, tota fela letšhono le le ntsi. Ka jalo, go na le go kgoberega ga mewa, *stress*. Fa gongwe go tshwanetse gore kwa tirong, moeteledipele a bo a ka kgona go bona gore ba lebaleba jang, ba thusa ba ba leng *stressed*, ba e leng gore ditlhaloganyo ga di a nna sentle. Gatwe rotlhe fela jaaka re ntse jaana, gongwe kwa ntleng ga bagolo, *we have a level of insanity*. Go bo go raya gore fa tlhaloganyo e sa iketla, fa gongwe ga o nne sentle, le go bereka ga o kgone go bereka sentle. Ka

jalo, a go lebalebiwe. Kwa mafatsheng a mangwe jaaka kwa United Kingdom (UK), o ya go fitlhela *boss* nako e nngwe a ntse a botsa fa a go bona e kare o *stressed*, gore, *“are you okay, are you okay?”* Rona gantsi mo tirong moeteledipele e bile o ka go omanyetsa gore ke eng o kare ga o lebege sentle. A sa go thuse gore go lebega o sa iketla mo tlhaloganyong kana mo moweng.

Se sengwe *Mr Speaker*, ke *safety training*. Fa gongwe re tlaabo re bua jaana, go beiwa melao, mme go tsweng fa a bo melao e kwa ditirong go sa rutiwe batho gore melao ke e ya go nna le *safety* kwa tirong. Se sengwe ke gore melao e nna teng, go tsweng fa ga e dirisiwe. A re lekeng gore melao e e ntseng e le teng, le one o jaaka ke itse gore o ya go feta jaaka ke ema nokeng Tona mo go one, re netefatse gore e a dirisiwa. E se ka ya nna molao leina fela.

Fa re ntse re lebaleba, re tlaa fitlhela e le gore tota gantsi mathata a kwa ditirong tse e leng gore ke tsa *construction*. Ditiro tsa *construction* ke tsone tse o fitlhelang *safety* e kare e kwa tlase thata. Kwa Molepolole kwa go na le *sites* kana *construction places* tse di tswelletseng ka dikago. Fa gongwe le fa o feta fela, o ya go fitlhela batho ba sa rwala ditlhorho tsa teng tsa *helmets*, ba sa apara jaaka go tshwanetse gore go aperiwe.

Mr Speaker, e nngwe ke ya gore a go nne le bophepa, *cleanliness* kwa ditirong. Bophepa fela jo bo gagametseng. Jaaka mongwe a ne a bua gore maloba kwa *shops* dingwe tsa dijo, go ne go supa e le gore ga di tshwarwe sentle. E re jaaka go ntse jaana, go nne le *whistle-blowers*. Ke gore *whistle-blowers* di se ka tsa kgopakgopediwa. Fa e le gore motho o tlhagisitse gore mo tirong ya gore, mo *business* ya gore dilo ga di tsamae sentle, a sireletsege. Malatsi a jaanong *whistle-blowers* tseo, batho ba ba kgonang gore ba tlhagise gore dilo ga di tsamae sentle, ba setse ba tshaba ka gore go tsweng fa ba tselwa dikgato, ga ba tsewe sentle.

Inspections a di dirwe mo mafelong a ditiro kgapetsakgapetsa. Gompiano jaana se se neng se bonwa kwa *shops* tse ke ka se keng ke di bue ka maina, o ya go fitlhela e le gore go diragetse lebaka le le leele thata go sa dirwe *inspection*. E bile o ka bona gore go ne go *inspect* babegadikgang, ba ne ba utlwile ka *whistle-blower*. Jaanong a Goramente molao o, o gatelele thata gore go dirwe *inspection*, go tlholwe dikago kgapetsakgapetsa.

E nngwe ke ya *to foster safety culture*. Ke gore re ka ne re na le melao e e tlaabong e nna teng, mme batho ba sena *culture* ya go itse gore ba tshwanetse ba nne *safe* gongwe le gongwe fa ba leng teng. Maabane ke ne ke bua fela ka bana ba ba tsamaisiwang ka dikotšekara, o

bo o ipotsa gore *safety* e fa kae. Kotšekara eo e tsamaya mo tseleng e e *gazetted*. Yo a e kgweetsang, ga a itse gore o tshwanetse a dire jang fa a khona mo mojeng kana mo molemeng, mme e pegile bana ba sekole. Re Goromente yo re tshwanetseng re netefatse gore dilo tse di a ema. Molao o, o netefatse gore dilo tse di a ema, Batswana ga ba jewe ntsoma. Batswana ba tshela sentle. Botshelo jwa bone bo nne sentle. Ke a leboga.

MS MANYENENG (MMOPANE-METSIMOTLHABE): Ke a go leboga *Mr Speaker*. Ke dumedise *Honourable Members*. Ke eme le nna ke rotloetse mogopolo o wa molawana wa ga *Honourable Mokgware*. Ke simolole ka gore bagaetsho, re na le bothata mo bodirelapusong jo bo tshwanang le kwa booking, barutabana kana bape fela ba ba tlhaselwang fa ba ntse ba theogetse mo ditirong tsa bone. Sekai se ke ka se supa ka nako ya fa ke le mooki, nako e ke neng ke santse ke theogela. Go ne go re diragalela, re lala re theogetse bosigo jwa *night duty* jaaka le itse, mme re tlhaselwa. Gotwe re na le *security* but e se sone sentle. Ene o tlaa go bolelela gore o disitse dikago tsa Puso, ga a disa baoki.

A go tlhamalele *Honourable Minister*, gore go tsene sentle mo ditsetlaneng tsa phiro. Fa o hiretswe mo tirong e e diphatsa, e e ntseng jaana, se se tlaa go diragalelang, ke eng. Go nne mo mokwalong. Re se ka ra akanyetsa gore o tlaa ya go sidilwa maikutlo fela. Bangwe ba baoki ba feletse ba tseelwa dikobo ka dikgoka *during attacks* tse di ntseng jalo. Go tseelwa dikobo ka dikgoka, ga go na *compensation*. Ke gore gotwe o ya go sidilwa maikutlo, o ya go tshela ka selo seo botshelo jwa gago jotlhe. *You get depressed*. Fa o nna *depressed*, kgantele le tiro e a tsamaya, o bo o ya go nna morwalo wa *family* ya gago.

Jaanong a go tsengwe ditsetlana mo go tsa phiro kana konteraka fa o hirwa ka yone, a go rutwe batho *because* ba bangwe ba hirwa fela, a bo a tla a saena e le mmereki. Mohiri wa gagwe a rutiwe gore o tshwanetse go ruta bahiriwa ba gagwe go bala konteraka. Le melawana eo a netefatse gore e teng, o a ba e bontsha gore fa go ka diragala kotsi, se se tlaa nna teng. Ke rotloetsa gore a dikonteraka tsa phiro di tlhalose *Honourable Minister* gore tsamaiso e nna eng fa go ka nna le tse di ntseng jalo.

Se sengwe ke gore, re na le bana ba sekole. Se ke se tlhaloganyang ke gore molawana o o sireletsa gotlhe bana ba sekole le barutabana ka gore ke gone kwa ba berekelang teng, ke *workplace* ya bone. Bana le bone

ba tlhoka gore ba sirelediwe bogolo thata mo malatsing a gompieno. Bana ba ya dikoleng ka dithipa, ba tshotse dinotagi. Fa re ka nna le *Occupational Safety Health Officers*, gongwe re ka bona go na le pharologanyo. Ba ka nna le nako e ba phuruphutshwang, *stop and search* mo dikgorong tsa sekole. Re itse gore bana ba le bone o a bo o ntse o ba sireletsa fa o tsaya dilo tseo mo go bone. Jaaka re bua, *we should protect them against emerging physiological risks*. Ke kopa jalo gore dikole le tsone di lebelelewe. Re raya gore di tlhoka pabalesego.

Mr Speaker, go na le molawana o bidiwa Tobacco Control Act. Molawana o wa motsoko o, ga ke ise ke bone o bereka gope. O ne wa dirwa nako e ke neng ke santse ke le kwa booking. O dirwa e le gore gatwe o tlaa sireletsa setšhaba. Gotwe go tlaa gogelwa kwa mafelong a merafe e seng teng, mme ga go diragale jalo. Go na le tsetlana mo teng e e reng go tlaa tshwanelwa ke gore fa o rekisa motsoko o, a bo o na le tseletso, *licence*, mme ga go na selo se se ntseng jalo. Re bona fela go gogelwa gongwe le gongwe. Ke tlaa nna ke e fa sekai ka gore ke mooki. E tlaare o le mo *ward* o na le molwetse, o tlaa utlwa monko o tsena. Fa o gadima ka fenetere, o bona motho yo a tlileng go tlhola molwetse a ntse fa tlase ga setlhare, mme o fa tlase ga *ward* a goga. Motsoko o o tsena gape mo *ward* mo go bone balwetse ba ba e leng gore re ithaya re re re ba sireleditse. Selo se ke lelang go se bua ke gore, a molao o rra o gagamatswe. O leke gore o tsenye ditsetlana mo go one. O gagamaletse yone e ya *no smoking in public places*. Kana *to be a second smoker*, go *dangerous* go na le ene yo o tshotseng peipi eo kana *cigarette*. Jaanong se ke se kopang ke gore, a re lebe gore fa go diragala jalo, dikgato go tsewa dife *Mr Speaker*, *because* go lebe ga e nna molao fela go tswa fa o dirwa fela, dikgato ga di tsewe, go gogwa fela, ke gore ke puo fela ya molomo.

MR MAPULANGA: *Point of clarification*. Ke a leboga *Mr Speaker*. Ke a go leboga motlotlegi. Jaaka o ntse o bua mo kgannyeng yone ya metsoko e, a mme fa re lebile botsogo jwa lefatshe, re lebile le dipatela tsa rona le makoa a a tsenang mo setšhabeng se, a mme ga go a tla nako ya gore le rona fela re le setšhaba re sekaseke kgang e ya gore a mme re ka tswelela re ntse re tsisa (*import*) motsoko, kana re buisanye re le setšhaba gore jaanong gongwe re emise motsoko mo lefatsheng la Botswana. O e leba jang?

MS MANYENENG: Ke a go leboga Motlotlegi Mapulanga. E ya gompieno ya go emisa, o tlaa nkgogela mo thaelong. Ke leka go supa gore re ka babalela matshelo a Batswana jang ka gore le fa e le gore o tlaa o emisa, fa o ise o emise gone, re dira eng? Ke tsamaya

gone foo gore re baakanye ka fa re ka sireletsang Batswana ka teng mo motsokong ka fa go santseng go diragala ka teng, le tsone dikotlhao tse ke di buang.

Honourable Minister, ke kopa gore re tsenye leitlho mo kgannyeng e, e bidiwa gotwe *health leave*. Ke e bitsa ke re *health leave* ka gore ke leka gore ke se ka ka dirisa mafoko a mangwe a gongwe a tlaa se keng a nne sentle. *Health leave* ke e buelela ka fa *side* ya bomme. Bomme kgwedi le kgwedi ba tsena mo setswalong (*menstrual cycle*), mme ga re a dirwa ka go tshwana re le bomme. Go na le bomme ba e reng fa ba tsena mo setswalong, a bo a nna molwetse totatota yo e leng gore ga a ka ke a tsoga phakela a tlhapa a ya tirong fa a setse a tsene mo setswalong seo, ka gore ba bangwe mo go rona ga se setswalo fela, ke bolwetse. Go na le *terms* tse di dirisiwang gore fa o na le *painful periods* e bidiwa *dysmenorrhoea*, fa o na le *heavy periods* e bidiwa *menorrhagia*. Le dingaka ba rurifatsa gore ke gore le fa e le go tswa mo bolaong go ya kwa bateng, ga go *possible, because they are very heavy, and very painful*. Re se ka ra tsaya gore mme mongwe le mongwe o tsena mo setswalong, jaanong ga go na molato. Go tshwanetse gore go nne le gore re sekaseke gore go na le bomme ba e leng gore ke bolwetse jwa bone, bogolo jang bomme ba ba sa abelwang thari *Mr Speaker*. Fa ba tsena mo setswalong, e nna bolwetse jo bo tlhomolang pelo. Fa bogolo ba ne ba ka fiwa malatsinyana a mabedi, *the first two days* ba sa ye tirong gore bogolo go nne botokanyana, le go ipaakanya, ka gore le fa gare ga batho, motho wa Modimo o tlhabiwa ke ditlhong, o palelwa ke go emelela ka gore fa go tla, go a tla, e bo e le gore jaanong ga go nne sentle mo go ene a le fa gare ga batho mo ofising a tshwanetse gore a emelele a ye ntlwaneng a ye go ipaakanya, ga go *possible, because* ka fa meago ya rona e ntseng ka teng e le ya diofisi, ga go na sephiri sa gore mme o ka tswa jang. Fa ke bereka le Rre Tshere mo ofising, fa ke emelela fela fa a nkgadima, o ya go bona gore ao! jaanong mme yo o ntse jang.

Jaanong ke re ke a kopa fela gore rra, mo tshetlaneng e, ga o ba sekasekele wa ba latlhelela yone *health leave* bogolo jang ba ba nang le mathata. Ga ke a re mme mongwe le mongwe *Honourable Minister*, kare a re lebeng gore go na le bomme ba e leng gore bone ke bolwetse jwa bone kgwedi le kgwedi. Le wena fela fa o na le ngwana wa mosetsana, o a tlhologanya kwa lwapeng gore ngwana yo wa me fa a tla go tsena fa, ga a kgone go ya sekoleng, e se gore o tshaba sekole, kana e se gore ke matepe. Ke go kopela gore selo se ke bolwetse, re se ka ra lebala gore one *menstruation it*

is a concern, it is a human right issue, again e ntse ke *occupational issue*. Re se ka ra e tsaya gore motho fa a re ga ke a tsoga ke mo setswalong, o ka se ke o bolelele mongwe le mongwe, *but I think one of the supervisors* o tshwanetse gore a tlhologanye *condition* ya gago, e e leng gore jaanong fa o tsena mo go yone, ga o tlhoke gore o bo o ntse o tlhalosa. *At least* fela fa go ka nna mo molawaneng gore bogolo *first two days* mme a kgone go nna mo lwapeng, a kgone go tlhapa fa a batla go tlhapa, *change if she wants to change*, a itheetse fa a batla go itheetse ka gore kwa tirong ga go na jaaka o ka dira jalo, e bile fa o ka bereka le ba e leng gore ga ba tlhologanye, ba ya go nna fela ba re, “a re go rileng, gakere le rona re tsena mo setswalong.” So dilo tseo fela fa re ka leka gore re baakanyetse bomme *Mr Speaker*, ke tlaa ema jalo.

MR SPEAKER: *Freeze your clock. Honourable Members*, nako e e setseng ke yone e le e bonang. Le bona yone nako ele, ke yone e e setseng *before the mover is called to reply to the debate*.

HONOURABLE MEMBERS: ...(Murmurs)...

MR SPEAKER: *Ee, go tlaabo go setse yone ele*. So, let me just call the mover to reply to the debate.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Thank you very much Mr Speaker*. Ke batla gore fela ke leboege dikgakololo tse di kanakana tse di ntsi tse di tsileng ka batlotlegi mo Ntlong e. E bile ke bo ke itumelele ka fa ke boneng ba tsaya kgang e ka mafatla ka teng, e bile tota ba bona gore ke selo se ba batlang go bona se direga. Ba bo ba ntsha le dikai tse e leng gore re tshwanetse gore ba rotlhe jaaka re tlaabo re o fetisa molao o, re dumalana ka one, ke gore mongwe wa rona a bone gore e a diragala.

Ke ratile mafoko a ga Motlotlegi *Mother of the House* a bua fa a re re tshwanetse gore re tsenye mo re go bitsang re re “*culture of safety in the workplace*.” *That is important*, mongwe le mongwe wa rona *we have to inculcate culture of safety in the workplace*, mongwe le mongwe wa rona. E bile gape e se ka ya simolola fela gore fa re re *workplace* re raya kwa re theogelelang teng, le gone kwa re leng teng, kana kwa re tlaabong re beetse teng, kwa re ruetseng teng, le gone kwa lwapeng la gago fa o aga kana o na le *project* o aga ntlo, *that is a workplace for somebody else*. Selo se *should start with us* ba rotlhe re bone gore Botswana wa rona re ka mo isa kwa pele re le *a healthy nation*, e bile re itse sentle gore dikgwetlho tse di re batlang ke tsa eng.

Jaamong ke ratile, ke utlwile ka fa le neng le bua ka teng, mme e bile go na le kgothatso ka gore go raya gore e tlaa re fela jaaka re o fetisa jaana rotlhe, mongwe le mongwe fa a bo a nna le *responsibility* gongwe le gongwe fela kwa a teng, a ya go bona gore re itshola ka tsela e e ntseng jang, kana *safety and health wise* jaaka *Madam Speaker* a ntse bua, re bua ka botsogo mo ditirong gore re bo tseye ka tlhoafalo jang. Kana fa e le gore babereki ba a lwala, *business* le yone e a lwala, ga e ka ke ya dira *profits* jaaka e tshwanetse go di dira, *that is what we should always remember*.

Ke batla gore ka mafoko a a kalo *Mr Speaker*, ke sa batle go go jela nako mongwame, *I move accordingly*.

MR SPEAKER: Thank you Minister, Major General Mokgware.

Question put and **agreed to**.

MR SPEAKER: The policy is adopted.

HONOURABLE MEMBERS: ...(Applause!)

MR SPEAKER: We go to another Motion.

ADOPTION OF THE NATIONAL PRODUCTIVITY AND COMPETITIVENESS

Motion

MR SPEAKER: Order! Order! Honourable Members, the Motion is by the Minister of Labour and Home Affairs, Honourable Major General Pius Mokgware. Honourable Mokgware, may you present your Motion.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Good afternoon Mr Speaker...

MR SPEAKER: O tlhoka go ithulaganya?

MAJ. GEN. MOKGWARE: *Ee*, two minutes because I have got a lot of papers here.

MR SPEAKER: Nama o timile *and take your time*.

...Silence...

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Thank you very much Mr Speaker*. Ke leboge gore o bo o mphile metsotsonyana. Fa o bereka thata jaaka nna jaana dipampiri tsa gago di nna di ntsintsi, kgantele o a ne o leba mo a bo o tshwara tse. Fa o bona ke raya Motlotlegi Hikuama ke re a se ka

a ne a bona tafole ya me e ntse jaana *but upstairs I am well arranged*.

Mr Speaker, Botswana does not have a policy that specifically addresses productivity and competitiveness issues. Therefore, this policy is the first of its kind and any to position...

MR SPEAKER: Opposition Whip, check the quorum please.

MAJ. GEN. MOKGWARE: Therefore, this policy is the first of its kind and aims to position the productivity and competitiveness agenda as central to the national development agenda. The policy serves a commitment from Government towards increasing Botswana's productivity levels and improve her economic in global performance. This is critical to the country's development agenda considering the role of the activity in economic growth, employment and improvement in livelihood.

Mr Speaker, the current productivity performance across the sectors of the economy is unsatisfactory, it is divided to be at -0.44 per cent. Hence the need for a more organised way of addressing this challenge, the policy provides a platform for engagement with all stakeholders as outlined. Multiple reports by different entities including the World Bank, Botswana National Productivity Centre (BNPC), Botswana Institute for Development Policy and Analysis (BIDPA), World Economic Forum (WEF) and Institute of Management Development (IDM) have also a declined trend in Botswana's productivity and competitiveness performance.

Mr Speaker, beside declining performance, this report notes issues around poor work ethics, unavailability of Government policy framework, fragmentation in efforts towards implementation of productivity and competitiveness agenda, as well as challenges relating to the data collection and monitoring.

Mr Speaker, subsequently, the policy seeks to provide a framework for raising Botswana's productivity levels and competitiveness performance in a deliberate and structured approach. It also provide for establishment of former structures for accountability in implementation of the productivity agenda.

It is also noteworthy that the policy is in line with Botswana's commitment to Southern African Development Community (SADC) declaration on

productivity, the Pan-African Productivity Association and the African Union (AU) declaration on employment, poverty eradication and inclusive development in Africa which underscores the need for productivity improvement across the continent through development of relevant policies.

Mr Speaker, in terms of the structure, the policy is designed as follows;

- (i) The first part of the policy contains the four way of acknowledgment or the acknowledgment where we might have collected information from.
- (ii) Definitions of terms and Executive Summary, then subsequently part outlines the introductions and approach to developing the policy.

The third and fourth provides Botswana's philosophy on productivity and competitiveness and situational analysis.

Part 5, 6 and 7 outlines objectives of the policy institutional framework, monitoring and evaluation.

Lastly Mr Speaker, the policy and the strategy are presented for purposes of operationalisation and it provides targets, timelines and actions that will be carried out as part of the implementation policy. So we have this particular policy, strategy, plan, clear timelines which we have to achieve as a country. This is a progressive way of addressing issues of productivity and competitiveness in Botswana. Like I have already alluded to Mr Speaker, that this is for the first time in this country that we have taken productivity as an item and agenda on its own *gore e re jaaka re le Botswana re ntse jaana, re ipone gore kwa maduong re eme jang. Mongwe le mongwe wa rona kwa a berekang teng, re bo re bona gore o kgona go tsisa maduo ka tsela e e ntseng jang.* We have to inculcate and build this in each and every Motswana *kwa a leng teng gore fa a bereka a itse gore kgang ya rona ke maduo, ka letsatsi fa a tshaisa o dirile maduo a a kae. Maduo ga a tsamaelane fela ka gore re a bone* in terms of profits *tse di tlaabong di balwa* in a balanced sheet, even the economic growth *ka fa lefatshe le tlaabong le gola ka teng. Go mo* Motswaneng *mongwe le mongwe gore re tle re bone gore* this policy *e a re berekela gongwe le gongwe kwa re teng.* Whatever you do, you should evaluate, have targets and metrics to say how are you going to evaluate and achieve those sort of targets?

Fa re nang le bangwe ba santse ba le kwa morago ba palelwa ke go dira kana go tsisa maduo, re tshwanetse go ba direla individual development plans so that they can achieve their goals gongwe le gongwe fa re leng teng. Ke gone jaanong mo re ka tlang gore each and every organisation *mo Botswana e tshwanetse go bo e na le performance management so that we can now arrive at where we all want to arrive as a country.*

Ga gona sepe se se siameng bagaetsho jaaka ke ne ke le balela reports tse dintsi jaana Mr Speaker, di re supa re le kwa tlase e bile re le batho ba ba sa tlhwaafalelang tiro. Sengwe se re tshwanetseng go se tlhaloganya se dibuka, ditlhotlhomiso tsothe le all the studies tse di se supileng; poor work ethic mo go rona. Ke dumela gore batlotlegi jaaka rotlhe re le fa jaana se re se bone se diragala, dikai di dintsi tse re di boneng. Mr Speaker, I thank you.

MR SPEAKER: Thank you Minister Mokgware for saving us more than 20 minutes. Honourable Members, the floor is open.

MINISTER OF COMMUNICATIONS AND INNOVATION (MR TSHERE): Ke a leboga *Mr Speaker.* Ke emelela *to support* Tona wa tsa Khiri le Merero ya Selegae mo Tshutisong e. Tshutiso e o a e bona gore tota ke mosamo mo Ditshutisong tse a ntseng a di bua. *In as much as* o tshwanetse o fe mmereki ditshwanelo tsa pereko a bereke sentle, o tshwanetse le wena o solofele sengwe mo go ene. Jaanong o tla ka *policy* e ntle thata e e supang gore re le lefatshe re tshwanetse re nne le thulaganyo ya go lebelela gore go berekwa sentle maduo a a tswa, e bile re lepalepana le ba bangwe, e seng fela mo lefatsheng la Botswana, le mafatshe ka bophara.

Ke itumelela gore a bo a tsile ka Tshutiso e, e e yang go re thusa fela thata, bogolo jang go fetola le mogopolo ka fa re ntseng re akanya ka teng. Jaaka ke ne ke bua maabane gore Puso e e busang gompiano ga e tshwane le e e neng e busa pele ka gore fa o gatelela batho o ba dira bogoma, o ba dira mongala. Gompiano fa o o fa batho ditshwanelo tsa bone, o ba dira gore ba phuthologe. Ka jalo, go a tlhokafala gore o ba bontshe gore fa o phuthologile jaana, fa gotwe o berekile o na le maduo, go tewa jang.

Nna kwa ofising ya me, ke le Mopalamente wa Mahalapye Bophirima, ke a ne ke amogela megala e tswa kwa banning ba motse ba nthaya ba re, "batho ke ba ba ntse fela, re fodile *line*, ba ja magwinya, ba nwa ditee, go phakela, rona re fodile." Ba bangwe ba

mpolelela gore ba fola phakela ka 2, masigo a matona gore ba tle go nna *number one* mo laeneng, mme fa ba tsena kwa, ba fitlhela batho ba setse ba le bo 20 ba setse ba fodile. So, selo se se bua ka rona gore a re itse gore tsamaiso ya pereko le gore fa gotwe *competitiveness*, go tewa jang. Ke sone se ke lebogang thata gore Tona o tla ka Tshutiso ya mofuta o.

Ke na le ba e leng gore ba tlaabo ba mpolelela ba sa itse gore ke le Mopalamente ga ke na dithata tsa go koba badiri mo tirong ba nthaya ba re, “koba yo Mopalamente, ga a dire sepe!” Ba supa le dikole gongwe di sa dire sentle ba re, “koba yo, koba Mogokgo yo, koba yo, tlisa yo, ke ene yo o botoka,” ka tsela e e ntseng jalo. Ke lemoga gore go raya gore ga re na *culture* kana kutlwisiso sentle ya gore fa gotwe go bereka o ntsha maduo go tewa eng le gore go solofetswe eng mo go wena o le mmereki. Ke gone fa gongwe re ntseng re tlhela teng. Mme o dira sentle gore a tle a re *sensitise* ka *policy* e ka gore gantsi o na le go utlwa batho ba re, “rona re a duelwa, fa kgwedi e fela re a duelwa go sa kgathalesege gore o ka supa eng gore o se dirile mo kgwedding eo, tuelo yone e a tsena.” So, ke rata thata gore jaanong o bapisa dikgang tse tsa tuelo le *productivity and competitiveness*, e e leng gore re a e tlhoka mo Pusong e ntšha.

Ke ne ke batla go tlhalosa gape gore kana re mo lebelong la go tlisa ditirelo ka maranyane. Ke gone kwa Tautona...

ASSISTANT MINISTER OF WATER AND HUMAN SETTLEMENT (MR MOTSAMAI: Clarification. Ke a go leboga *Mr Speaker*, mma ke go dumedise. Ke go leboge motlotlegi go mpha sebaka. Ke ne ke re o fete fa *sir*, o sedimose kgang e ya batho ba ba sa tsenyeng moko mo dinameng mo perekong, a ga o bone re le mebuso le rona fa gongwe dinako tse dingwe re na le seabe sa gore batho re bo re ba etelela ka tlwaelo ya go ba lesa fela re sena tsamaiso e e tsepameng e re batlang gore ba berekele mo go yone? Ke tlaa go tsaya ke go isa kwa lephateng le tshwana le la bogologolo lele la *Buildings*, gompiano fa o ka ya go tsena teng, o tlaa fitlhela e le gore babereki ba Modimo ga ba sa tlhole ba itse gore gatwe tiro ya bone ke eng, ga ba etelwe, ga go na ope yo o ba tlholang. A dilo tse ga o bone e le gore di tshwanetse gore di tlhamaladiwe gore e se ka ya nna o kare ke rona re rotloetsang go nna fela kana boitseme mo bathong? Ke a leboga.

MR TSHERE: Ke a leboga thata Mothusi Tona, *Honourable* Motsamai. Kana ka molao wa khiro, go mo maruding a mohiri gore a fe mohiriwa tiro. Fa re

tlisa melao e e tshwanang le e, e tlele go araba dikgang tse di buiwang ke *Honourable* Motsamai, ka gore wena o le mohiri, fa re tla ka *policy* e e tshwanang le ya *Productivity and Competitiveness*, kana go raya gore go na le *measurable output*, e e leng gore re tlaa kgona go bona gore *an average person* le ene o ne a kgona go dira tiro eo. Fa ke e fa sekai; gongwe gotwe o ka tipa *loads* di le kae ka letsatsi ka koloi ya gago e o berekang ka yone, go bo go twe o ka tipa *loads* di le *five*, mme wena o bo o tipa e le nngwefela fela o bo o re, “nnyaa mme ke berekile, ke tipile *load*,” o a bona gore golo foo go supa gore ga go na *productivity*, ka gore *productivity* ya re o ne o ka tipa di le *five* mme wena o tipile e le nngwefela fela mme o bo o tsamaya o re ke berekile e bile ke a amogela kgwedi e fela. Ba tshwanetse go etelwa le gore ba fiwe tiro e e maleba e e leng gore ba tlaa itse gore go solofetswe eng mo go bone e bile go tshwanetse gore go tsamaye jang.

Ke tsaya gore ke Tshutiso e ntle thata e e leng gore e tlaa fa bokao. Jaaka ke bua, e tshwaragana le gore re bo re e fa batho seriti mo tirong, mme jaanong mo seriting seo, *rights* tseo kana ditshwanelo tseo, go tla boikarabelo jwa gore go nne le se se tlaa bonalang, go nne le *productivity le competitiveness*.

Ke ne ke re ke wela ka ya gore go tla *digitalisation* jaaka Tautona a bua gore re tlise maranyane mo ditirelong. Thulaganyo eo e tswelutse. Ke tlaabo ke tla gone mo Ntlong e go le kopa ka boikokobetso gore re fetise *Bills* tse pedi tse di tlaabong di thusa gore thulaganyo e e tswelele. Ga se gore re ntsha batho mo ditirong *when we digitalise*, re a fefosa. Re dira tiro motlhofo mo go bone badiri ka gore fa dilo di dirwa ka boranyane, go nna motlhofo, *you just enter* e bo e le gore dilo di a itirisa le wena o le foo. Kwa mafatsheng a mangwe kwa e leng gore go dirisiwa boranyane *almost 100 per cent*, ga se gore batho ba kobilwe mo ditirong e bile ga se gore ga go na batho ba ba berekang mo ditirong ka gore le one maranyane a a tlhoka gore batho ba kgone go bereka ka one. Tota a a bo a thusa wena o le motho gore go nne le *efficiency*. Ke tsaya gore jaanong fa re setse re palamela, Tshutiso e e setse e le mo tirisong, e bile jaanong dithuso ka boranyane di setse di tla jaaka di le mo tseleng jaana, re ya go bona lefatshe la Botswana le tsamaela kwa pele, re ya go bona Batswana le bone ba bereka ka mokgwa o e leng gore o tlaa supagala. E bile re bua ka *the 24-hour economy and the shift system* e e leng gore e ya go tla. E ya go tlhama mebereko ka gore *24 hours* ke *shifts* tse tharo. O ka bona gore gompiano re bereka ka *shift* e le nngwefela ya 7:30 a.m. to 4:30 p.m. Ka bogone fela, *it*

is not productive and it is not competitive fa re lebelela le mafatshe a mangwe ka fa ba berekang ka teng kwa itsholelo e leng gore e bereka 24 hours. E ka bo e re fa ba bangwe ba tshaisa jaana, go theogege ba bangwe, ba tsweledise tiro ka maranyane, re kgone gore itsholelo ya Botswana e tswelele, *payments* di lale di dirwa le bosigo, re se ka ra emela fela gore go theogelwe kamoso phakela. Fa go buiwa ka *productivity, competitiveness and efficiency*, go tewa dilo tse di tsamaelana jalo.

Ke a go leboga thata gore o bo o tla ka Ditshutiso tsa mofuta o *Honourable* Mokgware. Re mo tseleng ya gore re ye go baakanya, go nne le *the digital economy* jaaka Tautona a bua. Ke a leboga, ke *support* mogopolo.

MR KEKGONEGILE (MAUN EAST): Tanki *Mr Speaker*. Mma re dumedise batlotlegi, re dumedise setšhaba ka kakaretso *Mr Speaker*. *Mr Speaker*, re bona *policy*-kakanyetso e e beilweng fa pele ga rona, e e buang thata ka go ntsha maduo mo tirong le gore re dire ka bonatla. Mo lefatsheng la Botswana, re le maAferika, go dira ka bonatla, go na le ka fa re go kalang (*measure*) ka teng. Mo tirong go na le ka fa go kalwang ka teng mme kana fa a ke re re bua ka tiro e ya 7:30 a.m. to 4:30 p.m, ga re bue ka ya rona ya kwa gae kana ya gago fela *at personal level* e o e dirang ka fa wena o beileng *pace* ya gago ka teng. Gompieno re bua ka e e leng gore *pace* ya yone ke ya mohiri, e seng ya gago. Gone moo fela ka bogone, go raya gore go tshwanelwa ke gore go nne le thutuntsho, thotloetso le ditsamaiso tse e leng gore di tlaa fetola tlhaloganyo.

Kana fa o ntse o bua ka yone *policy* e, e bua ka gore le kopanya Botswana National Productivity Centre (BNPC), Botswana Public Service College (BPSC) le Institute of Development Management (IDM) gore le di dire selo se le sengwefela, se se tlaa dirang gore se lebelele go dira ka natla mo tirong le tse dingwe fela jalo. Mme kana o tla o lebelela gore, *yes*, go ka tswa go dirwa mo le fa go na le dikgwetlho tsa gone *to merge these three*. Le gone fa re ntse re dira jaana, o tlaa fitlhela o kare babereki *are not consulted*, ba beilwe ka fa mosing, ba a ngongorega. *Still the number of state enterprises*, di dintsi *parastatals*, fa o *create role clarity* mo go tse tharo tse, *there is need* ya gore *ministry* kana *ministries responsible*, kopanyang *parastatals* tse dintsi *because* go na le *role confusion* mo go tsone fela tsotlhe. E bile gape go na le tshenyetso-setšhaba e ntsi mo go tsone fela tsotlhe *because* yo mongwe ga a itse gore yo mongwe o dira eng, yo mongwe o dirile eng, o felela kgantele a dira sone se yo mongwe a se dirileng. *So*, go

botlhokwa gore dilo tse ka gore di *affect productivity, quality of service delivery*, di baakannngwe, e bile gape di busetsa le gone go dira kwa morago. Mo go dirwang gape go felela go sena boleng fela mo go utlwalang.

Ke boammaaruri lefatshe la Botswana go dira ka nata mo go lone go wetse kwa tlase. Jaaka le bua *the global rankings*, mme motho o ka ipotsa gore ke eng go wetse kwa tlase. *The root cause* ke Goromente le ditsamaiso tsa gagwe. *Honourable* Tshere o ntse a bua gore Goromente yo o dirang dilo ka pharologanyo kana jang, Goromente o ntse a re fa karabo ya 10 years ago gone fa. Go raya gore le santse le tshwere fela gone mo seporong se se ntseng se le teng. Ga go na sepe se le se fetolang. Fela fa le ka kgona go simolola go itse gore le a busa, la kgona go simolola go fetola dilo, ke gone go tlaa nnang le phetogo, mme fela fa e le gone go tsaya *policies* tsele tse di neng di akantswe ke bale, tse di neng di kwadilwe ke bale, le dikarabo tse le di fiwang mo Palamenteng tse, le di tlisa gone fa, ga go na diphetogo tse di ka nnang teng.

Gompieno fa o bua ka *productivity*, e bo e re fa o ntse modisadikago kwa Letsholathebe Hospital a re kana ke mo kgwedding ya boraro ke sa duelwe, wa Ipelegeng le ene ka fa a re ke mo kgwedding ya boraro ke sa duelwe, morutabana ka fa le ene, ke sale ke bua ka *levels of operation* leng, ke na le dingwaga tse 15 ke le golo go le gongwefela, mooki le ene ka fa ga go na melemo batho ba a mo omanyana, o berekela mo *clinic* e e nang le bo mmamanthwane. Fa o tla kwa *processes* gape le gone ke foo jaanong la re le a fetola, o ipotsa gore a le a fetola kana le a senya. Le ntsha *tenders, competitiveness* e fa kae. *Policy* e bua ka *competitiveness*, e fa kae? Le ntsha *tenders*, go nna le *direct appointments*, le kgoba ba ba batlang go iteka gore ba ka nna bagwebi, ba ka tsholetsa itsholelo, o a ipotsa gore a le a baakanya kana le a senya.

Fa o tla kwa *facilities*, dikoloi tsa ga Goromente jaaka re bua gompieno jaana, *60 per cent of them are down*, mme ba tshwanelwa ke gore ba emelele ba ye go dira *extension work*, ba ye go dira eng. Fa o ya kwa metlakaseng le *parastatals* tsa lona tsa bo Botswana Power Corporation (BPC), motlakase wa teng o wa beke le beke golo go le gongwefela, ke mathata fela, mme le bua ka *productivity* le *competitiveness*, gore *unless and until* Goromente, fa e le gore sepatšhe se makgwakgwa, gongwe go sale fela kwa e leng gore go *monetary terms*. *Processes* tsone ga di *monetary terms*. Tseo di fetoleng, setšhaba se tle se bone gore *direction* ya lona e ya kae.

Fa e le gore kwa mading go tlaa pala, go fetola ditsamaiso go tlaa pala, e bile go nna *worse*, a bo *Honourable Mokgware* a tla a re *competitiveness*, mo jaanong e nna pina fela, e nna go bua fela. Ga go supe ditiro dipe. Go na le Lephata la *Productivity and Competitiveness*, le na le dikgwedi tse *eight* le busa. Lephata le le sale le nna le babereki ba le bararo, le gompieno le ntse le na le babereki ba le bararo, mme ke lone le re tseelang gore le ya to drive policy e. *Industrial engineers* ba tletse naga e yotlhe, *they are unemployed, those who can drive policy* e.

Kwa *the relevant ministry*, ga go na le fa e le *direction-nyana*, sesuponyana sa gore ammaaruri re *merge* BNPC, IDM le e, mme go tswa foo re *staff* jaana le jaana. Ga se yo seo. Se se tlang ke eng? Ke *policy*, go bo gotwe re boke gore *policy* e e siame, e ya go fetola sengwe le sengwe. E fetola sengwe le sengwe jang lona le tswa jaana, *policy* e tswa jaana? Fela ka gore *policy* ga se ya lona, le e tsaya fela e ntse jalo le e tikela mo go rona. Ke mathata. *Capacitate* lephata le, ke gone re tlaa tseelang gore le tlaabo le dira sentle.

Gompieno jaana fa le bua ka *competitiveness, productivity* le *motivation to perform*, go a *trend, board* e nngwe ke eo ya Botswana Tourism Organisation (BTO). *National organisers* tsa lona ke tsone tse di mo teng, *sponsors* tsa lona ke tsone tse di mo teng, bo kgaitadialona ke bone ba ba mo teng, *cadre deployment, nepotism*. Ba bangwe ke bao, kamoso *he is appointed*, o mo *commission* e, fa a tswa koo o a feta, o ya kwa *board* e, fa a tswa koo o a feta o ya kwa *commission* e, ke tsone dilo tse re neng re di bua mo Goramente yo o neng a feta yo. Gompieno Chief Executive Officers (CEOs) tsa *parastatals* di dikologa fela jaana. Ke sone se se digileng *productivity*. *If* le lona *you are going to fall in the same trap*, ga go na *productivity* e e tlaa golang, le a e *drop* ka *cadre deployment* le *nepotism* e re e bonang gompieno le e dira.

Stakeholder collaboration and responsibility. Re tshwanelwa ke go bona *processes* e le gore di tsaya phekelo e sele go na le ka fa e leng teng gompieno. Re tshwanelwa ke go bona *realignment, paradigm shift in processes*. Fa le bua ka *stakeholder collaboration*, fa re e fa sekai, a re tseye *council for example*, maloba re ne re bua fa ka *early childhood education*. Fa o ya kwa *day-care centres*, Social and Community Development (S&CD) e a *inspect, Buildings* e a *inspect, Health* e a *inspect that particular facility* pele ga ba fiwa *licence*. O ya go fitlhela e le gore motho a le mongwefela yo, *you*

appoint le ene letsatsi leno, yo o ya go kwala *report* ya gago o a fetsa. Go ya go tla yo mongwe *next month*, o kwala *report* o a fetsa, go ya go tla yo mongwe kgwedi e e ka kwa.

MR HIKUAMA: *Procedure. Mr Speaker*, ke kopa maitshwarelo. *I have failed to alert you that Honourable Kekgonegile will be our lead person in this*, ke bo ke sa mmue ka bonako.

HONOURABLE MEMBERS: ... (Murmurs)...

MR SPEAKER: *Nnyaa, mo reetseng, reetsang* Opposition Whip. *Ee, Honourable Member, tshwetso e re ne re e tsere eo* with regards to Bills, I have indicated. I do not know if you were here that in dealing with policies, policies *kana ke Ditshutiso*, they will be dealt with under Part (iv) which deals with Motions or Standing Order 44, *o bo o fologela le sone kwa tlase*.

MR KEKGONEGILE: Tanki *Mr Speaker*. Tanki *Whip*. *Ee, go ntse jalo gore fa e ne e le gore these three departments can do tiro ya bone nako e le nngwefela, kana le fa e se nako e nngwefela, simultaneously in terms of days, not dikgwedi jaaka process* e dira. *So, these processes must also be realigned to the productivity agenda*. Gone moo fela fa le ka kgona go go dira, jaanong re ka itse gore ammaaruri *productivity* e ka ya kwa godimo, lefatshe le ka ya golo gongwe. Tanki *Mr Speaker*.

MR SPEAKER: Before I call Honourable Nkawana, Honourable Lucas is not here. It is fine, I think Honourable Lucas as the Acting Leader of the Opposition (LOO) is familiar with Standing Order No. 9. I am mindful of the fact that this is a merger policy debate, that is why I am saying he ought to be familiar with Standing Order No. 9.

MR NKAWANA (SELEBI PHIKWE EAST): Ke a go leboga *Mr Speaker*, ke go dumedise mo tshokologong eno. Ke emela go dumalana le mogopolo o o tlang ka *Honourable Mokgware*, gore mogopolo o a tlang ka one ke o montle thata, tota le gone. Mme ke supe gore le fa a tla ka one jaana a se ka a lebala gore re tswa kgakala Puso ya Botswana e tla ka megopolo ya *productivity* e le mentsi thata. Mme motho o ka ipotsa gore e feletse kae. Ga ba ga nna le sekole sa National Productivity Centre, se teng go bapa le University ya Botswana. *Honourable Mokgware* o a gakologelwa gore mo dingwageng tsa gagwe a ise a nne General o kile a tsenelela tsamaiso

ya Work Improvement Teams (WITS), e le selo se se neng se kopisitswe kwa Singapore ka tsone dingwaga tseo. E ne e le mogopolo gape o montle thata o re neng re dumela gore o ka thusa. Ya re go ise go senyege sepe Goromente a bo a se latlhela kwa tlhoko. Ke re ke go gakolole *Honourable Minister* gore, megopolo e e se ka ya nna dikgang tsa pampiri le go dia nako ya Palamente, mme e re fa re tswa fa re bo re di latlhela kgakala.

Kana gantsi le fa o bona re batla go nna le *policy* jaana, mme rona bogogi, batsamaisi, fa re sa tlotle *the work ethics*, tsamaiso, re bo re e kwala, re bo re sa neele badiredi se ba tshwanetseng gore ba se dire, le bone ba le *confused* ba sa itse gore re kopa eng mo go bone, fa gongwe e bile re tsamaya re ba tshosa gore re tlaa ba koba mo ditirong, gone moo fela ka bogone go diga *morale*. Mmerekhi o goga dinao ka gore o a bo a setse a bereka ka fa tlase ga letshogo. Gone go bua jalo *is anti-productivity Honourable* Mokgware.

Re tshwanetse ra supa se re batlang se diragala. Moeteledipele o tshwanetse gore ka nako tsotlhe a bo a itse gore o eletsa gore go dirwe eng, le gone a ba neele didirisiwa (*tools*) tse ba di dirisang mo meberokong ya bone. Ba se ka ba bereka ka mabogo mme ba sa itse gore ba tshwanetse gore ba dire eng, jang. *Their roles must be spelt out very clearly*, gore wena o ya go dira jaana le jaana. *Honourable* fa o santse o bereka kwa, o ne o itse gore pena ya lesole ke tlhobolo, gongwe le gongwe fa a tsamayang teng gore a kwale o kwala ka tlhobolo. Jaanong babereki ba Puso botlhe ba ba sa tshwarang ditlhobolo le bone go tshwanetse go itsiwe gore dipena tsa bone ke eng, di kwala eng, leng, gore go rile. Mme tseo tsotlhe di tlhalositswe ke wena gore, ke eletsa gore le dire jaana, ka gore o a bo o na le keletso le maikaelelo a gore go nne le maduo a a rileng.

Se sengwe gape se se tshwanetseng *Honourable Minister* ke gore, ka nako tsotlhe re tshwanetse re nne le mananeo a *skills improvement* mo babereking, ka gore lefatshe le fetoga letsatsi le letsatsi. Mme fa e le gore go nna le diphetogo re bo re nna re sala mogopolo ole wa 1966 morago re re re ne re dira jaana, re bo re solofela gore badiredi ba tlaa dira ka tsamaiso ya 1966, *not skilling them* ka dikgang tsa segompieno gore, re eletsa gore le kgone re bo re le thusitse ka sele le se.

Se sengwe se se botlhokwa ke se *Honourable Minister*, fa re ntse *skilling* batho jaana, re se ka ra lebelela ba ba kwa tlase kana ba ba fa gare, le bone ba ba tona, ka gore o fitlhela gantsi go na le bothata jwa *leader and the led relationship*. Fa gongwe o fitlhela e le gore

moeteledipele o tsaya yo a mo salang morago jaaka ngwana, gona le gore a mo tseye jaaka molekane wa gagwe. Mme a nnile le tshono e a tshwanetseng gore a e galaletse gore o neetswe marapo a go etelela pele, e seng gore go raya gore o gaisa yo a mo eteletseng pele ka sepe. Re tshwanetse ra tsena mo seemong sa gore, tlotlano mo tirong gareng ga moeteledipele le yo o eteletseng pele di tsamaya sentle. Go se ka ga nna le gore ka gore ke motona *therefore* ke ntsha *instructions* le fa di sa tshwanelang teng, tse di diang tsamaiso le *productivity* tota. Ka nako e le ya gago o ne o itse gore fa motho e le ngwana a tla kwa go wena a ikobile, a rapela, e kete o kopa *sweets*, mme go sa tshwanelwa go nna jalo mo tirong, o tshwanetse gore a tle a itse gore kwa go wena o a bo a tlela go batla *guidance* e seng go tla go khubama. A batla *guidance* gore ke tshwere selo ke se, mme jaanong fa ke leng teng Tona ke bona e kete gongwe re tswa mo tseleng, a ko o nthuse foo. E seng gore e bo e nna dikgang di sele.

Re na le bothata gape *Honourable Minister* jwa *time management and time keeping*. Fa ke batla *to fault Honourable Ministers* ka ke bone ba e leng gore le fa go na le diphuthego go tlaabo gotwe phuthego e simolola ka *nine* o ya go tla ka 11, e le moeteledipele. Rona re tlaa dira jang. Ba bangwe fa e le gore ba ikemetse ka nosi ba bo ba tsamaye ba tlogele phuthego ya mofuta oo, ka gore *Minister* o sale a rile ke etla. Le gone moo re tshwanetse le rona boeteledipele ra itshekatsheka, ra lebelela gore re tlotla ba re ba biditseng.

Kgang e nngwe *Honourable Minister* ke ya dituelo, ke tsone *that motivates* mmerekhi. O ka lemoga gore fa motho a sa tswa go tsholetswe maemo *within that week* o majato. Mme fa a ka nnela ruri dikgwedi, dingwaga tsa thatlagana a ntse a le foo, *morale* o a wa. *So*, a e re re bua ka *productivity* re lemoge gore le dituelo di dira gore motho a tlole majato. Fa motho a sa amogela jaaka ba bangwe re itse gore le mo *private companies*, fa gongwe e le gore *they service Botswana Government* re bo re sa ba duele, re dira gore le bone babereki ba ba kwa ntle bao ba dige maoto ka ba a bo ba sa tia moko ka gore ga ba a amogela. *Mr Speaker*, jaaka ke sa tswa go bua ka go tlotlana mo tirong, ke a tle ke bone *Vice President* fa gongwe a tsamaya le rona fela, a ikgotlha ka rona, a sa supe gore o ka tswa a tshwere maemo a a kae. A kopana le rona ka *level* ya gore ke na le batho ba ba lekanang le nna, le fa e se ka madi, mme ke batho jaaka nna, e bile ba na le dikakanyo tse di ka tswang tse dingwe di feta tsa me. Ke eletsa gore fa o bua ka *productivity, when skilling* batho ba rona re ba bontshe

gore tlotlano mo tirong e botlhokwa thata. Re se ka ra etelela babereki ka seroophate, ba bangwe kamoso ba tshaba le go ya tirong. Le ngwana wa sekole fela o a itse *Honourable Minister* gore fa o ka mo itaya thata kwa sekolong o simolola a tshaba sekole. Jaanong babereki ba ya go tshaba tiro ka gore fa gongwe le gone go senya, e se ka maikaelelo...fa motho a le mo *kitchen* a bo o sa utlwe leswana kana galase e e thubegang o bo o itse gore ga go berekiwe. Mme fa dilo tseo di ka diragala o tlaa itse gore gore go a berekwa. Le wena o ya go kgalema sentle, ga o ye go kgalema o dira gore jaanong a tshabe go bereka.

“EXCHANGE OF SPEAKERSHIP”

MR NKAWANA: Ke ne ke re ke eme ka a le kalo *Madam Speaker*, ke tsaya gore *Honourable Minister* o tlaa re reetsa ka tlhwaafalo. Ke a leboga.

ASSISTANT MINISTER OF HEALTH (MR OOKEDITSE): *Thank you Madam Speaker. Let me appreciate the Honourable Minister Mokgware and indicate my support for his proposals.*

Ke batla go bua fela ka ntlha e le nngwefela, e re tshwanetseng gore re le mo Botswana mo lefatsheng le go nang le *extreme temperature conditions*, re bo re setse re itemogetse gore *heat especially*, ke nngwe ya mabaka a a ka tswang a dira gore *productivity* ya batho ba rona e se ka ya bo e le kwa godimo jaaka e tshwanetse. Fa o tsaya dipatlisiso di go bontsha gore mogote o o kwa godimo, *especially* fa o setse o tsamaya kwa go bo 24 to 26 Degree Celsius (°C) o fokotsa *productivity* kana maduo a motho mo tirong. Fa e setse e le mogote o o kwa go bo 33 to 35 *per cent* jaaka re etle re bone, *productivity* e fokotsega ka sephatlo. *A human being naturally* o nna le *some physiological impairment* fa a bereka *at extreme temperatures*.

Now, re le Botswana re tshwanetse go amogela gore re iphitlhela re le mo lefatsheng le mogote wa teng o leng kwa godimo thata. Fa o tsaya *sectors like construction, agriculture* le tse dingwe jalojalo, bodiredi bo direla mo letsatsing le le lelang. Go bo go raya gore o le motho wa nama le madi, tota fela le wena ga o kgone go ka bereka wa ntsha maduo *at such temperatures*. Fa o lebelela kwa re tswang teng, e ne e kete ga re tseye tsia seemo se, se se ka dirang gore maduo a nne teng kana a se ka a nna teng. Se ke neng ke batla go se sutisa ke tlaleletsa Tona ke gore, go botlhokwa gore jaanong mo molaong le mo *policies* tse re tlaabong re di tshotse, re dire gore go nne le gore go patelediwe fa go tlhokafala gore go nne le ka fa re tlhokomelang bodiredi ka teng.

Fa o tsaya *offices* ka bontsi, o fitlhela e le gore le tsa Puso tota di le mo teng, ga gona dilo tse di tsidifatsang gore go se ka ga nna mogote thata. Ke gore *there is no air conditioning and adequate ventilation in a lot of offices, yet we expect productivity from these workers. We need to look into a few proposals that I am going to put before you Madam Speaker.* Sa ntlha e le gore fa o tsaya mafatshe a go nang le *excessive heat*, ba na le mo ba reng ke *mid-day breaks*. *If you take Dubai for example, between 12:30p.m. and 3:00 p.m. during some seasons, they will totally give breaks to workers, mindful of the heat e e teng. We tend to issue a heatwave notification, which apply* ka dinako tse re reng go *extreme*. *If you take Botswana ka summer, just about every day, it is bad enough and that also becomes a burden on the health care system, because go raya gore mmereki yo o berekang hours tse di feteletseng mo letsatsing le le lelang jalo over the years, will eventually have illnesses tse motho a ka di lebaganyang le gore o ntse a bereka mo letsatsing le le gakgamatsang. These actually also lead to a lot of other problems.*

Ke bo ke *propose* gape gore, mo *sites* kwa batho ba berekelang teng, fela jaaka kwa *restaurants* tse e leng gore ba ba nang le madi, ke ne ke re ka re bo Hikuama, nne ke tlaabo ke mo rumola fela. O fitlhela fa go le *summer* go na le *a misting system, a cooling system* e go tsentsweng *pipes* tse di ntshang mouwane o o dirang gore go se ka ga nna mogote thata. *We should consider* gore *as part of our regulations*, bodiredi jo bo berekelang kwa go leng letsatsi thata teng, go nne le *such systems* tse di ntshang *mist* o o tshwanang kwa *restaurants*, kwa ba ba nang le madi o fitlhelang ba ya go ja teng mo motshegareng.

Le Personal Protective Equipment (PPE) e re ntseng re bua ka yone mo *Bills* tse di fetileng, go na le tse di dirilweng ka tsela e di ka dirang gore mmele wa motho o se ka wa gotela mo go feteletseng. Re tshwanetse gore jaanong re se ka ra akanya PPE *from the perspective* fela ya gore ke *overall* kana *raincoat*, e e leng gore yone jaanong ga e kgone go dira gore motho mmele wa gagwe o ka tsenwa ke phefo mo go siameng.

Ke bo ke kopa gape gore, go nne le go itemogela tse di itemogetsweng ke ba mokgatlho wa FIFA. Fa o ka ela tlhoko *players* tsa *football*, go na le nako e *player* e neng e kgona go wa a le mo lebaleng go bo gotwe ke *heat stroke*. Ga feletsa e le gore ba ba tsamaisang *football* ba dira *water breaks, especially* fa go le mogote gore batho ba kgone go emisa go tshameka ba bo ba ya

go nwa metsi, ba kgone gore mmele o fokotse mogote. Gone golo moo go tshwanetse gore le mo bodireding fela mo lefatsheng le le mogote thatathata re simolole go lebelela dilo tsa mofuta oo. E le tsela nngwe ya go dira gore gongwe maduo a tle a nne botoka.

Go bo go nna le gore *Madam Speaker*, re dire Tshutiso e e reng kwa *site* kwa batho ba berekelang teng, ka gore go nna lekongeraka ga go reye gore o a bo o bolaile motho, go tshwanetse gore fa gongwe batho ba berekele *in areas that are shaded*. Ke gore ga gona se se kganelang gore *if you work in agriculture, construction or anywhere in the outdoors*, go ka nna le *a mandate that says* kwa *site* eo go tshwanetse go nne le *shading* e e tlaa dirang gore re fokotse manokonoko a letsatsi mo bathong. Ke sutisa jalo *Madam Speaker*, *gore for this country, it is long overdue that as we make these laws and regulations, we look into the impact or effects* ya mogote o o feteletseng.

Fa o lebelela ba ba dirang dipatlisiso tsa *climate change*, *they are already showing that by the year 2030*, re tlaabo re na le *an anticipated loss of 2.2 per cent of working hours, being lost to heat because of the rising global temperatures* le tse dingwe jalojalo. Go bothokwa gore re le lefatsheng, *we move ahead of the storm which we clearly see it is coming*, re bo re kgona *to mitigate effects* tsa letsatsi. Fa e le gore *we are really serious about productivity, let us start with Government offices and go to especially construction sites and batho* ba ba tshelang ka *agriculture* le tse dingwe. Ke a leboga *Madam Speaker*, *I support* General Mokgware.

MR KAPINGA (OKAVANGO WEST): *Thank you very much, Madam Speaker.* Ke ne ke re ke latlhele mo kgannyeng e ya *productivity*, *Madam Speaker*. Ke batla go simolola fela ke re, *productivity begins with you as a leader*, wena yo o leng moeteledipele *productivity* e simolola ka wena. Mathata a re nnileng le one mo lefatsheng le *Madam Speaker* ke gore, *we found ourselves at a certain point in time where people were appointed to leadership positions* ba sena bokgoni jwa go etelela pele. *We found ourselves at a certain point in time, where meritocracy was thrown out of the window.* Jaanong batho ba neelwa maemo a boeteledipele go lebilwe gore leina la gagwe ke mang, go lebilwe gore a ke wa rona, go lebilwe gore ke wa leina loora semangmang. Re tshwanetse gore re amogele gore re fetile mo sebakeng seo *Madam Speaker*, se batho ba neng ba fiwa maemo a a sa ba lebaganang, fela ka gore ke bo semangmang *and that impacted on the productivity of the nation.*

Fa o eteletse batho o le moeteledipele wa bone, ba go bona fela o le motho fela foo, o ntse mo setilong mme o sa kgone go ba supegetsa gore gatwe go iwa kae, ga ba ka ke ba ntsha maduo a a tlhokafalang mo go bone.

Madam Speaker, fa re lebelela kwa dikoleng tsa rona, tse dingwe o fitlhela di na le mathata a a tshwanang le tse dingwe, *same problems, same environment*. O fitlhela e le gore sekole se ntsha maduo a mantle mme se ntse se na le mathata fela a a tshwanang le sekole se sengwe. Ke bo ke re, ke boeteledipele fa bo tsamayang teng *Madam Speaker*. Fa boeteledipele bo le teng, maduo a a tswa, *despite or in spite of the prevailing challenges*. Bagaetsho, gore re siamise seemo se, *especially* lona ba le leng mo Pusong, neelang batho maemo, *especially* ba maemo a a kwa godimodimo, ba ba nang le bokgoni. *They have the competence*. Ba itse se ba se dirang, e bile ba itse gore go etelela pele motho yo mongwe, ke eng. Fa re santse re neela mongwe ka gore re mo itse jang kana jang, go tsile go pala.

Se sengwe se ke batlang go bua ka sone *Madam Speaker*, ke se; ga re a tshwanela gore re nne *confused* gore *which institute are we entrusting with the productivity challenge* mo lefatsheng la rona. Fa ke simolola go nna moeteledipele *in 1991*, re ne re itse gore *productivity* e neetswe BNPC, e eteletse pele ke bo Rre Thembo Lebang le Boyce Sebetela. Re ne re rutiwa gore boeteledipele, ke eng. Re ne re sugiwa, re baakanyediwa go tsena mo maamong a boeteledipele.

Nowadays you see somebody, ga a ise a ko a ye *to any leadership improvement course*, ga a ise a ko a isiwe *course* epe fela ya boeteledipele, fa a ntse a ntse fela o neelwa maemo a a gakgamatsang. *That is why* malatsi a o fitlhela go botswa gotwe, “kante yo ke mang yo? Ba mo tsere kae? Ba ne ba mo tsaya kae.” Ke gone gore *that person has not gone through the development process*. Goromente o kile a leka maiteko a a farologanyeng; bo WITS jalo. A rutuntsha boeteledipele e nna *facilitators* tsa WITS. *Then it waned out. It died out. It died a natural death*. E le gore Goromente o letletse gore batho ba diye *the rewards programme*. Goromente o ne a na le *rewards programme* gore *those that distinguish themselves*, ba ba itshupang gore *they are going an extra mile*, ba ne ba fiwa *rewards*. E bo e le gore *it is suffocated by dipolotiki* fela gore, “nnyaa, hey go itaya go reng, go itaya go reng. Ba bangwe ba tsile go fiwa dimmaraka tse di sa ba lebaganang jalojalo.” A re tsweng mo mokgweng oo bagaetsho. Re ka tswa mo go one fela fa re ka simolola ka go emisa go hira batho

mo boeteledingpele, ba e leng gore ga ba a lebagana le boeteledipele. Fa o ka tsaya mongwe yo ke mo itseng fela gore yo ke sekopa o bo o mmaya fa pele ga me, kamoso o bo o kwala gore motho yo ke naletsana ya bodiredi, ke ya go ipotsa gore o bua ka ga mang yo ke mo itseng.

Se sengwe se se bolaileng bodirelapuso ke se gotweng go fa batho maemo *because of the length of time* e ba e nnileng mo tirong. Nnyaa o nnile sebaka se se leele, a re mo rianeng. *Madam Speaker*, dipatlisiso di supile gore go na le batho ba e leng gore *they are best at supervisory level*. Go na le batho ba e leng gore *they are best at management level*. Then there are leaders. Ga se mongwe le mongwe yo o ka nngang a leader at the top. Ga se mongwe le mongwe. *You have to have certain attributes. You have to have certain skills. You have to have certain attitudes* gore o bo o ka tshwara an executive leadership position or even a management position, gongwe o le Mogokgo wa sekole. *There are certain attributes that you need to possess and to demonstrate*, o supa gore o na le bokgoni joo jwa boeteledipele. Mathata a rona ke gore, re neetse batho boeteledipele, ba bangwe ba bo bona ka maretshwa, ka go tsaya dikarata tsa diphathi. Ba bo ba itlwaetsa bangwe ba ba mo maemong a a rileng, e bo e le gore ba bona maemo ao gone ka mokgwa o o ntseng jalo. Bao ga se ba ba ka isang lefatshe la rona gope *Madam Speaker*.

Keletso ya me ke gore, re lebe sesha *our leadership development programmes*. Re lebe sesha ka fa re tlhophang ka teng boeteledipele jwa bodirelapuso. Re bo age sesha. Re tswe mo tsamaisong ele e e neng e diriwa ke party e ke ka se kang ka e bua ka leina. Re tswe mo go jone, jaanong re tlhophe batho sentle *and then we develop them. We should develop them in such a way that they can compete with their counterparts* mo lefatsheng.

Ke kile ka tlhabiwa ke ditlhong *Madam Speaker*, borogo jo jwa Boatle, bo gogotswe ke pula *and an engineer was interviewed on television* a sa kgone go tlhalosa *fluently with the necessary confidence* e o e solofelang *from a qualified engineer* gore golo fa go diragetse eng, e bile go ya go dirwa eng go baakanya seemo seo. *Then you ask yourself how does somebody reach that position when they cannot even convince you* gore fa go ntse jaana *cause* ke eng go ya go baakannngwa jang. *We must acknowledge Madam Speaker*, gore re na le mathata mo

lefatsheng la rona. Re na le bothata jwa gore batho *do not go an extra mile. They are not competitive* ka lebaka lone leo ka gore, go ne ga nna le nako e ne *competition* ya bolaiwa ka *policy* e ya *disregarding meritocracy*.

Sa bofelo se ke batlang go se bua *Madam Speaker* ke gore, fa o le moeteledipele, *you must have integrity. You must lead with integrity*. O etelele pele ka boammaaruri. Fa o *decide to promote* semangmang o le moeteledipele kana *recommend* o itse gore le fa kamoso o ka bodiwa gore o ne o *recommend* motho yo *to be promoted* o lebile eng, a bo o ka bua *with confidence* gore *this is what I saw in this person, this is what I know this person to be*. E seng mo e tlaa reng o botswa gore jaanong yo e rile o mo fa maemo a, o ne o a mo fela eng, o bo o shebasheba o sa itse gore o tlaa raya batho o reng.

Ka bokhutshwane *Madam Speaker*, ke batla go gatelela kgang e ke e buileng *from the beginning* gore *productivity begins with us* re le boeteledipele. *Productivity begins with every leader*. Re se ka ra batla *productivity* mo go bao ba re ba eteletseng pele, mo go rona e seyo. Ga go ka ke ga kgonagala fa e le gore wena o setshwakga, o bo o batla gore ba o ba eteletseng pele bone ba bo ba ntsha ga tshwene. Wena ga o na dikakanyo tse o ka di neelang *organisation* e o e eteletseng pele, mme o batla gore ba o ba eteletseng pele ba tswa ka *ideas* tse di gaggamatsang. Di tswa kae, fa wena o le moeteledipele o sa di *inspire*, o sa di *influence*, ba sa di bone mo go wena. *For us to correct our situation, let us correct ourselves as leaders*. Ke a leboga *Madam Speaker*.

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

Ke a leboga *Madam Speaker*. Ke dumedisise le Mapalamente ba ke ba ratang ba ba leng fano. Ke lebogele sebaka se *Madam Speaker* go bua ka *policy* ya *National Productivity and Competitiveness Policy Strategy and Implementation Plan*. Ke re *policy* e, ke yone tota e e leng gore fa re bua ka go fetola Botswana, e re tshwanetseng re e sale morago, re e dirise. *Policy* e re e diegetse, e diegile fela thata. Ke tseye nako e ke leboge Rre Mokgware go bo a bone gore o ka tsibogela *policy* e mo nakong e khutshwane *especially* Umbrella for Democratic Change (UDC) e sena go tsaya Puso, e sena go tlhophiwa. Ke re diphetogo tse di tsile go tlisiwa ke yone *policy* e. Fa re bua ka *productivity*, tota o ne a simolola fela kwa tlase. *You can talk about constituencies*, go tswa kwa *constituencies* go na le metse, dikole, masimo, malwapa, jalojalo. Ke gone kwa re tshwanetseng gore re gatelele le yone *productivity*

tota gone koo. Kwa magaeng, ke gone tota kwa e leng gore khumo e gone koo ka bontsi, mme a re boneng gore re a ba thusa. Ke bua jaana ke lebile yone Tati West gore tota le yone re lebagane le dikgwetlho tse di seng kana ka sepe, mme go batla gore go tlabologe fela sentle, le maduo a tswa le mo dikgaolong ka bontsi mo Botswana.

Ke ka ntsha sekainyana fela ke feta ka sone ke re, fa o tsaya ditsela tsa rona kwa dikgaolong, tsela ya Gulubane-Letsholathebe, *it is poor infrastructure*, mme fa go sena ditsela, ga go na jaaka maduo a ka tswa gope fela. Tsela e ke yone e e re isang gone kwa *headquarters* ya *North East* kwa Masunga. Gore o goroge koo e le nako ya dipula, ke mathata fela a a seng kana ka sepe, o bo o fitlhela le gore maduo ga go na sepe se se dirwang mo metseng e e gone ka koo.

Go na le tsela ya Mbalambi-Sekakangwe, e setse e dirisiwa ke batho ba ba tswang kwa Zambia, DRC ba rwele dithoto tse di yang kwa Zimbabwe. Tota o ka bona gore le ditiro di ka tlhamiwa fa e ne e le gore tsela eo e a bereka, mme nako ya dipula, ga e bereke gotlhelele. Tsela ya teng *is underdeveloped*, e bile gape e borai fa o tsamaya ka yone ka nako ya dipula. Le fa go sena dipula tota, ga se ditsela tse di tsamaegang.

Gape re bua ka *digital economy*, tota khumo e e tsiwang ka one maranyane one a. Fa o ya go tsena gone kwa dikgaolong tsa rona, tota o le kwa bo Gungwe kwa, bo Mbalambi, *you cannot connect* gotlhelele. Ke metse e mentsi, ke itse gore le kwa Kgalagadi South ka kwa, bo Charles Hill kwa go bo Motsamai ka kwa, *you cannot connect easily*. *This policy* e tshwanetse gore e tseise khumo, mme kwa dikgaolong fa e le gore ga go ise go tlabologe, re itse gore re oketsa khumanego mo bathong ba rona.

Yone *policy* e, re lebile gore ke yone tota mmangmang wa go ntsha maduo. Ke yone e re tshwanetseng go bona gore le batho ba rona ba tsene dikole ba rutiwa fela *the human capital* e re solofelang gore e tle e tsamaise yone *policy* e. Jaaka ke na le Rre Maele jaana, go simolodisiwa Science, Technology, Engineering, and Mathematics (STEM) mo *brigades and vocational centres*, ke sone se se rutang gore re ka ntsha *skills* tse di ntseng jang, tse di ka tsamaisang itsholelo ya rona. Re batla go bona batho ba rona mo dikgaolong e le gore *they have got those real skills*, go na le *incubation*. Batho ba bo ba rutiwa fela ka temothuo ya malatsi a e t tlabologileng fela sentle, *green technology*, le ka Information and Communication

Technology (ICT). Fa re sa dira jalo kwa dikgalong, tota le yone STEM e re buang ka yone go tla felela go pala ka gore batho ba rona ga ba ka ke ba nna le jone bothhale jo e leng gore re tshwanetse re bo rute mo *brigades*. *The human capital* ke yone e tsamaisang *productivity*.

Gape le gone go thusa tsone dikgwebonyana tse di nnyenyane kwa magaeng, ga di thusege fela sentle. Ga ba na *access* mo mading le go fiwa *loans* le gone go aga *cooperatives* sentle. Ke bua jaana ke lebile gore kana go na le batho ba o fitlhelang gore ba batla go dira dikgwebo tsa bone kwa bo Leshibitse, Kalkfontein, Gumare, o fitlhela e le motho yo a batlang go dira kgwebo ya gagwe ya ditena, go rua dikoko, go lema, kana le tsone *craft works* kwa bo Chobe, Kasane ka kwa ba e leng gore ke ba ba logang, ba ba dirang dipitsa ka letsopa, mme ga ba kgone go dira jalo ka gore ga ba na le one madi a go reka dilo tse dingwe tse di ka dirang gore ba simolole go dira dikgwebo tse di ntseng jalo. Ke re yone *productivity* e, le khumo e re batlang go e tseise ka yone *policy* e, re tshwanetse re e simolole thata kwa magaeng.

Bangwe ba batla go lema merogo ba le bantsi le banana tota, ga ba na *access*. Ga ba na one masimo, le gone go reka *solar* tse e leng gore di ka tsamaisa yone kgwebo e e ntseng jalo, go a pala ka gore ga ba na madi, ga ba rotloediwe, ga ba thusiwe ka sepe fela. Ke re a re lebeleleng jalo gore *productivity* e re batlang go bua ka yone e, re tshwanetse gore re e gatelele fela thata gore re e simolole kwa magaeng.

Ke gatelele, re bua ka kgang ya *innovation* le yone ya *green economy*, ya gore re tshwanetse go bona gore batho ba rona ba ntsha dijo, ba a rotloediwa, ba dirisa maranyane one a. Go raya gore jaanong *the digital and green technologies* Rre Tshere, re tshwanetse go bona maranyane ao a goroga fela sentle.

Ke bua jalo ka gore ke lebeletse gore re tshwanetse gore re nne le *drones*, ke tsone tse di ka tlhokomelang thata mo masimong ka gore nako ya go tsamaya o koba dinonyane, *locusts* tse di senyang jalojalo, fa o na le *drones*, di ka kgona *to spread*, tsa dirisiwa go tlhokomela masimo a rona e le yone e re buang ka yone ka *smart farming*. Go bo go raya gore le maduo a a tswa kwa masimong, le dijo di nna teng. Ke gone mo gotweng *smart farming*, e seng batho ba tlhola gone kwa masimo, ba tlhola ba kua ba sa thusiwe ka sepe. Re batla go bona *drones* tse di ntseng jalo di le teng mo metseng ya rona go simolola le gone go tswa kwa Gulubane *to* Gungwe, Mokaulengwe Tshere.

Even irrigation, batho ba rona ba na le metsi, kwa dikgaolong tsa rona metsi a mantsi, even underground water. Fa metsi a ne a ka dirisiwa sentle, ga dirisiwa maranyane fela sentle, productivity e ka nna teng ra felela re nna le yone food sufficiency. So, innovation fela ka bo yone bagaetsho, e ka felela e tsamaisa yone productivity, ra felela re bona go nna le phetogo fela e ntsi fela thata.

Madam Speaker, jaaka re lebeletse yone policy e, ka gore kana ke plan le policy, re batla gore batho ba rona gongwe le gongwe kwa ba leng teng ba kgone go dira ditiro tse e leng gore maduo a teng a bonwa ke mongwe le mongwe. Re nne le District Productivity Units tse e leng tsa dikgaolo, tse di tlhokomelang gore ope fela yo o berekang o ntsha maduo a a bonalang. Just because ga re na such committees, our communities di a palelwa ka gore tiro ka bontsi e kwa Central Government. Le yone bureaucracy ke yone e e thusang dilo tse dingwe gore maduo a tswa sentle mo ditirong. Bagaetsho, a re lebelele tsona tse, re fokotse this bureaucratic tape.

The youth le yone re tshwanetse to support them. We need to set up something like a youth productivity fund that targets banana ba ba supang gore ba na le bokgoni, re se ka ra felela re goboka mongwe le mongwe. Let us identify the youth, o fitlhela e le gore yo o na le bokgoni fa kae, a fiwe support eo. Fa e le gore go na le youth productivity fund, e ka felela e thusa fela thata ka gore e tlaabo e tsaya gore business person ke ofe yo o ka dirang tiro e e rileng in that particular aspect.

So, Madam Speaker, ke ema nokeng mogopolo o wa this particular policy ya National Productivity and Competitiveness Policy. Ke re a re emeng ka dinao re dire jalo. I support you our Minister of Labour and Home Affairs. Ke a go leboga Madam Speaker.

ASSISTANT MINISTER OF JUSTICE AND CORRECTIONAL SERVICES (MR NYATANGA):
Good afternoon Madam Speaker. Ga ke na go tsaya lebaka le nna Madam Speaker, mme ka gore this is a subject e e leng gore it is very close to me, ke re gongwe le nna ke latlhele, supporting this policy.

Maabanenyana fela jaana fa ke ntse ke ipaakanyetsa go tla go bua le wena Madam Speaker, ke ne ka lebelela dibuka, ke ne ka se ka ka batla go ya kgakala, ke ne ka ya kwa DailyNews ya di 22nd tsa ga June, e ne e bega ka World Productivity Day. E ne e nopola Deputy Permanent Secretary gatwe Mma Nkwadi. So, we acknowledged re le Goramente gore we have

got a challenge ya productivity, mme e bile go ne go supafala gore there is a study that has been conducted by Botswana Institute for Development Policy Analysis (BIDPA) fa ba dira situational analysis, ba bo ba bona gore lack of policy framework, weak work ethics, poor performance, tsona tse e leng gore General o ne a bua ka tsona. So, I am happy Madam Speaker ka gore re a...

I am happy Madam Speaker, ka gore re a ikamogela ka gore fa o batla go fetoga, o tshwanetse ke gore o se ka wa ganetsa (deny). If my colleagues are going to allow me, kana this ga go tewe babereki fela koo, go tewa mongwe le mongwe. We need a 360 assessment.

Steven Covey, mokwadi yo motona wa productivity mo bukeng ya gagwe ya 7 Habits of Highly Effective People, o na le tsona di le mmalwa mme ke batla go bua ka tse pedi fela. Ya ntlha o ne a re; "you need to be very proactive." A bo a bua ka e nngwe a re; "you must sharpen the sword." Jaanong ke eng ke rialo; we have taken a proactive stage ka to introduce this policy. Ke ne ke batla gore ke re fa re tla go tsena mo dikgannyeng tse Madam Speaker, go botlhokwa go lebelela phiro ya rona gore a re hira sentle. Phiro ya rona e se ka ya nna gore fa ke ntse jaana ka gore I am in a position of influence, ke hira ngwanake kana ngwana wa ga ntsalake ka gore ke a bo ke sa hire based on merits.

Our manifesto kwa UDC is that we are going to concentrate on merit performance, innovation e le tsona tse di tlaa re thusang. I think gore re e kgone e se ka ya tla ya nna a white paper, that is where we must start. Bagaetsho, mo dikgannyeng tse tsa productivity, there are about five elements; employee engagements, re tshwanetse go itebelela re le Goramente gore a batho ba rona are they fully engaged. A motho fa a tsoga maphakela a re o ya tirong, o a rata? Is the environment conducive at work? Dinako tse dingwe o fitlhela e le gore fa ke lebelela, and this is anecdotal evidence; ka fa re dirang ka teng ka gore batho re na le bangwe ba ba mo positions tse di rileng, o utlwa motho a ntse a re tiro e ke ya me ke boso, o batla gore batho ba go obamele. There is no way you will have an engaged work force fa go ntse jalo ka gore bana ba tsile go go tshaba.

E nngwe ke employee recognition; when people are doing well, you must recognise them. Recognise ga go tewe gotwe o ba fe madi fela, re tshwanetse ke gore e re fa go dirwa performances jaana, re bone gore a re fa batho feedback. Ke ne ke na le barutabana ba bangwe kwa Pekenene, at least bone ba ne ba supa gore Headteacher wa bone he can tell them gore they

have done well, and that translate to the results tse ba di dirang ka gore they are doing well as a school. Kwa mafelong a mangwe o fitlhela e le gore babereki ga ba bone dikgang tse e leng gore supervisor o kgona go tla a bo a ba raya a re 'well done.' Ke gore fa supervisor e ya go tla, ke fa e setse e lwa.

Go bo go nna le kgang ya customer engagement. Re tshwanetse go itse Madam Speaker, gore as a Government we serve customers. Where we believe ke rona ba re leng important than batho, we will never achieve productivity because people are going to always complain and fa ba ngongorega, re ya go nna le mathata a gore a be re itse gore what is right or wrong.

Ke batla gore ke bo ke tsena mo go e nngwe ya performance review. Ke a itse gore jaaka Honourable Nkawana a ne a bua kgantele, the Government fa e tla go tsena mo training ya batho, ga o ka ke wa e re sepe e bile e rutuntsha le private sector tota. Re tshwanetse go tlhola dilo tse dingwe gore a mme bana ba rona fa ba ntse ba le teng, do they know how they are performing kana le bone ga ba itse ba bona motho a tswa kwa fela a le promoted because I think that is where we are lacking. This policy e tshwanetswe ke gore le rona re nne vulnerable, we must take 100 per cent accountability. Re lebelele leadership e re nang le yone and make sure gore go nna le performance contracts, ga se molomo fela. Gantsi fa go nna le promotions o tlaa utlwa motho a go raya a re ga gona Manager o o kileng a nthaya a re ke palelwa fa but I am not promoted. So, this is also something se e leng gore le bone ba ba kwa godimo jaaka bo Permanent Secretary (PS); Accounting Officers, they must get very close to these processes ka gore re na le bana fa ba e leng gore they are not happy.

When we look at the performance ya dikole tsa rona gompiano jaana, I will tell you; I have not researched mme predominantly a number of cases o tlaa fitlhela e le gore bana are not happy. Maabane ke ne ke bua le bagarona ba education ke re how can you have batho acting, o fitlhela e le gore Headteacher, Deputy, Senior Teacher they are all acting. This policy e raya gore Honourable Hunyepa with due respect, we must be decisive and bold ka gore dilo tse di a bo di itsiwe, go se ka ga nna le these gaps ka gore go ya go nna le mathata.

The other thing ke gore this conversation le bana ba rona must be structured, we must have strong succession plans. Gantsi fa gongwe batho ba bangwe ba re ba a tsamaya, o utlwa gotwe ga re ka ke ra tlogela motho yoo because there is no institutional memory. Why; because

you did not build strong succession teams. Mo talenteng you must have e e leng gore wa re these are ready now, if there is a vacancy I will promote, kana these are ready later, ba e leng gore they will be okay in two years, kana this is the talent to watch, ba e leng gore within five years, I can be ready to promote this but we are not at that stage. This is why I am standing ke support this policy because we need to be bold and decisive. That is when you will see gore go ya go nna le productivity deficiencies.

Ke batla go bua ka kgang ya recognition General, gore this policy when we cannot create an avenue to recognise people, it is as good as nothing. I like talking ka auditing gore mo go Goramente, we must have maphata a ya go lekola ka gore fa o botsa fa gongwe bagolwane, o tlaa utlwa motho a go raya a re dilo di tsamaya sentle kwa ga me. Fa gongwe fa o ya go lekola o ya go fitlhela serious gaps. I think it is something se e leng gore we need to look into honourable.

Lastly, ke batla gore with this, as Government, let us try to emulate corporate entities because performance ya teng they perform ba itse gore at the end of the day if they did not do it very well, they sink. This will also talk to State Owned Enterprises (SOEs) tse e leng gore they are not performing. If it is me, I struck them off. We need to be very bold and decisive because this policy when we look at it General, I really like it because at the end of the day it can take this country somewhere. Madam Speaker, ke ne ke re ke go leboge le nna ke latlhele. Thank you very much for having given me the opportunity.

MR HIKUAMA (MAUN WEST): *Ke a leboga Madam Speaker. Ka re le nna ke latlhele mo molao tsamaisong o wa go dira ka natla. Ke tlaa simolola fa go emeng teng Honourable Kenny Kapinga gore kana go dira ka natla go simolola ka boeteledipele. E bile Madam Speaker, I do not think I will try to address all the objectives, I will pick only one.*

The first objective ya develop a mindset fall and promote a culture of increased productivity and competitiveness. Ke yone gongwe ke tlaa itebaganyang le yone e le nosi, fa go ka sala metsotsonyana ke tlaa leka tse dingwe. Fa re bua gore go ntsha maduo go simolola ka wena o le moeteledipele le ka Puso, selo sa ntsha kana go na le dilo tse tharo tse re ka di buang; integrity, e ka Setswana nkareng ke go tshephagala gakere, responsibility and discipline.

Dilo tse tharo tse fa di ka nna teng mo moeteledingpele, o ka kgona *to inspire confidence and even productivity* mo bathong ba a ba eteletseng pele le lefatshe tota. Selo sa ntlha gore re atlege kana re dire maduo, ke gone go leka go betla ngwao yone e.

Puso e e eteletseng pele ke UDC ka ke ya rona rotlhe, ke gore e amogele boikarabelo jo e bo filweng ke Batswana. *That is the first thing to do*, go amogela boikarabelo le go tsamaisa. Fa o sena go amogela boikarabelo jo o nna *responsible, you do not apportion blames*, o tsaya boikarabelo jotlhe jaaka bo ntse o bo o kgona go tla ka methale ya go rarabolola dikgwetlho le go dira se o romilweng gore o se dire.

Go utlwiswa botlhoko *Honourable* wa Letlhakane East, leina le ile.

HONOURABLE MEMBER: Major!

MR HIKUAMA: Nnyaa, e seng Major, Zero Tooth!

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

MR HIKUAMA: Zero Tooth. Go utlwiswa botlhoko gore o le moeteledipele o filwe boikarabelo gore o tsamaisa lekalana, wena o bo o simolola o re ba bangwe ba kile ba bo ba le fa ba sentse. Golo moo go kgoba batho ba o ba eteletseng pele marapo. Ke gore se ba se dirileng ka bobone go itemogela gore se ba se dirileng e ne e le sone se se tshwanetseng, go raya gore ba neetse ba ba lelang, ba ba se ka keng ba ba ntsha mo mathateng a ba leng mo go one. *The Government should take responsibility* la ntlhantlha le go tlhoka go bua thata.

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

MR HIKUAMA: *Because* fa o bua thata, la bofelo ga o tshephagale. Fa o sa tshephagale jaana ... (Laughter!)... Kgantele ke ne ke botsa *comrade* yo mongwe fa gore kante bagaetsho, a le santse le ipapaletsa (*campaign*) go batla Puso, a ga le amogele gore le filwe Puso, e le santseng le e ipapaletsa? Ga o ka ke wa ipapaletsa selo se o leng mo go sone. O setse o filwe boikarabelo joo *Honourable* Caesar, ga o ka ke wa ipapaletsa Puso e o e filweng. Se o tshwanetseng gore o se dire ke gore o dire se o se rometsweng gore o se dire. Ke yone *concept* ya ntlha, e bile ke gone re ka agang ngwao ya go dira ka nata gore fa motho a filwe boikarabelo, ga a iphitlho, o a amogela, a bo a dira. *That is the first thing to do* *Honourable* Bogatsu.

Bagaetsho, go nna *responsible* go raya gore o tseye boikarabelo jwa sengwe le sengwe se o se dirang, o bo o nna le mo gotweng *discipline*, o nne boikgapho jo bo feteletseng. Mme fa re supa gore ga re na boikgapho, *discipline* e e tlhokafalang... *General, discipline* ga go tewe *to salute* fela, go tewa go tsaya boikarabelo mo go se o se dirang *like* go dira ditiro jaaka le dumalane le ba bangwe, le tse o di tshepisitseng batho o di diragatse ka maatlametlo, *that is discipline*.

Sa ntlha, *effective time management*; ga o ka ke wa baya gore Palamente e simolola ka nako e, e bile go ya go dirwa se, wena o le Puso o bo o kwala mekwalo ya gore Mapalamente ba ye kwa dikgaolong jaanong *to attend* diphuthego tsa gago koo. *You are making this Parliament ineffective and redundant*. O tsaya *half of the* Members of Parliament (MPs) *and half of the Ministers, they are out of Parliament* mme o biditse batho o rile Palamente e *on*, tlang le tle go dira dilo, ga se mo go siameng. Ga go supe gore o tlotla le tšhaba e e go romileng, ga go supe gore o tlotla le bone Batswana, ka gore o tshamekisa meamuso ya bone. O biletša ba bangwe kwano, go tswa fa ba ntse ba tsile kwano wa re ba ye kwa go ntse go tswetse. *That is discipline*.

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

MR HIKUAMA: O iketle Caesar. *Discipline* go tewa gone moo. Gore o ntshe maduo, o tshwanetse gore o nne le *commitment to the principles and respect for the diverse and separate functions of Government and entities* tse. Fa o sa di tlotle...

MINISTER OF COMMUNICATIONS AND INNOVATION (MR TSHERE): *Procedure Madam Speaker. Thank you very much.* Nnyaa, ga ke batle gore ke senye tse a di buang, mme ke tsaya gore Ntlo e e tlaabo e se mo tsamaisong fa re ka dumela mafoko a *Honourable* Hikuama a a buang gore o tlaabo a tsaya *Ministers* botlho mo Palamenteng, go sala go sena Palamente, golo moo ke go supa go sa tlotla Palamente, nnyaa, kana Palamente e na le ditsamaiso ka gore go letlelelwa gore go bo go na le palo e e rileng mo Palamenteng gore e kgone go tswelela. Jaanong ga ke itse gore a o *query* palo eo, ka gore ntswa Palamente e tswetse, tiro ya bo Tona le yone e tswetse. Ga se gore re na le nako kana re bereka bosigo kana eng. O se ka wa tsietsa batho o re go raya gore fa re tsamaile *to attend ministry duties*, go raya gore re a bo re sa tlotle Palamente. Nnyaa, moo o a bo o ntsha Palamente mo tsamaisong, o itse gore boammaaruri ke gore Palamente ga e kganele gore *Minister* a tsamaye, e kganela gore

re se ka ra nna palo e e rileng kana palo e e leng gore e kwa tlase ga e e letlelelwang mo Palamenteng gore Palamente e felele e tswala. Ke a leboga.

MADAM SPEAKER (MS MANYENENG): *Honourable* Hikuama, o belaela palo e e ya bong e setse kana mathata ke eng?

MR HIKUAMA: Thank you Madam Speaker. That is the indiscipline I am talking about, *ke yone e...*

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

MR HIKUAMA: Motho a tshwanetse gore a bue *procedure* ene o ntlhalosetsa ka fa a akanyang ka teng, a sa bue gore *procedure* e senyegile fa kae. *That is the indiscipline* e ke buang ka yone. Ke one mathata a re buang ka one a. Ga re ka ke ra ntsha maduo ka boTona ba ba buang jaana, ba ba sa tlholeng ba itse le gore *procedure* ke eng. O tlhola o sokola fa *comrade*...

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

MR HIKUAMA: Nnyaa, e siame. O tlhola o sokola fa *Madam Speaker, quorum e collapse, go letswa bells, batho ba seyo. That is indiscipline that I am talking about and* fa le ka tswela ka one mogopolo o *and this mentality*, ga re ka ke ra ntsha maduo mo lefatsheng le.

Se sengwe se se tlišang *integrity is to deploy* babereki ka bokgoni, e seng *the cadre deployment* e re e bonang e kete ke yone e tlaa tsayang *the toll*. Ke yone e keteng e tlaa salwa morago, *deploying people because they were sponsoring* batho mo *campaigns*. E ne le *campaign managers* tsa bone, ba fiwa maemo a a seng kana ka sepe. *Even this Madam Speaker, fa o sa e ele tlhoko, direct award of tenders, ga e ka ke ya tliša maduo fa e le gore go dirwa jaana. Where is the competitiveness? Open tender competitiveness* e batla motho yo o dirang sentle e bile go sekasekilwe ke batho ba le ba ntsi, jaanong gatwe go sekaseka motho a le *one* jaanong. *Where is fairness? Where is the merit? Where is democracy?* Motho yo o neng a *sponsor party* e e mo Pusong gompiano *is appointed* go nna a *director or investigator* mo dilong tse di farologaneng ka gore *they sponsored party* fela, *campaign*, o bo o solofela gore go tlaa nna le maduo. Ga go ka ke ga nna le maduo re santse re tsamaya ka mogopolo o o ntseng jaana le ngwao e e ntseng jaana ya go isa batho fela ka gore ba ne ba re thusa mo ditlhophong, e se gore ba na le bokgoni jwa go dira. Marogo a a wang, dikole tse di wang, itsholelo e e wang le go tlhoka dijo le melemo, di tlaa tswela di le teng, go sena *productivity because of favouritism* le *nepotism*.

HONOURABLE MEMBER: *Corruption.*

MR HIKUAMA: *Corruption* e re ntseng re e kgala mo Pusong e e fetileng e ntse e a tswela, e bile e ya kwa godimo fa o ka lebelela.

Ke tsone dikgang tse di dirang gore re se ka ra atlega, re nne le maduo mo go direng mo lefatsheng la rona. *Unless Madam Speaker, we change this culture, we adopt a positive mindset wa productivity and good work ethics, ke gone re ka yang kwa pele...*

MADAM SPEAKER: Tanki *Honourable* Hikuama.

ASSISTANT MINISTER OF TRANSPORT AND INFRASTRUCTURE (MR ATAMELANG): Ke a leboga *Madam Speaker*. Ke a leboga Rre Hikuama. Ke tseye tshono e ke dumedise batho ba kwa Boteti. Ke dumedise batho ba kwa Khwee, Letlhakane, Mmea, Mosu le Mmatshumo. Ke bua mafelo a ka gore ke mafelo a e leng gore *policy* e fa re bua ka yone, *objective* ya ntlha fela; *to promote culture of increased productivity and competitiveness*. Re tshwanetse gore re *link productivity competitiveness* le *incentives*. Fa o tsaya kgang ya *incentive*, o ka e lebelela gape kana o e gokaganya le mo gotweng *infrastructure equity*. Fa o tsaya batho ba kwa kgaolong ya Sekondomboro, Gudigwa, Charles Hill kana kae fela, o bo o lebelela *the competitiveness of the human resource that is deployed there, le dikgaolo tse dingwe tse e leng gore in terms of infrastructure development, they are a bit ahead, o fitlhele e le gore go na le that disconnect. So, I think policy* e ka gore *one of the objectives* ya re *to develop a programme of productivity related research*, fa ba setse ba dira ditshekatsheko tseo, go tlaa itshupa gore *infrastructure equity is not there, there is a misbalance*.

Fa o tsaya *for example* ya *the remote area allowance*, morutabana a ruta kwa Khwee, *allowance* ya gagwe e lekana le ya motho yo o kwa kgaolong e e bapileng le Gaborone. *The access to amenities is closer* mo mothong yo o bapileng le Gaborone, *but* yo o kwa Sekondomboro kana Khwee *has to travel* sebaka se se leele, kana ba na le dikgwetlho go tsaya mananeo kana go goroga kwa ditlhabolong tse di tlhokafalang. *So, objective* e ya *productivity related research, it will inform us. Also, what I like about this policy is that it gives birth to other reforms*.

...Silence...

MR ATAMELANG: *Jaaka le itse* gore UDC Government is an epitome of legislative reforms, reforms *di tla fela di le dintsi*. So, o kgona go bona gore having a policy like this will definitely affect other policies.

When I came here I spoke of the beneficiation law. If we link that beneficiation law with the infrastructure equity, we will definitely have Government staff which is competitive, productive and proactive as well. I think this policy on its own has a domino effect on other legislative reforms that are coming.

We also find a Government official *yo e leng* whose skill or position is needed in a rural area, but the refusal to transfer or to take that transfer is based on the distance of that particular village to the developments. *Golo mo fela ka bogone* go affect the productivity and the competitiveness of that particular school, clinic, Veterinary Department, Department of Roads, for example. We need such a policy, so that we can actually monitor how as a Government we perform. I think on that note, so that I can also allow other members of the House to contribute...

DR GOBOTSWANG: *Clarification. Honourable Minister*, golo fa go builwe kgang ya *leadership*, gore bothata jo bongwe ka *productivity* ke gore e bo e le gore batho ba ba filweng maemo a a rileng, gotlhelele ga ba na bokgoni. Ke tsaya gore gongwe ke seemo se le iphitlhelang le le mo go sone, ba tsentswe foo ka sepolotiki, botsala kana bosika. Ke ne ke botsa gore mo kakanyong ya gago, fa o fitlhela seemo se ntse jalo, o dira jang? O fitlhela batho ba tshwere maemo a se kana ka sepe, mme ba a filwe ba sena bokgoni. O dira jang *Honourable Minister*?

MR ATAMELANG: *Ke a leboga* honourable. Like I said, this policy gives birth to other legislative reforms, so for you to actually tackle that challenge, you need a detailed legal framework to come up with a criterion of appointment, Key Performance Indicators (KPIs) and setting out contracts of employment that define the roles and duties of that particular person. So, if you have a policy like this, then it will necessitate a need for such an appointment legislation. *Ke a leboga* sir.

MR BOGATSU (LENTSWELETAU-LEPHEPHE): Mma ke leboge *Madam Speaker*. Ke itumelele go bona monyetla o wa gore ke latlhele mo kgannyeng e ya *productivity*. Ke leboge Tona Mokgware, mme go a lebega o di tshwere sentle wa ga mma. Ke kile ka bala ka monna mongwe a bidiwa gotwe Alvin Toffler. Fa a ne a bua a re, "*the illiterate of the 21st century will be those who could not learn, unlearn and relearn,*" fa a ne a bua ka *paradigm shift* gore ka fa re dirang dilo ka teng, *at certain levels*, re ya go tshwanelwa ke gore re lebe sesha, gore mme gone a re ntse re tsamaya sentle.

On this paradigm shift ka fa a e buang ka teng, *it should also apply in this House*, ka gore ka fa re dirang dilo ka teng, ga go sa tlhole go re tswela maduo. *Le the way we argue* ka teng, *our points in this House*, ga go sa tlhole go re tswela maduo, *trying to undo one another, to outperform one another*. Ga re re lebelele gore mme gone a go re tswela maduo. *Let us do paradigm shift*. Re se ka ra ragaka fela mme re lebe gore a mme gone ka fa re tsamayang ka teng, a ke gone kwa re batlang go ya teng.

This is a very good policy. Ga ke a bua ope ka leina le se ka la nkgolega. Se ke se ratileng ke kgang ya ga *Honourable Kapinga* fa a re *productivity starts with us*; a sa re *with you*. Fa o re *with you*, go raya gore wena o intsha mo teng. Le nna ka rialo ka re *productivity starts with us*. Bagaetsho, kana re tshwanetse ra lebelela dilo. Ka fa re ntseng re dira dilo ka teng, go tswa bogologolong joo jwa dingwaga go fitlhelela gompiano, ga go a re tswela maduo. Ke gone mo o bonang go tlhokafala gore re ka bo re dira mo gotweng ke *paradigm shift* gore re fetole ka fa re ntseng re dira dilo ka teng ka gore ga go re sologele molemo ka sepe.

Ke ne ke a tle ke gakgamelele kgang e go neng gotwe *mindset change*, ke ipotsa gore ke dumalana jang le motho gompiano e re kamoso a bo a mpoletela gore *mindset change*. Kana go raya gore motho yoo jaanong o fetogetse ditumalano tse re neng re di dira mmogo, nna le ene.

Bagaetsho, go na le selo gatwe ke *organisational behaviour*; lefatshe ka bo lone *is an organisation*, and *then there are structures which have been put in place by the Government to move the country forward*. Jaanong sa botlhokwa se re ka se lebang ke gore, ba ba eteletseng *those structures do they have what it takes to run the country? From the previous regime*, ka fa re ntseng re lebile ka teng, ke bona e le gore re ntse re na le batho fela jaaka *Honourable Kapinga* a ne a bua ba ba neng ba fiwa maemo mme go sa ka ga lebiwa gore a ba na le bokgoni jwa go ka etelela pele. Jaanong ka fa kgang e buegang ka teng, e buiwa ke *Honourable Mokgware* go mpontsha gore *he is on the right track*. Ga re sa tlhole re tlaa fa batho maemo ka go bo re ba rata, re tlaabo re lebile gore mme gone batho bao ba ka kgona go re ba tseye lefatshe ba le sutise fa, ba le ise kwa pele.

O ne a bua ka bo National Productivity Centre; go raya gore nna le ene re batho ba maloba. Ke ka tswa ke mo sia ka ngwaga tse pedi ka fa ke bonang ke teng. Kana Hikuama ke nnana tota go bua boammaaruri, ga a itse BNPC. Tseo ke tsa rona.

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

MR BOGATSU: Nnyaa gakere fa go tswa Gobotswang go tsena nna, a bo gore Kapinga... (laughter!)... *I withdraw comrade.* O batla go tobetsa o bo o tla o ntiela nako. Pele go ne go direga jaana *Madam Speaker*; e ne e re fa o sena go nna o tlatloswa maemo o bo o ya kwa *workshop*, o ya go rutwa ka boeteledipele, gore o tlhologanye gore jaaka o tswa fa jaana o ya go etelela batho. Batho ba o ba etelelang ba ga go reye gore o botlhale go ba gaisa, ke gore mongwe o tshwanetse gore a etelele pele. Mme gompiano tlhware e latswitse wena. E ne e le ka fa dilo di neng di tsamaya ka teng. Jaanong fa o utlwa ke re kakanyetso e e tlile sentle, mo lebakeng le le sa tswang go feta dilo tseo di ne di sa lebelelwa gotlhelele. A re lebelele se se diragalang mo ditirong tsa rona gompiano, o a ne o bona o tla o pegiwa motho fela yoo tlang a timetse, a teilwe gatwe tsamaya o tlaa fitlhela Bagaisamang koo, o tlaa feta a go direla tiro. Ga gona *job appraisal*. Kana *job appraisal is not about awarding marks, it is for improvement*, gore o bontshe mmereki gore o ka dira botoka fa o ka dira jaana. Mme fa o lebelela mo *system* e e ntseng e le teng *that we inherited*, go na le *niche marketing, we do not have any niche*. Kana *niche is that which gives you comparative advantage over the other*, mme o tlaa lebelela gore re ntse re pholetha fela. Jaanong se ke bonang se dirwa ke *Honourable Mokgware* gompiano ke go re tlela jaanong ka *torch* ya go supa tsela gore, dilo di ya go tsamaya ka tsela e e ntseng jaana.

The country as an organisation should have values, the values are very important. Fa re bua ka *values* re bua ka dilo tse re di tseetseng kwa godimo, ke tsone tse e leng gore *they define us as a country*, gore mme re ka nna botoka fa re ka tsamaya jaana. Mo bogompionong ke dumela gore *this policy* e *Honourable Mokgware* a tlang ka yone ke yone ya go leka gore re nne le tsone dilo tseo.

Re tshwanetse re nne le *beliefs in ourselves*. Tumelo ya me ke gore, fa ke go fa tiro *I have the belief that you can do it*, mme le wena *you should have that belief* ya gore *you can do it*. Dilo tseo o di tsenya mo bathong *through training*. Jaanong go a tlhokafala gore batho ba nne ba isiwa *for in-service*, gore ba tle ba le botoka, e nne *better leaders*. *Do we have the right systems in place?* Ke tsone dingwe gape tsa botlhokwa tse gantsi o fitlhelang di tlhabela. Ga re na *the systems* tse e leng gore *they channel* motho, a itse gore mme fa ke tsena

mo tirong e tsholofelo ke gore ke dire eng gore re tle re tsamae sentle re ye kwa. Melao e re e dirang, *the rules and regulations that we do have influence productivity in the workplace*. Di dira gore batho ba tlhologanye gore jaaka re le fa tsholofelo ke gore re dire eng.

MR KAPINGA: *On a point of clarification.* Pele ga o nna fa fatshe o se ka wa lebala go bua ka *clarity of vision* fa le le mo tirong gore, *what is your vision, your mission?*

MR BOGATSU: Ee, ke tsone tseo, *the ultimate goals*, ke eng se o se batlang, *what are you aiming for?* Ke tsone dilo tsa botlhokwa fa o tsena mo tirong. Kana *the main objective, the main vision here is to move the country forward, but you cannot move the country forward alone, you need to carry others with you to ensure that you reach the destination*. Ke tsone dilo tse re tshwanetseng go bua ka tsone batho ba Modimo.

Fa ke ya kwa bofelong, re bua ka *work ethics*; dilo tseo *are very important. What affects them; poor time management, lack of accountability, blame shifting*. Dilo tseo ke tsone tse di dirang gore re se ka ra kgona go tswelela jaaka re ka eletsa.

Rre Mokgware jaaka o tlisa kgang e, *emphasise* gape le kgang ya *in-service training, from time to time people must go ba ye to refresh*, e seng *retreats* tse di senang mosola *honourable*, go ya go jewa, batho ba tla ba le bakima ba tswa koo. A e nne *retreats* tse e leng gore *they are intended to improve performance in the workplace*. Ke a go leboga *Madam Speaker*.

MR FRENZEL (SHASHE WEST): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Tla ke tseye sebaka se ke leboge gore le nna o bo o mphile sebaka gore ke lathele. Ke re le nna ke ema fa go dumalana le *policy* e re sa tswang go e bewa pele. Kana maduo a tswa mo go se o se dirang o se tsentse mo pelong. Fa o se tsentse mo pelong o bo o se berekela le go gaisa, maduo a tlaa nna teng. Fa o lebelela mo nakong e e fetileng kana mo Pusong e e fetileng, batho ba ne ba neelwa mananeo a bo *backyard*, a bo eng, o ka tlhalosa ka fa o ka a tlhalosang ka teng. Fa Puso e ka itlhokomolosa go bona gore mananeo a e a neetseng batho a tsamaya ka tsela e e ntseng jang, mananeo ao a ya go pala *and* bontsi jwa one a setse a padile.

Fa e ka re o le mo Pusong kana o tshwere boeteledipele o bo o neela batho maemo, gongwe kwa sepediseng, o neela yo o nnang a le gautshwane le wena o sa lebelela bokgoni, go raya gore o a bo o isa lephata le o mo go

lone kwa tlase. Mo dikoleng, o ya go fitlhela barutabana le bone ba fiwa *promotions* tsa go tshwana le tsona tseo, mme fa o re o lebelela bokgoni jwa bone o ya go fitlhela e le matlhabasaditlhong. Batho ba le bantsi ba ikanya go bereka le ba mafatshe a re bapileng le one ba ba tswang kwa bo Mozambique kana Zimbabwe. Fa o ba neela tiro, a ke ya mo polaseng, go go baakanyetsa koloi kana eng fela, motho wa teng o dira a tsentsa moko mo nameng, le maduo a nna teng. Ke rata mafoko a a kileng a buiwa ke Tautona wa pele wa America yo ke neng ke mo rata thata Barack Obama. Dinako dingwe o kile a bua mafoko a re, *“if you are walking down the right path and you are willing to keep walking, eventually you will make progress.”* Fa o tsamaya seo se e leng gore o a se dira, o itse gore golo fa ke tshwanetse go tla ke nna le maduo kwa bofelong jwa letsatsi, kwa o yang teng o tlaa goroga. Fa o re o a lebelela gompiano jaana, re tsere Puso mme re santse re saletse kwa morago ka go dira *changes* tse dintsi tse di ka bong di re tlisetsa maduo. Ke tlaa fa sekai, gongwe kwa maphateng a a tshwanang *land board*, batho ba a lela ka kabo ya ditsha. Fa o re o lebelela *board members* o ya go fitlhela e le batho ba Puso e e fetileng. Ba e leng *members* ba *boards*, re a itse gore bangwe ba bone ke ba ba neng ba sa kgona mo *primary elections*, bangwe ba bone ke ba e neng e le mapolotiki a pele a Puso e e fetileng, bangwe ba ne ba tsentswe ka lebaka la gore bogogi bo ne bo ba bona ka tsela e e ntseng jang ka nako eo.

MR MOTAOSANE: *Clarification. Thank you, Madam Speaker. Honourable Frenzel, thank you for yielding. A wa re fa o lebile seemo se se leng teng gompiano, batho bao ba ye go ntshiwa mo ditirong go hirwe ba lona ba phathi e e busang gompiano? Is that what you are saying? Just to clarify.*

MR FRENZEL: Tanki, o boditse sentle. Ke ne ke supa gore ba ba neng ba feta, ba ne ba tsentswe ka tsela e e ntseng jang. Rona re le Puso e ntsha re tshwanetse re bone gore, gore re tle re tokafatse gore batho ba neelwe ditsha...

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

MR FRENZEL: ...le fa re ka hira ba rona, gakere re tlaabo re bone bokgoni mo go bone. Gompiano jaana batho ba a lela ka peo ya ditsha, kwa Shashemooke, Mathangwane, Borolong le Matsitama ba a lela ba batla go bewa ditsha. Fa o re o a lebelela ka fa go diragalang ka teng, o ka utlwa botlhoko o bo o ipotsa gore batho ba ke eng ba tsamaya ka bonya. Jaanong dilo tsa go tshwana le tse, gore maduo a tle, ga re re di lebelele.

Fa ke lebelela segolobogolo mo go ba ba tsamaisang bo Permanent Secretary (PS), ke tlaa bua fela ke tlhamaletse, ba ba eteletse *departments* tse di farologanyeng ka go tsamaya ga tsone, ke ba ba neng ba fiwa ka lebaka la gore mo Pusong eo go ne go lebeletse gore ba gautshwane jang le bogogi. Ke teng ka fa go neng go ntse ka teng, mme re tlaa dira jalo, re tlaa go baakanyetsa dikgang tsa go tshwana le tse re hire ba ba tlaa dirang ka fa go tshwanetseng ka teng ka nako e re leng mo go yone, ka gore go fetogile ga e sa tlhole e le Puso ya maloba.

Fa o re o lebelela dikompone tse di neelwang ditiro ka go farologana, o neela *company* tumalano le yone e lebeletse gore tiro e ke tlaabo ke e weditse mo selekanyong sa ngwaga kana dingwaga tse pedi. *Company* ya go tshwana le eo e ya go tla e tsaya dingwaga di le bo 4, 5. O bo o ipotsa gore fa e ya go tsaya dingwaga tse di kalokalo, ba ba batlang tiriso ya se kompone eo e a bong e se dira, ba fa kae ka nako eo. Sengwe sa dilo tse re tshwanetseng go di lebelela ke *training*. Fa re ya *to appoint* batho maemo re itse gore re ne re lebeletse bokgoni jwa motho, re tshwanelwa ke gore ka dinako tsotlhe re *offer* batho ba re ba neetseng go etelela pele, re bone gore *on regular basis* re tshwanetse *to empower them* ka *training*, gore ba tsamaye mo seporong se se a bong se siame. Jaanong fa re ka se ke re dire dilo tsa go tshwana le tseo, re ya go salela kwa morago.

Go na le seopedi sengwe sa mo Botswana ba mmita Vee, o kile a opela pina nngwe a re fa o neetswe tshono, go sa kgathalesege gore ke ya mofuta ofe, a re e dire o kare o a peka, ke tlaa rialo. Jaanong le rona fa re ka tla mo seemong seo, gore e re o neetswe *opportunity* o bo o itse gore o tshwanelwa ke go e dira ka botswapelo, kwa bofelong jwa letsatsi o tlaa nna le maduo. Kwa kgaolong ya me ke tshwenyegile, ke sone se o bonang e bile ke rata dikgang tsa go tshwana le tse. Fa o re o lebelela kwa dikgaolong tsa me tsa Mabesekwa ke sale ke tshelwa *slab*, le letsatsi leno se na le *more than 5 years* mo *primary school*. Fa dikgang di ntse jalo, ga gona ka fa re ka tsweleng ka teng. *Park* ya Borolong e sale *more than a million* a tshelwa, e ntse e ikemetse fela jaana. Jaanong dikgang tsa go tshwana le tse, re le Puso ya letsatsi re tshwanetse go bona gore re rotloetsa batho re itse gore go tliša maduo fa o berekelang teng ke selo se se botlhokwa.

Gompiano jaana bangwe ba *security* kwa Francistown ba letsa ba nthaya ba re, kana re na le dikgwedi tse tharo re sa duelwe. Re tshwanelwa ke go bona gore fa batho ba filwe *tenders* kana boikarabelo jwa gore fa ba leng teng ba bo ba dira, re bone gore ba ba eteletse pele ga

ba tseye madi a ba ya go a dirisa tse dingwe di sele. Ga ba ye *to gamble* ka madi ao, ga ba tseye madi ao ba a ja mo dilong tse dingwe di sele ba bo ba lebala babereki. Le rona *as leaders*, re tshwanelwa ke go itse gore fa re neetswe boikarabelo, kgang ya rona ga se go nna e re ke bona Tshere a tsena fale ke bo ke re *Minister*; ke batla gore kamoso a kgone gore a mpone, ke gore bolope ka tsela nngwe. Fa re ka se ke re eletetse bolope kwa pele, ke gone ka fa re ka nnang le maduo ka teng. Ke a leboga Mothusa Motsamaisa Dipuisanyo tsa Palamente.

MINISTER OF MINERALS AND ENERGY (MS KENEWENDO): Thank you Madam Speaker, *ke leboge last born yo o bapileng le nna gore a bo a nnile bonya go emelela*. Madam Speaker, *ke leboge Tona Mokgware gore a bo a tlisitse Tshutiso ya go nna jaana, ke simolole fela ka go tshalosa gore ke a mo support*. Ka Madam Speaker, *re na le batho ba ba berekang mo Botswana ba ditso tse di farologanyeng, gompiano le ntlele ke kabakanye puo ya seesemane le Setswana. Tota gantsi fa re bua ka dikgang tsa productivity, ga se dikgang fela tse di itebagantseng le Goromente, e bile ga se fela tse di itebagantseng le Batswana. Ke botlhe ba ba berekang fa, e bile re tshwanetse go tthomamisa gore mongwe le mongwe yo o dirang kgwebo e bile a bereka mo Botswana, o tshwanetse go tthaloganya dikgang tse jaaka di buiwa.*

Madam Speaker, *re tswa kgakala re bua ka national productivity. Fa ke ntse ke epa kgang ya the historical impact and the history of productivity plans mo Botswana, it goes all the way to 1966. E kile ya re nako nngwe ke ile kwa Singapore, ka utlwa the then Prime Minister a ntlhaloetsa gore the Botswana National Development Plan (NDP) was codeveloped le NDP ya Singapore. So NDP 1 of Botswana and NDP 1 of Singapore were drafted around the same time, by about the same people. Ba mpolelela gore, ba ile ba tswelela ba tla mo Botswana, the former Prime Minister Lee Kuan Yew a tsile mono ka 1980, go tla go tthomamisa gore re amana sentle mo issues tsa economic development and the implementation of NDP 1 and the National Productivity Plan (NPP).*

Ke supa se sa bogologolo Madam Speaker, go supa gore re tswa kgakala re bua ka productivity. Lefatshe le re simolotseng le lone, e bile le setse le itsiwe as a high-income country. Seelo se e leng gore rona re santse re se eletsa for 2036.

Fa o lebelela sentlesentle gore re ne re buisana eng le lefatshe leo la Singapore, who we have a very long-standing relationship with, o fitlhela e ne e le how we

co-develop model for economic development and productivity enhancement. If indeed in the 1980s we came up with a similar plan as that of Singapore, and they subsequently kept sending people to Botswana for structured programmes, then where did we go wrong? I think that is what we should be addressing. Where did we wrong? How do we ensure that this new National Productivity Plan and Strategy actually delivers on its imperatives?

What we find Madam Speaker and Mr Minister, is that there has been at times interest in productivity, but then there is winning sustained implementation and political will, not even forgetting the technocratic will. We have seen that we get excited over productivity, and we push it from Government and it becomes over reliant on the implementation of Government initiatives having a top down approach, when productivity is seen as more of the Government project rather than a national mind-set and a national project. The private sector turns to be very disengaged, and businesses often viewed productivity programmes as rather bureaucratic rather than beneficial.

It is important that as we work on this new plan, we ensure that the private sector, civil society, everyone that does business in Botswana, recognises this plan as beneficial rather than just another bureaucratic stumbling block. In so doing, we will ensure that everybody wants to collaborate and deliver on a growing Gross Domestic Product (GDP) and a growing economy because that is what this is. We want to see more people working. We want to grow our GDP. We want to grow our productive capacity and that can only happen if everyone is pulling together. We need to really amp public private collaboration and ensure that there is a very strong tripartite model that we have really struggled with in the past.

The other matter that has been addressed by different Bills and Members here is around skills mismatch and the weak human capital development. Education systems has been mismanaged. There has been misalignment and I am very glad that most recently, Minister Maele has spoken quite strongly on the Technical and Vocational Education and Training (TVET) programming and how we will work on improving university programmes. We need to make sure that our education really matters, and our labour needs but also really starts to forecast the global trends of labour and of doing business productively. We rarely had adoption of productivity

tools and we need to ensure that many firms especially Small Medium and Micro Enterprises (SMMEs), are led into training. They take up training and manufacturing automation and quality standards. I am glad that I have seen this in your presentation Honourable Minister.

Madam Speaker, another challenge to productivity has been highlighted as, even though we are a very proud nation, *ke a itse gore Batswana fa ba ya sekoleng go sele re a boa, mme* there is still brain drain. We lose some of our best to other economies because we have such limited high value job opportunities. It is important that we attract more businesses to ensure that high value job opportunities are here. *Bana ba Batswana ba batla go boela mo Botswana. Ba batla go bereka mo Botswana.* We have to really push and entice through the delivery of productivity tools, the delivery of implementation of strong work ethics here, that we can bring high value businesses that can attract high value employees.

Now, we need to learn Madam Speaker, from the past indeed, and ensure that we are anchoring productivity and legislation as the Minister has proposed that we foster strong private sector ownership, and that we implement a tripartite partnership towards the delivery of implementation of productivity plan and the strategy. We need to strengthen the skills job linkages as has previously been mentioned, to ensure that when young people get out of university or TVET, they are ready for the job market. We have seen some of these really take off around the world. In Germany for example; one can elect to just go straight to a TVET programme because they know that economic opportunities out of that space are quite strong. We need to also improve data systems, real-time productivity dashboards for policy makers, for the private sector to really account and universities to account for the skills that are coming out of universities, the skills that are needed by private sector, the skills that are needed by Government and where we are in terms of implementation as Government.

Diversification does not happen by chance Madam Speaker. We need to work on it quite intentionally and aggressively, shifting mining profits into agro-processing renewable energy, fintech. We have said quite repetitively in our sector that we recognise mines and mining projects as key anchors in the ecosystem. We will be using their buying power to stimulate other sectoral growth to ensure that those job opportunities I mentioned, are there. But in order to do this a little bit

more, the Minister has highlighted that we need to inject innovation and technology. We should do so not just to improve on productivity, but to also improve on safety and health in the workplace.

Madam Speaker, as I conclude, I want to once again thank the Honourable Minister for bringing this to Parliament. Once again, recommend and state quite strongly that this is not only an issue of the Ministry of Labour. It should not even be seen as an issue of Government but the success of this policy and its implementation strategy requires strong collaboration between all the parties, tripartite parties to effectively deliver on productivity and competitiveness, so we can rebuild this economy. I thank you Madam Speaker.

BRIG. MOKGWATHI (LETLHAKENG): *Madam Speaker, mma ke go dumedise. Ke dumedise batho ba kgaolo ya Letlhakeng go tswa kwa Sorilatholo go ema kwa Moshaweng. E re lantlha fela ke bue ke re Setswana sa re, "letsema le thata ka mong wa lone."*

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

MADAM SPEAKER: *Honourable Members, ga e ka ke...*

BRIG. MOKGWATHI: *Go na le kgang yone e, ga se lantlha go diragala, fela fa ke ema, clock e, e simolola go lela. Go lebega clock e, e na le mathata fa ke ema ke batla to debate.*

MADAM SPEAKER: *Honourable Members, quorum e a wa. Pule o tsamaya fela ka bomo a ntse a bidiwa.*

...Silence...

MADAM SPEAKER: Continue Honourable Mokgwathi.

BRIG. MOKGWATHI: *Setswana sa re, "letsema le thata ka mong wa lone." E bile sa re, "setshwarwa ke ntša pedi ga se thata." Se ke se buang se ke gore betsho, ke ne ke lebeletse bagakolodi ba Puso e kete ba lebala gore ba na le rona mo Pusong e. Ba tshwanetse ba itse gore tiro e e dirwang ke General Mokgware, re e tshwaraganetse. E bile betsho, ke riana ke re, re tshwanetse ra itse dilo tse di tshwanetseng to motivate motho. Einstein a re, motho fa o bona a palelwa, ke gore o paletswe ke go dira se e leng gore ga se ise se ko se dirwe. O tshwanetse a dire sengwe se se tshwanetseng se dirwe, gore a tle a bone gore a o ka palelwa.*

Ke tsaya gore re tswa kgakala re bua ka *productivity* mo Botswana. Fa re bua ka yone, go na le *reforms* tse di neng tsa diragala kwa dingwageng ke tsele ke a di bona. Ka go ne go sena keteledipele e e lebang gore Batswana ba tshwanetse ba nne *motivated*, go ne ga nna le bothata. Ke a gakologelwa betsho gore motho o na le gore a ithotloetse mo teng, a bo a rotloedipele ke yo mongwe, mo gotweng *intrinsic motivation and extrinsic motivation*.

Mma ke bue ke re bagaetsho, fa re bua re tswa mo *policy* e nngwe, setheo se sengwe se se neng se bua ka tshiamelo kwa go direlwang teng. Mo bagaetsho, le a itse gore, gore motho a nne le *motivation*, ke gore o tshwanetse gore fa a leng teng a bo a katisitswe gore a kgone go dira tiro ya go nna jalo. A lemogiwa gore ke motho, go sa lemogiwe gore o tswa kae, kante ga a tswa kae. Ke gakologelwa *story* ke se betsho mma ke se le bolelele, go na le General mongwe gatwe General Gaabotswe, ke tlaa mo nopola, le fa a ne a nopola yo mongwe, a re “*A leader is somebody who takes an organisation where it has never been before.*” O tlaa intshwarela, ke ka bo ke kopile gore ke nopole. Nako nngwe a bo a supa gore, gore o dire jalo, o ne o tshwanetse gore fa o ntse o dira jalo *transforming the organisation* gore e tsena mo *stage* se se rileng, o tshwanetse *to motivate* motho wa gago. Nako nngwe a a fa *speech* e le lantlha; *his inaugural address*, e rile ngwaga e e tlang a bo a botsa re phuthagane re *more seven thousand*, a re ke mang yo o gakologelwang *quote* e ke neng ka e bua. Mongwe wa lesole o ne a e araba, mme *he motivated him*. A re o ne a mo *motivate* gore o ne a mo reeditse. *Even* go reetsa fela *can be used to motivate somebody* yo o berekang le ene kgotsa yo a go direlang.

Ke gakologelwa gape gore *motivation* ka bo one o tshwanetse gore e re sa bobedi le mo dikagong tse o nnang mo go tsone, fa o berekelang teng, di bo di le mo seemong se se siameng, e seng gore o tsewa fela le fa o ka tswa o rutegile mo go kaekae o bo o tsenngwa mo lefelong le e leng gore ga le kgone gore le go kgothatse gore o kgone go theogela mo tirong e o e berekang. Didirisiwa tse o tshwanetseng gore o di dirise betsho, e tshwanetse e nne tsa boleng jo bo rileng, gore fa o di tshwere o di dirisa, di se ka tsa go dia go dira tiro gore e re kamoso o kgone gore o re o dirile tiro.

Go na le dingwe tse di thusang motho go dira ditiro tsa gagwe tse di kwa ntle tse di sa bonaleng, mo gotweng *external factors that actually assist the individual* kwa tirong gore a kgone go dira tiro ya gagwe. Re tshwanetse

to facilitate them re di mo fe, gore le ene a kgone go bona gore fa ke le mo tirong fa, ke dira tiro ka lerato e bile ke a ratiwa ke moeteledipele wa rona.

Betsho, ke tshwanetse ke supe selo se, nako nngwe ke ele ke ne ke ntse ke bua gore, fa re e fa batho ditiro, re se ka ra dira ditiro tse re kileng ra di bona di dirwa bogologolo. Fa ke leba ke bona General Mokgware, gongwe o ka bo a kile a nna Ramasole ka letsatsi lengwe, mme ka gore mongwe o ne a bona a na le bokgoni jo bo rileng, a mo ntsha. Ke sone se o bonang *productivity* e ntse e ya kwa tlase. Nako nngwe gape...

HONOURABLE MEMBER: Procedure.

ASSISTANT MINISTER OF WATER AND HUMAN SETTLEMENT (MR MOTSAMAI): *Point of procedure.* O tlaa intshwarela Motsamaisa Dipuisanyo tsa Palamente. Ka tsamaiso, a fa motho a bua mo go nitlameng a le mo difomong jaaka Rre Mokgwathi jaana, ga a kgone go neelwa nako ke motho fela a tshwana le nna, ke re a tseye ya me?

HONOURABLE MEMBERS: ...(Laughter!)

MADAM SPEAKER: *Honourable* Motsamai, wa re *procedure* e ne e le eng?

HONOURABLE MEMBERS: ...(Laughter!)

MR MOTSAMAI: Tota *Madam Speaker*, ke ne ke supa gore o ntlhomola pelo, o kare nako ya me o ka e neelwa.

MADAM SPEAKER: O setse o jele ya gago nako, o itse gore o fetile.

BRIG. MOKGWATHI: Tanki Motlotlegi Motsamai *the Walker Walker*. Ke a itumela motho wetsho, gape ke itumetse gore o kgona go nna *my guard in everything I do* mo Palamenteng ka gore *you are a veteran and somebody who I really adore*. O itse gore ke a itumela.

Ke ne ke santse ke bua ke re, *environment* e o berekelang mo go yone, e tshwanetse gore e nne e e leng gore *it is conducive for you to be at*. Ke ne ke re ke le bolelela *story* se sengwe se se kileng sa diragala se se botlhoko ka gore Botswana kwa a neng a tswa teng ka 1966 re tsaya gore re mo Pusong ya batho ka batho, ya nna ya batho ba bangwe e seng ya batho ka batho mo Botswana johlhe. Ke gakologelwa nako nngwe...

HONOURABLE MEMBER: Clarification.

BRIG. MOKGWATHI: I yield my Lord.

MR HIKUAMA: *Point of clarification.* Ke a leboga Brigadier, *the only* Brigadier. Ke leboga thata ka fa o e tshwereng ka teng, go a supafala gore tota o lesole la maemo. O bua ka *equipment* gore, gore motho a ntshe ga tshwene, le didirisiwa, le fa a berekelang teng, e nne mo go rileng gore go mo kgontshe go dira. Gompiano go supwiwa dikole ka menwana gore e kete ga di ntshe maduo, a mme fa di berekelang teng le didirisiwa tse ba di neelwang, go a ba letla gore ba ntshe ga tshwene?

BRIG. MOKGWATHI: Ke a itumela *Honourable* Hikuama. Le a itse gore re tswa kae, UDC ke gone e tsayang, e fitlhela sengwe le sengwe se le makgwakgwa. Ga se itsholelo fela, le dikago di makgwakgwa, di onetse. Gompiano UDC ka fa e dirang ka teng, ke na le tumelo e e tletseng gore *the infrastructural development and maintenance is going to be the key to our productivity success.* UDC e a kgathala ka dilo tseo mokaulengwe, ke na le tumelo ya gore dilo tseo e tlaa re ngwaga tse pedi o tlaabo gongwe o le ka kwano o setse o dumela gore nnyaa ba ke bone ba tshwanetseng gore ba bo ba busa.

HONOURABLE MEMBERS: ...(Applause!)

BRIG. MOKGWATHI: Betsho, ke ne ke re ke le bolelela *story* sengwe nako nngwe ke e, ke ne ke bua ka batho ba ba kileng ba dira, mme ba dira ba bona. Nako nngwe Mokgalagadi ke yo o a ruta kwa *staff college*, a ruta go bonala, a le *productive.* Yo mongwe a bo a re nnyaa ka gore ga a tshwanela go ka bo a le fa, mma ke tseye wa ga rona ke mo tsenye mo teng ene ke mo kobele kwa Thebephatshwa, e re a le kwa Thebephatshwa, ke mo itse le gone go ya kwa dikoleng. Ka re go dirwa jalo ke motho a le mo Botswana ka gore o ne a itse gore Puso e e ne e le ya bone e se ya Batswana. Ke sone se o bonang dilo tse dingwe gompiano bakaulengwe re le mo mathateng *productivity* e le kwa tlase. Motho yo ke buang ka ene, fa re bua ka ene, o eme gone fa, ke ene *who was denied those opportunities...*

HONOURABLE MEMBERS: ...(Applause!)

BRIG. MOKGWATHI: Legale nte ke re betsho, dilo tse le tshwanetse le di itse le tsamae ka tsone, di dira gore *productivity* e nne kwa tlase.

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

BRIG. MOKGWATHI: Ga ke itsheke betsho, ke bua se se diragalang mo Botswana, mongwe le mongwe a ntse a se bona. Bontsi jwa rona re itse gore...

MADAM SPEAKER: Order! Order! Honourable Members.

BRIG. MOKGWATHI: *You are being ostracised because of your tribal affiliation, and the fact that o mothonyana ga o motho. Dilo tse di dira gore production e ye kwa tlase.*

Ke batla gore *as a parting shot*, Bakgalagadi ke kopa gore le ntletlele ke bue Sekgoa gangwe fela *in my debate.* Ke bo ke re *failure to perform is a result of lack therein of consistent supervision, such that is what we realise in Botswana, and if Botswana still navigates our democratic ideals with chains and circles of tribalism and gender souvenirism, our overall national productivity shall forever never see the end of the day.* Ladies and gentlemen, ke ema go le kalo ke sa re ke feditse, ke re Rre Mokgware ke go ema nokeng Morena ka setheo se o se beileng kwa pele ga Palamente e. Ke a leboga.

HONOURABLE MEMBERS: ...(Applause!)

MR KAIZER (SELEBI PHIKWE WEST): Ke a leboga *Madam Speaker. Madam Speaker*, tla re leboegele Tona go bo a tsisitse Tshutiso e fa pele ga Palamente. *Madam Speaker*, fa ke lebelela Tshutiso e, ke bona e le gore *it is too ambitious, and I will go on to explaining my reasons.* Fa ke lebile *policy* e, ke e tshwantshanya fela le *an individual* yo o eletsang go reka koloi ya mabelobelo ya Ferrari a bo a batla go tla go taboga ka yone mo ditseleng tse di *very poor* tse di mo lefatsheng la Botswana.

Ke e tshwantshanya gape *Madam Speaker*, le Goromente yo e reng mo nakong ya gompiano e re lebaganeng le mathata a ditsamaiso le melao e mentsi ya lefatshela Botswana, re bo re nna le Goromente yo o nnang a tabogile a le kwa mafatsheng a re o batla *to attract the investors.* Fa o re o lebelela *the atmosphere, the climate* ya go dira *business* mo lefatsheng la Botswana e le kwa tlase.

O ipotsa gore *these kinds of investors* fa o ba tsaya o ba tsisa mo lefatsheng la Botswana, kwa e leng gore melao ya go dira kgwebo ga e motlhofo wa re ba tle go dira eng. Ke e tshwantshanya le *this policy Madam Speaker.* Jaanong *this policy is bound to fail because of poor foundation;*

(i) *We have got very bad leadership skills* tse re di bonang mo lefatsheng la rona.

(ii) *The culture is very wrong and poor* gore policy ya selebego se ka fa e ka tswang e lebege bontlenyane ka teng, re bo re akanya gore e ka kgona go bereka mo *environment* e e makgwakgwa jaaka ya Botswana e ntse ka teng.

Re ka ipotsa dipotso tse pedi, tse tharo, *how do we measure productivity and competitiveness?* Ga re a tshwanela go bua ka dilo tse fela mme re sa itse gore a re tlaa re re re golo go *competitive*, re bone go ntse jang re re *the employees* kana lefatshe le *productive* re bone go ntse ka tsela e e ntseng jang.

HONOURABLE MEMBER: Clarification.

MR KAIZER: Ema pele, 10 *minutes* o monnyenyane.

(i) *The ideology and quality of innovation* e re nang le yone.

(ii) *Do we have the right infrastructures* tse e leng gore *this policy can thrive on?*

(iii) *Policy financing; do we have enough resources to finance this policy?* Go batlega *capacitation* Honourable Mokgware. Le tlhola le opela fa le re sepatšhe se makgwakgwa, a mme jaanong le na le madi a a lekaneng *to finance this policy to ensure its effectiveness?*

MADAM SPEAKER: Honourable Kaizer, ke kopa o boele lefoko morago le o reng batho ba a opela. *I do not remember anybody singing here.*

MR KAIZER: *I withdraw Madam Speaker.*

E nngwe gape ke gore *in terms of labour productivity*, a mme re na le babereki ba *conditions* tse ba berekelang mo go tsone, di ba letlang gore ba nne *productive and competitive in the work space?* Go raya gore ke lebagane le wena ka gore wa re *yes* Honourable Mokgware. *I will give you an example* kwa Selebi Phikwe; re na le *farm* kwa toropong ya Selebi Phikwe, *two, three weeks ago* re nnile le mathata a gore *farm managers* ba kobile Batswana mo ditirong ka gore ba re Batswana...

HONOURABLE MEMBER: Procedure Madam Speaker.

MR KAIZER: ...ba tswa go hira batho ba e leng gore ke ba lefatshe le le kwa ntle.

MR HIKUAMA: Procedure. Ga ke na maikaelelo *to challenge ruling* ya gago ka gore fa ke ka dira jalo, gongwe *I will be offending* Standing Orders. A mme

Madam Speaker, gore gongwe re utlwe re tlhologanye go ya kwa pele, se o se buang ke gore go se ka ga tlhola go dirwa tshwantshiso kana tshwantshanyo ya dilo ka gore go opela *in the context of a repeated a statement*. O ka dira tshwantshiso ya gore ke kopelo. A mme se o se buang ke gore *from this House onwards*, ga e ka ke ra dira tshwantshanyo epe fela mo Palamenteng?

MADAM SPEAKER: Honourable Hikuama, Honourable Kaizer ke ene a neng a bua mafoko ao. O dumetse gore ke phoso, a bo a a boela morago. Fa e ne e se phoso a bo a supa gore o ne a tshwantshisa, o ka bo a ne a tlhalosa gore o ne a tshwantshisa jang. Jaanong o supile gore o boetse mafoko morago ka gore go raya gore o ne a sa tshwantshise, wena o a mo akanyetsa gore o ne a tshwantshisa.

MR HIKUAMA: Madam Speaker, further procedure.

MADAM SPEAKER: Ga gona *procedure* Honourable Hikuama, ke kopa gore o tlogele Honourable Kaizer a *debate*, o iponetse phoso a bo a boela mafoko morago. Ke kopa gore o se ka wa mmetelesa mafoko mo ganong, mo lese fela a *debate* ke nako ya gagwe.

MR KAIZER: Re tla e *contend* nako nngwe, ga go batle ba ntshenyetsa *debate*.

Madam Speaker, ke ne ke santse ke bua ka matlhotlhapelo a a diragalang kwa toropong ya Selebi Phikwe, a a itebagantseng le kgang ya *productivity* le *competitiveness*. E le gore ke neela tshwantshiso gape *Madam Speaker*, ya gore re na le kompone e e leng gore *it has gotten rid of quite* palo ya Batswana...

MADAM SPEAKER: Honourable Mokgware, o a re *disturb*.

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

MR KAIZER: O kgotlhela *debate* ya me jaanong. Ke tsile go boelela *point* e, ke bone gore ga o batle go e utlwa. Ka re re na le kgang e Batswana ba ntshitsweng mo ditirong *on the basis that they are not productive* go ya go hirwa batswakwa. *As we speak*, go na le ba ba setseng ba hirilwe ba le 66 mme go ne go tsisitswe *request* ya 150 e ba bangwe ba santseng ba tlaa tla ba tsile go tsaya ditiro tsa Batswana. *Where is the competitiveness within* batho ba rona?

HONOURABLE MEMBER: Tlhaloso.

MR KAIZER: Ya kwa dikoleng, fa o lebelela seemo sa dikago tsa dikole tsa rona, o tsaya seemo sa *the environment in general*, a mme re solofela go ntsha maduo a a rileng fa e le gore barutabana ba berekela mo *conditions* tse e leng gore ga di ba letle kana di a ba kgopakgopetsa mo go ntsheng maduo mo tirong ya bone?

That is why I am saying this policy is ambitious because the foundation is wrong. Le fa o aga ntlo, you have to ensure that the foundation is strong. It can withhold challenges dipe tse di ka lebagang le that building. Ga o tle fela o simolola ka go rulela o sa baakanya foundation, le fa marulelo a ka nna mantle ka tsela e e ntseng jang. Ke yone kgang e ke e buang.

Jaanong ke batla go boela kwa go ye gore go na le mmui mongwe o ne a bua mafoko a mangwe a mantle, *Member of this 13th Parliament*. O kile a bua mafoko a gore, *“The culture of a nation is determined by its leader or its leaders.”* Go ne go bua *Honourable Dow*. O ne a raya go reng? O ne a raya gore *as the leaders of today, you are the ones who dictate the pace, tone and even how to proceed with our things. Jaanong as the Government re lebile gore you are the tone setters, you set precedence. Precedence is not set ka go bua, o e set ka go dira. You must be doers, not talkers. Ke tsone dikgang tse re di buang. You must have a clear vision and also know how you are going to attain that vision.*

HONOURABLE MEMBER: Clarification.

MR KAIZER: E tshaile mokaulengwe, o tlaa tla o tsaya mo 10 wa gago.

Jaanong le tshwanetse gore re le baeteledipele re bule tsela ya gore mme re batla go ya kae, re tsamaya ka tsela e e ntseng jang. Ke gone fela jaaka bakaulengwe ba bangwe ba tlhalosa. Jaanong ka fa le batlang go dira ka teng, *just to come with a policy e direction* ya yone ga o kgone go e bona sentlesentle gore e ya kwa kae ke mathata jaanong.

HONOURABLE MEMBER: Clarification.

MR KAIZER: O tlaa tla o ja mo go 10 wa gago.

Jaanong fa ke digela puo ya me ke gore *we need to get our facts right. When we devise such policies*, re nne le ditshetlana tsa gore mme re batla *to achieve* eng, re tswa kae, re ya kae, *it must be clear*. Ka mafoko a a ntseng jalo *Madam Speaker*, ke a leboga.

MR HIKUAMA: *Procedure Madam Speaker. Madam Speaker*; ke go kope gore o kope gore o kope batlotlegi gore kana golo mo Palamenteng mo, ke Ntlo ya ngangisano le go amogana dikakanyo. Bo *clarifications* ba, ke bone ba ba nonotshang puisano ya rona, jaanong ba gakolole gore ba a letlelesega le fa e le tshwanelo ya bone go ka netla gore ba *enrich their debates* ka gore fa motho a *clarify* fa gongwe o tlisa *point* e o neng o sa e bone, o bo o simolola o e bona ka tsela e sele. Gongwe fa re ka nna le ngwaonyana ya *to tolerate these things*.

MADAM SPEAKER: *Thank you Whip*. Ke tsaya gore le a utlwa bakaulengwe gore a re neelaneng. A re se ka ra tsaya gore motho o a bo a tlile go go tlhasela, a re reetsaneng. Fa gongwe jaaka a bua, o ya go go thusa a go tlaetsa se o se lebeletseng kwa morago.

MINISTER OF SPORTS AND ARTS (MR KELEBENG): *Tanki Madam Speaker*. Mma le nna ke eme fa go ema nokeng molao o o tlang ka *Honourable Mokgware wa National Productivity and Competitiveness Policy*. Ke supe gore ke molao o re sa bolong go o tlhoka ka lebaka mo lefatsheng la Botswana, mme se ke se itumelela thata...

HONOURABLE MEMBER: Policy.

MR KELEBENG: Ke raya yone *policy*. Se ke se itumelelang thata ke gore mo tsamaisong ya gagwe ya gore a tlise molao, o ne a dira *extensive consultations*. Ke bona le bo Village Development Committees (VDCs) di le mo teng, go supagala gore go nnile le seabe.

Kana *productivity* fa re e leba, re e leba gore mme e ka kgontshiwa ke eng, bogolo jang re lebile tse di amanang le itsholelo mo lefatsheng la rona. Kana moo go raya gore re tshwanetse gore re kgontshe gore re tle re bone *competitiveness* le *productivity*. Re bone re nna le mo gotweng *physical infrastructure development* mo dikgaolong. Jaaka ke ne ke utlwa *on the budget* ba supa gore re tlaa nna le tsela ya Kaudwane-Letlhakeng e e leng gore e ya go dira gore go nne motlhofo gore ditirelo tse re di tsayang kwa bo Letlhakeng. Re kile ra nna le seemo se e leng gore re iphitlhetse re bona rre yo o disang dikago a kopane le *nurse* e le bone ba ba belegisang motho kwa Kaudwane ka lebaka la gore ga go na ditsompelo tsone tseo. Golo moo go raya gore re tshwanetse re nonotshe thata mo dikgannyeng tse di amang *physical infrastructure*, go ka thusa thata gore re kgone go oketsa *productivity*.

Mme fa ke lebile, go raya gore le tsone tsa maranyane jaaka Motlotlegi Rre Tshere a tshwaragane le bothata letsatsi le letsatsi a lwa le go netefatsa gore re nna le maranyane a tlaa re kgontshang gore go nne motlhofo, kana go raya gore ke tsone tse re buang ka tsone gore ga re a tshwanela gore batho ba *apply for* Omang ba bo ba tsaya dingwaga ba sa kgone go mo neelwa.

Fa re dira jaana mogopolo wa ga General o tla, o tla ka nako e e siameng e e leng gore Puso ya UDC e itebagantse le gone gore e baakanye dikgang tse di amanang le tsone tseo. Kana golo mo go raya le mebaraka. Fa o na le *efficiency* mo mmarakeng, go raya gore re ya go nna le *capacity* ya gore re kgone go tlisa maduo fela jaaka re bona go diragala. Kana dilo tseo di amana le *resource allocation*. Fa e le gore re phatlalatsa ditsompelo ka dikgaolo, kgaolo ya Takatokwane e kgona gore le yone e nne le sepatela, e kgona go nna le ditlhabololo tse e leng gore di e kgontsha gore e tsamaisa le go fetlha itsholelo. Golo moo go raya gore go ya go nna botoka gore re kgone lenaneo le.

Le fa go ntse jalo, re tshwanetse ra lebelela mo ba go bitsang ba re *macroeconomic stability*. Kana go raya gore fa go nna le *inflation*, *exchange rates* le *interest* tse di botoka mo bathong gore kadimo le go adima di nne botoka, go raya gore lefatshe le nna mo seemong sa gore fa re bua ka *productivity* kana *competitiveness*, e bo e le gore re a kgona gore mogopolo o wa ga General re tle re kgone go o a tla o tsene sentle mo lefatsheng la rona.

Kana *productivity* le *competitiveness*, ga re bue fela ka tse di amang itsholelo, go raya le *the social sectors* kana tsone tse di amanang le batho ka bobone jaaka re bua ka thuto gore fa re kgontsha thuto, re e dira botoka jaaka ke bona Motlotlegi Rre Maele a tshwaragane le bothata jwa go fetola le go tokafatsa ba TVET. Go raya gore *productivity* e ya go gola fa re bua ka *education with production*, e e leng gore Motlotlegi Rre Maele o tshwaragane le bothata e bile o supa tota gore o na le maikaelelo a go e dira botoka. Dilo tse di ka re kgontsha gore fa re bua ka *policy* e, re tle re kgone go diragatsa mo lefatsheng la rona.

HONOURABLE MEMBER: Clarification.

MR KELEBENG: Mme ka gore re siilwe ke nako, ke tlaa neela mokaulengwe mo nakong ya gagwe.

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

MR KELEBENG: Dikgang tse di tshwanang le *health and wellbeing*, gore re kgone gore go nne le botsogo jo bo botoka. Ke sone se kwa metshamekong re tlhalosang gore nako ya go leba metshameko e le go intsha bodutu

e fedile, nako ya go leba *creatives* e le go intsha bodutu e fedile. Fa re ka nonotsha, ra *capacitate* tsone tseo, go raya gore *productivity* e ya go gola ka gore motho o itekanetse, mme e bile motho o kgona gore a itshetse ka se a leng mo go sone. Re tshwanetse re lebelele dilo tse di tshwanang le tseo.

Go na le *social inclusion*, kana rona re tswa mo dikgaolong tsa tennyanteng kana tse e leng gore fa gongwe fa go buiwa ka lehuma, fa o tshwanetse gore o nne *number one* mo dilong tse dintle, re nna *number one* wa lehuma lefatshe ka bophara. Go raya gore *if we include* batho ba dikgaolo tse di tshwanang le tsa Takatokwane, o a itse gore *policy* ya Rural Area Dwellers (RADs) e tshwanetse gore e ame batho botlhe, re se ka ra e tsaya jaaka gompieno e le gore bo Mmaboipelego ba lebelela fela gore re tshwanetse ra leba gore motho yo o a sotlega mme e le gore dikgaolo ka bontsi mo kgaolong ya Takatokwane mongwe le mongwe o tile foo a sotlega. Goromente o dirile a *special dispensation* gore a kgone go dira, re tshwanetse ra nonotsha *social inclusion* ka gore batho bao fa ba tsentswe ba lekalekanngwa le ba bangwe, go raya gore go ya go dira gore *to improve* kana go tokafatse *productivity* le *competitiveness* mo lefatsheng la Botswana.

Go raya gore jaaka re na le mehama e e leng gore re na le yone mo lefatsheng la Botswana e nonofile sentle e e buang ka tsa melao, botsogo le *the regulatory frameworks*, fa re na le yone e ntse mo seemong se se siameng jaaka ke bona melao e tla e le mentsi e feta dithapo tsa leselo e e tlisiwang ke Puso e ntšha ya UDC, go raya gore go ka re kgontsha *productivity* le *competitiveness*.

Mme kana dilo tse tsotlhe fa ke bua jaana, gongwe ke ka neela mokaulengwe ka gore ke mo file nako gore a tle a kope tlhaloso.

MR MAPULANGA: Clarification. Ke a leboga *Madam Speaker*, ke a go leboga Tona. Ke ne ke re ke dire *follow-up* mo go yone e o neng o bua thatathata ka *productivity* mo dikoleng. Fa o e lebaganya le yone kgang ya maloba re e tshela mmu ya gore jaanong gongwe *the 26-day work model* e ne e ka thusa *to motivate* barutabana go ya kwa *sport* go leka go aga itsholelo e e botoka, o ne o e bona jang?

MR KELEBENG: Ke lemoga gore tota e ne e le kgang ya go utswa nako ya me fela mokaulengwe. Mme fela se ke ka se tlhalosang ke gore fela jaaka o itse gore kgang ya 26 days, ga se kgang e e ganetswang, ke kgang ya

gore e a diragatswa jaaka Tona a le boleletse gore ba mo go yone, ba lebagane le yone go e diragatsa. Fa e re le santse le utlwa gore Tona o a dira le bo le tabogela kwano ka poso kana le tla ka *Motion* le re o fetisiwe o ntse o dirwa, ke go re diela nako fela mokaulengwe.

Ke tshwanetse ke tthalose gore fa o leba dilo tse tsa *productivity* le *competitiveness*, ledula lone le re buang ka lone le le amanang le *innovation*, le le amang le go ngoka ba ba ka tlang ba tla ba gweba le rona mo lefatsheng la rona le la go leka go tokafatsa seemo sa itsholelo mo lefatsheng la rona jaaka re tshwaragane le bothata re batla difetlhakhumo tse di ka lehang go tokafatsa seemo sa lone.

Se se raya goreng? Se raya gore re tlaa iphitlhela e le gore re tokafaditse seemo sa itsholelo mo lefatsheng la rona. Ka one mafoko a, ke tlaa ema mogopolo wa ga mokaulengwe nokeng. Ke a leboga *Madam Speaker*.

MADAM SPEAKER: *Tanki rra.* Honourable Members, as it is now 6 o'clock, I shall call upon Honourable Tshere to move a Motion of adjournment.

MOTION

ADJOURNMENT

MINISTER OF COMMUNICATIONS AND INNOVATION (MR TSHERE): Thank you Madam Speaker. I move that this House do now adjourn.

Question put and **agreed to.**

The Assembly accordingly adjourned at 6:00 p.m. until Thursday 17th July, 2025 at 2:00 p.m.

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