13th PARLIAMENT

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THE THIRD MEETING OF THE FIRST SESSION OF THE THIRTEENTH PARLIAMENT

WEDNESDAY 9 JULY 2025

MIXED VERSION

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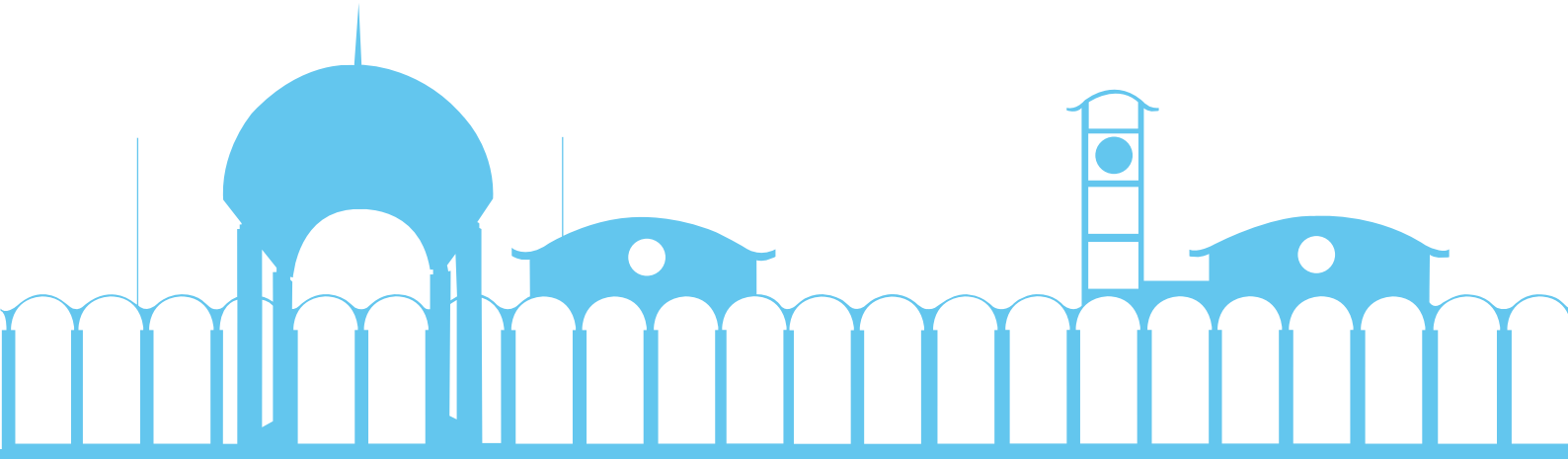

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Hon. H. P. Manyeneng, MP. (Mmopane-Metsimotlhabe)

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Deputy Clerk of the National Assembly	- Ms K. H. Ketshajwang
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Senior Assistant Clerk	- Mr C. S. Nfila
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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 Enterpreneurship
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
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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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Names	Constituency
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Hon. H. P. Manyeneng, MP.	Mmopane-Metsimotlhabe
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Hon. P. M. Segokgo, MP.	Tlokweng

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Hon. C. K. Hikuama, MP. (Opposition Whip)	Maun West
Hon. Dr U. Dow, MP.	Kgatleng West
Hon. Dr K. Gobotswang, MP	Tswapong South
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(Botswana Democratic Party)

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Hon. K. T. Mmusi, MP.	Gabane-Mmankgodi
Hon. P. K. Motaosane, MP.	Thamaga-Kumakwane
Hon. M. M. Pule, MP.	Kgatleng East

(Independent Member of Parliament)

Hon. Dr E. G. Dikoloti, MP.	Goodhope- Mmathethe

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 9th July, 2025

THE ASSEMBLY met at 2:00 p.m.

(THE SPEAKER in the Chair)

P R A Y E R S

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SPEAKER'S REMARKS

MR SPEAKER (MR KEORAPETSE): Amen, pray be seated! Order! Order! Honourable Members, good afternoon.

HONOURABLE MEMBERS: Good afternoon.

MR SPEAKER: Ee. Le a itse gore serame sa maabane se ne se le kwa godimo thata, jaanong ba lekile go le direla bothitho. Fa le tswa ka mabati otlhe, ke itse gore le ke la ga Vice President (VP), *President* le *Speaker*. Go raya gore le kwa kgorwaneng kwa fa le tsena, le nne *careful* ka megala ele. Ke tsaya gore gongwe ba e beile ka tsela e e leng gore e tlaa se ke e le kgope. Nanabelelang kwa ditilong batlotlegi. Le bone megala e e se ka ya tloga ya le kgopa, bogolo jang kwa mabating a mabedi a.

Sa bobedi ke gore e bo e le gore *chamber* e e thuthafadiwe e tle e re fa le tsena le fitlhele go le bothitho, mme e ne e le gore e tlaa re fa le setse le tsene, ba bo ba ka fokotsa mafetlho a gore a se ka a nna kwa godimo, gongwe a le babalela. Le tlaabo le ntse le gakololana le *Clerk* gore a go ye kwa godimo, go ye kwa tlase. Ke dumela gore *chamber* e *today is bearable*, gakere?

HONOURABLE MEMBERS: …(Murmurs)…

MR SPEAKER: *Nanabelela kwa setilong* Government Whip. Order! Order! Honourable Members, let us start the business of today with questions.

QUESTIONS FOR ORAL ANSWER

UNLAWFUL DISMISSAL OF JUNIOR OFFICERS

MR P. M. SEGOKGO (TLOKWENG): asked the Minister for State President if he is aware of a case involving a Constable where the Court of Appeal ruled that the Commissioner of Police had acted unlawfully in the dismissal of junior officers by subjecting them to class 2 disciplinary board when they ought to have been tried in class 3 board; if so, to state plans to ensure that:

(i) these officers return to work or are compensated for unlawful dismissal; and

(ii) consideration of out of court settlements to avoid the high cost of suits.

MINISTER FOR STATE PRESIDENT (MR MOHWASA): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke simolole ka go tlhalosa gore re le ba *ministry,* re a itse ka tshwetso ya *court* e e amanang le kgang ya ga Keitshepile Molebalwa, e e leng gore e ne ya nna tshwetso ya *High Court*. E ne e le *a junior officer,* o ne a tshwanetswe ke gore a bo a ka lebisiwa molato kana a ka tlhagelela fa pele ga *Board* ya *Class* III, e le yone e e leng gore ke ya ntlha e a tshwanetseng go tlhagelela mo go yone.

E ne ya re morago ga mo, a bo a ya kwa *court, High Court* e ne ya dumalana le ene e bo e seegela kwa thoko go kobiwa ga gagwe mo sepodiseng. Tshwetso e ya *High Court* e ne ya ba ya felela e tla e rurifatswa ke *Court of Appeal*.

Morago ga gore *Court of Appeal* e tseye tshwetso e, *Commissioner* o ne a diragatsa *order* e ya *court,* mme e bile ene yo o neng a ikuetse, o setse a boetse mo sepodiseng, o boetse ka di 18th *March* 2024.

Motho o tshwanetse a tlhalose gore tshwetso e e ne e lebagane le kgang fela e e tlhamaletseng ya ga Keitshepile Molebalwa. Morago ga se, bangwe ba ba neng ba felela ba le 154, ba ne ba ya fa pele ga *court* ba kopa gore ba busetswe mo tirong e bile gore ba lebogiwe ka ditshwetso tse di neng tsa tsewa. Dikgang tseo tsa bone di isitswe kwa go ba *Attorney General* kwa e leng gore di santse di lebilwe teng, mme di tlaa tla di tseelwa ditshwetso ka bongwe le bongwe jwa tsone go lebeletswe gore diemo tsa tsone tsa reng. Jaanong re emetse gore ditshwetso di tsewe gore ka ditshwetso tsone tseo, re bo re ka itse gore go ya kwa pele re tsaya tsela efe. Re a leboga *Mr Speaker.*

MR SEGOKGO: *Supplementary.* Ke a leboga *Mr Speaker* e bile ke bo ke leboge Tona ka karabo e e tlhapileng e a sa tswang go e ala, e e leng gore ga e na dibelebejane dipe. Ke ne ke re a mme Tona o ka tlhomamisetsa Ntlo e gore ba *Attorney General* ba tlaa tsaya nako e e kae gore ba bo ba setse ba feditse le bone ka gore ba babalelwa ke manokonoko a botshelo ba e leng gore ba feletse e le gore *ruling* yone e e felela e ba *affect* ka *the legal principle* e gotweng *case law?* Kana ba kwa ntle mme *case* e fa e le *ruled* fela jalo, ba tshwanetse gore ba boele kwa tirong.

Ya bobedi e bo e nna gone gore Tona, a mme o itse ka ba bangwe ba *Special Constables* ba e leng gore ba busitswe kwa *Police* kwa ka melato e e saleng e sutlhilwe bogologolo? Ba busitswe kwa *Police College* ba feta 50 mme ba ne ba setse ba le gone koo ba sa bolo go bereka mme ba ntse ba tshwere yone melato yone e. E re fa go tshwanetse gore ba isiwe kwa *Police College,* ba bo ba busiwa gotwe ba melato mme ba le *discharged and acquitted.* A mme Tona o a itse? Ke a itse gore ke go tshwara mogoma Tona. Ke ne ke re a mme wena o a itse ka yone eo? Ke kopa dikarabo mo go tsone di le pedi *Mr Speaker.*

MR MOHWASA: Ga ke itse, ke a bona gore o batla go ntshwara mogoma, mme ke tsaya gore go tlaa pala gore o ntshware ka gore ga ke a ipaakanyetsa gore ke ka tshwarwa mogoma. Dipotso tse o di botsang, go tlaa re ke ye go tlhotlhomisa dikgang tsa teng kwa go bone ba sepodise. Ga ke a ipaakanya gore ke ka a fa phetolo ka tseo.

Motlotlegi, se o ka se dirang ke gore… kana tota se se teng ga se gore go botswe fela, ke tsaya se se teng ke gore o ye go latedisa gore fa sengwe se sa siamang teng, se baakanngwe. Ke tsaya gore tseo ke tse re ka di dirang kwa ntle ga Palamente, ra latedisa tseo ra kopana le ba *Police* gore fa e leng gore go nnile tshiamololo, tshiamelo e nne teng.

HONOURABLE MEMBER: Procedure Mr Speaker.

MR SPEAKER: I hope *ga o batle* supplementary.

MR KAIZER: *Procedure.* Ke a leboga *Mr Speaker. Mr Speaker,* golo fa o kare re tlaa nna le mathatanyana ka gore dikgang tsa dipotso tse di tshwanetseng gore bo *Minister* ba tle ba di arabe, fa gongwe fa ba tlile fa ba sena dikarabo tsa tsone… ke mongwe wa *victims,* jaanong mme ke utlwa *Honourable Minister* a bua gore o tlaa tla a batla karabo, o tlaa tla a e tlisa. Ga ke itse gore a go na le Standing Order se se letlang *Minister* gore a tle go araba *on the floor of Parliament* ka gore potso e e boletswa Batswana botlhe? Jaanong go batla e arabelwa gone fa, e se ka ya ya go arabelwa kwa thoko. Ke re a mme go na le sengwe se se ka re thusang gore *Minister* a tle fa a neetswe *Directive* ya gore a tle a arabe potso eo *on the floor of Parliament?* Ke a leboga *Mr Speaker.*

MR SPEAKER: Order! Order! Honourable Members, yes, indeed, Honourable Kaizer, Standing Order 41.2, "the Minister may make a statement -

(a) on some public matter for which he or she is responsible;

(b) to correct facts given under a statement made under paragraph 1 of this Order;

(c) requested under Standing Order No. 38.1 (o) (Content of questions);

(d) to correct an answer to a question asked under Standing Order No. 40 (Manner of Asking and Answering Questions."

So, in terms of this Standing Order, the Minister can augment his answer if for instance, he was not ready or prepared to answer a supplementary question. But again let us also pay attention to Standing Order 40.2, "after the answer to a question has been given, supplementary questions may, at the discretion of the Speaker, be put for the purpose of elucidating the answer given orally, but the Speaker may refuse any such question or answer which in his or her opinion introduces a matter not relative to the original question, or which infringes any of the provisions of Standing Order No. 38, and may in that case direct that such questions or answers be not reported in the Official Report." So, what is envisaged by the Standing Orders is that you can ask questions that are not related to the question that was originally asked, and in that case, the Speaker may overrule that question, or in the case where the Minister, like in this case where he is amenable to provide further details, he can do so in invoking Standing Order 41.2. Do you want to clarify further?

MR KAIZER: *Yes, Mr Speaker*. Ke buisiwa se ke gore kana *there is no timeline. If you remember very well, not once, not twice*. Ke gakologelwa *Minister* wa Metsi, o na le potso e a santseng a e nkolota *because there is no timeline*, ga go na sepe se se mo tlamang. *Honourable Minister* Mohwasa le ene o santse a nkolota ya *fingerprints, even to date*. Jaanong o batla go solofetsa e nngwe gape. *If we give them this leeway*, kana re boletsa batho kwa dikgaolong *Mr Speaker*. Ba tshwanetse gore ba tlamege, re bolelelwe nako ya gore ba tlile go boela leng mo Palamenteng ba tlile go re neela dikarabo tseo. Ke a leboga.

MR SPEAKER: Indeed, Honourable Kaizer, I entirely agree with you. What I can do right now is to direct the Parliamentary Counsel to look into the matter in terms of whether that direction can be given in terms of our Standing Orders, but also to look at our rules of order and procedure, and render an opinion to the Speaker.

It is a matter that I am giving utmost attention. Now that you have alerted me to the trend, which I may have not observed, so let me defer my ruling on this matter Honourable Kaizer.

When I say the ruling, it is not only with respect to the matter at hand, but the general principle of giving direction for assurance on questions to be dealt with on a date that the Speaker will so direct. *Ga ke itse gore a ke a utlwala?* …(Interruptions)…*Ke ne ke re ke tlaa e tseela tshwetso mo goreng fa Tona a itlamile gore o tlaa tlisa bontlha bongwe jwa karabo jo a senang najo, ke tle ke tseye tshwetso ya gore mo nakong e e kae. Jaanong ke ka dira jalo fa ke gakolotswe ke ba molao. Jaanong ke tlaa dira jalo ka Labotlhano. Ka Labotlhano ke tshwanetse gore ke bo ke le fa* ruling *kana pele ga foo. Ga ke batle go bulela* debate. *Ke batla re tswelela ka dipotso*. The only thing that I can allow is for the Leader of the House to talk to his assurance.

LEADER OF THE HOUSE (MR MOHWASA): *Mr Speaker*, ke tsaya gore se o se buang se tlhamaletse gore fa re solofeditse, re dire jaaka re solofeditse. Ke ne ke re fa o ka ntetlelela *Mr Speaker*, Rre Kaizer, a bone gore fa a ntse a na le kgang, o e tsamaisa le e e sa tsamaelanang. Rre Segokgo o ne a bua ka kgang ya bo *Special Constable*, e e leng gore *it is completely unrelated to* e. *It is a new question*. Jaanong ga go *fair* gore e bo e re fa re tla re tsena fa, e bo go nna e kete jaanong batho ba gana go araba batho.

Nna se ke se buang ke gore fa go na le dikgang, *we can discuss them outside, not to say* gore jaanong go emisa tshwanelo ya gagwe e le Mopalamente go tla a botsa fa. Jaanong ke ne ke re re se ka ra e tsaya ka tsela e e ntseng jalo, le ene Mopalamente ke tsaya gore fa e le gore o ntse a na le lesokolela, gongwe a se ka a le ntsha ka kgang e e sa tsamaelaneng le ya gagwe.

HONOURABLE MEMBER: Supplementary.

MR SPEAKER: *Ga go na* supplementary. Honourable Members, *kana* implied in Honourable Segokgo's question was the unfairness *ya gore ke go tshwara mogoma*, because he was clear that this one is not part of the question, *mme ke leka go tshwara mogoma mo potsong e*. So, I think he was very clear, but in terms of the principle by Honourable Kaizer, I think it is a matter that we have to deal with and agree.

HONOURABLE MEMBER: Procedure Mr Speaker.

MR SPEAKER: Le ja nako ya dipotso.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Procedure.* Ee rra. Ga ke batle go go senyetsa kgang mongwame. *I entirely agree with you*. O a bona go na le *statements* tse e kareng di a goboka. Fa gotwe *Ministers*, o kare go tewa mongwe le mongwe. *It paints a bad picture on us all*. Ke kopa gore fa motho a na le *issue* ka motho a le mongwefela, a e tlhamalatse, *because there in the public* go raya se sele. Jaanong ke ne ke kopa jalo mongwame.

MR SPEAKER: *Ee*. I think it is noted.

SHORTAGE OF STANDPIPES IN MOGODITSHANE BLOCK 10

MS H. P. MANYENENG (MMOPANE-METSIMOTLHABE): asked the Minister of Water and Human Settlement if he is aware that Mogoditshane Block 10 residents share two standpipes within the ward which sometimes goes dry for seven to 10 days and that it is also a challenge to access those standpipes since there are no proper roads; if so, will he assist with connecting homesteads to the water pipeline.

MR SPEAKER: E re o ise o arabe *Honourable* Ramogapi, ga ke itse, pelo ya me e lwantshana le maikutlo ka wena ka gore o letse o dira tiro fela e ntle maabane, mme o sa laela fa, wena le *Honourable* Motsamai. Dipotso di le fa di sa arabiwe, mme gape re le lebeletse le tshwere namane e tona ya tiro.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a ikoba *Mr Speaker* fa pele ga gago o le mong wa Ntlo e. Tsamaiso ke yone e o e buang morena wa me, re tshwanetse gore fa re tsamaya, re bo re ikopile mo go wena. Re ne ra dira jalo ra kwala mokwalo, ga ke itse gore o latlhegetse fa kae fa gare ga *Clerks* tsa gago. Gongwe ba tlaa botsa gore o kae, Permanent Secretary (PS) wa me Mme Bonolo Khumotaka, o nthurifaleditse tota gore o kwadile mokwalo.

MR SPEAKER: Go laela ke raya mongwe a go tshwareletse gore tiro ya rona kwano e se ka ya kgweleana.

MR RAMOGAPI: Ee rra. Sabobedi gape ka ba ka re le wena ba kwale mokwalo ba go laletse. Jaanong ke belaela gore gongwe makwalo a a ka tswa a sa goroga, mme ka bokhutshwane fela ke ikopela maitshwarelo *Mr Speaker*. O bua boammaaruri, re ne re tshwaregile ka tiro ya setšhaba.

Ke a go leboga Motlotlegi *Deputy Speaker*, e bile o le Mopalamente wa Mmopane-Metsimotlhabe ka potso ya gago e e nonofileng mmaarona. Boammaaruri ke a itse ka kgang e ya gore metsi a kgona go tlhokafala kwa Mmopane-Metsimotlhabe mo nngweng ya Dikgotla tsa gago, mme e bile a kgona go tsaya lebakanyana a sa tswe.

Boammaaruri jo bo leng teng ke gore go na le tlhaelo ya letlhoko la madi, mme go bo go raya gore kgang e e bidiwang gotwe *network coverage*, ga ba ise ba direlwe *network coverage* ya gore metsi a kgone go tsena mo ditsheng tsa bone fa ba *apply*. Ka boammaaruri, *standpipes* di pedi fela. E rile fa re ntse re sekaseka kgang e, pele ga o botsa, ra tla ka mogopolo wa gore tota *standpipes* tse pedi tse ga di a lekana, re tsenye tse dingwe gape tse pedi go leka go thusa mo gore batho ba kgone *to access* metsi ka gore ke bothata.

Lebaka le le dirang gore *standpipe* se senyege, re dumela gore go tlhokana le *public education* ka gore bontsi jwa nako go na le batho ba ba senyang fela *standpipes,* mo gotweng *to vandalise*. Ba bangwe ba na le tumelo ya gore fa ba kgotla-kgotla gongwe ba ka gelela fela ba sena *tokens,* ba bangwe ke ba ba senyang fela ba re ba ka gopela sengwenyana ba ye go rekisa kwa *scrapyards*. Jaanong dilo tse di baya banni ka fa mosing ba tota ba batlang metsi.

Kgang e re ne re lekile go e tsenya mo National Development Plan (NDP) jaaka e tswa bogologolong e kile ya tsena mo go bo District Development Plan (DDP) 9 le NDP 12, mme kgang fela e ne ya nna gore madi a santse a seyo, jaaka le itse, *projects* tse di sha *were not funded*, go setse go neetswe madi fela tse tse di neng di le teng di sa felela.

Ka mafoko a le kalo mmaarona *Deputy Speaker*, re ikopela maitshwarelo. Re tlaa leka bojotlhe gore mo re ka go bonang re thuse setšhaba jaaka o bona re leka go tsenya *standpipes* tse dingwe tse pedi gore bogolo di nne *four.* Ke a leboga.

MS MANYENENG: *Supplementary.* Ke a leboga *Mr Speaker.* Motlotlegi, gongwe o tle o tseye nako o ye kwa kgaolong o ye go bona fa ke buang teng. *Standpipes* tse pedi tse di ntseng di le teng, ba a di lwela ka go kgaogana ga Kgotla. Mathata a me ke sekgwa se e leng gore *other people are coming from the other side* ya sekgwa ba ralala ba ya go batla metsi. Ba tlamega gore ba tsamaye *during the day* ba ye go batla metsi, ba bo ba fitlhela e le gore go na le ba bangwe ba ba kgonang go tsenya mathompo, ka gore o na le *token* ya madi a a rileng a santse a itshelela metsi a gagwe kwa lelwapeng la gagwe. Ba kgona go fola go fitlhela mong wa lethombo a tlatsa a bo a tla go le somola ka nako e a le somolang ka yone. Ba bangwe nako e tšhaile ba boifa sekgwa, go raya gore ba boele kwa malwapeng. Jaanong ke re, gongwe re tle go thusana motlotlegi, le ye go bona gore tota le fa le re *standpipes* di bewa fa kae, jang, a le a bo le akanyeditse kgang ya sekgwa se se fale ka gore, tota go na le mathata a mantsi a batho ba kgaolo ele?

MR RAMOGAPI: Re a dumalana motlotlegi, ke sone se re buang gore, mo godimo ga tse pedi tse di ntseng di le teng, re mo thulaganyong ya gore re dire tse dingwe gape tse pedi tse di ka thusang batho ba ba ralalang dikgwa jalojalo. Mme ka tsamaiso ya rona, go le gantsi fa re tsenya *standpipe* se sengwe, re nna le morero le batho ba *community* eo gore re ka baya *standpipe* se sengwe fa kae.

Gape botsadi bo tshwanetse go tlhaloganya, bo bo bo itse gore Water Utilities ga e robe sepe *from standpipes.* Fa e ne e le ka bo yone, e ka bo e leka thata gore e tsenyetse batho mo dijarateng ka gore metsi a *standpipes a cheap, token* ke fela mo gotweng mme re neele batho, go se ka gatwe ke mahala, bogolo ba nwe sengwe. *So* kgang fela ke letlhoko la madi, *apart from that* tota re ka bo re thusa Batswana bagarona. Ke a leboga.

MR BARONGWANG: *Supplementary.* Ke a go leboga Tona. Mathata a Mothusa Motsamaisa Dipuisanyo tsa Palamente a a buang, a teng kwa Mogoditshane, kwa Ledumadumane. E bile se ke batlang o se tsibogela thata se a se buang ke go ga metsi ka lethombo, ke gone mathata a matona, ka gore go kganela ba bangwe gore ba nne le tshono ya metsi. E bile ba bangwe go lebega o kare ba dirisa metsi a a fetang a ba bangwe. Ya go tsenya mathombo mo *standpipes* wa reng ka yone Tona? Ke a leboga.

MR RAMOGAPI: Ke a leboga *sir.* Tota kgang ya go tsenya mathombo mo *standpipes*, ke gola ke nna kana ke ise ke nne *Minister,* e sa letlelelwe. Gotwe fa e le gore wena o tsenya lethombo, o ka mpa wa ya go reka metsi kwa a rekwang teng, kwa gotweng ke *bulk,* kwa o fitlhelang go na le *standpipe* se se telele se se tshelang mo dikoloing. Ke gola nna ka tlhaloganyo le kitso ya me ke itse gore mathombo ga a letlelelwe. Gongwe go tlaa re re leke gore re thuse le rona, *patrolling* re re, bagaetsho fa e le gore wena o tlaa tla ka lethombo o bo o tla *to block line* e nna telele, ga go a siama. Go

siame gore o tshele, o tswe, yo mongwe a tsene, fela jalo. Kana golo mo ke *common sense,* go tshwana fela le bogologolo mo Automated Teller Machines (ATM) mo e neng e re fa o re o a tsena, o bo o fitlhela motho wa *cash loan* a tsere dikarata tse di kana, e le gore o batla *to cash* fela ba bangwe ba eme. Ga se golo mo go siameng, e bile ga go letlelelwe. Ke tsaya gore botsadi bo ka dumalana le nna le batlotlegi gore, e-e motlhale o wa go ga metsi, ga se o o siameng. Mme ke e utlwile, ke tlaa e tsibogela. Ke a leboga Batlotlegi Mapalamente.

TRANSFER OF LAND OWNERSHIP AND CHANGE OF LAND USE

MR T. B. LUCAS (BOBIRWA): asked the Minister of Lands and Agriculture to state:

(i) the number of requests for transfer of land ownership and those of Change of Land use that are lying in land board offices as of 30th October, 2024;

(ii) the major causes of delay in processing such requests and if such could be remedied in the short to medium term; and

(iii) if he could propose a turnaround time for processing same.

Later Date.

REVERSE OSMOSIS PLANT IN MAITENGWE

MR M. MOALOSI (NKANGE): asked the Minister of Water and Human Settlement to update this Honourable House on:

(i) the current status of the proposed reverse osmosis plant in Maitengwe;

(ii) the names of villages this plant was going to assist and the population of these villages; and

(iii) the current interventions to address the current water shortages in these villages.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): *Ke a leboga* Mr Speaker. *Ke a leboga Motlotlegi* Motlhaleemang Moalosi.

(i) Mr Speaker, the Design and Construction of Reverse Osmosis Treatment Plant with a capacity of five mega litres in Maitengwe village is one of the projects that were suspended due to lack of funding in the last financial year 2024/2025. The capacity of the plant will be enough for a 10-year period.

Mr Speaker, the Government took a decision around November 2024 to suspend all projects that were not awarded at the time, with a view to resuscitate the process when funding is available. In view of the above, the ministry has proposed a budget for the reverse osmosis treatment plant under National Development Plan 12.

(ii) The villages which will benefit from the envisaged reverse osmosis plant is Maitengwe, with a population of 6,365; Dagwi with a population of 1,125; Nkange with a population of 4,289; Changate with a population of 916; Senete with a population of 2,638 and Tutume to improve the quality of water and has got the population of 21,418. Population figures are based on the National Census of 2022.

Mr Speaker, I therefore rest my case, let me stop there. I take it that some information is not necessary, *fa a e batla* I will share it *le ene. Ke fela mme e e neng e supa gore* Maitengwe, Dagwi, Changate *di na le* surplus. *Motse o o nang le* deficit *ke* Nkange *ya* 30 cubic metre per day. *Ke a leboga* Mr Speaker.

MR MOALOSI: *Supplementary.* Ga a araba ya boraro, go raya gore ke botse, e tlaa re a e araba a bo a araba le yone. Ke utlwa o re *deficit* e kwa Nkange fela *Honourable Minister* mme le kwa Changate ga go na metsi *as we speak. It has been going on like that for a long time.* Ka gore *the last time* ke utlwile gotwe *tender* e ne e setse e dirilwe e bile e le *about to be awarded,* go emetswe madi, re ka solofetsa batho ba ba amegang re reng? Ka gore *budget* ya 2025/2026 e setse e dirilwe, *have you budgeted for this plant?*

Potso ya bobedi ke gore…ke utlwile o re *this is for a* 10*-year period*. Gongwe ke botse gore, *what is the long-term plan beyond the* 10 *years?* Go na le letamo la Ntimbale le re neng re solofetse gore re tlaa nwa metsi a lone, ka gore tota le ne le agetswe metse e e kwa *north*. A go na le *plan* ya gore re neelwe metsi a Ntimbale?

Ya boraro e bo e nna gore, fa o lebile *cost* ya go ya go dira *plant* e le gore *in* 10 *years' time* e tlaabo jaanong e sa kgone *to cover capacity* ya metse e o e lebileng, ga o bone go ne go le botoka gore go dirwe Ntimbale fela *once,* re bo re itse gore ke *project* e e yang *to last more than* 10 *years?*

MR RAMOGAPI: Ke a leboga *sir*. Go araba potso ya gago ya boraro ya *the current interventions*, tota jaaka le itse *Honourable Members,* fa go nang le bothata teng jwa gore batho ga ba na le fa e le metsi le fa e le thothi, *common sense* fela ke gore re name batho ba kolobetsa leleme bogolo. *We should bowse water* gore ba kgone go bona thothinyana, mme fela ga se yone tharabololo ya sennelaruri. Tharabololo ya sennelaruri ke gore, *budget* re e kopile gore e nne teng, fa Modimo o ka re thusa dilo tsa tokafala, kgang e ya *reverse osmosis* e tlaa dirwa. Ka boammaaruri *it was already tendered for,* e ne e setse e tsamaya kwa pele. Ka lebaka la gore ga go na madi go bo gotwe, tsotlhe *projects* tse di sa dirwang a di name di le kwa morago.

Kgang ya Ntimbale Dam e sekasekilwe, nako e go neng go tliwa ka moono wa gore go dirwe *reverse osmosis,* e ne e le gore bogolo ka *cost* ya go gokela *pipes* go tswa kwa Ntimbale e kwa godimonyana, fa re e tshwantshanya le ya *plant,* e ka nna botokanyana. Go bo gotwe a re tabogele mo go ya *plant,* re thuse batho ka bonako. Mogopolo wa teng ga se gore o sule kana o feletse, re tlaa nna re o sekaseka go bona gore a mme ga go botoka gore re tsene mo selong sa sennelaruri. Ke a leboga motlotlegi.

WATER PROVISION AT KGABANENG

MR T. BOGATSU (LENTSWELETAU-LEPHEPHE): asked the Minister of Water and Human Settlement if he will consider providing water to the people of Kgabaneng, near Mmatseta as they currently collect water from a spillage along the North-South Carrier (NSC) pipeline and the puddle where they fetch water from is also a watering point for livestock.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a leboga motlotlegi. Ke a leboga *Mr Speaker* ka potso ya motlotlegi e e botlhokwa e. *Mr Speaker,* dikgaolo tse motlotlegi a di supang di wela ka fa tlase ga masimo. Ka molao wa Water Utilities Corporation (WUC) le *policies* tsa lefatshe la Botswana tse re iseng re di fetole ke gore, WUC ga e siele masimo le meraka e e *ungazetted,* e siela metse fela e e *gazetted.* Ka jalo, ba santse ba tlaa re itshwarela, ka gore re mekamekane le namane e tona ya go siela ba Molepolole, Mmopane le Metsimotlhabe. Re sa re bone ga ba botlhokwa, e le ka fa molao o ntseng ka teng…

HONOURABLE MEMBERS: …(Murmurs)...

MR RAMOGAPI: …e se gore ba bangwe ga ba botlhokwa e le Batswana. Fa ke re re santse re mekamekane le namane e tona ya go siela ba metse, e seng ba meraka le masimo, ga re re ba ba kwa masimo ga ba botlhokwa. Ra re molao o o re laolang gompieno o santse o re, re siele ba metse fela, e seng ba masimo le meraka. Ke ka moo *Mr Speaker,* re santseng re sa kgone go siela ba masimo metsi.

Ga se gore re ntse fela, re ntse re a akanya gore ka gore golo kwa go na le masimo a batho ba kgonang go nnela ruri, nako nngwe go ya pele go ka dirwa jang. Go santse go ka dirwa *consultations* fa re ntse re tsweletse, gore go ka dirwa metlhale ya mofuta mang gore Batswana botlhe ba ka thusiwa. Jaaka re bua jaana, molao o o re laolang *Mr Speaker,* ga o re letlelele. Ke a leboga.

MR BOGATSU: *Supplementary.* Tanki rra, ke go gakolole jaana Tona gore motse o ke buang ka one, ke *extension* ya Galekgatshwane, *which was gazetted by* Puso e e fetileng ka 2024 go e dira motse. Ke go gakolole gore jaaka o re Bonno Project, setsha se o yang go aga kwa go sone, matlo a 300 a gone kwa Kgabaneng. Le ya go bereka jang jaanong gone foo, ka gore re na le ditlhabololo tsa mofuta o o ntseng jalo?

Ya bofelo ke go botse gore, fa motse o le *gazetted* jaaka wa Galekgatshwane e le *extension* ya Kgabaneng, *which was gazetted by* Rre Kgotla Autlwetse, *may his soul rest in peace.* Ke emetse gore Tona a tle a re fe setlankana sa motse wa Galekgatshwane, o ipaakanya ka sone foo ntate, gore foo le ba thusa ka tsela e e ntseng jang?

MR RAMOGAPI: *Ke a leboga* Mr Speaker. Information *e ke nang le yone ke e tshwere fa e supa gore, metse eo ga e* gazetted. *Ke ka e bala ka puo ya Sekgoa go rurifatsa se ke se buang ka puo ya* Setswana *ke sone.*

Mr Speaker, Kgabaneng is designated as a *masimo* (agricultural lands area), and as such, the WUC is not mandated to provide potable water services in these areas which are deemed ungazetted.

Mr Speaker, through the Act of Parliament 74:02, which established the WUC, the Corporation supplies safe drinking water to the Botswana populace in gazetted settlements, these are mostly towns and villages. The Act dictates and confines WUC to areas which have been gazetted, hence the need for an area to undergo recognition and gazettement before.

Ka bokhutshwane fela ke ne ke re fela Mr Speaker, *ke kgotsofatse motlotlegi gore se ke se buang ke se se*

kwadilweng ka puo ya Sekgoa, ba supa gore metse e e ungazetted. *Re tlaa boa re tlhola gape, re bona gore ka motlotlegi o supa fa e le* gazetted, when was it gazetted, *fa kae, re nne fa fatshe re bone gore re ka dira jang. Ke a leboga* sir.

MR BOGATSU: *Further Supplementary.* Ke a go leboga Motsamaisa Dipuisanyo tsa Palamente. Tona, e re fa o ya go sekaseka, o itse gore ga se Galekgatshwane fela, go na le Sasakwe, yo le ene a bonweng ke se se bonweng ke one motse o wa Galekgatshwane o gotweng o *gazetted,* mme o se *gazetted.* Le bone bao ba ne ba fiwa *tokens* tsa gore jaanong ba tle ba fiwe metsi, mme ba bangwe ga ba a fiwa. Ke dikgang tse di santseng di tlaa tla kwa go wena gore, o ya go thusa ka tsela e e ntseng jang? Ke metse e yotlhe, Kgabaneng, Galekgatshwane, Mmatseta, o ye go sekaseka wa ga mma. Ke eme.

MR RAMOGAPI: Ke a leboga *Mr Speaker.* Re tlaa dira fela jaaka a bua, e bile ke tlaa mo laletsa kwa ofising. Ke a leboga.

POLITICALLY APPOINTED AMBASSADORS

MR A. K. KHAN (MOLEPOLOLE NORTH): asked the Minister for International Relations to state:

(i) the number of politically appointed Ambassadors since 2019; and

(ii) the ages of these Ambassadors and further state if any one of them is set to retire.

Later Date.

RESTRICTION OF LAND TRANSFERS FROM CITIZENS TO NON-CITIZENS

MR L. BARONGWANG (MOGODITSHANE EAST): asked the Minister of Lands and Agriculture if he will consider restricting land transfers from citizens to non-citizens considering the high number of such cases.

ACTING MINISTER OF LANDS AND AGRICULTURE (DR DIKOLOTI): *Ke a leboga* Mr Speaker. Mr Speaker; the promise of the Umbrella for Democratic Change (UDC) Government to Batswana is "inclusive growth, quality lives." Therefore, as we embark on the legislative reviews, and re-write the Constitution of this republic, the land ownership question will be a key consideration, in favour of protecting citizen interests without stifling the economy. Emphasis will be put on the spirit of the empowerment consideration, coded in the Economic Inclusion Act of 2021.

Having said that, allow me to apprise this Honourable House on what prevails presently. The existing legislation on Tribal and Freehold Land Tenures has provisions for controlled transactions, as opposed to restricting the ownership of land by non-citizens. The control does not appear to be bearing the desired outcomes on account that sales are on a willing seller willing buyer basis. These controls apply to Tribal Land and Freehold Land.

The Tribal Land Act of 2018 makes it mandatory that a land transaction with a non-citizen must be advertised in the Gazette, and at least one newspaper. In addition, the Land Control Act provides that agricultural land which includes Freehold Land Tenure, can be transferred to non-citizens only after the land has been advertised in the Gazette, and one local newspaper.

While citizens are offered an opportunity to match the prices, the asking price can be a hindrance to citizens. Furthermore, these provisions are not available in State Land because it does not fall within the meaning of control transactions as defined under the Land Control Act.

Mr Speaker, on the basis of the above, and on the premise that the Vision 2036 aspirations are achieving prosperity for all, this cannot be achieved while some citizens are dispossessed of their assets and the wealth that can be bequeathed to the future generations. There is a need to protect citizens. The continued dispossession can widen the inequality that is prevalent in Botswana at a gini-coefficient of .53 as per the World Bank rating. I thank you Mr Speaker.

MR BARONGWANG: *Supplementary.* Ke a go leboga Tona. Le fa ke dumela gore ga ke a e tlhaloganya mo go tseneletseng, ke tlaa kopa gore o mphe *copy* ya karabo eo, ke tle ke ye go e buisanya le ba Mogoditshane. Tota se se ntshwenyang Tona ke gore, re le Puso, e bile re le baeteledipele, re tshwanelwa ke gore re ipeye pele dipe tse di re tshwenyang. Ke le morongwa wa Mogoditshane, re tshwenngwa ke *these rates of transfers, especially* di tswa mo *the locals* di ya kwa *the non-locals*. Le fa gotwe go na le *willing seller and willing buyer, one of our responsibilities as responsible leaders* ke gore, *we should protect our people*. Fa re bonang o kare go na le *an outburst* kana sengwe se e leng gore *it is out of normality* kana *it is above normal rates,* re tshwanelwa ke gore re dire sengwe.

Ke a leboga gore wa re mo molaong o re tlaa o kwalang, go tlaa itebaganngwa le selo seo. Se se tlaa diragalang *in the meantime,* fa o ka ela tlhoko, golo foo ke dirisitse lefoko la *restriction,* tota re ka dira eng fela se e tlaa reng *before* molao o tla go nna teng *comrade,* re sireletse palonyana e e santseng e le teng? Go lebega go tlaa tsaya lebakanyana mme golo mo go diragalang mo ga go amogiwa ga lefatshe ke batswakwa, go kwa godimo thata kwa Mogoditshane. Potso ya me e mo goreng, tota *in the meantime* le fa re itse gore re Puso e e dirang ka Molaomotheo, o ka dira eng o le Tona *as a responsible leader*, e bile o le moeteledipele yo ke mo tshephang le go feta? Golo mo ke letshwenyego le le kwa godimo mo Dikgotla *meetings* tse ke sa tswang go di tshwara. Ke a leboga.

DR DIKOLOTI: Ke a go leboga mokaulengwe. Ke lebogele le dikgakololo tsa gago. O ne o gakolola jaaka moemedi a tshwentswe ke go bo Batswana ba sa kgone go akola mo go se e leng letlotlo la bone. Mokaulengwe, le pina ya setšhaba e a bua gore 'fatshe leno la rona, e bile ke mpho ya Modimo.' Re dumela thata re le Puso gore go botlhokwa gore Batswana ba ungwelwe, ke go bo ba iphitlhela e le Batswana mo lefatsheng la bone. Fa o ka lemoga ditsela di mmalwa tse di farologanyeng tse Motlotlegi Tautona a ntshitseng makoko a a farologanyeng, a go netefatsa gore benggae ba ungwelwa ke gore ba bo ba le mo lefatsheng le. Jaanong jaaka ke bua, ke ne ke go fetola ka gore molao one gompieno wa re. Re santse re baakanya, re ya go bopa mokaulengwe. Nona pelo ka mathe sentle fela ka gore gotlhe go tlaa wela sentle.

Sekai se sengwe se se teng ke gore, fa o ka ela tlhoko, kwa kgaolong ya ga Motlotlegi Motshegwa, re dipuisanyo tse di ntsi ka gore go na le babeeletsi ba ba nang le dikeletso tsa go dira sengwe mo lefatsheng leo. Re dumela gore nako ya gompieno e re leng mo go yone ke gore, lefatshe e nne *some sort of equity* e e nnang a *contribution* ya benggae *into those businesses*. Ka jalo, go santse go na le ditsela tse di ntsi tse di farologanyeng mokaulengwe tse re tlang ka tsone. Tona Motshegwa o eteletse pele komiti nngwe e e tlhomilweng ke Tautona, e e batlang go netefatsa gore beng ba lefatshe ba ungwelwe ke lefatshe la bone. Re a itse gape gore golo ga teng go a diragala gore Batswana ba bangwe ba bo ba itumelela thulaganyo e e leng gore bangwe ga e a ba baya sentle. Ke a leboga.

HEALTH FACILITIES IN OKAVANGO EAST

MR G. DISHO (OKAVANGO EAST): asked the Minister of Health to apprise this Honourable House on:

(i) the completion of Kauxwi and Ngarange clinics and when these two clinics will be opened to the public;

(ii) when Xakao Clinic will be upgraded as it is the main clinic for serving several villages in the Okavango East Constituency;

(iii) if there are any plans to build a hospital in Seronga as it will serve more than 16 thousand people in eight villages from Mogotho to Gudigwa; and

(iv) whether he is aware that most equipment in some of the health facilities is not working for example; vehicles are not in working order and what he is doing about this situation in the Okavango East.

MINISTER OF HEALTH (DR MODISE): Thank you Mr Speaker. Good afternoon Honourable Members.

(i) Mr Speaker, Kauxwi Clinic construction was planned to be complete by the 31st January, 2024. The project is currently at 95 per cent completion status. The delay of this project can be attributed to performance issues by the contractor.

Mr Speaker, under normal project management principles, the contract with the contractor should have been terminated. However, the ministry resorted to encourage the contractor to explore all efforts to ensure that the project is delivered. From October 2024, the ministry suffered yet another setback as payments and approvals were delayed due to the financial situation. Mr Speaker, my ministry is working around the clock to secure the funds to complete this project. Given the amount of works remaining, the project is anticipated to be complete by October 2025.

Mr Speaker, Ngarange Clinic project is currently at 80 per cent and has stalled since October 2022 due to the dispute launched by the contractor. The matter is currently submitted before the Arbitrator. My ministry and the Attorney General Chambers are respondents on the matter and have collaboratively filled the defence on the claim from the contractor. The project will start as soon as the Arbitration decision is delivered.

(ii) Mr Speaker, there are currently no plans to upgrade Xakao Clinic in the current Development Plan; that is Transitional National Development Plan (TNDP) owing to budgetary constraints. The project can be proposed

for upgrading/expansion in the future plans as funds permit.

(iii) Mr Speaker, my ministry does not have any plans to build a hospital in Seronga, even though we understand that patients or people in Seronga have to travel long distances to access healthcare as far as Gumare which is an untenable situation. We are working hard to make sure that we provide health services as we work with the American Embassy to construct a maternity wing in Seronga Clinic to improve access to healthcare in the area.

(iv) Mr Speaker, the Ministry of Health is aware of Gumare Primary Hospital's equipment and fleet status situation. As of the medical equipment, we are aware that the x-ray machine is not functional. We have since been informed that the parts to fix the machine have been sourced from China and are currently awaiting clearance by Botswana Unified Revenue Service (BURS) and we expect the machine to be running soon.

On the issue of fleet Mr Speaker, Gumare Primary Hospital has 70 per cent of its fleet status operational and 30 per cent down due to routine maintenance and exhausted funds. However, the Ministry of Health is working at sourcing some funds for the maintenance of these vehicles. Thank you.

MR DISHO: *Supplementary.* Ke a go leboga Tona. Ke tsaya gore batho ba kgaolo ya me ba go utlwile thata jaaka o ne o tšhoma. Mokaulengwe, ke simolole ka e o neng o fetsa ka yone ya dikoloi. *Are you aware Minister* gore mo kgaolong ya me yotlhe, *there are only two vehicles working*? Ke utlwa o bua ka bo 70 *per cent. There are only two vehicles working in* 15 *clinics*. Ke botse ka yone eo.

Ya bobedi ke e gotweng *you do not have any plans of building a hospital in* Seronga. Kgaolo e e leng gore *it is excluded*, e bile e le ya diphologolo *Minister*. Ga ke itse gore o ile kwa Seronga leng labofelo? O a itse gore batho bale *do not have anything. The clinic* ke selonyana fela se se nnyennyanenyana se e leng gore *even* 15 *people cannot fit in. It is so small*. A mme o a itse eo mokaulengwe?

Ya boraro ke ya Xakao e o neng o bua ka yone e gotweng *you do not have any plans of upgrading it*. Le yone ke botse gore labofelo o le kwa *clinic* ele ke leng? Maloba fa ke le kwa, *it is a maternity clinic*. Bolao jwa teng jo bo dirisiwang *is broken into pieces,* bo *one* mme bo robegile. Jo bo setseng jo bo *one* jo, o bo o ipotsa gore jaanong *Minister* fa seemo se ntse jaana, re dira jang kwa Kauxwi le kwa Xakao? Tse dingwe tseo ke a di utlwa gore di kwa babueleding, mme tota re ne re batla go itse gore di ya go fela leng *because these are state of the art buildings* tse di sa bolong go agiwa ka 2019, *and they are still standing there* di dirisiwa ke bo mmamanthwane, mo e leng gore le nako e le bonang madi, le ya go tshwaragana le namane e tona ya tiro *to bring them back into operation.* Ke a leboga.

DR MODISE: Ke a leboga *Honourable Member, I accept the protest,* ke tlaa e tsaya ka Setswana. Ee, go boammaaruri rraetsho gore *clinics* jaaka ya Ngarange di eme lebaka le le kanakana di ise di fediwe, re a lemoga le rona gore kana di kgoreletsa Batswana gore ba kgone go bona dithuso tsa botsogo tse ba ka bong ba di bona fa e ne e le gore di feleleditswe. Jaaka ke tlhalositse gore re eme ka dinao go tlhomamisa gore dikgang tse di leng teng di a felelediwa gore re kgone go bula *clinics* tse, Batswana ba tle ba kgone ba bone dithuso.

Ke go araba ka kgang ya gore ke ile leng Xakao, ga ke ise ke ye go ya go e bona *clinic* ya Xakao *Honourable Member.* Ga go na bothata fa o ka ntsaya ka letsogo ra tsamaya rotlhe, *I was working on information* e ke neng ke e fiwa ke ba re berekang le bone. *I am very much happy to go and see* ka gore rona se re se batlang ke gore Batswana ba bone ditirelo tsa botsogo, go sa kgathalesege gore ba kwa kae, le bone ba ba kwa Seronga tota. Re ne re ka tswa re sena maikaelelo gone jaana re lebile *National Transformation Plan that we have now,* mme ga go reye gore gotlhelele fela ga re na go tlhola re aga sepatela kwa Seronga. Ke mafelo a e leng gore jaaka re bua ka *universal healthcare,* a tshwanetse le one a nne le sepatela, ba kgone go bona ditirelo tsa botsogo le bone. E seng ditirelo tsa botsogo fela, tsa tlhwatlhwa e e rileng. Jaanong ke ka go solofetsa motlotlegi gore mo nakong e e tlang, fa o bua le nna ka kgang ya Seronga, re tlaabo re le fa pelenyana ka go ba agela sepatela. Ke a leboga.

MR KAPINGA: *Supplementary.* Tanki *Mr Speaker.* Ke botsa Tona gore a o a itse gore *project* ya kwa Kauxwi e na le bontlha bongwe jo e leng jwa matlo a baoki? Jaanong a o itse seemo sa *project* eo gore se fa kae, ka gore go sale go pala fela di tloga. Jaanong ke batla go itse gore a o itse seemo seo, le gore maikaelelo a gago o batla go dira jang ka *project* eo ya kago ya matlo a baoki kwa kokelong ya Kauxwi?

DR MODISE: Ke a leboga motlotlegi. E ke neng ke e tshwere Karabo, e ne e itebagantse le *clinics,* ke ka

tsamaya ka ya go go tlela ka karabo *in relation to* ya matlo, ke bo ke tla ke go e neela *Honourable Member. Thank you.*

MR SPEAKER: Honourable Goretetse Kekgonegile for Honourable Dr Dow.

PRE-SCHOOLS

DR U. DOW (KGATLENG WEST): asked the Minister of Local Government and Traditional Affairs if he would agree that many pre-schools are small businesses with a very narrow profit margin, and if he agrees:

(i) would he be willing to consider reviewing and removing requirements that make such businesses expensive to run, such as the requirement for toddler toilets, a spare room for rest and a canvas shade;

(ii) that holding up a small business such as a pre-school to standards that Government itself is not able to uphold is unfair and anti-business; and

(iii) that with the high incidence of child abandonment by fathers in this country, high child-care costs disproportionally affect women.

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Go dirilwe thulaganyo ya gore potso e e ye kwa *Child Welfare and Basic Education,* ke bone ba dikole tsa bana, rona re lebagane le Goromente wa bobedi.

MR SPEAKER: The question will be redirected, I do know how we could not pick the redirection. We will do that administratively, let me just confer with the Clerk.

HONOURABLE MEMBER: Procedure Mr Speaker.

MR SPEAKER: I will come back to you Honourable Opposition Whip.

...Silence...

MR SPEAKER: This is an oversight on our side, the Minister has long written to us that they request a redirection. So, we will handle the redirection.

MR KEKGONEGILE: *Procedure.* Tanki *Mr Speaker.* Ga ke itse gore a mme yone e tshwanetse *to be redirected.* Kana *here* re bua ka *early childhood* e e leng gore molao wa yone o kwa *Local Government,* le dikole tsa teng tsotlhe fela; *daycare centre, pre-schools,* di eng, di kwa *Local Government.* Jaanong ga ke itse gore *how will it be redirected Mr Speaker?*

MR SPEAKER: I have not paid particular attention to that question, let me just confer with the Clerk.

...Silence...

MR SPEAKER: Please allow us to deal with this matter administratively.

HONOURABLE MEMBER: Procedure Mr Speaker.

MR SPEAKER: We will defer the question. Is the procedure related to this question? *Ga o a nkutlwa gore ke ne ke reng* Honourable Lekau?

MR LEKAU: Ee rra, ke ne ke re ke utlwile, e tsamaelana le yone, gongwe ke tlatse mo go se o se buang mongwame. Gongwe fela e le kgakololo jalo go dira tse di *administrative.* Kana fa re bua ka *licensing,* batho ba ba dirang *inspections* tsa *pre-school,* batho ba ba sekasekang *buildings,* ke *Local Government.* Potso ka fa e buang ka teng *emphasizes* mo go reng dingwe tsa *requirements* tse *Local Government* e di batlang a di setse di le *relevant* le mo nakong ya gompieno? *So, it has nothing to do with education. Thank you.*

...Silence...

MR SPEAKER: I think there was confusion, let us clarify this matter with the two Ministers. This question would be later dated, with a possibility of redirection.

Later Date.

MR SPEAKER: Can we now go to question 9; Honourable Disho for Honourable Mapulanga.

CHOBE GAME RESERVE

MR S. O. MAPULANGA (CHOBE): asked the Minister of Environment and Tourism to state:

(i) the original total area of the Chobe Game Reserve at inception in 1960/61;

(ii) changes in the total area from 1968 when it was transformed from a game reserve into a national park;

(iii) any subsequent changes to the total area of Chobe National Park from 1968 to date, and when those changes were effected, and why;

(iv) when Wildlife Management Areas were introduced

in the Chobe District and what the justification for their introduction was;

(v) when the concept of wild animal corridors was implemented in the Chobe District and why these corridors lead to communal lands; and

(vi) whether he is not aware that the animal corridors that lead to communal lands have led to the escalation of human-wildlife conflict, loss of valuable human life, destruction of property and escalation of poverty.

ACTING MINISTER OF ENVIRONMENT AND TOURISM (MAJ. GEN. MOKGWARE): *Thank you very much Mr Speaker, good afternoon.* Ke lebogele mokaulengwe gore a bo a boditse potso e.

Ke simolole jaana ke re, bontlha bongwe jwa potso ya ntlha ke jo bo botsang fela gore fa Chobe National Reserve fa e simologa ka 1996, e ne e le bogolo bokae? Ke re e ne e le 21,000 kilometre square (km²).

Potso ya bobedi a bo a botsa fela gore mme e ne ya re fa go tswa foo ya fetoga jang? Ke re Chobe National Park *covered* sekgala sa 10,590 km². Mo go rayang gore e ne ya boela kwa tlase go tswa kwa go 21,000 ka 10,410 km² ka 1968 fa jaanong e ne e fetoga e bidiwa gotwe *national park.*

Mr Speaker, Chobe National Park gompieno jaana is 10,590 km² fa e sale e fetotswe *from* 1968. E ne ya re ka 1980 fa go simolodisiwa mo ka Sekgoa gotweng *Wildlife Management Areas*, go simologa ka ntata e go neng go tlhomiwa tsamaiso e e neng e bidiwa gotwe Tribal Grazing Land Policy (TGLP) *Government Paper of* 1975, ke fa go tlhomiwa yone e ba e bitsang *Wildlife Management Areas*. Golo mo e ne e le tsamaiso e e neng e leka go beela kwa thoko, kana *to reserve* lefatshe *for future use* gore e kare mo nakong e e rileng, lefatshe leo la tla la kgona go dirisiwa sentle. E le bontlha bongwe jwa tshomarelo lefatshe. Ke gone mo dikgaolong tse di neng di beelwa kwa ntle tseo di bidiwa *Wildlife Management Areas* fa go tla go simologa lefoko la *Wildlife Conservation Policy* ka 1986. Mo Chobe ke fa go nna le *the Wildlife Management Areas* tse pedi; Nunga Wildlife Management Area le Kwando Wildlife Management Area.

Mr Speaker, dikgaolo tse tsotlhe e ne e le gore di seegelwa kwa thoko ka lebaka la go somarela botshelo jwa diphologolo le go leka go di rotloetsa kana go bona tiriso e e ka re fang maduo re le lefatshe le dikgaolo tse di gaufi le *those areas,* le mafelo a go nang le diphologolo mo go one. Ke yone nako e go neng ga simolodisiwa lenaneo le la Community Based Natural Resources Management (CBNRM); *programme* e e fang ba ba gaufi le mafelo kana diphologolo gore ba ka kgona go dirisa diphologolo kana bojanala go tokafatsa matshelo a bone.

Mr Speaker, diphologolo rotlhe jaaka re itse gore ke dilo tse di tshelang di na le kwa di fulang teng, di nwang teng le kwa di tsalelang teng, go ne ga tla gore mafelo a fa a dirisiwa mo nakong e telele, go tlisa dikgotlhakgotlhano fa gare ga *the wildlife animals* le batho, mo go bitswang gotwe *human-wildlife conflict.* E le gore diphologolo tse kana mafelo a a neng a beilwe mo e kareng ka puo ya seeng gatwe ke *wildlife corridors*, go raya gore ka tsela nngwe diphologolo jaanong di nna dintsi, batho kwa mafelong a bone ba tsena mo go tsone; *they are encroaching into those areas.* Go bo go tsena dikgang tse e leng gore motlotlegi fa mo potsong ya gagwe ke bona e kare o gateletse thata mo go tsone gore a mme re a itse gore kgotlhakgotlhano e e teng mme e tsalwa ke eng.

Ke batla go go tlhomamisetsa mokaulengwe ke go reye ke re re a itse re le ba diphologolo le Goromente gore mo nakong e e fetileng koketsego ya batho le *land board* ka fa e neng e baya ka teng, go ne ga dira gore jaanong e tsenelele thata mo go one mafelo a a neng a beetswe *Wildlife Management Areas*. Jaanong kana go tlaabo go raya gore ditsela tse diphologolo di di dirisang di nna dinnyennyane, ga di nne ditona jaaka di ne di rulaganyeditswe jalo pele. Ke sone se ke dumalanang le wena ke re re a itse, re a tlhaloganya e bile re tsaya dikgato tse di maleba go bona gore kgotlhakgotlhano e ya diphologolo le batho, ga e a tshwanela go tlhorontsha matshelo a batho le a diphologolo.

La bofelo fela ke re *Mr Speaker*, re setse re lemogile e bile dipalo le tsone di a supa gore bangwe batho ba senyegetswe ke botshelo, batho ba ba beilweng masimo ke *land board* ga ba kgone go lema, matshelo a bone a kwa tlase. Goromente o tsweletse o dira ka gotlhe mo go tshwanetseng go bona gore go ka femiwa jang kgotlhakgotlhano e ya diphologolo le batho. Ke a leboga.

MR SPEAKER: Supplementary Honourable Disho. I will allow only one supplementary.

MR DISHO: *Supplementary*. Ke a leboga *Mr Speaker*. Ke a leboga General. Ke tsaya gore mokaulengwe fa o ne a batla go itse gore ka kgaolo e fa e dirwa,

lantlhantlha *it was* 21,000 square kilometres (km²) *as you said*. Gongwe re baakanye foo mokaulengwe, ke km² ka tlotlo fela. Jaanong a bo le e godisa *to* 10,500, a mme gone fa ga le bone gore le tsere lefatshe la bone *of which* batho ba Chobe gompieno *they are struggling*? *They are kind of stuck in one corner*, le tsere kgaolo ya bone yotlhe e bo le e dira Chobe National Park. Jaanong o batla go itse gore a gone fa a ga le ba kgokgontshe? Ke eng le sa e busetse kwa *the original size* ya yone gore le ba tlogelele *space* sa bone, *at least* ba kgone go ka dira tse le buang ka tsone tsa CBNRM, *things like trusts* ka gore ga go na gope kwa ba ka berekelang teng? Ke tse mokaulengwe a di botsang, le tlhomamisetse batho. Le gore a nako e le neng le godisa golo mo, a le ile la ba tlhalosetsa gore kana re tsaya kgaolo ya bone, gongwe ba ka bo ba sa ngongorege gompieno ka yone? Ke a leboga motsadi wa me. Tanki.

MAJ. GEN. MOKGWARE: *Thank you very much* motlotlegi. Ke a go utlwa, potso ya gago e a utlwala, e maleba. Ke batla go go raya ke re, rotlhe re a itse gore batho le diphologolo di gola ka dipalo mme go na le *the management strategies which are being employed or to mitigate against this*. Ke dumalana le wena ka gore go na le golo gongwe fa *land boards* di neng tsa se ka tsa tsamaelana le ka fa di neng di tshwanetse go sala tsamaiso morago ka teng gore batho ba bewe kae. Ba iphitlhela ba beile batho masimo kwa ba neng ba sa tshwanela go ba baya teng, jaanong kgotlhakgotlhano e e bo e nna teng. Fa o ka lebelela bontlha jo bongwe, lefatshe le santse le le le ntsi thata fa o tsamaela ntlha tsa bo Pandamatenga. Ke dumela gore go baya mo ga go tlhoka go ela tlhoko, go tlisitse tlhakatlhakano e re e bonang e le teng eo. Ke a leboga.

MR SPEAKER: Order! Order! Honourable Members. Let us go to second reading.

MEDICAL AID FUNDS BILL, 2025 (NO. 5 OF 2025)

Second Reading

(Resumed Debate)

MR SPEAKER: Order! Order! Honourable Members. The debate on this Bill is resuming. When the House adjourned yesterday, Honourable Major General Pius Mokgware had just concluded his debate and the floor is therefore open.

MS MANYENENG (MMOPANE-METSIMOTLHABE): *Thank you Mr Speaker*. Re leboge Tona gore a bo a tlisitse molawana o mo Ntlong, re leboge gore Batswana ba tlaa sireletsega ka one. Ke lemoge gape gore kana re le Puso e ya UDC, re fitlhela e le gore re na le mathata, *healthcare system* ya rona e le gore ga e yo. E kwa tlasetlase kana ke re e ole ka gore re a itse gore ga go na dipatela, *clinics*, babereki ba a tlhaela le didirisiwa. Re fitlhela e le gore go na le ba ba sa duelwang ke Puso e e neng e feta maabane, e seng ya gompieno. *So* tota sengwe le sengwe se tlhakatlhakane mo go tsa botsogo. Jaanong molao o o tlaa thusa gore re lemotshe Batswana re le Puso ya UDC gore ga re a lebala e bile gape re eletsa gore re tokafatse matshelo le *public health system of the country* mme batho ba ba sa reetseng sentle ba tsaya gore ga re a tlhwaafala go dira jalo.

Rona kwa UDC re tshwanetse go itse gore jaaka re tsaya boikarabelo jwa Puso, *we must also look into health system like* re tshwanetse *to regulate Medical Aid Funds*. Gape re tshwanetse go itse gore Batswana ba na le dikeletso tse di sa diragatsweng tsa *Medical Aid Funds companies* tse ba dirang jaaka ba batla. Re a itse gore ga re na *a regulating body* ya *medical aid* mo lefatsheng. *Medical aid* e ntse e tsamaisiwa ke Non-Bank Financial Institutions Regulatory Authority (NBFIRA), jaanong ke sone se ke reng, re leboge gore molawana o jaanong o tlaa tla o na le se se yang go re thusa gore *medical aids* di kgone go sala melawana morago.

Se sengwe gape ke gore fa go sa laolesege, Batswana ba ya go jewa ntsoma ka dituelo tse di senang fa di tshwanetseng go simolola le go wela teng. Ke gore *if there is no any regulatory body,* go raya gore Batswana ba ya go jewa ntsoma.

Selo se ke eletsang ke se beye pele fa ke gore *medical aids* tse dingwe ke gore o kare fa o ya sepatela, go na le tse di lebiwang, go tseelwa gore ke tsone mmammang, tse dingwe ga di lebiwe. *Mr Speaker,* re eletsa gore re *review* se *medical aid* o tshwanetseng gore o se lebe. Go na le *chronic conditions* tse e leng gore kana ga re a di itira, ga o a di itira, mme go na le ka fa o ka reng di tsewa ka teng. O le motho kana o le Motswana, fa o lwala bolwetse jo bo rileng, o kare jaanong o itlholetse, ga o a tshwanela gore bo alafiwe, go na le ka fa o arabiwang ka teng, e bile kgantele madi a fedile, e bile go a tura. *So,* ke nne ke leboge gore *this Medical Aid Funds Bill* e lebalebe dilo tse go kgone go itsiwe gore kana bolwetse ke bolwetse, gore a bo *chronic,* kana bo simolotse fela e le bolwetse, go na le kwa bo simolotseng teng.

Gape re ne re re re akanya gore go na le gore o lwale o tswe mo sepatela, o tsene, o boe o tsene, *prolonged*

hospitalisation, re eletsa gore molao o le one o e lebe. Ga go na motho yo o ka nnang a tswa mo sepatela a boa a tswa mo sepatela mme a sa lwale. Re eletsa gore le gone fa go se ka ga nna o kare "nnyaa, jaanong o feditse, maloba jaaka o ne o robetse fa, madi a gago a feletse." Re eletsa gore go nne mo molawaneng o gore go lebiwe gore *hospitalisations* di tshwanetse *to be covered* jang go lebilwe gore tota fela ka fa go ntseng ka teng, fa re sale re tswa kwa re tswang teng, tota ke tsaya gore Batswana ga ba bone sepe fela sa thuso ya fa ba setse ba lwala thata, o kare motho yo o sa lwaleng thata ke ene yo o tseelwang kwa godimo.

Fa ke tla go bua ka *rare conditions,* o ele tlhoko *Mr Speaker,* fa o simolola fela o le 18 *years* o bo o tswa diso mo sefatlhegong kana sefatlhego sa gago se tlhakatlhakana fela, rona jaaka re ne re gola, batsadi ba re, "nnyaa, ke gore o tsena mo *puberty stage*, o a gola o tšhentšha letlalo," *no,* dilo tseo ga di a nna jalo. Fa o setse o godileng teng jaanong o re o ya bongakeng, o re o ya go ipaakanya letlalo ka gore ga le ka ke la tšhentšha ka gore ga le ise le ko le alafiwe, bongaka ba go raya ba re *this is hormonal imbalance*, ke *hormonal imbalance* e e tswang kgakala o sa e *treat. Mind you,* o ne o sa itse gore e tshwanetse *to be treated*. Jaanong fa o re o ya sepatela, *especially* o le mosetsana, mme legale ka gore malatsing a le borre ba setse ba itse go ipaakanya, e bidiwa gotwe ke *aesthetic*, go a twe ke ga bontle, o mmabontle, o batla go ipaakanya *because* o batla go ikgabisa. Nnyaa, ga go a nna jalo *because* go raya gore ga go na *comprehensive consultation* ya gore totatota diso tse kana letlalo le jaaka le ne le senyega, go simolotse kae *and* fa o setse o le motona ka gore o a bereka jaanong o re o a ikisa, o bolelelwa gore ga o ka ke wa tsena mo *medical aid*, go raya gore o ka ya go ituelela fela koo. O ya go kopana le madi fela a mantsintsi a e leng gore ga o ka ke wa a kgona le fa gotwe o a bereka. *So*, dilo tse tsa *hormonal imbalances* di di ntsi *Mr Speaker and I think medical aid* o tshwanetse gore o eme ka dinao o lebe gore o nne le *this comprehensive*… ke batla go e baya ke re *comprehensive reproductive health* ka gore *pimples* tse, *you think* ke *pimples*, fa o gola di kgona go ama letsalo la gago. O le rre, o kgona go tlhoka go imisa, o le mme, o kgona go tlhoka go ima *because of hormonal imbalance*, e e simolotsweng e tsewa motlhofo fela gotwe o ngwananyana o ye go itshasa *calamine* kana o tlhape ka *lemon. So*, ke kopa gore ba tsenye *this Clause on this Bill* gore ba kgone gore go lebelelwe, go tlhatlhobiwe gore totatota *these things* ke eng.

Mo Botswana gompieno re mo di *cancer*, ga re itse gore di tswa kae *and* fa o setse o le mo *cancer* fela, ke gore owaii! go a feta fela jaana, le fa o ka re o ne o le mo *medical aid,* ga go na sepe se o thusiwang ka sone. Tota ke leka go supa gore *premiums* tsa rona di a gola nako le nako *Mr Speaker*. Ke gore *premium* ya gago e gola *like maybe yearly but* fa ke tshwanetse go ya go ipaakanya letlalo *because of hormonal imbalance,* gatwe ga ke na go duelelwa, ke ye go duela P2,000, jaanong ke mo duela ngaka ya letlalo. *So,* ke re ke a kopa my Vice President (VP) gore a re di lebeng dilo tse *because they start small* mme e se gore re a di lemoga. A re direng *that comprehensive testing* ya go bona gore tota dilo tse fa di simolola fa, di felela kae *because* o ya go bonwa ke ngaka o setse o le 30 *years* mme di simolotse o le 18 *years,* a bo a supa gore mme kana *pimples* tsele ke tsone tse di dirang gore gompieno o bo o sa tsene mo setswalong sentle, go belega kana go imisa. Go raya gore go nkisa kwa goreng ke a go feletsa ke itlhoboga ke bo ke re ke a go batla go *adopt.* Fa o ya kwa *adoption* gape e nna thata *because* le yone melawana yone e ya bo *adoption* gape ga e yo, ga re na yone.

I think jaanong e *Bill* e e tlile ka nako e re tlaa kopang thuso e ntsi thata *Mr Minister, my* VP, gore re lebelele re le Batswana. Re lelela gore *population* ya rona *is too low*, gongwe e dirwa ke tsone dilo tse gore ga re kgone go tshola. Rona go sale gotwe re ikgotlhe ka disorinamune (*lemon*) nako ele, re dira eng, re dira eng, kante ka kwa teng go bolaya diteng tsa rona. Ke letleletswe gore gongwe ke tshole ngwana a le *one* fela ka bolwetse jo ke saleng ke nna le jone ke le *teenager.*

Totatota fela mme ke re ke dumalana gore fa re ne re ka tsenya dilo tse tsa *regular checkups* gore re itse gore re berekela mo *preventative care,* gona le gore re bo re ya go emela mo go reng re alafe, *which is very expensive for the country. I think it is best* jaanong re *invest* mo go reng *let us check*, a re lebeng bana re se ka ra leba gore o 18 *years,* ga a itse go tlhapa. *Let us start as early as that so that* re kgone go fokotsa go dirisa madi a mantsi re le lefatshe, re fitlhela jaanong re aparetswe ke malwetse a re ka bong re a femile (*prevent*) go santse go le *early* e santse e le bana. *So,* tota fela mme *all in all,* ke dumalana le gore molao o o fete. *I so submit.*

MINISTER OF HEALTH (DR MODISE): Thank you very much Mr Speaker. I just wanted to start, I was listening yesterday as the Honourable Members were debating this Bill, and I think there were very key insights that were shared by Members from the opposite side. One Member, I think it was Honourable Mapulanga, was speaking about how they manage epistaxis or nosebleeds, *mokola, ke one gakere.* He was describing

that they have a natural remedy there that they use that can be streamlined or mainstreamed and used in our facilities. As I was listening, I agreed with him entirely because that is the direction that we are following as the Government, that we need to tap into our own indigenous knowledge, do research on this knowledge and mainstream it. This is not just talk, of recent, we have agreed to liberalise our quaternary apex institution, Sir Ketumile Masire Teaching Hospital, to have it to be able to do this kind of research and mainstream it. I got very excited because it is not only that it will be able to help our people to get the healthcare they deserve but you can also get some copyright and some patents from this and unlock a lot of commercial value from using this indigenous knowledge. So, we are well aligned with that.

Honourable Aaron spoke about *thobega.* You know, I have a backlog of patients who are waiting for orthopedic services and I will be more than happy to engage with these *thobega* gurus from where they are. They will be protected and I want him to put them in touch with me so that we see if we cannot put some research behind this and also mainstream it. So, there is no opposition from our end in terms of using our indigenous knowledge. We are talking about unlocking the medicinal and commercial value right now of the cannabis sativa, hemp and medicinal marijuana. So, this then goes to show that we as a Government, we are keen on looking at indigenous knowledge and looking at what we have, *a ke bo sengaparile*, hemp or whatever other remedies. If you make a claim, we should not just reject your claim, we should take your claim and then subject it to testing through research and help you look at what is the active molecule, active ingredients, dosages, things like that, because the current medicines that are out there, they were engineered in the same process *kwa batho bao ba leng teng,* from mushrooms, roots, leaves and barks from trees. So, the same thing can apply, and this Government is pursuing that line.

So, I just wanted to start off by saying I totally agree with them, it is something that we are pursuing as Government as well to mainstream our indigenous knowledge. *Ke batla go bereka le bone, segolobogolo mo go ya thobega e, ke batla go e bona, e ka re thusa fela thata. Le tse dingwe fela jalo, dikitso tse di teng tsa bongaka*.

Mr Speaker, I want to continue by saying, I share concerns from Honourable Members in both aisles that people will join medical aids and they will pay for most of their productive lives and when they need medical services the most, they are turned back and/or be told that no, you have exhausted your medical aid and therefore, send them to Government. This is someone who would have spent 20/30 years paying premiums, *di oketsega* like the Honourable Member is saying, but when they need it the most, then they are turned back. So, I believe that such registration will help us in dealing with those situations and not with those only.

I want to touch on the congenital diseases or conditions that are out there, *tse o tsholwang ka tsone.* I do not think people should be rejected from being covered by medical aid on accounts of congenital conditions. If you qualify for a medical aid and you can pay for medical aid, that should be the qualifier. People should not go behind and check to see, the mere fact that you need aid is because you are concerned about your health and you need to protect your health in that manner. Screening tests also, I believe have to be insured by medical aid, because there is no point in waiting for conditions to reach a later stage where it is now costly to manage or intervene. Screening tests in primary healthcare must be covered by medical aids. Gentlemen should be able to go out and get PSA tests, see how their prostate health is doing, similarly for the ladies as well, and these things need to be covered by medical aids and encouraged.

Pre-existing conditions separate from congenital, this is to say now when you go to enrol you find that you are already hypertensive or you have diabetes. *Ga o a tshwanela gore o busediwe kwa morago kana wena jaanong yo o tlang gotwe* you have diabetes, *go bo gotwe duela go gaisa yo mongwe yo o senang*. It must not be discriminatory in that sense.

Mr Speaker, I also want to add that this Bill creates the framework from which our National Health Insurance (NHI) which I am very excited about will hinge upon. Remember our dedication to the nation is that we want our people to have access to quality healthcare wherever they are. Whether they join our NHI or they continue pursuing the current medical aids that they have is no issue for us, as long as our people are insured and the can pay for the healthcare that they deserve. I thank you Mr Speaker.

BRIG. MOKGWATHI (LETLHAKENG): *Mr Speaker*, ke go dumedise tshokologong eno, ke dumedise Mapalamente letsatsing leno. E re lantlha ke bue fela gore ke ema nokeng Molao-kakanyetso o. Betsho, fa re bua ka botsogo, a re lebelele gore go na le Molaomotheo

o o buang ka motho. O bua ka *the fundamental human right of a human being*. Fa o o lebelela molao o, wa re motho o tshwanetse gore a nne le kgololesego. Ke na le tumelo ya gore fa motho a na le bolwetse kante a lwala, ga go motlhofo gore a nne le *freedom* e e ntseng jalo kana a nne a phuthologile.

Ya bobedi e bidiwa *protection of right to life.* E ke yone e e leng gore jaanong Molao-kakanyetso o o lebagane le yone ka sebelebele. *Section* 5 ya re *protection of right to liberty*. Ke na le tumelo ya gore fa o itse gore o fodile, o tshela sentle, o na le gore o akanye o itse gore fa ke bona ngaka ya boketekete e tlaa nkalafa, ke tshela ke iketlile ke sena bothata, o tlaa nna le kgololesego. E re le fa go ntse jalo, e le *rights* tse re di bonang mo Molaomotheong wa rona, go na le melao ya mafatshefatshe e e bidiwang gotwe Sustainable Development Goals (SDGs), e e tshotseng dilo tsa botsogo, ya di tsaya ya di baya kwa pele, ya re motho o tshwanetse gore a nne le tlhokomelo e e rileng. Go na le dilo tse dingwe tse e di buileng, ya re go tlhomamisa gore lesika loo motho gongwe le gongwe le bone botsogo kgotsa tlhokomelo mo botsogong jo bo siameng.

Sabobedi ya re, go emisa dintsho, bogolo jang fa ngwana go ka diragala gore gongwe a tlhokafalele mo go mmaagwe a imilwe, re tshwanetse go emisa dilo tse, gore go se ka ga diragala gore e re ka letsatsi lengwe, motho e re fa a tshwanetse go tsholwa a bone botshelo, ene a bo a ka re tlogela. Mo ka Sekgoa gotweng *miscarriage*. Fa go ka diragala gore a tlhokafale, re le mafatshefatshe Botswana e le mo teng, re dire gore fa go ka diragala gore go nne le *mortality rate*, go nne *less than* 0.1 *per cent*.

E bo e tswelela e bua gore mafatshe otlhe a femele bana botlhe ba ba tsholwang kgotsa ba ba tshotsweng ba na le *five years*. Go tshwanetse gore nako e nngwe le bone ba tlhokomelwe, e le sengwe se e leng gore Goromente o se itebagantse. Se ke maitlamo a ke tsayang gore molao o se lebile, mme le bone fela jalo, bana ba ba tshele, e re fa go ka diragala gore ba tlhokafale, e nne *less than* 0.01 *per cent* mo lefatsheng.

Saboraro, go emisa kanamo ya malwetse a gotweng Communicable Diseases (CDs) a a tshwanang le megare e metona; AIDS, *Tuberculosis, Malaria* le a mangwe. Re a itse gore e rile ka 2019/2020, go ne ga tlhagoga bolwetse gotwe COVID, mme dilo tse re le batho, ke tsaya gore ka gore malwetse a tla ka tshoganyetso, e tshwanetse gore molao o o akaretse gore malwetse a re kgone go a thibela go sena bothata ka gore motho fa bo mo tsenye, o kgona go bona bongaka ka nako e a e batlang.

Malwetse a mofuta o gotweng *water borne diseases*, ke tsaya gore go buiwa ka malwetse a a tshwanang le bo *bilharzia*, a mangwe a a tlang jalo fa a tla, re tshwanetse go a emisa re le Botswana ka gore maloba re ne re bona go na le merwalela, mme kana merwalela e kgona go tla ka malwetse a a farologaneng. Re tshwanetse go thibela gore fa go ka nna jalo, batho ba ba kgone go sireletsega.

Malwetse a a dirwang ke batho ka bomo, kgotsa a a dirilweng kgotsa motho a lekile go dira sengwe mme sa dira bolwetse. *For example*, fa motho a ne a dira *chemicals* mo *laboratory*, kana metswako eo, e bo e le gore go nna le gore e tsenye batho malwetse, e kgone gore e alafiwe, mme e alafiwe motho a itse gore fa go ka nna jalo, *I will be covered*.

Malwetse a gantsintsi gongwe a dikobo, a motho a tlaa kgonang go a tsenya mo go yo mongwe, a sa itse kana a itse, mme molao o o akaretse gore fa go ka nna jalo, motho yo a kgone go tlamelwa. Gongwe motho e re nako nngwe, bagaetsho ke se se diragalang, o bo o tsamaya, o bo o fitlhela o ile go loma golo gongwe, go bo gotwe ka gore o ne o loma ka bomo o le motona, mme o itse, gotwe o ka se ke o thusiwe ka gore o ne o loma ka bomo, malwetse a, re bone gore batho ba go nna jalo ba a thusiwa.

Gammogo le go alafa malwetse a dinotagi. Bagaetsho le a itse gore motho fa a tsenwe ke nnotagi kgotsa a jele *drugs*, dikatse le dintša tseo, mme tsa tsena mo go ene, re tshwanetse ra itse gore mo molaong o o tlaa mo akaretsa. Go alafa manokonoko a dikotsi tsa dikoloi gore, fa motho a na le koloi, go nne le ditlamelo. A itse gore le fa o le kwa Khudumelapye, Sorilatholo, Diphuduhudu, Ngware, Maphalolwane, Moshaweng fa go ka diragala kotsi koo, go tlaa nna le gore o tlhokomelwe, o tlamelwe ka nako e e siameng, e khutshwane. Le gone gore tsholo ya motho e nne ya maemo a a kwa godimo.

Tse dingwe tse ke tlaa di buang ke gore, jaanong fa go ntse jalo, re ka dira jang? Ke re ke na le *recommendations* ke tse, fa re dira molao, re tshwanetse ra tsenya gore go nne le setlamo sa thuto gore, motho mongwe le mongwe yo re itseng gore kwa a leng teng ga a kgone go bona thuto e e tseneletseng ka tlhokomelo ya botsogo jwa gagwe, go nne le gore a latelwe kwa a leng teng gore a ye go rutwa gore o ka kgona go thusiwa jang gore a kgone go nna le botsogo jo bo siameng. Ke a itse gore molao o o teng, mme o tshwanetse o papamatse gore le

dingaka di se ka tsa ja Batswana ntsoma, e se ka ya re ka gore ke kgona gore ke ye gongwe le gongwe kwa ke yang teng, e bo e re a mpona fela ke ne ke ile fela ka tlhogo e e opang, a bo a ntuedisa fela a itse gore fa ke mo duedisa se ga go na yo o tla itseng, ka gore seemo se ke same le ene.

Gape golo mo go sireletse molwetse, mooki kana le ngaka tota. Le tsone *medical schemes* tse re rurifatse gore ba dirisa melemo e e nang le boleng, go se na mo gotweng *bogus medicine.* Go nne le *a proper control, evaluation and review of every medicine,* go nne *consistent and regular,* melemo e e tlholwe gore a e siame. Se sengwe ke gore, melemo ya Setswana le dingaka tsa Setswana di tsenngwe gore jaaka ngaka a ne a bua, fa motho a itse thobega, a itse go emisa mokola (ngope), re itse gore motho yo o ka kgona gore a nne le seabe mo botsogong jo. Le mashi a tonki re dire gore *we should recognise it*, re dire gore fa motho gotwe a ye go tsaya mashi a tonki, a kgone go tsena mo lenaneong le.

Ke buile gore le bone ba ba mo dikgaolong ba rutwe go tlhoafetswe gore lenaneo le le sologele molemo Motswana mongwe le mongwe ka gore se ke ditshwanelo tsa bone tse ba sa di kopeng, tse di kwadilweng mo Molaomotheong wa bone.

MR SPEAKER: E go tshwere *honourable.*

BRIG. MOKGWATHI: Ke a leboga Motsamaisa Dipuisanyo tsa Palamente.

MR MOSANANA (KANYE EAST): *Thank you Mr Speaker.* Ke dumedise batlotlegi mo Ntlong eno. Ke bo ke leboge Mothusa Tautona, e bile e le *Minister* wa rona wa matlotlo gore a bo a tlile ka Molao-kakanyetso o o tshwanang le o. Ke re molao o o botlhokwa tota.

Ke batla go simolola ka go kopa gore ba e leng dingaka tse e leng gore *they provide service,* di tsaya *medical aid,* ba tshwanetse gore ba duelwe ka nako. Ke bua se *Mr Speaker* ka gore ba bangwe ba a tle ba re ga ba duelwe sentle ke ba ba tshwanetseng go ba duela, e bong bone ba *medical aids.* Go bo go nna le bothata, mme wena ka fa o tsweletse o duela *medical aid* ka nako, ntle le bothata bope. Ke re ke gakolole ka bokhutshwanyane fela *Minister* wa rona wa *Health* yo ke lebaganeng le ene gore sepatela sa Kanye… *Minister,* ke utlwile kgang e ya *insurances,* le gore *they will be licensed* sentle, e bile e re fa ba dira sengwe sentle, ba bo ba ka nna *fined.* Ke Tshutiso e ntle thata, ka gore tota fela fa morago fale, e ntse e ka re ga go dirwe dilo sentle. O tlaabo o bona motho a ne a kwadisitse *company* gongwe a tila go duela BURS lekgetho, o a tsamaya o ya go bula e nngwe, e ntse e le motho a le mongwefela fela, a bo a boa a fiwa *business* gape ke *the same Government.* Mo go rayang gore golo foo ga go tsamaye sentle gotlhelele.

Kgang e nngwe e e ntshwentseng mo thulaganyong e *Mr Speaker* ke fa gotweng go na le *late joiner penalty.* Ga ke kgone go tlhaloganya gore tota go tewa *late* fa kae, bo *late* bo simologa fa kae fa go tlaa twe *later joiner penalty*? Motho a bo a nna *penalised for joining.* Ke tsaya gore mongwe le mongwe go na le nako e e leng gore o tshwanetse gore a bo a le *ready* gore a bo a re, *I can join medical aid* gone jaana, kgwedi e e tlang kana ngwaga o o tlang. Ga ke bone fa golo foo gore e ka nna mo gotweng *someone can be penalised for.*

Mr Speaker, ke na le kgwetlho mabapi le *medical aid* tse di leng teng gone jaana. O tlaabo o duela madi fela a a bokete kgwedi le kgwedi, o duela *medical aid,* e bo e go bolelela gore o ka bona gongwe digalase tsa matlho jaaka ke rwele *reading glasses* jaana, *after two* kana *three years,* ke gone o ka yang go batla digalase tseo. Mme *without claiming* mo *medical aid*. Le gale gone *the more* dingwaga di ntseng di go tshwara ke gone go tlang gore o ka boaboa fa bookelong. Mme golo mo go a tshwenya *Mr Speaker,* ka gore e setse e le selomodiro fela jaanong. Ke dumela gore *medical aid* o re buang ka one fa o tlaa baakanya dilo dingwe tse di tshwanang le tse. Nako e ya go *two years, three years* e telele thata, mo e leng gore fa o di gatile, o di lebetse kana di latlhegile, o sweletse. Go raya gore o tshwanelwa ke go ya go ntsha P5000 o reke tse dingwe.

MINISTER OF HEALTH (DR MODISE): *On a point of elucidation. Thank you very much Mr Speaker. O* e tshwere sentle mokaulengwe. Ke ne ke re ke tshwaele fela mo go e ya *late joiner penalty* gore e tsamaelana le e ke neng ke e bua ka gore… kana se ba se buang ba re, *when you join medical aid* gongwe o setse o godile, go raya gore jaanong *they charge you* ditlhwatlhwa tse di kwa godimo ka ba belaela gore o motho a tloga a simolola go lwala thata. Go raya gore o tshwanetse go duela madi a a kwa godimo. Jaanong re dumela gore ga go a tshwanela gore go nne jalo. Tanki.

MR MOSANANA: *Thank you very much Doctor*, ke go lebogela seo. Ke sa lebale patela sa Kanye.

HONOURABLE MEMBERS: …(Laughter!)…

MR MOSANANA: *Mr Speaker,* go na le kgang e e buegang kgapetsakgapetsa ya bongaka jwa Setswana. Ga ke ganane le yone, mme e batla go lebiwa thata. Ke

bua se ka gore, ngaka ya Setswana ga ke itse gore a e ka kgona go tsaya *medical aid.* E re fa re bua ka yone, re ipotse dipotso dingwe gore a *medical aid* e ka o tsaya, ka gore selo sa ntlha le *prices* tsa bone ga ke itse gore a di ka tsamaelana. Yo mongwe o tlaabo a *charge* gongwe *consultation* fela ka gore o tla ka *medical aid,* a bo a re P100, yo mongwe a bo a re P1000. Gone *medical aid* o bo o tshwanelwa ke gore o duele, fa e le gore re ka tsena mo kgannyeng ya gore re tsenye bongaka jwa Setswana mo teng. *Of course,* dilo dingwe di ka lebiwa, ga bonwa gore di ka sukunyediwa jang, mme re lebelele le borai jwa teng. Kana batho ba bangwe o tlaabo a sa ye tirong a bo a ya kwa ngakeng ya Setswana, ga e na *sick leave,* mme o tlaabo a re ke tswa ngakeng. A o tlaa mo ganetsa o re ga a tswe ngakeng? Ke dilo tse re tshwanetseng go di leba thata bakaulengwe.

Mr Speaker, medical aids tse dingwe fa o na le ngwana a tsena sekole, *immediately* fa a fetsa kwa University of Botswana (UB), ba bolela gore jaanong o godile, ga o ka ke wa nna mo *medical aid* wa motsadi. Golo moo go dingalo, ka gore go tlaabo go raya gore jaanong kana a ikemele a itšhebatšhebele, mme a ise a bo a bone tiro, mo diemong tse re ntseng re le mo go tsone *for the past* 58 *years,* bana e re ba fetsa ba bo ba ya go nna fa fatshe ba re leba mo matlhong. Ke dilo fela tse di botlhoko, golo foo ke kopa gore go lebiwe, bana ba rona ba nne ka fa tlase ga rona, ba kgone go akola *medical aid.* Kana ga go reye gore fa motho a le monnye ga a lwale, o tlaa ne o utlwa a bua se, kamoso o bua se, mme o tshwanetse go mo isa ngakeng.

Ke leboge gape *Mr Speaker,* gore pele e ne e le gore *private doctors* di na le *pharmacies* mo madirelong a bone. Ke gore ngaka a *consult,* a bo a go kwalela melemo e a itseng gore e teng mo *stock,* e bo e nna ene gape *at the same time* a yang go go fa melemo. Dilo tse di ntseng jaana ke leboga gore di bo di kgalemilwe, ka gore di ne di sa tsamaye sentle *Mr Speaker.* Ka a le kalo ke re, ke ema Molao-kakanyetso o nokeng ka botlalo *my Minister. I thank you.*

MINISTER OF SPORTS AND ARTS (MR KELEBENG): Tanki *Mr Speaker.* Le nna tla ke tseye sebaka se ke eme molao o wa Medical Aid Funds Bill nokeng. Re a itse gore mo dingwageng tse di neng di feta, re ne re sena *proper regulation* e e amanang le *medical aids.* Molao o tla o gagametse e bile o supa tota gore go ya go nna le tsamaiso, *governance* le *accountability,* ga re na go bona mo re neng re bona e le gore *members* ga ba a sirelediwa. O a bua gore o ya *to protect members,* mo re neng re bona *medical aids* di bula, di tswalwa, mme fa gongwe batho ba jewa ntsoma ba sa boelwe ke sepe *Mr Speaker.* Molao o jaanong ka fa ke o bonang ka teng o tlhalosa gore, fa go ka nna le gore o tswale o tsamaisa *medical aid,* go na le *provision* ya *statutory manager,* go bo go nna le *a structured winding down of operations*. Golo moo go raya gore go fa batho tshono, bone ba ba neng ba tsentse madi a bone gore ba kgone go boelwa. Ke sone se ke emang molao o nokeng.

O bua ka gore o ya go emisa *discrimination, discrimination* ke jaaka o ne o bona fa gongwe fa o tlhatlhobiwa gotwe motho o na le bolwetse jo, go raya gore jaanong ga a na tshono ya go ka bona *medical aid.* Fa gongwe e bile o kganela le gore o ka tsenya dipalo tse ke di batlang. Re a itse gore mo Botswana re tshela ka *extended families,* se se raya gore o kgona go tsenya le ba bangwe o sa kganelwe ke gore ke ba *family* ya gago, ba ba *immediate* fela. Molao o ke o ema nokeng ka mafoko a.

Ke o ema nokeng gape ka gore, o bua ka *non-profit* e bile o bua ka gore *surpluses* di ya go dirisiwa *to benefit its members.* Re a itse sentle fela gore, fa go nna jalo, go nna le mo gotweng *anti-competition behavior.* Re kile ra nna le *case* nngwe ya *medical aid* mongwe o ke ka sekeng ka o bua ka leina, mo go neng go bonala sentle gore fa gongwe *they overcharge clients,* ba baya *clients* ka fa mosing *in policies.* E le gore jaanong *cases* le kwa *court* di a supa gore ba tshwanetse ba bo ba le *non-profit.* Re bo re iphitlhela re le mo seemong se re nang le *semantics justifications,* tse di buang gore *they are operating a non-commercial service with a social economic objective.* Jaanong ga re sa tlhole re tlhoka ditlhaloso tseo, ka gore molao jaanong o tlaabo o sireleditse *the members.*

Ke ema nokeng molao gape ka gore, o a supa tota gore le *data* ya *members* e ya go sirelediwa. Ke o ema nokeng ka gore o bulela gore *even small players,* ba kgone go tshameka, ke farologana le *Minister* Maele gore go nne le *brokers.* Ga ke dumele gore *prices* di ka oketsega ka gore go na le *brokers*, ka gore le mo *insurances* go na le *brokers,* tumalano ke ya *underwriter* le *brokers.* Fa go ntse jalo, *small players* le bone ba tlaa kgona go nna le tshono ya go kgona go tsena mo motshamekong o.

Go na le *complaint policy* mo go ba ba ikuelang, mo o neng o fitlhela re sa itse gore re ikuela kae fa e le gore re jelwe ntsoma ke *insurances*. Se ke dumelang gore molao o o tlaa se fenya ke gore, ba tlaa leba gore a le gone ga go botlhokwa, ke mo re bonang *these big players* ba *medical aids* e le bone ba simolotseng mokgwa o o sa

siamang, o ke neng ke bua ka one wa *anti-competition behavior,* mo e leng gore ke *player* gape le *referee.* O fitlhela e le gore *medical aid* oo o butse *physiotherapy* le *private clinic.* E le gore maikaelelo ke gore *members* tsa bone di ya gone kwa *clinics* tsa bone, ba na le dipatela fela jalo. Jaanong ke dumela gore molao o o tlaa fedisa dikgang tse re di bonang, tse re bayang Batswana ba ba itekang kana ba simolotse go ipulela *private clinics,* ka gore *big players* jaanong ga ba sa tlhola ba ka kgona go bona tshono. Fa o le *member* wa bone go raya gore o boela fela kwa dikomponeng tse e ntseng e le tsa bone, go bo go raya gore go baya Batswana ka fa mosing.

Ka mafoko a, ke ema nokeng Mothusa Tautona mo maitekong a gagwe jaaka a tlisa molao o wa *the* Medical Aid Bill. *Thank you.*

MR KEKGONEGILE (MAUN EAST): Tanki *Mr Speaker.* Re tseela gore batlotlegi le Batswana ba dumedisitswe.

Mr Speaker, go buiwa ka Molao-kakanyetso wa *medical aids.* Re ntse re fiwa dipalopalo gore batho ba ba thusiwang ke *medical aids,* ke palo fela e e kwa tlase. Go buiwa ka 14 *per cent of the population,* fa e le gore ke e tshwere sentle. Gone moo fela ka bogone, go supa gore re lebile seemo sa botsogo mo lefatsheng le, ka fa se ntseng ka teng, ka fa go senang melemo mo dipateleng, go sena bongaka mo dipateleng tsa ga Goromente. Go raya gore 14 *per cent* ya *population,* setšhaba, ke yone fela e botsogo jwa yone motho o kareng bo sireletsegile. Palo e e kwa tlase fela thata. E ne e siame fa e ne e le gore Goromente o eme ka dinao go bona gore ammaaruri *public facilities,* dipatela tsa ga Goromente tse di lebaganyeng setšhaba se se kana ka 86 *per cent of the population,* go diragala sengwe. Fa re lebile, ao! ke tshoo! Fela. Re santse re le kgakala.

Go buiwa gore *societies* le tsone di tlaabo di tsenngwa ka fa tlase ga molao o, di lebiwa e le *funds.* Gone moo fela, go raya go le gontsi. *Society* go tewa selo se e leng gore batho ba ne ba ikgobokanya ba re, "botsogo jwa rona ke jo bo mo mathateng. A re nneng re ntse re kolekakoleka jaana, re tle re kgone go tshela." Fa e le gore bao le bone *are going to be subjected to* melao e e tshwanang le ya dikhumokhumo tsa *medical aids*, go tlhokafala thata gore *societies when we label them as funds,* melao e e tlaabong e ba tsamaisa, a e nne botoka fela thata. E se ka ya tshwana le ba ba humileng, ba ba kgonang gore ba ka itirela sengwe le sengwe se ba ka se itirelang.

Motho o ne a ntse a bala Molao-kakanyetso o, gongwe ke tlodile tsetlana ya teng, kana le solofeditse setšhaba *National Health Insurance*. Motho fa a lebile molao o, o ipotsa gore fa go ntse go tsweletse, a go tlaa nna le nyalano fa gare ga molao o, le dikgang tsa *National Health Insurance* tse le di solofeditseng setšhaba? Fa e le gore go tlaa nna le nyalano, ke eng go sena le fa e le *Clause*-nyana epe gone fa e e buang ka *National Health Insurance* kana *insurance* ya *health* e e tlaa tlang, e le e solofeditseng setšhaba? A e a bo e ntse e le ditsholofetso fela?

Go botlhokwa thata *Minister* gore dingaka, thatathata *General Practitioners,* Molao-kakanyetso o, o ba sireletse. Ba se ka ba iphitlhela ba le mo seemong se e leng gore gompieno kwa lefatsheng le lengwe le re bapileng le lone, e bong South Africa, go ntshitswe a *Commission of Inquiry* e e lekang go bona gore ke eng o kare *medical aids* di beile dingaka tse dingwe ka fa mosing. *They are colluding* ka *prices and processes* gore dingaka tse dingwe di se ka tsa bona sepe mo *medical aids*. Ba se ka ba bona *business.* Go botlhokwa thata gore *protection* e, e kgone go nna teng. *The field* e nne *level.*

Kgang e nngwe ke ya gore jaaka bakaulengwe ba ntse ba bua, o tlaa duela lebaka le le leele ngwana a na le *condition, once* fa a fitlha mo dingwageng tse 21, gatwe go ile fela jalo. Go raya gore o oketse madi, *but* wena letseno la gago ga le kgone gore o ka le oketsa ka tsela epe fela. O bereka Goromente ke yo, *negotiations* ke tse di a pala kwa go Goromente ka kwa. O mmereki wa ga Goromente, ngwana ke yo o a lwala, o ntshiwa mo *medical aid.* Ga go na dituelo tse di gorogang di gola tse o ka mmusetsang wa oketsa *premium* kana *instalment.* Go botlhokwa thata gore batho ba ba ntseng jalo, ba nne le *protection* mo *Bill* e. A bana bao ba tswelele fela ba thusiwe ka seemo se ba leng mo go sone, ka e bile ga ba bantsi mo go kalo. Batsadi ba rona ba lopiwa madi fela a mantsi mo go rona gore ba ka tswelela kana ra ba tsenya mo *medical aids* ka gore ba na le *conditions.*

Fa o lebelela *billions* tse *medical aids* tse di di supang *as profits, there is need for social responsibility* mo go bone ka gore e tlaabo e se mahala, *at least they should meet us half way when it comes to* batsadi ba rona. *They should meet us half way when it comes to* bana ba ba nang le *conditions* ba tlodile 21 *years*. Ba ba senang *conditions* ee, ba ka ya go sokola gone kwa go senang dipatela, melemo le dipilisi kwa. Batho ba ba nang le *conditions* go botlhokwa thata gore *medical aids* tse, di kgone go ba thusa.

Kgang ya babereki ba ba berekang mo *insurance* tsa *medical aid*, *pensions;* maloba re ne re bona seemo se

e leng gore babereki ba ba neng ba le kwa Botswana Public Officers Pension Fund (BPOPF), fa go fetolwa *Administrator* a bo ba tewa gotwe ga re ka ke ra le *retrench,* re le tsenya ka fa *Administrator* yo mosha yo, le tswelela fela le ditiro. *Two years down the line,* gatwe tiro ya lona e fedile. Go ne go tshabiwa gore ba ka duelwa *gratuity, benefits, severance* tsa bone. *There is need* gore go nne le *protection of workers within this Bill*. Fa go fetolwa *Administrators*, bo eng, go nna jaana le jaana, babereki ba sireletsege. *Otherwise* re kwa ga mothakga fela, sa rona ke dipampiri tse di siameng. Sa rona ke Sekgoa se se siameng, mme batho ba le mo tshokolong e e gakgamatsang.

Go tshwana le *pricing* ya teng. *Medical aids* di tshwanelwa ke go thusa Goromente *to ensure that services provided to its members are that of quality*. Ba thuse le gore *facilities* tse *members* tsa bone di yang kwa go tsone, dipatela *are of quality. Therefore, this Bill must also guide medical aids schemes* gore *they must demand one, two, three, four*, *from the service providers, rather than* a bo re santse mo gompienong batho ba duela madi a kanakana *in medical aid*. Ba ya dipateleng tse di rileng, go na le *high premium* mo go duelwang *thousands and thousands by* motho a le mongwefela, go santse go isiwa batho kwa ntle ga lefatshe *for procedures. Why*? Ga se seemo se e ka bong *after* 50 *years* re bo re le mo go sone. Le lona le a bo le ka tloga la itshwarelela la re, "*hey* wee! Ke ba re neng re tsaya mo go bone." Se le se tlisang gompieno *must show direction for a structural break. It must show direction* gore le batla go ya kae, le batla go tswa kae. E seng go tsweledisa fela jaaka ke ne ke bona maabane *Honourable* Motsamai kwa Maun a ile go dira *ground-breaking* ya bonno gone fa nne Tona yo a fetileng wa Domkrag a dirileng *ground-breaking* ya Self Help Housing Agency (SHHA) teng. A ko le direng dilo tse e leng gore ke tsa batho ba tsere Puso, tse di supang pharologanyo. *We support the Bill Mr Speaker.*

MR KAIZER (SELEBI PHIKWE WEST): Ke a leboga *Mr Speaker.* Golo fa re na le mathata a masha mo Palamenteng a ditilo, waitse. *Mr Speaker*, le nna ke eme fa ke tle ke latlhele tlhware legonyana mo *Bill* e re e beilweng pele ke Tona. E re ntswa ke dumalana gore *this Bill is a much-needed reform, categorically I must state that it is not without flaws*. Go na le fa e tlhaelang teng. *Debate* ya me *I am just going to have points that I am going to outline for the Minister to have a look at them.*

Bill e fa re e lebelela *Mr Speaker,* e tlhaela *inclusiveness.* Fa o lebelela le kwa go tse e leng gore *they are profit making, it is a non-profit making model.* Gape fa o e lebelela, e tlhaela go tlhalosa e tsepame ka *the member participation* gore mme bone *as members,* lentswe la bone ke eng *in this Bill?* Gape e bile e bo e boa e tlhaela go supa *the cost control provisions* jaaka re itse gore fa gongwe fa o ya go tsena kwa sepateleng, *there is a lot that you have to fork out of your pocket* e le go duela *those medical expenses.*

Jaanong ke ne ke tlhalosa fa gore ke ya go itebaganya le dintlha di le nne. Ya ntlha ke *over regulation,* ya bobedi *is the member participation in terms of governance*, gore mme lentswe la *the members* ke eng *in this Bill*. Le utlwala ka tsela e e ntseng jang, a ba na le ditshwanelo tsa go tlhopha; *the voting rights.* E nngwe ya boraro e tlaa nna *cost containment provisions as I have already alluded. The last one* e tlaa nna *oversight overlapping*, gore mme *who is going to be charged with overlooking* gore go diragala eng, fa e le *Ministry of Health* le NBFIRA, gore *which one is the relevant authority*.

Ke batla go simolola ka ya *overregulation. Bill* e e supafala e na le *very strict measures of licensing and Government standards* tse e leng gore *they may discourage innovation and may also discourage new entry players* ka gore *requirements* tsa teng di boketenyana, *which may also lead to over consolidation in the industry. If you look at* gore kana *those who would have been able to conform and to pass the test,* ba tlaabo ba le bannyennyane. Jaanong *as customers, as members,* re ya go nna le mathata a gore mme jaanong *we have limited number of medical aids* tse e leng gore di tlaabo di kgonne go tlola seporo. Jaanong re ya go nna le *lack of choice* ka gore dipalo tseo di tlaabo di le dinnyennyane gona le mo nakong ya gompieno. *If you look at; I think it is Clause* 87 (5) e e buang ka *the transition that requires* gore *all the existing medical aids* di nne le *a minimum* ya 1500 *members within* 24 *months.* Jaanong o ka bona gone mo gore ke lebati le le bokete le le tlaa ketefalelang *medical aids* tse dingwe tse di eletsang gore di nne *fully compliant with this legislative.*

Fa ke ya kwa *second point Mr Speaker,* ke ne ke bua ka ya *participation of members.* O kare *Bill* e *Mr Speaker is not clear in terms of how the members are going to participate in the decision-making process.* Jaanong kana gone mo go ba baya mo mosing, ditshwetso di tlaabo di tsewa fela foo mme bone go sa supe gore karolo ya bone e le maloko ke e feng e ba e tsayang fa go tla kwa *the running of these medical aids.* Jaanong

the implication is the transparency yone e re ntseng re bua ka yone gore ga ba itse gore go diragala eng. *Is it transparent enough to them* gore ba itse gore go diragala eng *Mr Speaker?*

HONOURABLE MEMBER: Clarification sir.

MR KAIZER: Nnyaa, ke a go tima, ema pele.

Fa ke ya kwa go ya boraro, ke ne ke bua ka *cost containment,* gore mme *the pricing regulations and cost containment mechanism for this health providers are lacking. They are not clarified* gore mme di ya go nna ka tsela e e ntseng jang *to address this rising medical expense inflation and even premiums.* Jaanong fa o ka lebelela yone e *Honourable Minister* kana wa tla wa e ntlhalosetsa, *I would really appreciate.*

Fa ke tsena kwa go ya bofelo, *as I have said that I will have only four points,* ke bo ke go neela mokaulengwe, ke a digela. *So, this Bill seems to have so much over-reliance or it puts more powers* kwa NBFIRA *and other statutory managers.* Jaanong *there is going to be an overlap in terms of oversight as I have said* gore *is it the Ministry of Health, Data Protection Authority or the medical authority regulations* tse e leng gore ke tsone tse di tlaabong di itebagantse le *to perform this oversight role?* Jaanong gone mo gape go felela go dira gore go nne le *the risk* ya *the bureaucratic delays* fa re santse re ipotsa gore *is it the Ministry of Health,* NBFIRA kana ke mang. Jaanong ke ne ke ka itumela fa ke ne ka bona go le *clearly outlined in terms of mandate* gore mme ke mang yo o dirang eng, ke mang yo o sa direng eng. Tlaya ke go neele *Honourable Minister.*

MINISTER OF HEALTH (DR MODISE): Point of clarification. Thank you, Mr Speaker. Thank you, Honourable Member. I thought maybe you would support your claim, because you made a claim that if the Bill was to pass, it would disadvantage some players in the medical aid space. I thought maybe you would say to us, we have a thousand operating now, but if the Bill takes effect now, we are going to have a lesser number of medial aids. So, I thought maybe you would just give us some clarity from where you are standing as to how they are going to be affected. Thank you.

MR KAIZER: Ee, mme ke tsaya gore ke tlhalositse fa e ne e le gore o ne o ntheeditse sentle mokaulengwe. *Number* 1 ke simolotse ke bua ka *Clause* 87 (5) e e buang ka *delimitation* ya *the* 1500, gore kana yone e, ke seelo se se tona. Fa o lebeletse *even the population* le gore mme *what do we afford,* go ya go nna dingalo *on other medical aids* gore di kgone *to meet this criteria* e e beilweng fa. *So, it is going to limit* dipalo *that are going to comply. That is what I have said.* Ke a leboga.

MR SPEAKER: *E go tshwere* Honourable Kaizer. We are not yet at committee, as that concludes your contributions, I shall now call upon His Honour the Vice President, Minister of Finance to reply to the debates.

MINISTER OF FINANCE (MR GAOLATHE): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke leboge batlotlegi ka fa ba ntseng ba kgaoganya dikgang tsa bone ka teng. Go a supa gore ke batlotlegi ba ikaeletse go aga lefatshe la bone. Fa e le gore ke ne ke reeditse sentle, mongwe le mongwe o a dumalana gore nako ya go fetisa molao wa go nna jaana, e gorogile. Re tlhalositse gore ga se molao o o nang le maikaelelo a go baakanya sengwe le sengwe, ke o o itebagantseng le dingwe dilo, o itebagantse le gore re baakanye tsamaiso ya matlole a a itebagantseng le botsogo.

Ke molao o o tlaa thusang gore matlole a a se ka a phutlhama ka bonako le go sireletsa ba ba ikwadisitseng. Jaanong ke ka bo ke nna fa fatshe ke re re a dumalana a re tsweleleng mme kana fa re le bana ba lelwapa le le lengwefela, re tshwanetse go kgwana dikgaba. Ke eletsa gore ke le kgwe dikgaba ka gore ke a bona gore bontsi jwa maikaelelo a lona ke go ntsha megopolo e e ka tokafatsang botsogo mo lefatsheng la rona. *Mr Speaker*, mo botshelong ga ke itse gore a o kile wa kopana le madirelo a kwa go dirwang dikoloi teng. Fa koloi e bewa mo seraleng ga go simololwe ka *engine*. Bangwe ba dumela gore *engine* ke yone e e botlhokwa go feta sengwe le sengwe. Ga o ka ke wa baya *engine* wa re ka gore e botlhokwa go feta sengwe le sengwe, ka gore fa o ka e baya pele, o ya go baya leng tse di kwa tlase; *chassis* le maotwana?

Go tshwana le yone go aga ntlo, ga o ka ke wa gana go aga kwa tlase o re se se botlhokwa ke marulelo jaanong ga ke kitla ke aga ka gore marulelo a a botlhokwa ga a yo fa. E bile ga o ka ke wa gana go tlhapa meno ka gore wa re ga o ise o tlhape mmele, botshelo ga bo bereke jalo. Ke ntse ke reeditse bangwe ba bua gore *engine,* dilo tse di botlhokwa go di feta tsotlhe e bong go baakanya dipatela, go baakanya tsa botsogo mo lefatsheng la Botswana, ga re a tshwanela go kgoma sepe pele ga re baakanya tsa botsogo. Kwa madirelong a dikoloi, kwa seraleng se go bewang maotwana le *chassis* pele a bo go tsenngwa *engines*, ga go reye gore ka gore *engine* ga e ise e goroge kwa seraleng, ga go na ba ba e dirang kwa ba e dirang teng.

Le ntshitse kgang e e botlhokwa ya gore bontsi jwa Batswana ga ba bone thuso ya bongaka le botsogo jo bo lekaneng. Ga go na Motswana yo o ka ganetsang kgang e. Re santse re boeletsa gore re ne ra tshepisa Batswana, ga ke ka ke ka re re ne ra tshepisa Batswana, Batswana ba ne ba itshepisa gore re le lefatshe la Botswana, re tlile go aga botsogo jwa lefatshe la rona mme nngwe ya dilo tse re tshwanetseng go di dira sentle ke *National Health Insurance*. Jaanong ke utlwa bangwe o kare ka gore *National Health Insurance* ga ba e bone mo seraleng mme e le yone e e botlhokwa, go raya gore dilo ga di tsamaye sentle.

Ke eletsa go kgaogana le lona le Batswana botlhe kwa ba leng teng gore *engine* e ya *National Health Insurance,* e berekwa go sa ikhutse. Tona yo wa Botsogo ga a kgale go goroga kwa ofising le ba a dirang le bone. E bile *there are partnerships* tse re setseng re inaakantse le tsone, ga re bue ka tiro e re tlaa e dirang, re bua ka tiro e e simologileng. Ga re bue fela ka *National Health Insurance*, re bua ka makalana, ditsetlana tse dintsi tse di amang botsogo jwa lefatshe la Botswana. Go na le matlole le ba re dirang le bone ba ba nang le boitseanape le botsipa jwa gore re tokafatse.

Mopalamente mongwe o ne a bua *x-ray* e e seyong kwa Gumare e bile a tlhalosa gore ke fetile teng. Ke fetile kwa sepateleng sa Gumare, tota ke re kwa sepateleng sa kwa sekopelong. Kwa sepateleng se se kwa sekopelong ga go na *x-ray*; boammaaruri. Ga se fela kwa sepateleng sa kwa sekopelong kwa go senang *x-ray*, ke dipatela di le dintsi mo lefatsheng la Botswana. Nngwe ya dilo tse re di dirang ke gore bangwe ba re setseng re simolotse go dirisanya le bone, go ya go nna le lenaneo le le tseneletseng la *digitalisation* le didirisiwa tsa maranyane tse di tlaa kgontshang bongaka gore bo goroge kwa bo ntseng bo sa goroge teng.

Kgakololo ya me fela ke gore re nne re gakologelwa gore fa go dirwa koloi e agwa kana go agwa ntlo, selo se se botlhokwa go di feta tsotlhe, ga go reye gore se tlaabo se tsena pele. Tiro ya rona ke go aga ka boammaaruri, ke go tsholetsa matshelo a lefatshe la rona. Se re se dirang le se re se buang gompieno ka molawana o, ga re re re tlisitse koloi yotlhe e na le *engine* le maotwana. Ra re re tlisitse tse di tlhokafalang gore e re go tsenngwa *engine*, a bo re setse re tokafaditse, koloi e tlaa kgona go agega.

Fa re ntse re kgwana dikgaba jaana, tota kgang e le e buileng thata e le tshwanelo ya lona le Batswana botlhe ke gore, tota nako e gorogile gore lefatshe le tshwana le Botswana le na le dimela, maungo, ditlhare tse di nonofileng kalafi; ke bua ka sengaparile, mashi a ditonki, moringa le ditlhare tse go nang le boitseanape jwa tsone e bile di fodisa. Lefatshe le ntse jaana le filwe dikhumokhumo tsa melemo le dijo tse di fodisang, go a itumedisa gore re le Batswana ra bo re ema ka dinao re re melemo e le ditlhare tse re tshwanetse re di tseye ka tlhwaafalo. Tlhwaafalo eo ga go reye gore e bonelwa mo molaong o ka gore ka re molao o o ka nna wa re ke maotwana, *exhaust pipe*, ga se koloi yotlhe mme go na le thulaganyo e e tsepameng mo Botswaneng yo mosha ya *research and development*. E ya go bereka go dira le boitseanape jo bo leng teng, go aga makgotla a a agiwang gore melemo e jaanong re kgone go e dira ka tlhwaafalo. Re kgone go kwadisa diphiri tsa yone, re e amogele e le melemo e seng fela e e ka alafang fela mo Botswana mme e ka alafa mo mafatsheng a mangwe.

Ke selo se re se buileng, re dumalaneng re se fela Goromente yo mosha, re le Batswana gore a re emeng ka dinao mme re eme. Go ema ka dinao go emela ditlhare, maungo le dijo tse di fodisang mo lefatsheng la rona, ga go reye gore di tsene mo molaong o, go na le kwa di tsenang teng. Re tshwanetse gore re le baeteledipele, re tlhaloganye dilo tse. Re tlhaloganye gore ga o yo molao gope mo lefatsheng lepe o e leng gore o ka tsenya sengwe le sengwe. Melao go tshwana le *orchestra*, ke gore ba ba letsang dikatara le ba ba letsang tse ba di letsang, go na le kwa di kopanelang teng. Mo ke bontlha bongwe fela jwa gore re tokafatse gore Batswana ba se ka ba jewa ntsoma. Gore re tokafatse gore matlole a a se ka a phutlhama, re tshwanetse gore re le baeteledipele, re tlhaloganye dilo tse, re kgone go di tlhalosetsa ba re ba eteletseng pele sentle. E bile le ntswa ke rialo, mo go one matlole a, ba teng ba ba setseng ba duelela… ke utlwa gotwe go na le thobega, gatwe ba teng ba ba duelelang thobega, ngope le mototwane. Ga se kgang ya molao o gore o lebelele dilo tse, kgang eo e kwa maphateng a mangwe kwa *Research and Development Programme* ya rona. O kwa *Ministry of Health,* kgang eo e tlaa tla e papame. Fa e papame, re papame re le lefatshe la Botswana gore melemo re e tsaya ka tsela e e ntseng jaana, ga go na sepe se se kgoreletsang mo molaong o gore *funds* tse di dirisane le kalafi kana le melemo ya go nna jalo.

Go na le bangwe ba ba neng ba gakolola, e bile tota ba botsa gore *funds* tsa mafatshe a mangwe tsone la reng ka tsone? A le bone ba tshwanetse gore ba ikwadise fa kana ba ka dira se ba se dirang ba ntse ba le koo kwa mafatsheng a mangwe? Jaanong karabo eo ke gore ba tshwanetse gore ba ikwadise, ka gore bape ba e leng

gore ba tsaya madi mo Batswaneng, ba tshwanetse gore e bo ka dinako tsotlhe ba kgona go bewa leitlho.

Go na le motlotlegi yo o neng a bua gore motho e le *member* o ka tšhentšha jang melawana kana ditshetlana? Ke re gongwe o ne a sa utlwa sentle, kgang e e buegang ke gore fa go na le diphetogo tse di dirwang, maloko a tshwanetse gore a itsisiwe gore ba nne le lentswe pele ga malatsi a 30 a ka feta.

Go na le bangwe ba ba buang gape ka ditlhwatlhwa tse di tshwenyang, tse e leng gore di tshwenya mongwe le mongwe, mme e bile ba bua sentle, di tshwanetse go ba tshwenya. Le tsone dikgang tse ke di tlhalose gore molao o ka fa o agegileng ka teng, go na le dilo tse o itebagantseng le tsone mme dingwe tsa tsone ga se ditlhwatlhwa. Dikgang tsa *tariffs* tse di amang botsogo le melemo, ke dikgang tse di lebilweng ke baitseanape. Ba Botsogo ke bone ba ba itseng dikgang tse mo go tseneletseng, ke bone ba tlaabong ba a fa ketelelapele gore ditlhwatlhwa tse di nne ka tsela e e ntseng jang, di se ka tsa nna ka tsela e e ntseng jang. E le kgakololo gore ga o yo molao o e leng gore o tshwanetse gore o tsenye sengwe le sengwe, o molao ke o o itebagantseng le dikgang tse, tse re di buang.

Go na le bangwe ba ba neng ba bua gore *brokers* o kare ke basinyeletsi, e bile ga ba tlhokafale. Ke re mo go yone eo, ga go na sepe se se tlamang kana se se pateletsang gore maloko ba tsamaye ba fete ka *brokers*. *Brokers* tse, ba teng gale; fa ba sa dirisiwe, ga go tlhokege gore o ba dirise, mme fa e le gore go ba dirisa go tokafatsa ka fa o bonang thuso ka teng… kana le bone ke bontlha bongwe jwa itsholelo. Go na le mehama ya itsholelo e e leng gore gongwe wena ga o ka ke wa e rata. Gongwe ga o ka ke wa rata ba ba dirang Chibuku ka gore ga o e e nwe kana ga o e rate, mme ke mohama wa itsholelo, ga o ka ke wa eletsa fela gore ga ke ba rate, a ba nyelele mo lefatsheng, nnyaa. Se se botlhokwa fela ke gore ga go na ope yo o patelediwang, ga go na sepe se se pateletsang gore ba dirisiwe.

Go na le bangwe ba ba neng ba re o kare go na le tlhaolele golo gongwe. Tlhaolele e, go raya gore ba ne ba sa leba dilo sentle. Tota go na le matlole a e leng gore *are closed funds* tse e leng gore di itebagantse fela le ba ba berekelang teng koo, e se go tlhaolela ope gape.

Go na le e nngwe ya *late joiner* e e leng gore ba ngongorega thata ka yone, e bile ba sa tlhaloganye gore sentlesentle e raya jang. E raya gore go na le ba e leng gore ga ba ise ba nne mo *medical aids* gotlhelelelele ba e leng gore ba tsena ba nna dingwaga di le 35. Bone bao ba e leng gore ga ba ise ba tsene gopegope ka gore ba bašha, ke nngwe ya tsela e e leng gore go kabakanngwa *risk*. Kana fa o tsena mo dilong tse, go na le ba e leng gore ga ba ke ba lwala gotlhelele le ba ba lwalang thata. *So,* ba ba sa lwaleng gotlhelele tota, go tshwana le ba duelela ba ba lwalang thata. *So,* fa re ka re le dira melao e e gagametseng go fetisa selekanyo, re ya go felela e le gore ga go na ope yo o ka amogelang gore o ka thusa ope ka nako epe.

Mr Speaker, tota ke ne ke e kgwa batlotlegi dikgaba, di di ntsi dikgang, ga se tse di ka felang gompieno. Mme fela a re dumalane gore molao o ke tokafatso fela thata mo tsamaisong e e ntseng e le teng. Lefatshe le jaaka le lebile go aga Botswana yo mošha, tokafalo e e tlhoka gore e nne teng gore nako e re tsenyang *engine* jaanong, *engine* tota e e nonofileng e e leng gore re baakanyetsa Batswana dikgang tsotlhe tsa botsogo, e bo e le gore go tsenngwa mo maotwaneng a a tshelang, koloi e e kgone go tsamaya, e kgone go rwala Batswana, e kgone go ba isa kwa re ka sireletsang botsogo jwa bone teng sentle.

Fa o ka ntetlelela *Mr Speaker* ka gore nako ya me e setse e fedile jaaka o e bona rra, gongwe ke boele kwa Sekgoeng ke re, *I now move that the Medical Aid Funds Bill,* 2025 (*No.* 5 *of* 2025) *as amended be read a third time and do pass*.

MR SPEAKER: Let us correct that part, just move accordingly, move that it be read a second time.

MR GAOLATHE: Mr Speaker, I move that Medical Aid Funds Bill, 2025 (No. 5 of 2025) be read for the second time.

MR SPEAKER: Thank you Your Honour, the Vice President (VP).

Question put and **agreed to.**

Committee - **Later Today.**

BILL

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

Second Reading

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): Thank you very much Mr Speaker. I beg to present the Employment and Labour Relations Bill, 2025 (No. 10 of 2025) for Second

Reading. I also beg this House to consider the Bill as an integral part of Botswana's domestic and international obligations to adopt this Bill and ultimately pass it into law.

In passing this law, Parliament would be bringing the country into conformity with Convention 87 on Freedom of Association and Protection of the rights to organise; provision for the fundamental rights of employment and international labour standards; establish National Social Dialogue Structure and the employment and Labour Relations Council; provide for a sound labour relations framework and orderly collective bargaining and ensure that registration of trade unions and employers organisations in Botswana are in conformity with the convention as aforesaid.

Mr Speaker, the primary objective of this Bill among others is mainly to address the following;

- Elimination of child and forced labour,
- Excessive hours of work,
- Exploitation of workers through engagement on short term contracts,
- Unfair dismissals,
- Introduction of negotiated packages during retrenchment,
- Fair bargaining conditions between employers and workers,
- Introduction of paternity leave and paid sick leave.

This Bill is encompassing all the various Bills which are there currently, Bill like the Employment Act (CAP 47:01) and consolidates the Trade Unions and Employer's Organisations Act (CAP 48:01) and the Trade Disputes Act (CAP 48:02) with the Employment Act, in consultation and agreement with the trade unions and Employer's Organisations to achieve the objectives as set out above.

Having said that, the Bill seeks to align international labour standards, productivity and ensure justice for all.

Part 2 of the Bill provides for protection against child labour by, amongst other things, prohibiting persons from employing children who are under the age of 15 years, and with restrictions, allows persons to employ children who are 15 years and above. Part II of this Bill also prohibit persons from requiring or permitting children to perform hazardous work, employment underground and to work at night.

Part 3 of the Bill protects the fundamental rights of workers by prohibiting forced labour, and as a deterrent measure, Part III of the Bill also imposes a penalty on persons who force workers to perform work. This is in conformity with the provisions of the Constitution, our groomed norm to which all laws ought to align.

I need to hasten to Mr Speaker to add that, the Constitution prohibits slavery and forced labour and as such the Bill is intra-vires the provisions of the Constitution of the Republic of Botswana.

Part 4 of the Bill protects the fundamental rights of workers by providing for measures to promote equality at a workplace and prevent any form of discrimination, violence and harassment in a workplace, this is in alignment with C190 which we are working towards.

Part 5 of the Bill protects the fundamental rights of workers to freedom of association. It also protects workers from discrimination based on the exercise of workers' right to freedom of association. In this regard, unregistered trade unions have in accordance with the provisions of the Bill six months within which to organise. So, unregistered trade unions are allowed to continue working or recruiting for a period of six months before they can be registered.

Part 7 of the Bill provides for the Director of Labour and the appointment of labour officers. The Director of Labour is also empowered to secure payment of wages due to workers from employers, on behalf of such workers in line with due process. That is where currently we are experiencing or having problems whereby some employers when after making certain profits, they do not want to pay the workers, they are quick to say now they are not making profit, they want retrenchment. So, works are now protected. The Director of Labour will be given powers following the due process to ensure that the workers are paid.

Part 8 of the Bill empowers the Employment and Labour Relations Council to facilitate the establishment of Joint Industrial Councils to negotiate binding minimum terms and conditions applicable to all workers in the sector.

Part 9 of the Bill establishes the Employment and Labour Relations Council which will be a representative body for purposes of social dialogue and information sharing in consultations and negotiations. The council will be

an overarching National Dialogue Structure responsible for amongst others: determination of Minimum Wages and determination of essential services as and when it is required. Now we are going to have a body dedicated to say which jobs are essential services.

Part 11 of the Bill provides for the Mediation and Arbitration Commission and its functions. Part XI of the Bill also establishes the Mediation and Arbitration Board and its committees. Additionally, Part XI of the Bill empowers the Minister, in consultation with the Arbitration and Mediation Board to appoint the Commissioner General of the Mediation and Arbitration Commission.

The structure is a quasi-judicial body which will be responsible for conducting trade disputes hearings through mediation and arbitration. Most people are complaining about the long process where people have trade disputes, their issues are supposed to be addressed. Currently, we can see that the process is very long, the Labour Department will listen, mediate and the issue will be passed to the Industrial Court and it will take not months, but years for a matter to be addressed.

Part 12 of the Bill regulates general matters relating to trade unions, federations of trade unions and employers' organisations, which include the requirements for registration of trade unions, federations of trade unions and employers' organisations, amongst other things. Part XII of the Bill also provides for the rights of trade unions, federations of trade unions and employers' organisations and provides for the manner in which the property of trade unions or federations of trade unions shall be dealt with.

Mr Speaker, the Bill also regulates the contracts of employment, amongst other things, providing for the manner in which a contract of employment may be made under the Act, including the types of contracts of employment that an employer may enter into with a worker. The Bill provides for alignment of contracts of employment to the nature of work. It also proscribes fixed term contracts/successive contracts of employment longer than 12 months. We are trying to address an issue whereby when a contractor or the employer is given the job to perform or a contract of three years, he gives his employees a contract of one month. We think that is not right. So this is what this Bill is trying to address.

The Bill also provides for matters relating to termination of employment, which include the termination of employment for operational requirements (retrenchments). The Bill introduces provisions of retrenchment package which shall be negotiated by the two parties. We are trying to address issues whereby employers, after making profits over a period of time, they decide that now the business is not doing well and they start retrenching workers. If you remember what happened is Selebi Phikwe with the BCL era.

The Bill introduces of social security insurance at contributory portions to be agreed by tripartite then enunciated on the regulations to put effect to the parent Act, whereby men can also have maternity of five days, so that they can also bond with their children. In order do to this, we are going to have a social security, that social security will be the amount of money that should be contributed by all those who are working, men and women. A certain amount which will be agreed by the business community on how much is going to be contributed in order to cater for that.

The Bill also regulates the manner in which an employer is to pay wages to a worker. The employer is mandated to pay wages in a legal tender and such employer is prohibited to dictating to the worker how such worker should spend their wages. *Re leka go kganela bo ke go duela ka dijo kana ka eng*? This is what the Bill is trying to address. The Bill also prohibits employers from deducting money from workers' wages without the consent of the workers.

Part 22 of the Bill provides for statutory leave, which includes annual leave pay, family responsibility leaves, paid sick leave (entitles workers to 20 working days in any leave cycle of continuous employment if hospitalised). If you can remember, currently the law does not have that, it does not cater for any sick leave when you are hospitalised. Now here we have 20 days. The Bill further provides for maternity, paternity and adoption leave (either parent shall be entitled to either one of these leaves to allow each parent to bond with the children).

The Bill also increases maternity benefits from 50 per cent to 70 per cent of basic pay and other benefits. This is very progressive, I believe most of you *ba le santseng le tlaa tshola* you will enjoy it.

The Bill regulates the employment of persons with disability, the Bill empowers the Minister to, in consultation with the ministry responsible for the rights of the people with disability, make regulations in

relation to employment and protection of people with disabilities.

The Bill makes provision for rights to strike or lockout at the same time prohibiting any person to engage in certain strikes or lockouts. This part also regulates the manner of conducting a strike or lockout, and disputes relating to strikes or lockouts.

The Bill makes provision for the regulation-making powers of the Minister and savings and transitional provisions. The Bill further repeals the Employment Act.

Mr Speaker, coming to my conclusion, the Bill has matured as it was published in the Government Gazette on 6th July 2025 and has run its course. I therefore, move that the Bill be read for the second time.

MR SPEAKER: Order! Order! Honourable Members. The floor is open. Before that Honourable Members, let me just remind you of our agreement on the lead debaters for the official opposition for 20 minutes and for 15 minutes for leaders of political parties represented in Parliament or their designate. *Fa ba seyo fa go raya gore ba ka supa mongwe yo o leng teng gore* they can debate for 15 minutes, *gakere ke a utlwala* Honourable Mmusi *le* Honourable Kedikilwe? This is not applicable to the ruling party because there is the Leader of the House.

MINISTER OF LOCAL GOVERNMENT AND TRADITIONAL AFFAIRS (MR MOTSHEGWA): Ke a leboga Motsamaisa Dipuisanyo tsa Palamente. Ke tseye sebaka se ke leboge Tona wa tsa Pereko, Rre Mokgware le Puso go tla ka molao o re ka o kayang fela re re *it is a progressive Bill, in the sense that* o tsibogela dikgwetlho tsa babereki tse ba neng ba di raletse mo Goromenteng yo o sa tswang go hulara. Dikgwetlho tsa gore babereki ba ne ba na le selelo sa go sa tsewa sentle, ditshwanelo tsa bone tsa pereko le mabaka a bone a pereko, jalo le jalo. *Therefore, Mr Speaker, I rise to wholeheartedly support this Bill and I do with great passion as a trade unionist. I am saying I am a trade unionist because trade unionism is about consciousness for workers' rights and welfare, and I have not retired from this consciousness.*

Gongwe ke simolole ka go itumelela Tona gore a bo a tlile ka molao o, ka ke tlhaloganya tshimologo ya one kana *the genesis of this Bill.* E le gore *around* 2017, *I was the lead person in terms of drafting the report by the labour centre* mo Botswana go ya go porota Goromente wa lefatshe la Botswana kwa *the* International Labour Organisation (ILO), gore melao ya lefatshe la Botswana e mengwe ga e tsamaelane le melao ya boditšhabatšhaba ya ILO, le gore ga e nyalane ka bo yone. *Therefore, the foundation of this Bill* ke gore, *the Committee of* Application of Standard *made certain findings and recommendations for the Government of* Botswana. *Among others it was determined that Government of* Botswana *should allow prison service employees to unionize in compliance with* ILO Convention 87. *That there be the amendment* of Trade Unions and Employers' Organisations Act *to align it to international labour standards and other national laws. That the Government of* Botswana *should continue to liaise with the* ILO Technical Committee *for holistic review of labour laws in Botswana for alignment to international labour standards, and that the Government of* Botswana *in consultation with the tripartite partner should develop a time bound action plan for implementation under the direction by the* ILO. Ya bofelo e ne e le gore go bo go dirilwe jalo *before November* 2017, mme re mo go 2025. Ke sone se go leng maleba gore re leboge Goromente yo le Rre Mokgware, gore e re fela a tsena e bile a bo a thankgola molao o bo o tla mo Palamenteng mo tirisong.

Jaaka a setse a supile, molao o o supa diphetogo tse di mmalwa. Ke tlaa opela legofi fela di se kae tsa gore, nngwe ya dilo tse a di tlisang ke tse di tokafatsang *effective social dialogue,* e e leng gore *the Government is obligated to ensure that there is functional effective social dialogue, and at bipartite level.* E raya *the spirit of collective bargaining,* e a setseng a buile ka yone gore molao *seeks to enhance collective bargaining and even at tripartite level. In the sense that we are moving beyond this consultative structures* tsa *minimum wage, Labour Advisory Board, High Level Consultative Council Labour Sector, now to a structure which is a replica or something similar to …(Inaudible)…* ya *the* South African *jurisdiction.* E e leng gore *there will be discussion and almost consensus on policy, between the tripartite structures.* Jaanong seo se raya gore, *the employer organisation and the workers through their labour centres,* ba tlaa nna le sebaka sa go akgela le go bua mo go bopeng *policies* tsa pereko, pele Tona a tla go bua ka tsone. Le dikgang tsa *essential services committee,* di tlaa itsa seemo se gongwe re kileng ra se bona kwa morago e le gore jaanong go felela go olelwa mongwe le mongwe mo *essential service,* kgathanong le *the definition* ya *the* ILO *on essential services.* Mo go tlaa tlisa *objectivity* mo molaong.

Se sengwe se se molemo, bogolo jang for babereki ba *private sector,* ke go tlisa *this objective, empowered, impartial and professional dispute resolution system* ya *mediation and arbitration.* Babereki ba *private sector* ba ne ba na le mathata fa ba ya go ikuela kwa *Labour,* e sena meno a go tseela dikgato bahiri ba ba tsuololang ditshwanelo tsa babereki ka tsela e e ntseng jalo. Se se tsamaelana le maitlamo a UDC fa o lebelela *the manifesto of the* UDC *under pillar* 5.6, e bua ka *sound industrial relations* le *promotion of trade unionism.* Re tseye sebaka se go rurifatsa le go netefatsa gore, Goromente wa Puso ya UDC, ke Puso ya babereki. O laletsa babereki gore go nne le puisano mo go tokafatseng mabaka a pereko a bone. Ke Puso e e tlaa tswelelang e rera le bone go bua dikgang tsa pereko, go netefatsa gore baeteledipele ba makgotla a babereki ba sireletsegile. Go netefetsa gore go na le ditsamaiso tsa gore babereki ba ipuelele.

Ke fetse ka gore, dikgang tse tsa babereki, re di tlotla jaana ka gore go ne ga bua Tony Blair, ke ikamanya le mafoko a gagwe a re, *"Labour is not a commodity, it is a movement." The principle ya the* ILO le yone e bua jalo gore, *labour is not a commodity,* e raya gore *this is a cotenant of the* ILO *which means that work or labour is not simply a good or a product to be bought and sold in the market like any other object of trade. Instead, the* ILO *emphasises that labour is intrinsically linked to human dignity, wellbeing, and development. This idea is enshrined in the* Declaration of Philadelphia of 1944, *and it is a fundamental principle of the international labour standards. It is also in conformity with the Declaration on Fundamental Principles and Rights at Work* ya 1998, *which emphasises the decent work as a core objective and outlines four strategic pillars of; promote employment, social protection, social dialogue and fundamental principles at work. Also, it recognises gender equality and non-discrimination as cross-cutting issues.*

Ka jalo, mo go nna go boitumelo ka mabaka a gore, kwa ntle ga gore ke ne ka nna bontlha bongwe jwa ba ba neng ba porota Goromente wa nako eo, e ne ya re fa re dira molao o, ka nna le seabe sa go nna mo *the committee* ya *the tripartite.* E e neng e loga molao o, gore re bo re le mo go one ka tsela e e ntseng jalo. Ke tsaya gore se *should be seen as the victory for the workers.* Jaanong ka ke mo Pusong gompieno, ke tlaa feta ke latlhela le bahiri ka gore Puso ke mohiri. Totatota kutlwisiso ya me e santse e ganeletse ka fa babereking, gore se se tsewe e le *victory for workers.* Go tla molao *which will address dikgang* tsa *unfair labour practices,* o nonotsha dikgang tsa *social dialogue* le dikgang tsa go rekegela dikgang tsa bone fa ba ipelaetsa ka tsela e e ntseng jalo. Ke tseye sebaka se go ema molao o nokeng, ka gore *it enhances democracy because industrial democracy is a subset of broader democracy.* Re tseye go dira mo gore e a bo e le go nonotsha puso ya batho ka batho, ka mabaka a gore *workers' rights are human rights.*

Mo jaanong ke dikai tse di tshwanetseng go bonwa ke Batswana le babereki, di itumelelwe ke babereki gore Goromente yo o a bo a tlhoma ditlhako jaana e le sesupo sa gore ke Goromente wa babereki, mme go tlaa tla tse dikgolo. Ke na le tshepho mo go Rre Mokgware le ba a dirang le bone, Khuduthamaga le Goromente ka kakaretso gore e tlaa nna Goromente yo o rekegelang mabaka a pereko le ditshwanelo tsa babereki. Ke eme go le kalo, ka ke lemoga gore jaanong ke tsena mo moweng.

MINISTER OF WATER AND HUMAN SETTLEMENT (MR RAMOGAPI): Ke a go leboga *Mr Speaker.* Ke eme fela ka go leboga Rre Mokgware fela thata, *he is a man of action,* ke ka rialo. Ga se motho yo e reng fa a bua, a bo dikgang tsa gagwe di nna ditelele kana a tsaya motsopodia. Le mo dikgaolong tsa rona fela fa re ema re re Rre Mokgware, bahiri ke ba ba tshwenya babereki, a re nnyaa, ba tliseng kwano, e bile kamoso o rarabolotse kgang. Rre Mokgware re a go leboga, le Batswana ba a bona rraetsho.

Go na le kgang *Mr Speaker,* fa o ka ela tlhoko e boaboile gantsi mo Palamenteng ya gago o ise o nne *Speaker,* gore *prison officers should unionise.* E ne ya tla ka ditsela tsotlhe, e le *Private Member's Bill,* re leka tota gore re e tsenye. Puso e e neng e busa ka nako eo ya le supa le le fa ya re, owaii, ga le ka ke la go bona. Gompieno rona ke fa re na le dikgwedinyana fela di le *six,* e bile e tsene. Ke raya gore golo mo re tshwanetse re go lebogela thata, gore batho ba *Prisons* le bone ba ipone ba ka nna le tshwanelo ya *to unionise and bargain* fa go tla ditshwanelo tsa bone tsa pereko. Ke a e itumelela fela thata.

Ke tshwanetse go itumelela thata gape rraetsho kgang ya *maternity leave.* E ne e le selelo le khuranyo ya meno, e le gore *allowance* ya teng fela gongwe o ka bona 50 *per cent.* Gompieno e okeditswe gore e ka nna 70 *per cent,* maiteko a a matona fela thata. E ke e ratileng thata ke gore mo Setswaneng sa rona, ra re fa re re motho ga a bewa botsetse e bo e le *three months. Bill* e e supa jalo, e gakologelwa ditso tsa rona gore kana re Batswana,

a motsetse bogolo a nne dikgwedi di le tharo. Mo ke maiteko a matona thata a e leng gore babereki fa ba leng teng, ba tshwanetse ba rumaruma ba re, "aa! Puso e, e re tlela ka dilo tse di ntlenyane."

Mr Speaker, ga se yone fela. O tlaa gakologelwa gape *Mr Speaker* ka o mogologolo wa Palamente e, ke sa batle go go tsenya mo thaelong, e bile ke sa batle go go nopola, bangwe ba kile ba tla ka mogopolo e le *Private Member's Bill,* go na le golo mo gotweng *paternity leave*. Hee! O itse Puso e e fetileng ya pala ya re, "o kile wa go bona kae gone moo? Ga go ka ke ga ba ga nna golo moo." Ra re re a kua, re ikitaaganya fa fatshe, ka re ke tsholetsa lentswe, ga pala. Malatsi a, Batswana ba a gakgamala ba re, "o itse gore Ramogapi o bua a wetse dibete. O a seba. Ga a sa tlhole a goa mogoo o mongwe o e neng o kare ke ka diga le *ceiling* e." Gompieno rra ke sebaseba fela, ke rumaruma gore *paternity leave* e gorogile. Rra, re sa bolo go ngakalala, batho ba senyegelwa ba dira *Private Member's Bill* ya gore go nne le *paternity leave.* Jaanong le yone e dule mo molaong o. Rre Mokgware a re, "bogolo fela *five days,*" gore motho wa rre le ene fa motho wa mme a beilwe botsetse, a eme fa go ene a mo sedile maikutlo, a mo gomotse. A dire *bond* le ngwana yo gore rraagwe ngwana ke yo o teng. Ga se rraagwe ngwana yo o itatotseng ngwana. Golo mo go botlhokwa fela thata *Mr Speaker* le *Honourable* Mokgware. Rraetsho, ke go itumelela thata ka fa o tlisitseng *Bill* e ya gago ka teng.

Nngwe ya dilelo tsa rona rraetsho, ke *retrenchments* tse di diragalang mo lefatsheng la Botswana, di botlhoko. Ke gore mohiri fa a tsoga, o tlaabo a re, "ke a kgaola." Heelang! Bagaetsho, batho ba kgaotswe mo go botlhoko ka nako ya COVID-19. Ba itswetse fela, le fa e le sepe. Ba ne ba nna ba lelela mo go rona. Ba *tourism sector* ba kgaolwa fela, go bo gotwe go fedile tsamayang. Fa ba re ba a re gatwe, "owaii! e bile kompone ga e na madi, re le kgaotse tsamayang." Gompieno *Bill* e, e supa gore pele fa go ka kgaolwa batho, go nniwa fa fatshe go buisanwa mo gotweng ke *minimum package*. "Nnyaa, mme rra fa e le gore o a re kgaola, *minimum package* ya rona ra re, a bo o baya fa mo letsogong mo go kana." Golo moo ke gone mo go tlaabong go buisanngwa gore o ka tlisa mo, e le puisanyo. E se mo gotweng ke mohiri fela a le nosi, a bo a re ke ka le fa bokana, a bo a feditse. Golo mo ka bogone, ke dingwe tsa dilo tse re di itumelelang fela thata Rraetsho Mokgware. O tshware fela jalo.

Dikgang tsa *labour* batho betsho, di matswakabele. Di batla gore fa re bua ka tsone, re bo re di lebelela thata. Go na le dikgang tse dingwe gape mo molaong o, tse di molemo tse Rre Mokgware a buileng ka tsone gore go tshwanetse go nne le mo gotweng ke *fair dismissal*. E se ka ya re motho fa a tsoga a bo a re, "ke mohiri, e bile o rata le fa o sa rate, ke go ntshitse." Fa gotwe ga o a ntsha a re, "go siame ke tlaa go duela." Go ne gotwe 30 *days* kana bokae. Dikgang tse kwa makgotleng a ditsheko, o tlaa fitlhela *judgement* e tla e ntse jaana, e nngwe ka fa e tla e ntse jaana, di sa nyalane. Rraetsho, *Bill* e e fa pele ga rona e, e tlaa nyalana dilo tse. E tlaa ela tlhoko dilo tse gore di sekasekiwe. Se se re raya gore Puso e e tseneng e, ke ya ditshwanelo tsa setho. Tautona Boko e rile fa a bua a re, "Puso e, ke ya ditshwanelo tsa setho." Dituelo tsa babereki, molao wa babereki ke ditshwanelo tsa setho.

Motlhala wa Puso e, o a bonala. E rile fela jaaka e simolola, bangwe ba ne o kare ba tlaa thetheekela. Ba bo ba re, gone mo ditshwanelong tsa setho tse, motho wa Modimo ga a bolo go nna mo mmoshareng, ke e fa sekai fela. A ra re go siame re le batho gore re bo re e ja, re itumela, re iketla mme motho wa Modimo a le mo mmoshareng? A motho wa Modimo a bolokwe. E rile fa a sena go nna a bolokwa motho yo wa Modimo, Modimo wa re gopola wa bula maru, ga na pula fela e e gakgamatsang. Lefatshe la itumela. E ne e le lantlha pula e, e na mo lefatsheng la Botswana. Bagaetsho, le se ka la fela pelo le babereki ba se ka ba fela pelo. Re a bona gompieno lefatshe le le kwakwaletse. Re tsaya go sena le fa e le sepe. Ba nne ka tsholofelo ka gore fa ke betlang tema teng le nna, ke ntse ke betla tema maabane ke re ditshwanelo tsa babereki fa ba aga matlo a bonno, a ba nne le *a living wage* ya P4,000.00.

Ke rata go bua fela ke re, Batswana betsho kwa gae, welang dibete. Le a utlwa gore gompieno ke a seba, ga ke goagoe nnyaa. Ke a iketla fela ke re, bagaetsho, welang dibete. Puso e, ke ya ditshwanelo tsa batho. Puso e, re eteletswe ke *Advocate* Duma Boko. Monna yo wa Modimo yo fa a bua a re, "ke batla go bua selo mme ke na le *timeline* ya gore ke dira leng." Utlwa! *Timeline,* golo mo go tlaa dirwa leng. Go nne le mo gotweng *Transformation National Programme* e e leng gore ra re, mo re go dira ka kgwedi e, mo re go dira ka kgwedi e. Dilo tse tsotlhe fa re di kopanya batlotlegi, o tlaa bona gore batho ba, ba na le ponelopele ya gore ba ise lefatshe le golo gongwe.

Rraetsho Mokgware, ke go leboga thata ka Molao-kakanyetso o o tlisitseng o rra. O molemo mo matlhong a rona le mo babereking. Ditiro tsa gago di tlaa go sala morago. Modimo a go segofatse. Ke a leboga *Mr Speaker.*

MR KEKGONEGILE (MAUN EAST): Tanki *Mr Speaker. Mr Speaker*, re bua ka molao wa pereko o e leng gore gompieno jaaka re bua jaana, babereki lefatshe ka bophara ba o solofeditswe. Fa ba o solofeditswe, ba ne ba solofetse magodimo. Ba ne ba solofetse gore ka molao o, go tsamaiwa go buiwa gore P4000.00 o ya go tla ka molao wa *July.* Fa o o bala o a ipotsa gore a mme P4000.00 o tlaa tla ka molao wa *July.* Motho o ka ipotsa gore gone mme gompieno go diragala eng mo dikgannyeng tsa pereko lefatshe ka bophara. Re mo bothateng jwa gore babereki thatathata mo *private sector,* ba ba berekang mo diperekong tse e seng tsa ga Goromente, ba kobiwa fela. Motho o lebiwa fela jaana a bo gotwe, "fa o re nnyaa, tsamaya." Go beilwe fela mo goreng re tlaa go duela. Go beilwe fela mo goreng *Labour* jaaka e ntse, ga e na dithata.

Fa e sena dithata jaana, go raya gore bahumi, bahiri, ba itirelela fela jaaka ba rata. Re mo seemong se e leng gore *we are in an era of bargaining but in the private sector* o ya kwa meepong, *retails,* mabentleleng, *manufacturing,* o ya kae fela, ga go na le fa e le *bargaining.* Ga go na therisanyo. Ga go na dipuisanyo tsa dituelo tsa pereko. Go beilwe fela mo goreng komiti ya ga Goromente ya pereko e e bayang gore go duelwa bokae, bo *minimum wage,* e tlaa ntsha fela jalo gore go duelwa bokana. Bahiri ba bo ba re, "ee, re duela se Goromente a reng se duelwe, go sa kgathalesege gore o bereka mo e leng gore *it is worth more than what we are paying you*. Go sa kgathalesege gore re le mohiri re kgona go duela go gaisa jaaka go tulwe o duelwe." Mo go rayang gore go tlhokafala thata gore *we need to move away from that to the bargaining era* jaaka e ntse.

Kgang e ya gore fa o ya mo *private sector* thatathata mo mabentleleng le kwa bojanaleng, batho *indirectly* ba itswa go nna maloko a *trade unions*. Fa o nna leloko la *trade union* fela, gaeno ke nageng. Fa o nna leloko la *trade union* fela, o tewa gotwe itlhophele fa gare ga ga *trade union* le pereko. Ke sone se e reng gompieno jaana mongwe o kile a ikgatlha maloba wa bahiri mo *radio* a re, "go lekile *trade unions* tse tharo, di paletswe ke *to organise* fa re leng teng fa." O ipotsa gore *trade union* tse tharo di ka palelwa ke eng. Ke kgang ya gore babereki *are intimidated.*

Gompieno *in the tourism sector,* babereki ba bangwe mo dioteleng tse dingwe ba kgaoletswe madi gotwe Goromente jaanong o ntshitse *imprest,* o tlisitse *per diem, hotels* ga di kgone gore di dire madi, jaanong re kgaola madi a lona *for* dikgwedi tse *six* gona le gore re le kgaole. Gone moo fela o ipotsa gore a *Labour* e ba letleletse dilo tse kana ba dirile ka bo bone. Fela *at the end of the day,* babereki ba ka fa mosing o o ntseng jalo. *Imagine* o ntse o amogela bokana, o na le *insurances, loans,* o na le eng, go bo gotwe madi a gago a kgaolwa ka *half,* go raya gore jaanong gaeno ke nageng. O tshelela fela mo *stress* le mo go sieng, *insurances are lapsing.* Ke seemo sa bobereki jwa lefatshe la Botswana gompieno.

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Point of clarification. Thank you very much* motlotlegi *the shadow Minister.* Seemo se o se tlhalosang se jaaka fa o se tlhalosa jalo, ke se se diragalang gompieno jaana jaaka o bua, e bile re se bone. Ke sone se ke go kopang ka molao o ke o tlisang mo Palamenteng letsatsi leno le. Fa o o saena fela molao o, *all those things which you are saying, are going to stop, because* fa re bua ka tsone dikhansele tse re buang ka tsone tse, *they are provided here in this law which is in front of you. So, read it* o bone gore fa re batla go emisa bone batho jaaka ba kgaola *salaries* tsa batho ka go rata ga bone jaana, *Bargaining Council* e re buang ka yone, re bua ka *the real one.* Bala molao o sentle, o tlaa bona gore fa o sena go o bala, o bo o saenwa, re bo re o tsenya mo tirisong mo dibekeng tse tharo tse di tlang, matshwenyego otlhe a o a buang ao, a ya go fela. Ke a leboga.

MR KEKGONEGILE: Tanki, nnyaa mme e ne e le *elucidation,* ke raya gore o ne o dumalana le nna.

Kgang ya teng ke gone gore kana gompieno ke wena *Minister of Labour,* o okametse *Labour.* Bontsi jwa dikgang tse di leng teng mo molaong o, ke dikgang tse di leng teng mo Employment Act *and* Trade Disputes Act. Ke dikgang tse e leng gore wena lephata la gago la *Labour is not empowered to deal with them.* Potso ke gore a molao *is it enough* kana jang? *It is not enough definitely.*

Mr Speaker, re bua ka kgang ya *maternity benefits* gore la re di a tswa *from* 50 *per cent to* 70 *per cent. Yes,* ke koketso, *but it is not enough.* Naare motho wa mme mo lefatsheng gatwe o dirile mang eng? Ntlha lona borre ka ke lona ba le tsholang bana ba, le tswelela ka ma 100 *per cent* a lona koo, le ene *five days* o le tlaabong le mo filwe oo, le ya go tswelela le ntse le duelwa 100 *per cent salary.* Rona re le Botswana Congress Party (BCP) re dumela gore a bomme ba ba tswe *from* 50 *per cent* ba ye kwa go 100 *per cent.* Re tlaabo re tsenya *amendment* mo go yone e *to move to* 100 *per cent.*

MR HIKUAMA: *Point of clarification.* Ke a leboga *Honourable Member. Honourable* Kekgonegile, ka gore o mongwe wa mabutswapele a *trade unions,* e bile o tlhokometse lone lephata le mo tirong ya gago e o e dirang mo Palamenteng e o e neetsweng ke phathi ya gago. *What is the rationale in terms of the principles of these laws* gore go buiwe gore fa motho a ile *maternity leave* a tseye bo 50 *per cent,* bo 70 *per cent? What is the rationale that we can explain and make sense to people*, fa o sa e bitse yone *discrimination*? *The Act* ka bo yone e bua ka go tlhoka *discrimination in the work place.* A mme yone e, *is it not part of a formal and a legal discrimination against women*?

MR KEKGONEGILE: Go ntse jalo *Honourable* Hikuama, ke molao wa kgethololo ka bong, ga se sepe gape, ke molao fela wa rre a ikakanyetsa a le nosi, a bona gore mme ene ga a na ditshwanelo tse ene a nang le tsone. Ke dumela gore ke yone melao e e rotloetsang bo Gender Based Violence (GBV). Kana fa o riana, o raya borre lefatshe ka bophara gore *they are more superior than women and they can do as they wish to women.* Tshetlana eo *is outdated Honourable* Mokgware.

Fa re ya kwa meepong gompieno gore *what is happening,* meepo yotlhe *if not* 80 *per cent or* 70 *per cent,* le di file tetla le le Lephata la *Labour* gore di tsamaise ka 12-*hour shift. Mining is a very tedious job; very dangerous.* Mo go rayang gore go golafala ga batho ba go motlhofo, le *a long-term effect of that long shift,* mme kana molao gompieno jaaka o ntse wa re 12-*hours* o nna fela *under certain circumstances,* ga o nnele ruri. *It is about five years* le file meepo 12-*hours shift allowance,* ke eng le dirile jalo? A o santse o kare gone gompieno jaana lona ga e a e emisa? Gone gompieno jaana le dira molao ke o, ga ke e bone gone mo molaong one o go leka *to regulate that long shift work* ya meepo. Ga e yo fa, *but you still say* mathata a a a fela ka molao one o *Honourable* Mokgware.

Ba bereka *more than* 48 *hours,* bo 60 *hours* mme mmereki o tshwanelwa ke gore a bo a bereka 48 *hours.* E bile gape ba kgona go feta nako ya bone ya *shift, which is that* 12 *hours,* ba bo ba sa duelwe *overtime* ya teng, *and they are averaged that overtime.* Ke dikgang tse di diragalang gompieno *Honourable* Mokgware *under your watch.* Potso ke gore a molao o jaaka o o dira jaana, o tlaa tla o fetola, a o tlaa tla o baakanya...

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

MR KEKGONEGILE: O omanela eng?

HONOURABLE MEMBER: No, point of order.

MR KEKGONEGILE: O omanela eng Mokgware?

HONOURABLE MEMBER: Point of order.

MR KEKGONEGILE: Mokgware nako e tsamaile, o na le 30 *minutes* wa gore o ka tla wa fetola.

MR SPEAKER: What is your point of order Honourable Mokgware?

MINISTER OF LABOUR AND HOME AFFAIRS (MAJ. GEN. MOKGWARE): *Point of order. My point of order* e tswa fa *Mr Speaker,* ga ke itse gore a gone go siame. Ke gore motlotlegi o neetswe molao, ke sale ke o mo neetse gore a o bale *so that he can acquaint himself with the law* ka fa e ntseng ka teng. Jaanong go lebega o kare ga a sa tlhole a bala molao, o bua di sele tse di kwa ntle ga molao. Ke dumela gore o dule mo tseleng mo e leng gore le batho ba a reng o a ba buelela bale, o a ba latlha ka gore molao one o teng o tlhamaletse. Dipuo tsotlhe tse a reng o a di bua, di teng mo molaong mo. Gongwe o ka bo a tlhalositse se sele gape. Jaanong ke tsaya gore ga go a siama gore fa o le moeteledipele wa batho, o bo o bua dilo tse e seng boammaaruri, mme o tshotse molao fela o o neetswe o le fa pele ga gago. Le one makgotla a babereki ba mo reeditse gore a reng, nna ke tsaya gore ga go a siama, *he is not in order.*

MR SPEAKER: *Order! Order! Honourable Members. Honourable* Mokgware, fa o sa dumalane le ene, o na le ditshono tse pedi, (i) o ka kopa *correction* e e leng gore go tlaa tswa mo go ene gore a o ema *(yield)*. Ya bobedi ke gore, e re fa o fetola, o bo o tlhamalatsa dilo fa e leng gore go na le yo o ka bong a di sokamisitse.

MR KEKGONEGILE: Tanki *Mr Speaker.* Tanki *Honourable* Mokgware. O tlaa tla o araba wa gaetsho.

Mr Speaker, nevertheless, that was the current labour scenario in our country. Nevertheless, molao *is bringing in a transformative shift,* ka gore o kopanya melao e meraro go dira molao o le mongwefela. Re ne re sa dumalane gore Employment Act le yone le ka e ntsha la tla la e kopanya le molao o, ka gore Employment Act ke Baebele ya pereko e e leng gore bo Trade Disputes Act tsone ke dikopelo tsa tumelo tse e leng gore di tsaya dipina tsa tsone, mekwalo ya dipina mo Baebeleng.

Gone re lemoga nomore e e kana ya *leave* e e leng gore *it has been introduced* kana e nna teng. Motho o ka ipotsa gore a mme bone bagwebi kana bahiri ba tlaa di kgona, kana lona le tlaa tla ka seemo sefe se e leng gore

will supplement bahiri mo *the leaves* tse. Boammaaruri jwa teng ke gore *holidays* tsa rona mo lefatsheng la Botswana di di ntsi, *and therefore, you need to meet* bahiri *halfway on leaves* tse dingwe tse dintsintsi tse di kanakana. *Of course, leaves* tse di tshwanang le ya *adoption* le ya *maternity are very progressive,* ke selo se le sengwefela *but* tse dingwe *you need to meet* bahiri *halfway*.

Issue e nngwe ke ya *fixed term contracts* gore *contracts* thatathata tsa bo ditsela le *mines,* o fitlhela di fiwa bo *five years. In that five years* wa konteraka ya bone ya tiro, ba hira motho *every* 12 *months*, mme le fetsa golo mo gore a hirwe *for the duration of* tiro, *which is fine*. *Issue* ya teng e nna gore re tshwanetse *to guard against* gore a se ka a mphira 12 *months for* tiro eo, *then he discards me* a bo a ya go hira o mongwe *for* 12 *months. He will discard him* a bo a ya go hira yo mongwe *for* 12 *months for* tiro eo. Gone mo fela ka bogone, go tshwanelwa ke gore go lebelelwe, go nne le *job continuity* ya motho a le mongwefela *and declared* gore *it is an unfair dismissal of the first person* yo o neng a ntshiwa mo tirong eo.

Introduction e ya *Mediation and Arbitration Commission*, kana *Labour Department* e ntse e le teng *coordinating them*. *Challenge* ya bone kana *was not that only that* melao *is not enough, but also there was an issue* ya *capacity* mo go bone. *There was an issue* ya *resources and staffing* mo go bone. Gone gompieno jaana *labour* e e kwa Maun, e tshwanetse ya bo e na le ngwaga *if not two* e sena *Arbitrator*. *Issue* ke gore a re ya go bona *the same thing* mo *Commission* kana jang? *How are we going to capacitate the Commission* gore e ka kgona go bereka?

The freedom of association part le *Commission,* ga re bone *direction* gompieno jaana. A re emetse gore re fitise molao pele, ke gone re bo re simolola go baakanya fale le fale gore *Commission* e ya go nna jaana, e ya go nna fale, e ya go bonwa kwa? Re tshwanetse ke gore re bo re ntse re bona matlhasedi a gore *Commission is coming*. Fa go sena matlhasedi ao go raya gore *it is going to take a year or two* gore *Commission* e nne teng e le *established*, babereki ba tlaabo ba ntse ba tswelela ba sokola *under the current scenario* ya *Labour Department* e e *understaffed and under resourced*.

Issue of freedom of association gore dikompone di gana *trade unions but issue* ke gore di a gana, *you are going to fine them*, *it is not enough. There must be a section and an article* e e buang gore a go nne le *workplace representation* ya babereki le *union in every workplace.* Fa go ntse jalo, go a patelesega gore ba ba amogele. Fa e le *issue* ya gore fa ba *apply* le tlaa bona gore a le a ba fa kana ga le ba fe, fa le sa ba fe *you will fine them*, *it is not enough*. *They must be bound by the law* gore go nne teng. *Of course, issue* ya *burden of proof* gore ga o a nkoba sentle, *the burden of proof does not only fall on the worker now, it also falls on the employer*. *It is a welcome development*.

Issue ya *labour inspection* e ntse e a sala kwa *Labour but* ke gore *how is it going to be capacitated? If you go to areas* tse dingwe tsa dipolase kwa bo Kgalagadi, Ghanzi, *to the delta* kwa bo *North West* le tse dingwe fela jalo bo Tuli Block, *inspection* ya teng ga e motlhofo. Kwa go tlhokafala gore ba tsamaye ka *flying machines at the delta*, kwa dikampeng tse e leng gore ga di kgone go tsamaiwa ka dikoloi, *are we going to capacitate them* kana jang? A mme maemo fela a gore *Commissioner* wa *Labour* jaanong o bidiwa *Director of Labour,* a re ya go nna le a mangwe gape? *Is it enough? Of course, it is not enough*.

The pro rata principle ya gore fa e le gore ke mo *fixed term* yo mongwe o mo Permanent and Pensionable (P&P), a re duelwe rotlhe ka go tshwana gona le ka fa go diragalang ka teng gompieno. Yo o mo P&P *same qualifications, same job* o kgona go duelwa *five thousand*, yo o mo *fixed term* a bo a kgona go duelwa 2.5 ke bothata *but the* pro rata principle *of course* e leka go tokafatsa seemo se se ntseng jalo.

Shift work mo molaong ya utlwala, e a bonala *but the challenge is shift work* le *overtime*. *Shift workers*, tsamaiso gompieno *is confusing to a lot of employers* gore a motho wa *shift work* o ka duelwa *overtime* gape a ntse a duelwa *shift work allowance*. *Shift work* le go bereka *overtime are two different things which they must be compensated for*. *So it must be clear to* bahiri gore o ka dira *shift work* a na le *shift work allowance but* fa a setse a berekile *overtime beyond the shift work hours, he is entitled to overtime which is not happening. Will it happen under this law? Is it captured* gone fa?

Go na le *Article* 2 e e buang gore *workers' family* le raya eng. *Of course,* go buiwa ka *nuclear family*, go na le *extended family* go tsentswe bo *father-in-law, mother-in-law but* ga go a tsenngwa *grandparents and grandchildren* ka gore golo fa re maAfrica. Rona bommama ke bone ba re ba bitsang bomme. Mmama re raya nkuku, re ba bitsa bomme, *so they need to be covered*.

HONOURABLE MEMBERS: …(Murmurs)…

MR KEKGONEGILE: *They need to be covered under the definition* e ya *family* ka gore rona ba bangwe batsadi ba rona ba sale ba tlhokafetse, a bo re godisiwa ke bommama, bontatemogolo, a bo go raya gore ke bone batho ba e leng gore ke batsadi ba rona *now. So if within this law* ga ba tsewe tsia, *they are not recognised by this law* gore ke ka ya lesong la gagwe, ke ka mo kopela *advance for* eng, ke ka mo *cover for* eng, *I think it is not enough,* re tlaa tsenya nnetlane *for* yone.

Fraudulent recruitments; ke gore *for example, work permits* tse di fiwang *international citizens;* babereki ba ba tswang kwa ntle ga lefatshe. Gompieno jaana mo *mines, front loaders and charge-ups* ba tswa kwa ntle ga lefatshe. Ka 2019 re ne re le mo Palamenteng re lwantsha Khoemacau ka batho ba ba *over* 700 *work permits* tsa bakgweetsi ba diteraka ba tswa kwa ntle ga lefatshe. Gompieno *we are in the same thing,* Barminco e tsamaile go tsene JCHX. E tla ka *the same* babereki gape e le *international workers within the high unemployment statistics* se re nang le sone mo lefatsheng. *It is happening under your watch*, ba ke wena *Honourable* Mokgware o ba fileng *work permits because this is a new company*. O fa wa re molao ke o o fetsa sengwe le sengwe seo mme e le wena o fang batho *permits* le ditiro tsa Batswana. Tanki *Mr Speaker*.

ASSISTANT MINISTER OF JUSTICE AND CORRECTIONAL SERVICES (MR NYATANGA): *Thank you very much Mr Speaker*. Le nna ke ne ke batla gore ke emelele *this afternoon* ke eme nokeng Tshutiso e e tlisitsweng ke Rre Mokgware.

Mr Speaker, golo fa fa ke lebelela, *it is very clear* gore Goromente yo wa rona o tlhwaafetse jaaka *we brand ourselves* gore re Goromente wa ditshwanelo tsa batho, e bile re ya go sireletsa ba e leng babereki ka molao o o tlisitsweng o. Golo mo go botlhokwa thata *Mr Speaker.* Ke eme jaana e le gore *ministry* wa me o neetswe gore re thuse go lebelela ditshwanelo tsa batho. Jaanong ke dumela gore molao ka fa o supang ka teng, o tlhalosa tota gore mongwe le mongwe o tshwanetswe ke gore a nne le mo gotweng *a fair treatment at the workplace*. Mme le fa re ntse re rialo *Mr Speaker,* ke batla go sutisa gore dinako tse dingwe o fitlhela go sa nna jaana dinako tsotlhe, ka gore re na le batho ba gotweng *people living with disability, and our legislative framework* e tshwanetswe ke gore e *make sure* gore *these people* le bone ba nna le seabe *in terms of* go tlhokomelwa. Fa o lebelela gompieno, *statistics* di tlaa go supegetsa gore re na le batho ba le ba ntsintsi ba e leng gore ba tshela ka bogole, ba sa kgone go bereka. Ke selo sengwe se re tshwanetsweng ke gore fa re dira *protection of employees,* le bone e bo e le gore re ba lebeletse. Gape re bo re lebelela le *the marginalised groups*, batho ba ba tshwanang le Basarwa ka gore ke bangwe batho ba ba iphitlhelang ba le mo seemong se e leng gore fa e le gore ke dituelo, ke dituelo tse di kwa tlasetlase.

Mr Speaker, ke batla ke supe gore jaaka ke tlaabo ke akgela mo molaong o o tlisitsweng ke mokaulengwe fa pele, *I want to focus on core labour standards, which address four fundamental and indivisible human rights,* ke simolola ka *the freedom from discrimination at work.* Jaaka ke tlhalosa, batho ba ba tshwanang le Basarwa le ba e leng gore ba tshela ka bogole, ba nna le kgatelelo e ntsi thata fa re tla go tsena mo dikgannyeng tsa *exploitation. We must make sure that we assist them, and this is the opportunity. I am happy* ka gore molao o o tlaa kgona go thusa gore batho ba go nna jaana re kgone go tlisa *recruitment* ya bone, e bo e le gore *we are very clear,* re a ba hira, ga ba kgoreletswe ke sepe. *When you look at some of the literature* e e teng jaaka kwa Kenya, *they have an* Act of Parliament e e bidiwang gotwe Disability Act, *and* mo teng ga *this Act,* e tlhokomela *rights* tsa bone batho ba, e bile e a supa gore mongwe le mongwe yo o nang le *disability,* ga a a tshwanelwa ke gore a gatwegatwe. E bile ba a supa gore ba e leng gore *they are qualified,* bone ba tshwanelwa ke gore ba bo ba neelwa ditiro. *So,* ke dumela gore le rona re ya go dira jalo. Gape ke itumele jaaka bakaulengwe ba ntse ba bua ka kgang ya *the paternity leave* ka gore go a supa gore re tlhwaafetse re le Goromente gore borre le bone re batla gore ba *bond* le bana ba bone. Fa re ntse re bua ra re borre ga ba *bond* le bana ba bone, mme e ya go thusa.

E nngwe ke ya *freedom from unfair labour practices Mr Speaker.* Go tsenya tshetlana e e leng gore e tlisa *definition* ya *unfair labour practice,* go botlhokwa thata. Batho ba le ba ntsintsi ba iphitlhetse ba le mo seemong se e leng gore ba latlhegetswe ke *cases* ka gore go ne go sa tlhatswega fela sentle. Re ne re iphitlhela e le gore motho o kgona go *terminate* konteraka ya motho a sa mo sekise, e bo e le gore go siame fela sentle. Jaanong *this* molao o ya go thusa thata *Mr Speaker.*

E bile molao o o ya go thusa ka go *protect* ditshwanelo tsa ba ba berekang *at the farms,* ba o fitlhelang e le gore fa gongwe o na le *family* le bana, go ya go hirwa monna fela, ba bangwe go bo go tseelwa gore ke ba e leng gore ba a thusa. *So Mr Speaker,* go botlhokwa thata gore re thuse batho ba *because that is total exploitation* e e leng gore *as a Government of human rights,* re tshwanetswe ke gore re lwantshe seo.

Ke itumelela thata gore go bo go okeditswe *maternity leave allowance from* 84 *days to* 96 le gore jaanong gompieno *they are going to get* 70 *per cent. That is very good,* ka gore go botlhokwa gore *those young people* ba e leng gore *they still want to make families,* ba kgone go dira jalo ka gore o ne o kgona go fitlhela e le gore golo mo batho ba kgona gore ba tshabe go dira malwapa ka ntateng ya gore o tlaabo a ipotsa gore kana ke ya go kgaolelwa madi.

Mr Speaker, tla ke go bolelele ka kgang ya *contract of employment,* ke ne ke buisa diphuthego maabanenyana fela jaana kwa Mookane le Palla Road kwa go nang le meepo e e leng gore e teng e thibeletse. Banana ba ba neng ba bua ba e leng gore ba *lucky* ba hirilwe, *about* 60 *per cent of them* ba ba neng ba le mo Dikgotleng, ba ne ba ngongorega ka fa ba direlwang dikonteraka tsa bo *one month, one-month* ka teng. Jaanong ke ne ke ba solofetsa *Honourable* Mokgware, ke ba raya ke re re ya Palamenteng go dira melao. Ke eletsa ba ka bo ba ne ba reeditse gompieno jaana gore fa re re *we are very deliberate and intentional,* re raya gone mo, gore kana se ba ntseng ba se dira, e ya go nna *the story of the past.* Ke rata thata gore *fixed term* e tshwanetswe ke gore e nne *from* 12 *months* ka gore se se ntseng se diragala ka bo *one month, one month,* batho ba ne ba dira jalo ka gore ga ba batle go duela batho *leaves.* Motho yo o mo fang *one-month* o *cheap* mo go maswe, o kgona gore e re le fa o tsena fa a re o a botsa fela o mo raya o re, "bona, ke tlaa go baakanyetsa madi a gago," jaanong molao o o ya go thusa.

Kgang ya *freedom of association* e tsamaelana thata le ILO le *the Declaration on the Fundamental Rights and Principles and the Rights to Work*, tse di neng di buiwa ke Motlotlegi Motshegwa. *As a country, we have got an obligation* gore re thuse gore maphata a tshwana le bo le *Prisons,* ba nne le *unions* tsa bone kwa ba tlaa kgonang gore ba bue mathata a bone ka gore mathata a bone a mantsi. Fa gongwe *because of structural setup,* o fitlhela go se motlhofo gore ngwana o ka bua le mogolo ka gore ba tlaabo ba tshaba gore gongwe go ya go nna *victimisation. I am happy* ka gore *we have told them* le bone gore *we are going this way, and we are demonstrating through this law* gore se re se buang ga se matshamekwane. Golo mo go botlhokwa thata *Mr Speaker.*

Kgang ya *deduction of wages,* kwa ofising ya me thata kwa Mahalapye, batho ba lela gore mohiri o kgona go ntsha madi a sa bua le ene, jaanong gompieno *it is going to be the story of the past*. Ga go na mohiri yo e leng gore o tshwanelwa ke gore a ntshe madi a sa buisana le wena, go ya go nniwa fa fatshe.

Ke batla gore ke bo ke tswelela gape ke re, ke itumelela kgang ya *retrenchment packages because* go ne go le motlhofo go koba batho, jaanong gompieno o nna fa fatshe le motho gore o bo o bona gore o kgaogana jang le ene. E bile dikgang tse di ntsintsi kana mathata a tsone e ntse e le gore fa batho ba ikuetse, go nna thata gore go nne le maduo, e bile bangwe ba ipolelela gore *Labour* ga e na meno. *The fact that the Director of Labour* a tsamaya ka fa ditsamaisong tse di teng ka fa molaong, o kgona go dira gore a *force* gore motho a duelwe, go tlile go re thusa. E bile go ya go bona le bone batho bone ba ba e leng gore ba hira batho ba tsaya dilo *very seriously. The security companies* mo kgaolong ya me ga di robatse batho ka gore ditshwanelo tsa batho di a gatwagatwa. *With the provisions* tse, *I think* re ya go iphitlhela e le gore dilo tse e ya go nna *the story of the past.*

I am very happy ka kgang ya gore molao o gape o sireletsa batho gore ba se ka ba duelwa ka disukiri, ba se ka ba duelwa ka *e-wallet* jaaka re ipelaetsa mo dikgaolong tse e leng gore re mo go tsone, ka o fitlhela re na le dipolase jaana, batho ba lela ba re ga ba duelwe sentle. Jaanong ka a le kalo, tota ke ne ke batla gore le nna ke latlhele la me ke supa *Mr Speaker,* gore *I am very much supportive of this*. E bile go supa gore Goromente o re tlhwaafetse. Ke na le tumelo ya gore le bone Batswana ba a bona gore go ka tswa go sa lekana, gongwe ba bona gore dingwe ga di yo molaong o, mme o a bona gore re dirile tiro e tona. *Thank you very much Mr Speaker.*

MINISTER OF YOUTH AND GENDER AFFAIRS (MS CHOMBO): I thank you Mr Speaker. Let me start off by thanking and appreciating the Honourable Minister, Major General, for doing something that the Ministry of Youth and Gender Affairs has been asking for, for a very long time, and that is mainstreaming gender. I would like to applaud the ministry as well as the Minister for really integrating gender issues into this law. We have been advocating for gender issues to be integrated into laws, policies, various programmes and practices across all sectors and all levels of development instead of treating gender issues as a separate issue. We would love to really applaud the ministry for having assessed. *E rile ba bona go le boleng gore re* review our employment laws and labour laws, they took time to sit and really assess the implications of the law that is to come for both women and men. I think this is a

very great example of gender mainstreaming for every ministry, department or sector to really take into account.

Now moving onto the Bill Mr Speaker, I think that is very important to look at the current Bill that is being proposed on the background or the backdrop of the current employment law, so that we can adequately accept the impact of the proposed Bill. With that being said Mr Speaker, it is important to note that the current Employment Act or Employment Law has absolutely no explicit protection against sexual harassment at work. None. In this day and age, it remains silent on sexual harassment and this leave private sector employees without clear legal recourse and they only have pretty much at peace no protection by a constructive dismissal or unfair termination. I trust that we all know how that is quite often inadequate, the current law. Also have limited coverage, it bars termination on the basis of gender Mr Speaker, but there is no protection on areas like hiring, demotion and indirect discrimination, pregnancy and family structures discrimination have been unaddressed in our current employment law.

It is very important to also note that in not covering indirect discrimination, it does not protect workers from family or family status related bias and remedies by a constructive dismissal as we all know, we currently face high legal threshold and it is on that ground Mr Speaker that I stand to support this Bill.

I would like to also point out that earlier this month, I represented our Government at the Committee on Eliminating Discrimination Against Women. I was leading a delegation that comprised of various representatives from the Ministry of Justice and Ministry of Child Welfare and Basic Education, and we would have loved to also tag along with representatives from the Ministry of Labour and Home Affairs, but due to our budget constraints, we left the delegation minimal.

Mr Speaker, *kgang e re ne re botswa ka yone* when we were accounting, which was very prominent, was the issue of non-compliance with ILO Convention 190 on violence and harassment in the world of work. So, as we deliberate on this Bill, I would like to point out that it addresses this question that we are constantly critiqued on as country, as a Government that we do not comply with this very essential and critical convention which speaks to violence and harassment in the world of work.

Now turning to the Bill itself, we happily applaud and welcome the provisions that are being suggested in this Bill. *Tota* it has a very comprehensive section on gender which is quite holistic. Let me start off by saying that it is very comprehensive. *Gantsi le gape re bona mo melaong* maybe *gotwe* sexual harassment or discrimination. It is very general, very vague, it is not comprehensive. Let us take this time to applaud how comprehensive this Bill is and how it has a very comprehensive section on gender issues being Part (iv). We are very grateful and we applaud it for pointing out *gore* we will eliminate discrimination and prevent violence and harassment in the workplace, including but not limited to Gender-Based Violence.

Mr Speaker, Gender-Based Violence continues to remain a pressing issue in Botswana, we consider it to be a national crisis level *ka gore rotlhe*, there is someone who is affected that we know. It could be us, our sisters, brothers, daughters, nieces, nephews even our grandparents. So, we applaud the stance that this Bill takes against all forms of harassment and discrimination, including standing against Gender-Based Violence. I think it is a very important message to be sending in this dire time in Botswana.

I also applaud Mr Speaker, the fact that this Bill covers both direct and indirect discrimination. You would note that when I was given the backdrop of the current Employment Law, I noted and pointed out that it does not cover indirect forms of discrimination biases that women face as well as men. This current Bill covers those indirect biases and it also stands against discrimination on the basis that sexual orientation, maternity, pregnancy, paternity, disability *e e leng gore motlotlegi le ene o ntse a bua ka yone*, has been covered and this is amongst many others.

We also applaud the affirmative action that this Bill has ensured. Where it provides for taking lawful measures and making reasonable accommodation designed to meet particular requirements for people who for reasons including sex, age, disability, pregnancy, maternity, family responsibility, social cultural status may require protection or assistance. This is the kind of affirmative action that we would love to see from our Government and many other Bills as the Ministry of Youth and Gender Affairs.

We would also love as I come to concluding, to point out, Mr Speaker, earlier this year the Ministry of Youth and Gender Affairs hosted the lead forum, *kwa re neng re kopantse banana, re utlwa mathata a bone le gore ba eletsa eng mo Goromenteng wa bone* and

one of the young people, I remember vividly and even where she was sitting, she stood up and she said, "you know, Minister, in this day and age, we still have to do sexual favours at the workplace. We are qualified and experienced, we deserve the job and even then, it is not enough." So, I take this time and I do this not just as a Minister of Youth and Gender Affairs but also as a young woman understanding the various issues that young women across Botswana face. To applaud the fact that this Bill expressly stands against obtaining of sexual favours or sexual harassment for *dikgang tsa bo* promotion, *phiro* and being threatened to be let go of at work.

I take this time to really thank the Minister on behalf of young people and women. Mr Speaker, *ke boa gape ke leboga kgang ya* maternity leave, the improved condition which on the interest of time I will not get into, but my colleague have nailed it. *Tota re a di amogela, re a di leboga*. Women face so many barriers in society and it is very important to be cognisant of those barriers and see how we can mitigate them and these improved conditions *tsa* maternity leave will go a very long way.

The one which I will conclude with is that of paternity leave, *e e leng gore bagaetsho* it encourages shared caregiving responsibility and this will help us to reduce gender stereotypes that caregiving is women's work. This is one of the issues that was pointed out at Seattle, Mr Speaker, during the presentation by Botswana which I previously mentioned *gore go na le* gender stereotypes and as Government, we have a role and responsibility to curb those gender stereotypes. I am grateful that paternity leave is also a very proactive way of strengthening family relationship and child welfare is an area which this Government takes very seriously and you can see how it cuts across all sectors once again, having been covered by this Bill and all in all Mr Speaker, I support this Bill, there are many others which my colleagues have pointed out to. I think that is progressive, that is the very great step forward towards gender equality in this Government that stands to uphold human rights. I thank you Mr Speaker.

MR SPEAKER: Honourable Hikuama, Opposition Whip.

HONOURABLE MEMBER: …(Inaudible)…

MR SPEAKER: Kana o batla go tsene yo o kwa morago?

HONOURABLE MEMBERS: …(Murmurs)…

MR MAPULANGA (CHOBE): *Thank you Opposition Whip for yielding*. Ke a go leboga *Mr Speaker*. Ke leboge thata *Minister for the presentation* ka Ditshutiso dingwe tse re lekileng go di baakanya mo teng kana tse o lekileng go di baakanya kana go araba diemo tse re nang le tsone mo lefatsheng le, mo go tsa pereko.

Ke supe jaana *Mr Speaker* gore, rona ba bangwe re kile ra feta ka dikgwetlho tse, *some of us were once retrenched, and* ke gone fa re boneng teng gore molao wa lefatshe le ga o *fair.* Ke eletsa gore fa re dira molao o, e se ka ya nna rona *that benefit*, re o direle ba ba tlang kamoso gore o ba sireletse. Le fa gompieno re ipelela gore *contract* e tlaabo e le 12 *months, there are businesses that are operating daily and yearly for decades,* mme re bo re re re ba bulele phatlha ya gore ba nne ba dirisa 12 *months fixed contracts,* mme *lodge* e kgona *to operate for* 25 *years* e sa tswalwe. Re ntse re bula dikgoro tse dingwe *Mr Speaker,* tse re yang go nna le seemo mo malatsing a a tlang.

Gongwe ke simolole gone fa *Mr Speaker* mo go *Section* 25 ya lefatshe le. Nna ka bonosi ke dumela gore *we need to prescribe* gore *company* epe *that applies for redundancy or retrenchment*, a e tlise *their financial statements or financial reports* tsa dingwaga tse pedi, *consecutively.* E re *when they apply to the Commissioner,* re bone gore a ba ntse ba sa dire madi. Fa e le gore ba ntse ba dira madi, *Minister* ke kopa gore *the following* di tsenngwe mo molaong; *company* eo *must be paying two months salaries for every year complementary of service,* fa e le gore e ntse e dira *profit* mme e batla *to retrench,* ka gore Batswana ba lefatshe le ba jelwe ntsoma.

There is a tendency Mr Speaker e e gorogileng mo lefatsheng le ya *shareholders and director*. Ba na le *terms* tse ba di ipeetseng, fa a sena go dira *profit* mo go *five years* wa gagwe, *they apply for Section* 25 gore *he/she is retrenching,* ga a dire *profit, and it is granted.* Fa a tswa foo *the next director* kana *shareholder* o a tsena, le ene o ya go dira *profit* ya gagwe. *This is a circulation* e e tsamaisiwang mo lefatsheng le, e ke eletsang gore *we need to guard against Minister* ka gore re jelwe. Fa o utlwa ke go raya ke re *I have been retrenched about two times.* O ya kwa go bo gotwe…jaaka o re re ye *to negotiate, the employers do not negotiate, they are granted,* gore o rile o tlaa kgona go le duelela *one-week salary for* ngwaga o o o feditseng *and then capped to* 10, 20 *or* 25 *years*. Fa e le gore o berekile 25 *years, be paid for your* 25 *years* yo o mmereketseng. A re e tsenyeng mo molaong. Go sena mo gotweng *company* ga e kgone, e rile e tlaa duela *up to* 10 *years* fela.

Gompieno jaana dikompone *that are retrenching mostly the banks*, fa o ka lebelela, ngwaga le ngwaga go na le banka *that applies to retrench and when they apply for retrenchment* jaana, ba tlaabo ba kwala gore, ka o na le *loan* mo go rona, go raya gore *we are forfeiting* 80 *per cent of your benefits to pay your loans*. Ngwana o tsamaya ka bokae, 20 *per cent,* mme o na le *agreement that you have signed* ya sekoloto sa gago. *So this Minister, I do not think you need to overlook.* A e tsene mo molaong gore, *I have signed my agreement,* ke itse gore ke tlaa duela ka tsela e ke tlaa duelang ka yone. Fa e le gore ga ke duele, *there are measures* tse ba ka di tsayang, e seng *to forfeit* madi a batho.

Mr Speaker, kgang ya bobedi e ke batlang gore *Minister* a e lebelele, ke *the private sector salary structures, we cannot ignore it. We need to come up with a structure for payment in the private sector,* ka gore fa re sa dire jalo, go a itirelelwa kwa *the private sector. The tourism sector* gompieno, *a qualified executive chef salary* ya gagwe o ka e gakgamalela. *Waiter, guide,* kwa *tourism,* kwa gotweng ke yone *a second or even to date* ke tsaya gore *it is the first in generating income, look at their salaries. We need to come up with a plan or a law that enforces* gore *the salary structure in the private sector* e nne teng. Batho ba re botsa ka P4000 ba a mmatla, jaanong re palelwa ke go araba. *We need to come up with a salary structure in the private sector,* re se ka ra leba kwa Pusong fela.

Kgang e nngwe e ke batlang go fetela mo go yone *Mr Speaker* ka gore nako ya teng e a siana, ke ya *the paternity*. Ke batla *to acknowledge* gore go lekilwe, mme ga ke dumele gore *five days is enough Minister,* ka gore mosadi o berekela kwa Kasane, nna ke theogelela kwa Tsabong, ke tsaya *two days* go ya go goroga, go bo gotwe o neetswe *paternity leave* ya *five days*. O ya *to bond* le ngwana eng? *You bond* le ngwana o dirile eng? *So we need to revise this, it should go to at least* 10*,* 15 *days or two weeks at least Mr Speaker*. Re kgone go goroga, *because at the moment* Batswana ka bontsi *their right to family is disturbed, because* mosadi o berekela kwa. *When they apply for* mo gotweng ke kopa go sutelela kwa monneng wa me kana kwa mosading wa me, gatwe ga o nosi. Dikgang tseo di teng, o a di itse *Minister.* Fa e le gore ke *five days* re netefatse gore re sala molao morago wa gore *the spouses* di berekele fa di batlang teng. Fa e le gore ba a dumalana gore re ye go nna rotlhe re berekele mo toropong e *one,* ba berekele golo go le *one*. E seng yo mongwe a le kwa, yo mongwe a le kwa, go bo gotwe o ya *to bond* le ngwana *five days, it is unfortunate.* Ke dumela gore le tlaa e lebisisa bakaulengwe.

Go na le kgang mo lefatsheng le ya *understudy Minister,* e ke dumelang gore *there should be a document or programme* ya gore fa o okeletsa motho gore a bereke mo lefatsheng le, *because these are executive positions,* ba supe *progressive programme* e ba nang le yone gore, re mo neela *work permit* ka gore o thusa go ruta bana ba rona tiro. Mme ga go na, batho ba setse ba na le *ten years* ba le mo Botswana, go sena Motswana yo o neetsweng *skill* seo. Le fa o ya teng o re o ya go tlhola *progress report* ya gore le mo ruta fa kae, ga go na *programme* le *document* tse di beilweng mo ofising. Jaanong *what are they understudying Minister?*

Ke leke go wela jaana, kgang ya *Labour Minister,* ga o na babereki. *That is why there is a lot of backlog on issues* tsa *Labour.* Pandamatenga e na le lebaka e se na mmereki; a sale a nna *transferred.* Chobe *as a whole,* go tswa Linyanti go ya go tsena kwa dipolaseng, e laolwa ke *private sector, so* fa o sena *mediators, inspectors* le *arbitrators* mo kgaolong, go na le seemo. *You need to staff the offices,* di nne le batho, ba kgone go reetsa dikgang tsa babereki nako e le teng. *Mr Speaker,* rona ba bangwe re ka bo re okeleditswe ka gore re tswa kwa Chobe, kwa *tourism,* kwa kgatelelo ya *labour disputes* e leng kwa godimo. *Let me submit.* Ke a leboga.

MR SPEAKER: The floor is open *mme e tlaabo e le mo le e tleng le re ke go kgomisa.*

Order! Order! Honourable Members, I do not want to disturb rhythm *ya* those who will debate. Let me just confer with the Clerk on the…

…Silence…

MR SPEAKER: You know we normally have General Assembly on Thursdays, and as far as I know, there is no General Assembly tomorrow. So, you will discuss whatever matters for the General Assembly in an General Assembly next week.

As it is now six o'clock, I will now call upon the Leader of the House, Honourable Minister Moeti Caesar Mohwasa, to move a Motion of adjournment.

MOTION

ADJOURNMENT

LEADER OF THE HOUSE (MR MOHWASA): *Thank you Mr Speaker.* Ke sutise gore ka nako e setse e re tšhaetse, phuthego ya gompieno e tle bokhutlong. Ke a leboga *Mr Speaker.*

Question put and **agreed to.**

The Assembly accordingly adjourned at 6:00 p.m. until Thursday 10th July, 2025 at 2:00 p.m.

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