

# DAILY HANSARD

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## THE SECOND MEETING OF THE THIRD SESSION OF THE TWELFTH PARLIAMENT

THURSDAY 17 MARCH 2022

### MIXED VERSION

HANSARD NO: 205



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**Hon. P. P. P. Moathodi, MP. (Tonota)**

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Hon. Dr E. G. Dikoloti MP. (Mmathethe-Molapowabojang)	- Minister of Health and Wellness
Hon. T.M. Segokgo, MP. (Tlokweng)	- Minister of Transport and Communications
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Hon. A. M. Mokgethi, MP. (Gaborone Bonnington North)	- Minister of Nationality, Immigration and Gender Affairs
Hon. P. O. Serame, MP. (Specially Elected)	- Minister of Finance and Economic Development
Hon. F. M. M. Molao, MP. (Shashe West)	- Minister of Basic Education
Hon. Dr D. Letsholathebe, MP. (Tati East)	- Minister of Tertiary Education, Research, Science and Technology
Hon. L. M. Moagi, MP. (Ramotswa)	- Minister of Mineral Resources, Green Technology and Energy Security
Hon. M. Kgafela, MP. (Mochudi West)	- Minister of Investment, Trade and Industry
Hon. M. R. Shamukuni, MP. (Chobe)	- Minister of Employment, Labour Productivity and Skills Development
Hon. E. M. Molale, MP. (Goodhope-Mabule)	- Minister of Infrastructure and Housing Development
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Hon. S. N. Modukanele, MP. (Lerala -Maunatlala)	- Assistant Minister, Local Government and Rural Development
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Hon. A. Lesaso, MP. (Shoshong)	- Assistant Minister, Tertiary Education, Research, Science and Technology

## MEMBERS OF PARLIAMENT AND THEIR CONSTITUENCIES

<b>Names</b>	<b>Constituency</b>
<b>RULING PARTY (Botswana Democratic Party)</b>	
Hon. L. Kablay, MP. (Government Whip)	Letlhakeng-Lephephe
Hon. Dr U. Dow, MP.	Specially Elected
Hon. P. Majaga, MP.	Nata-Gweta
Hon. M. Balopi, MP.	Gaborone North
Hon. J. S. Brooks, MP.	Kgalagadi South
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Hon. O. Regoeng, MP.	Molepolole North
Hon. J. L. Thiite, MP.	Ghanzi North

### OPPOSITION

#### (Umbrella for Democratic Change)

Hon. D. Saleshando, MP. (Leader of the Opposition)	Maun West
Hon. M. G. J. Motsamai, MP. (Opposition Whip)	Ghanzi South
Hon. D. L. Keorapetse, MP.	Selebi Phikwe West
Hon. Y. Boko, MP.	Mahalapye East
Hon. Dr K. Gobotswang, MP.	Sefhare-Ramokgonami
Hon. C. K. Hikuama, MP.	Ngami
Hon. K. K. Kapinga, MP.	Okavango
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Hon. O. Ramogapi, MP.	Palapye
Hon. Dr N. Tshabang, MP.	Nkange
Hon. D. Tshere, MP.	Mahalapye West
Hon. M. I. Moswaane, MP.	Francistown West

#### (Botswana Patriotic Front)

Hon. T. S. Khama, MP.	Serowe West
Hon. L. Lesedi, MP.	Serowe South
Hon. B. Mathoothe, MP.	Serowe North
Hon. M. Reatile, MP.	Jwaneng-Mabutsane

#### (Alliance for Progressives)

Hon. W. B. Mmolotsi, MP.	Francistown South
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Thursday 17<sup>th</sup> March, 2022

THE ASSEMBLY met at 11:00 a.m.

(THE SPEAKER in the Chair)

**P R A Y E R S**

\* \* \* \*

ASSEMBLY IN COMMITTEE

(CHAIRPERSON in the Chair)

**APPROPRIATION (2022/2023) BILL,  
2022 (NO. 2 OF 2022)**

**ORGANISATION 2100 - INDUSTRIAL  
COURT**

(Resumed Debate)

**MR CHAIRPERSON (MR MOATLHODI):** Order! Order! Honourable Members, when the House adjourned yesterday evening, Honourable Minister of Employment, Labour Productivity and Skills Development was on the floor presenting, he is left with 16 minutes, 32 seconds.

**MINISTER OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT (MR SHAMUKUNI):** Thank you very much Mr Chairperson. Mr Chairperson, the Industrial Court continues to put measures in place to curb the backlog of cases. At present, 964 cases are pending before the courts as against 1124 in the last reporting period. A total of 116 or 12 per cent of the pending cases are considered backlog as they are more than 24 months old. During the same period during the last financial year, the backlog was 15 per cent or 168 cases. By comparison to the last two years, some improvement can be noted. This can be attributed to the training accorded to Judicial officers.

Mr Chairperson, I must underscore that in dispensing justice, the court remains committed to comply with international set standards of delivering judgements within three months from the time a case is completed. On average, the turnaround time for all judgements is currently 3.8 months which is an improvement from the 4.1 months reported in the last financial year. The court also continues to issue writs to execute and enforce arbitration, default and settlement awards that emanate from the Commissioner of Labour's office. The court has, from April 2021 to February 2022, issued 244 writs for default awards, 275 writs for settlements and

four writs for arbitral awards. This shows an increase of cases resolved by the Commissioner of Labour using alternative dispute resolution mechanisms.

Mr Chairperson, the court continues to train Judicial officers and support staff so as to improve service delivery through the utilisation of different virtual platforms. To that end, Judicial officers and support staff were trained on Electronic Case Management, Judicial Ethics, Mediation and Conciliation, Performance Management Development, Enterprise Risk Management, among others. Efforts are underway to train Judicial officers on human trafficking and its impact on labour.

Mr Chairperson, I am pleased to inform you that the Industrial Court has established a semi-permanent court in Selebi Phikwe. The project was completed in May 2021. While the court could not commence operations immediately, as there were no funds to equip the office, I am happy to report that furniture has been procured and the office will start operations during the first quarter of the next financial year.

Mr Chairperson, in line with the court's aspiration to take its services closer to the people, I am happy to inform you that a Judge's position has been created for the Maun catchment area. The office will be converted to a division of court after recruitment of the Judicial officers. Furthermore, the existence of the Judge in Maun will ensure that Circuit Courts are conducted on a regular basis in the surrounding areas such as Gantsi, Shakawe, Kasane and Gweta, thereby expanding its reach and accessibility. Full operation of a fully-fledged office is expected to be during the next financial year of 2022/2023.

**REVIEW OF THE 2021/2022 RECURRENT AND DEVELOPMENT BUDGET**

**RECURRENT BUDGET**

Mr Chairperson, for the 2021/2022 financial year, the Industrial Court was allocated a Recurrent Budget of Forty-One Million, Seven Hundred and Thirty-One Thousand, Four Hundred and Eighty Pula (P41, 731, 480.00). To date, Thirty-Seven Million, Eight Hundred and Seventy-Eight Thousand, Five Hundred and Ninety-Five Pula (P37 878 595.00) have been spent which translates to 91 per cent expenditure rate.

**DEVELOPMENT BUDGET**

Under the Development Budget, the Industrial Court was allocated the sum of Thirteen Million, Eight Hundred





and Fifty-Four Thousand, Nine Hundred Pula (P13, 854, 900.00). To date, One Hundred and Eighty-Six Thousand, Five Hundred and Ninety-Nine Pula (P186, 599.00) has been spent, translating to 1.3 per cent of expenditure rate.

The expenditure is expected to increase as the Judges vehicles amounting to P7, 200 000 have been ordered and are expected to be delivered in March 2022. The development of Court Records Management System (CRMS) is also in progress, and SmartBots and the Botswana Digital Innovation Hub have been engaged to assist with the development and procurement of hardware. A company has been identified through a hackathon which took place on the 30 November, 2021. Negotiations have been finalised and the project is scheduled to commence on the 7<sup>th</sup> April, 2022 and it is anticipated to be completed in August 2022.

#### **RECURRENT AND DEVELOPMENT BUDGET REQUESTS FOR 2022/2023**

Mr Chairperson, allow me to present budget proposals for the Industrial Court for the financial year 2022/2023 for both Recurrent and Development Budget.

#### **RECURRENT BUDGET PROPOSAL**

Mr Chairperson, the Recurrent Budget proposal for the Industrial Court is Forty-One Million, Two Hundred and Sixty Thousand, One Hundred and Seventy Pula (P41,260,170.00). The budget request reflects a decrease of Four Hundred and Seventy-One Thousand, Three Hundred and Ten Pula (P471,310.00) or 1.1 per cent compared to the 2021/22 budget allocation of Forty-One Million, Seven Hundred and Thirty-One Thousand, Four Hundred and Eighty Pula (P41,731,480).

#### **DEVELOPMENT BUDGET PROPOSAL**

Mr Chairperson, the Development Budget proposal for Industrial Court is Three Million, Five Hundred Thousand Pula (P3,500,000.00). The budget reflects a decrease of Ten Million, Three Hundred and Fifty-Four Thousand, Nine Hundred Pula (P10,354,900.00) or 75 per cent compared to the 2021/22 budget allocation of Thirteen Million, Eight Hundred and Fifty-Four Thousand, Nine Hundred Pula (P13,854,900.00). This budget proposal will cover roll out of the CRMS to the outstations, and customisation of Maun Court room, furnishing and the installation of the local area network.

#### **CONCLUSION**

Mr Chairperson, this concludes my presentation of the 2022/2023 Recurrent and Development budget proposals for the Industrial Court. I therefore move that the sum of Forty-One Million, Two Hundred and Sixty Thousand, One Hundred and Seventy Pula (P41,260,170.00) under the Recurrent Budget for Organisation 2100, be approved and stand part of the Schedule of Appropriation Bill (2022/2023) Bill, 2022 (No.2 of 2022), and that the sum of Three Million, Five Hundred Thousand Pula (P3,500,000.00) under the Development Budget for Organisation 2100 be approved and stand part of the estimates for the 2022/2023 financial year. I move accordingly. I thank you Chairperson.

**MR CHAIRPERSON:** Thank you. What a wonderful Minister, leaving us so much time. Thank you Honourable Minister. Honourable Members, the matter is open for debate and the slot goes to Honourable Member responsible for Jwaneng-Mabutsane, Honourable Mephato Reggie Reatile, *Rraagwe Masa*.

...Silence...

**MR CHAIRPERSON:** O tshwenngwa ke maranyane kana o santse a le kwa Mokhomma? *While we are not having him available, go tlaa bua Motlotlegi Mopalamente wa Maun Botlhaba, Boro, Senonori, Matlapana di le mo teng, Honourable Kekgonegile.*

**MR KEKGONEGILE (MAUN EAST):** Tanki *Mr Chairperson*. Mma re dumedise batlotlegi le setšhaba ka kakaretso.

*Mr Chairperson, kana fa re bua ka Industrial Court, re bua ka court of equity, lekgotla le le berekang thata le babereki le dikgang tsa sebereki, e bile gape e le lekgotla le e leng gore dikgang tsa sebereki tse dintsi tse ba amana le tsone, ke tsa babereki ba ba berekelang mo ditirong tse di kwa tlase, tsa dikamogelo tse di kwa tlase, mo gantsinyana re ka go bitsang re re semi-skilled or blue collar jobs. Ke bone ba Industrial Court e amanang thata le dikgang tsa bone. 80 per cent, if not 90 per cent ya dikgang e kwa go bone babereki ba ba ntseng jalo. Mo go rayang gore court e e tshwanelwa ke gore e tseye ka matsetseleko kgang ya ditshwanelo tsa motho e bile gape principles of social justice e nne tsone thatathata tse e ganeletseng mo go tsone ka gore batho ba fa ba rontshiwa lemme kana ba belaela gore ba le rontshitswe, ke lone le ba beileng matshelo a bone mo go lone. Fa e le gore Industrial Court ya rona ga e ye go tshwara dilo sentle re lebile gore mo lefatsheng la Botswana fa o bua ka babereki ba bantsi, o bua ka bone ba, go raya gore e tlaabo e sa tshware dikgang tsa babereki ba bantsi thata mo lefatsheng sentle.*



Re utlwa Tona a bua ka *cases* tse *Industrial Court* e di amogetseng morago ga COVID. Ba ne ba solofetse gore dikgang tse ba tlaa di amogelang morago ga COVID di tlaa nna dintsi thata re lebile gore ditiro ka bontsi di ne tsa latlhega, bangwe di latlhega sentle, bangwe di sa latlhege sentle, bangwe e le gore ba a ipelaetsa gore ba kobiwa fela e se gone. E bile re ne ra bona *strikes* tse dintsinzana di diragala ka nako ya teng. Go ne ga nna le *duress* e ntsi thata mo babereking le kwa go bone bahiri.

Motho o ka ipotsa gore ke eng dipalo tsa teng di ganetsana le se nneng mongwe le mongwe a se solofetse mo lefatsheng? Ke eng dipalo tse di le kwa tlase mme re ne re solofetse gore di tlaa ya kwa godimo? Mabaka a teng a ka nna mararo kana mantsinyana. Lebaka la ntlha ke gore babereki ka ntata ya gore ba setse ba itse *Industrial Court*, ba itse *employer/employee working relations and legislation and conflict resolution process* ya lefatshe la rona gore e dingalo go le kae, mme e bile ba ipelaetsa gore ga e ba sologe le molemo go le kae. Go raya gore *most of them have given up*. Ba bonye fela gore, “owai! re tlaa reng, koo ke matsapa fela, ga o ye go tswa ka sepe le fa o ka ya teng.” Ke sone se bangwe ba neng ba tshwanelwa ke *to report* mme ga ba a kgona *to report* ka gore ba itlhobogile gore owai! *system* e ga e ba berekele e le babereki.

Lebaka le lengwe ke gore bangwe ba ipelaetsa gore tsamaiso ya rona ya makgotlatshekelo e a ba turela jaaka o bona gore gompieno go lebaka go sena le fa e le sepe kwa bo Maun. Go raya gore batho ba tswa kwa bo Ghanzi ba tla Gaborone, ba tswa kwa bo Shakawe/Gumare ba ya Francistown. Ke *distance* e telele. Mo go rayang gore fa o na le kgang, o tshwanelwa ke gore mo kgannyeng ya gago gongwe o ka bo o bonye P2,000.00 mme o akanya go tswa kwa Shakawe, Maun le Ghanzi o ya Francistown kana Gaborone, o palama, o batla boroko, o o ja, o fitlhela e le gore matsapa a teng a feta P2, 000.00 ene yo o mo solofetseng. Gone moo fela ka bogone, go raya gore go batla *justice* go *expensive*.

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

**MR CHAIRPERSON:** Intshwarele pele motlotlegi. *Honourable* Kapinga, tima *phones* tsa gago Motlotlegi Mopalamente wa Okavango.

**MR KAPINGA:** I have muted Mr Chairperson.

**MR CHAIRPERSON:** *Thank you*. Ke go itse jalo mosimane wa me.

**MR KEKGONEGILE:** Tanki. Gone moo fela, go raya gore go turela babereki gore ba ka batla *justice*. Gore o ye go goroga kwa *Industrial Court*, o tsamaya mogoga-

moleele. O tlaa o feta kwa bo *Commissioner of Labour* pele, *Labour Offices*, mohiri wa gago a sa tle, a tla, kgang e tsaya lobaka koo. Fa e sena go feta koo, mohiri a gana gore ene ga go na fa a tsenang teng. Ke gone o yang *Industrial Court*. Kwa *Industrial Court* le gone go lebiwa *date*, o ya go fiwa ya ngwaga o o tlang. *It is a long process*. Mo go rayang gore mmereki wa ditiro tse dinyennyane yo o solofetseng P5000.00 gore ke ene a ka mmonang foo, ga a ka ke a nne dilo tsa go nna jalo, ke go itlhoboga fela.

Go botlhokwa thata Tona gore o netefatse gore *Industrial Court* e a goroga kwa babereking mo mafelong a a farologaneng e bile gape o fokotsa le *turnaround time* ya *cases* gore fa *case* e tsene, *judgement* e ka tswa mo lebakeng le le kae. Ke raya gore fa e le gore *case* e a tsena go bo gore *judgement* botoka ke gore e tswe *within three months, three months* o moleele thata go mo emela o emetse gongwe P5, 000.00, P3, 000.00 kana se o se emetseng fela o le motho yo o dikobodikhutshwane. Mo go rayang gore fa le ka fokotsa *turnaround time* go fitlhelela *judgement* e tswa *to* bo *six months*, go ka nna botoka fela thata.

*Mr Chairperson*, Tona o bua ka gore *cases* tse di gorogang kwa *Industrial Court* di tswa kwa *Labour* ke 18 *per cent* fela. Gone moo, go raya gore 82 *per cent* ya *cases* tse di tsenang kwa *Labour* ga di goroge kwa *Industrial Court*. Potso e ka nna gore ka go reng ka gore di a bo di sa rarabololwa kwa *Industrial Court*? Re tshwanelwa ke gore re tokafatse dilo tse di ntseng jalo. Go tshwana le yone *backlog* e e leng teng ya 12 *per cent*. Kana go tewa gotwe di a bo di na le bo 24 *months* di ntse di le mo kgotlatshekelong. Go go leele thata *and backlog* e *statistics* sa teng se sentsi *given* gore *this court is a court of equity*. Go batla gore go tokafatswe ka gore di na le ditlamorago tse di dingalo thata mo babereking.

Mabaka a teng a *backlog* ke gore gantsinyana bahiri *do not turn up for cases*, ga ba tle *totally*. Ba a itse gore le fa *default judgement* e ka tswa, ke madi a manyennyane mo go ene o tlaa a duela fela, ga a ka ke a ititela nako ka dilo tseo. Mo go rayang gore *process* ya teng e nna telele thata mo mmereking. Go batla gore *loopholes* tse tsa *legislation* di tswalwe. Fa motho a sa tle a ikaelela fela gore *default position* le fa e ka tswa ga e re sepe, go tsennngwe lentswenyana *so that* o ka itse gore go tlhola a ntse a gataka ditshwanelo tsa babereki, tsa setšhaba ga se gone. Go a tualo gatwe “*justice delayed is justice denied*.”



*Mr Chairperson*, Tona o buile ka *office* e e kwa Maun gore ba tlaa dira *court* koo, go bonwe *Judge*. O bua ka *Judge* a le mongwefela. Fa a bua ka *Judge* a le mongwefela e bo e nna gore *he or she is going to cover* kwa bo Shakawe, Gumare, Ghanzi, Gweta le kgaolo ya Maun ka go nna jalo. E bile gape o bua o re *cases* kwa diofising tsa Maun, Palapye, Phikwe, Francistown, Maun di a oketsega ka dipalo fela tse di kwa godimo. Fa o lebeletse *catchment area* ya Maun o bo o e fa *Judge* e le nngwefela mo nakong ya gompiano, re lebile gore gone kwa re bua ka mathata a le mantsi a *tourism, retail* le meepo e e tlaabong e bulwa kwa, e letsatsi le letsatsi go nngang le *case* e e tswang mo teng. *Judge* a le mongwe fela *to be honest* ke *status quo* fela, re tsweledisa mo go ntseng go diragala. Ke gore fela jaanong re fokotsa *distance* e ba ntseng ba e tsamaya. Mme fela nako e ba ntseng ba bona *justice* ka yone, e ntse e ya go tshwana fela fa e le gore ga e ka ke ya oketsega, ka gore *burnout on this Judge* e ya go nna bothata. Sone seo fela se ya go dira gore jaanong babereki ba tswelole ba ntse ba itsapa gore ba ka tshwara dikgang tsa bone ba di tsweledisa, *the status quo* se tlaa nna sone se tswelole.

Re re akanya gore o oketse *capacity* ya *Industrial Court*, kana *Industrial Courts* lefatshe lotlhe ka bophara ka tsela e e ntseng jalo. Go oketsa *Judges, staff, accessibility* le go fokotsa boturu mo babereking gore ba ye go goroga kwa *the litigation process* ke konokono e e ka re berekelang ra ya kwa pele re le lefatshe. E bile gape e le mo go tsone *principles* tse neng maloba re fetisa *the National Employment Policy* ka tsone. Ke a leboga *Mr Chairperson*.

**MR CHAIRPERSON:** Thank you very much *Motlotlegi Rraarona Mopalamente wa Maun Botlhaba*. Honourable Member responsible for Gaborone North, *Rraagwe Atang*.

...Silence...

**HONOURABLE MEMBER:** O tlatse ka gore SG *Mr Chairperson*, gore a go utlwe sentle.

**MR CHAIRPERSON:** Honourable SG, you could not have been more correct.

**HONOURABLE MEMBER:** Nnyaa mme o a go rekisa motho yoo.

**HONOURABLE MEMBER:** Ke SG fela wa Domkrag, ga se wa rona.

**MR CHAIRPERSON:** Honourable Member for Gaborone North...

**HONOURABLE MEMBER:** Central Kalahari Game Reserve (CKGR) ga se fano bagaetsho.

**MR CHAIRPERSON:** A re tsweleng batsadi, a re tsweleng. Motlotlegi Mopalamente wa Nata-Gweta.

**HONOURABLE MEMBER:** O santse o ka ntsenya fela ka fetsa ka *slot same Mr Chairperson*.

**MR CHAIRPERSON:** Ke tlaa go tsenya kgantele o se ka wa tshwenyega ngwana wa bo botate.

**GOVERNMENT WHIP (MR KABLAY):** Sorry Mr Chairperson, *ke ne ke re* is he on the list sir?

**MR CHAIRPERSON:** I am on the list *Morena wa me*.

**MR KABLAY:** Ga se yone *sir*, eo ke ya *Labour*...

**MR CHAIRPERSON:** You are right.

**MR KABLAY:** Eo ke ya *Honourable Shamukuni*.

**MR CHAIRPERSON:** Thank you, *ga le a mpha* ya Industrial Court.

**MR KABLAY:** *Honourable Kgafela* ke ene a simolotseng, ke e neetse *your clerks*.

**MR CHAIRPERSON:** Thank you Chief Whip for the clarification. Honourable Kgafela.

**HONOURABLE MEMBER:** Nnyaa gone *Chief Whip* ga a je madi a mantsintsi mahala, o a bereka. Ga a go imele mahala madi a mantsintsi a.

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

**MR CHAIRPERSON:** Let us have order please. Honourable Kgafela, I think he is in Dubai. He has not yet been able to connect.

**HONOURABLE MEMBER:** Ba *busy* ba ja makakauwe kwa.

**MR CHAIRPERSON:** A ko o iketle, *when he comes back*... e ne e le lone leina fela.

**HONOURABLE MEMBER:** *Ntsenye* Mr Chairperson.

**HONOURABLE MEMBER:** I can come in Mr Chairperson.

**MR CHAIRPERSON:** I have to get the blessing from the Chief Whip.

**HONOURABLE MEMBER:** Nnyaa ga se wena Brooks, ga se wena. Fa ba feletse ka koo ba tlise kwano.





**MR CHAIRPERSON:** Let us have order please. Honourable Member for Jwaneng-Mabutsane.

**MR REATILE (JWANENG-MABUTSANE):** *Thank you Mr Chairperson. Honourable Chairperson, mma le nna ke eme ke tle ke akgele mo kopong ya ga Tona ya madi a ministry wa gagwe wa Lekgotla la Ditsheko tsa Babereki. Ke re Mr Chairperson, kgang e re tshwanetseng re simolole ka yone, Minister a leke go bona gore o ya go e emela ka dinao ke ya gore, Industrial Court ke Lekgotla le le tshwereng Judges fela jaaka tse di ka kwa court kana Court of Appeal, ba tsene in the same class. Re dumela gore kgang e Tona a tshwanetseng go bona gore o e emela ka dinao ke ya gore, seriti se re se bonang se le ka kwa High Court, kwa go bo Magistrate, le mo Industrial Court re solofela gore re bone go nna jalo. E seng mo re bonang Industrial Court e nyatsega ka fa e nyatsegileng ka teng, e nyadiwa ke batho ba gotweng ke bahiri. Ke gore cases tsa teng Mr Chairperson, ga ba tlotle dipitso tsa koo. Ga ke ise ke utlwe ka letsatsi lepe gotwe Industrial Court e tswa go tilathlaha motho yo o e lebetseng kwa tlase a e nyatsa. Ke tsaya gore nako e tlele gore batho ba ba ipitsang bahiri ba, mme e le basotlaki ba batho, nako e tlele ya gore ba Industrial Court ba ba kaetse gore dithata ba na natso. Ba ba nenekeditse go lekane, ka gore go lebege e le gore seriti sa Boatlhodi se tlaa tloga se gogega mo seretseng, ka batho ba e leng gore ga ba na boleng, ba bidiwa gore ke bahiri. Ka mabaka a gore batho ba ikuela Mr Chairperson ka tsholofelo ya gore fa ba le koo ba a bo ba tsenye kwa dikgang tsa teng di tlaa tsewang ka matsetseleko a a rileng.*

Jaanong go botlhoko, e bile go bokete gore e re fa mohiriwa a ikuetse, e bo e le gore mohiri o tlaabo a feta e le gore tota dikgang tsa kwa Industrial Court ga di mo reye sepe, ka gore tota e bile ba pannwe gore ba se ka ba kgona go ntsha dikatlhoho tse di mashetla, tse e kareng kamoso bahiri ba simolola ba bona gore ba a ba tlotla. Ke sone se ke reng, Tona o tshwanetse gore a eme ka dinao a bone gore o apesa ba Industrial Court seriti se se ba tshwanetseng. Dikatlhoho tsa bone e nne tse di mashetla. E seng mo e leng gore re le mo Palamenteng re simolola governing gore ba Industrial Court ba ka athlola go tswa fa kae, go ema fa kae, mme e le gore ga re ba sekise. Re tshwanetse re dire molao gore basekisi, who are presiding, ba ye go gololesega gore ba ba tshwanetseng go gagamadiwa diphogwana, ba ba gagamatse diphogwana ka mo go lebanyeng.

Ke dinako tse dintsi Honourable Chairperson, baikuedi ba felela ba itsapa ba le mo tseleng go tla kwa court ba bo ba boa, go tla kwa court ba bo ba boa. Le bone fa go

sena gotwe *default judgments* tseo di a ntshiwa, *even to honor them*, batho ba e leng gore ke ba ba sa tlotleng tsamaiso ya lefatshe la Botswana, *they do not honor them*, ke gore jaanong ba simolola ba boa ba rapelwa. Jaanong ke dumela gore nako e tlele ya gore Tona a eme ka dinao, re se ka ra simolola ra aga *buildings* tse di sa reyeng sepe, ra hira batho ra ba tsenya moo, mo re ka bong re ba tlogetse fela ba tswelela *in their fields* koo ya nna diagentse fela, ba emela batho ba ba ntseng ba ba emetse. Go na le gore re ye go ba tsenya mo diofising tse e leng gore ga di na boleng. Jaanong re tsaya boleng jwa bone re bo goga mo seretseng, ka mabaka a gore ga re a ka ra tiisa ditsamaiso tsa Industrial Court. Ke dumela gore ke mo lefatsheng la Botswana fela kwa e leng gore tota Judge kwa Industrial Court ga a reye sepe fela. O tshwantshangwa le motshereganyi wa Kgotla ya Setswana kwa Kgaolong ya me ya Jwaneng-Mabutsane. Jaanong go tshwanetse go supagale gore go na le motshereganyi fa a tswang teng, a felelang teng, bo Arbitrator ka kwa Labour, mme go supagale gore fa o tlolela ka kwa Industrial Court go simolola go nowa tlhoa, go a bo go tlhoafetswe. Dikgato tse di tlaa tseelwang ope yo o ka tswang mo tseleng e ya bo e le tse di tiileng. Jaanong ke sone se ke batlang gore, Tona a bone gore o emela dikgang tse ka dinao go apesa ofisi e seriti se se lekaneng, ka gore Batswana ga ba a tshwanela gore ka tsela epe fela ba tlhoboga ofisi. Fa Batswana kana babereki ba tlhoboga ofisi, ba a bo ba tlhobogile Puso gore ga go reye sepe le fa o ka tsaya dikgang wa di isa kwa boketeketete. Ke gore go tshwana Honourable Chairperson jaaka *the Labour officers* ba tlaabo ba ntse ba go raya ba re, “re mmiditse, o a gana,” “re mmiditse, o a gana, go raya gore jaanong *we are referring* kgang ya gago *to Industrial Court.*” Ke gore re simolola re tlhofofatsa Industrial Court ka gore, ke dumela gore *the Labour officers* le *the Arbitrators* re tshwanetse re dumele gore ke moka ba a bo ba le mo boemong jwa bo Magistrate, gore e re fa kgang e fetela kwa go ba Industrial Court, e bo go supafala gore kwa tlase ba ba ntseng ba bidiwa ba ntse ba tlotla pitso tse ba di bileliwang. Jaanong e bile go tshwanetse gore go nne *accumulative Mr Chairperson*, gore melato ya gagwe jaanong *should be accumulated.*

Ke gore o ntse a bidiwa kwa tlase a gana go tla go obamela dipitso tse a bidiwang ka tsone. Jaanong kgang e tshwanetse gore fa e tsena mo Industrial Court, e bo e nna bofelo jo bo feteletseng ka mabaka a gore motho yo ba Labour have referred his case kwa Industrial Court, ke yo o tletseng lenyatso le maikgogomoso a a feteletseng. Ga re kgang e ye kwa Industrial Court e le



gore kwa tlase ba palalane, go bo gotwe mme ke felela fa, jaanong yo o ikuelang a ye kwa *Industrial Court*. E seng *officer* wa *Labour* a bona gore nna ke nyatsegile jaanong ke kopa gore ke e fetisetse kwa pele, kwa go ba le tlaabong le lebaganye ka diagente. A diphogwana di simolole go gagamadiwa mo go feteletseng mo bathong ba sebopego se *Mr Chairperson*, ka gore ke sone se e tlaa reng kamoso babereki ba itse gore e rile bomme le borre ba kopane mo Palamenteng ya lefatshe la Botswana, ba dira melao e e ba sireletsang, e seng e e sotlakang ka bone.

Jaanong ga re ka ke ra tla go kopana fa *Mr Chairperson*, re dira melao e e leng gore ga e reye sepe mo mmereking wa lefatshe la Botswana, re ntsha *budgets* tse di sa reyeng sepe mo mmereking wa lefatshe la Botswana. E tshwanetse gore e re fa re ntsha *budgets* jaana *Mr Chairperson*, le diofisi tse gotweng di ya go bulwa, Batswana ba bo ba itse gore jaanong ba atumelediwa *justice* fa ba leng teng, e seng mo ba atumeleidiwang tshotlego. Ga e ka ke ya re ba ntse ba na le *the Labour officers* mme e le gore bahiri ba a ba gataka, le gompiano re isa *Industrial Court* mme bahiri ba ntse ba ya go ba gataka.

Mo go ngomolang pelo *Mr Chairperson*, mo go ntlhakanyang maikutlo labofelo ke gore o bo o bona Batswana ba tla go gatakwa, ba bo ba nyadiwa ke motho yo o tlleng mo Botswana a tla a sena le fa e le baesekele. E bo kamoso Puso ya lefatshe la Botswana e re e a mmatl e sena go mo humisa mo go kanakana, a bo a simolola jaanong a lebel a Puso mo seretseng. Gone mo go bo go sa reye sepe fela mo bathong ba ba ka bong ba tsaya dikgato, ba dumela fela gore o na le tshwanelo mme a ntse a nyatsa Puso e ba re ke bone ba busang. E kare ke re ke a busa motho a bo a nkgataka, ke bo ke dumela gore ke a busa? Tota yo o busang ke ene yole yo o nyatsang *Industrial Courts* le melao ya lefatshe la Botswana; yoo ke ene mmusi wa boammaaruri. Ba bangwe ba ba mo *ceremonial* fela, ba bonwa ba le mo dikoloing tse dintsho, ga go reye sepe. Motho yo o busang tota boammaaruri ke yo o gatakang tsamaiso ya lefatshe la Botswana. Yoo ke ene tota mmusi ka boammaaruri.

Ba Batswana ba tshwanetseng go leba le go ikuela kwa go bone, bao tota ba mono fela, ga go ba tshwenye. A Batswana ba ka lela go le kae, ga go ba ame. Fa e le gore jaanong dikgang di nna jaana *Mr Chairperson*, *Honourable* Shamukuni o ntse a iketlile, jaanong raetsho nako e tllile; *the holiday season is over*.

Netefatsa gore o eme ka dinao, Batswana ba bone gore o mo ofising o emetse tshwanelo ya bone ka dinao ka gore e sa le ka lebaka ba ntse ba solofela gore e tlaa re letsatsi lengwe melao e dirwe e le e e ba sireletsang, e sireletsa dikeletso tsa bone le tsa lefatshe. Ga go ise go diragale jalo mme netefatsa gore e tle e re *two days* yo o beilweng mo ofising eo, o bo o tliša diphetogo tsa boammaaruri, e seng mo e leng gore jaanong o ya go tshwaya *box* fela gore o kile ya re ka letsatsi lepe wa nna *Minister* wa *Labour and Productivity*. Potso e tlaabo e le gore jaanong phetogo e o e dirileng, ke eng? Fa o sa dira phetogo, tota o se ka wa nna wa re bolelela gore o kile wa nna *Minister* wa *Labour* ka gore re tshwanetse re itse gore o kile wa nna *Minister* wa *Labour* ka go tliša phetogo mo matshelelong a Motswana ka fa Batswana ba bogang ka teng, ba bogisiwa ke bahirinyana ba e leng baikgogomosi ka fa tlase ga tsamaiso ya lefatshe la Botswana.

Gone mo ke batla gore o itse gore ke go neela *assignment*, netefatsa gore e re o ise o ipoke thata, re bone melao e tla mo. Go na le melao ya bo Trade Disputes Act le Employment Act e re santseng re solofediwa gore e tlaa tla e baakannwa. Netefatsa gore jaanong o tsholetsa dikausu tsa gago mokaulengwe, go supagale gore re go neetse ofisi eo re go tshepha, e seng fela gore o ye go nna *ceremonial* mo teng ga ofisi. Re batla diphetogo fa o leng teng. Ba ba ntseng *ceremonial*, re ntse re ba lebile, re ba beile leitlho; nako e e tla ya go re neela maduo gore o dirile phetogo ya mofuta ofe mo matshelelong a lona. Phetogo e o ka e bonang fela e mo botshelong jwa gagwe, e seng mo matshelelong a Batswana. Tsone dilo tse o tshwanetse gore o se ka wa nna mongwe wa palo ya batho ba e tlaa reng kamoso, re bo re ba supa gore yo ke yo o neng a le pataganetse le bagataki le basotlaki ba ditshwanelo tsa lona. Emela ditshwanelo tsa babereki ka dinao Motlotlegi Shamukuni.

Ka go rialo, ke a leboga *Honourable Chairperson*, mme tsaya mafoko a ka tlhoafalo mokaulengwe. Ke a leboga.

**MR CHAIRPERSON:** Thank you very much *Motlotlegi Rraarona Mopalamente* wa Jwaneng-Mabutsane. I am now going to be guided by the chat for the ruling Botswana Democratic Party's (BDP's) Honourable Members who would want to contribute. I can see the name of *Motlotlegi Mopalamente* wa Kgalagadi Borwa, Honourable Sam Justice Brooks. *Rraagwe* Kitso.

**MR BROOKS (K GALAGADI SOUTH):** *Thank you Mr Chairperson*, gore o bo o mphile nako gore le nna ke latlehe mo kgannyeng e *Minister* a sa tswang go e





re baya pele. Ke batla go ema fela jaana fa ke simolola gore Tona, ke go ema nokeng mo kopong ya madi a o a kopileng mo Ntlong e. Ke supe dintlha dingwe tse pedi tse tharo; re go lebogele gore o bo o le Tona mo ofising eo. O Tona jaana o tswa mo kgaolong nngwe e e nang le bojanala jo bontsi, jo re solofelang gore babereki ba lefatshe kana bana ba Botswana ba tletse koo. O Tona jalo o emetse *sectors* di tshwana le Kgaolo ya Kgalagadi e thatathata re buang ka temothuo; go rua le go lema kwa e leng gore babereki ba bantsi teng. Fa re bua ka babereki botlhe ba lefatshe la Botswana, re bua thata ka bana ba ba kwa tlase, ba ba berekang mo dishopong, mebileng le kwa matlong. Letsatsi le o batla go tokafatsa tikologo e ba leng mo go yone, kana o batla go tokafatsa lekgotla le e tlaa reng ba ikuela, ba ikuele mo go lone.

Go dilo di le pedi tse ke reng re di lebelele thata, tse di nkamang thata ke le moemedi wa Kgaolo ya Kgalagadi. Nngwe ya tsone Tona ke gore ga ke a utlwa o umaka gope, kana go mphitile ka kwa morago, e sa bue gore o ikaletse go atolosa *this Industrial Court* go ya kwa Kgalagadi go le kae. Fa o lebile boatlhamo le *activities* tse di mo Kgaolong ya Kgalagadi, o tlaa lemoga gore go botlhokwa thata gore re nne le lekgotla le. Basekisi ba nne ba kgona go nna ba tla kwano ba dira mo gotweng *mobile courts* gore bana ba Kgalagadi le bone, ba nne le tshono ya go batla go ya go ipona ba ikuela go bo ba sa tsewa sentle ke bahiri ba bone.

Ke a dumela e bile ga ke dumele mo kgannyeng e e sa tswang go buiwa ke mokaulengwe mongwe a re kana ka nako ya COVID-19, gongwe dipalo ga di a ka tsa nna kalo. COVID-19 e ne e sa reye gore batho ba kobiwe mo ditirong, ka moo ga re ka ke ra solofela go bona batho ba tla ba tabogile gotwe boikuelo bo teng ka gore go ne go le COVID-19. Re le Palamente e re ne re fetisitse melao mengwe jaaka bo State of Emergency (SoE), e e neng e supa gore batho ba ya go kganelwa go kobiwa mo ditirong. Jaanong gone moo kana ga go reye gore re tshwanetse re bo re tsaya COVID-19 gore batho ba kobilwe, go rile go rile. Ke ne ke feta fela ka eo Rraetsho Tona.

Tona, re tshwanetse gore re eme ka dinao jaaka mokaulengwe malome Mopalamente wa Mabutsane a sa tswa go bua gore re tlhabolole *the courts* le *Judges*, re ba fe maemo a e tlaa reng ba le mo *courts*, ba bo ba ikutlwa e kete ba emetse setšhaba sa Botswana. Ka nngwe tsela, gongwe re le boeteledipele re lebeletse kwa tlase thata batho ba ba dirang mo dishopong, mebileng kana ba ba amogelang madi a a kwa tlase. *Those are the very people*

ba e leng gore ke bone ba kgweetsang, ba tshegeditse itsholelo ya lefatshe la Botswana. Fa ba kgokgontshiwa ke bahiri ba bone, ga re ye gope e bile ga re dire se se botoka go tokafatsa matshelo a bana ba Botswana. Re tshwanetse re akanye sesha...

**MR CHAIRPERSON:** Intshwarele pele motlotlegi, nama o timile foo Rragwe Kago, iphitlhe gore re se ka ra go bona kwa Mmaphula. Tswelela Motlotlegi Mopalamente.

**MR BROOKS:** Re tshwanetse ra lebelela batho ba gore ke bone ba ba tshwereng itsholelo ya lefatshe la Botswana ba le kwa ba leng teng. Jaanong motho o ka botsa gore fa re ne re ipaakantse Tona, gore ke bana ba le kae ba e reng ba ile kwa *Industrial Court*, ba fenyela kana ba latlhegelwe ke *cases*, kana ke bana ba le kae ba e reng *Labour* e *recommend* gore go iwe kwa *Industrial Court*, ba kgone go ya go fitlhelela teng. La ntlha *the distance counts*, la bobedi go ikemela *counts*, la boraro go inyatsa *is something else*. Jaanong re tshwanetse go itse gore jaaka re tsamaya re batla batswakwa gore ba tle go bereka mo lefatsheng la Botswana, ba ba berekang kwa dikgotlatshekelong re ba sireleditse. Gompieno fa o na le motho...

**MINISTER OF BASIC EDUCATION (MR MOLAO):** *On a point of clarification.* Ke a leboga. Motlotlegi Brooks, ke utlwa o ntse o re ke bana ba le kae ba ba yang kwa *Industrial court*, ke ne ke batla gore re tlhaloganye gore naare kwa *Industrial Court*, bana ba a bo ba dira eng teng, kana go ya babereki, kana o raya selo se le sengwe fela fa o re bana le babereki, gore re tlhaloganye?

**MR BROOKS:** Re fa go direla...O a bo o batla go ntikolosa seolo Tona, re bua ka bana ba Botswana, re bua ka Botswana. Ke bua Setswana fa ke re bana, ga ke bue ka bana ba *Basic Education* mongwame. ...*(Laughter!)*... *Thank you for the correction.* Ke tsaya gore o ne o mpaakanya mongwame gore ke bue ke tlhamalatse ke re ke bua ka babereki.

Re tshwanetse re bone gore re na le diagente tse di emetseng babereki kwa *court* tse e tlaa reng kang e pala jaaka Motlotlegi Reatile a sa tswa go bua, motho a biditswe gararo, gane, ke ba *Labour* a sa kgone, fa a ntse a gatela kwa pele yo o bileditsweng tshoko gore go na le ngongora, ke eng a sa kgone go tla, ene yo o tshwanetse gore a mo ise kwa pele gore jaanong a ye go fitlhelela kwa *Industrial Court*, a bo a na le mmueledi. A na le mmueledi yo e leng gore *shop* ya ga semangmang



kana *manager* semangmang ga a ntuele, mme ke tsena ka wena mmueledi gore o nthuse. E le boikarabelo jwa Puso ka gore ga re ka ke ra solofela gore ngwana wa *shop* e e kwa tlase, yo o berekang *filling station* kana *these chain shops* o ka kgona go nna le madi a gore a reke mmueledi kgatlhanong le yo wa madimadi kwa *Industrial Court*. Dilo tse tsotlhe re tshwanetse ra simolola go phuthulola kakanyo ya rona gore re tle re kgone *to accommodate* keletso e, ka fa re batlang dilo di dirwa ka teng, go sireletsa bana ba rona gore batho ba ba tswang kwa ntle, ba se ka ba fitlhela e le gore jaanong babereki ba rona ba e leng bana ba rona lefatshe la Botswana, ba simolola ba nyatsa ditiro tse dingwe ka go itlhoboga e le kutlobotlhoko le bohutsana. O tlaa fitlhela gone mo mebileng mo re na le batsadi ba rona ba bangwe ba neng ba golafala kwa ditirong, bangwe ba na le mathata a a farologaneng, mme ga go na gope kwa ba go fitlheletseng teng, ka gore kwa ba neng ba dira teng, ba ba neng ba ba thapile, ba na le madi a mantsi a ba paletsweng ke gore, ka one fela a tshositse ngwana kana motsadi gore a se ka a kgona go fitlhelela kwa *Industrial Court*. Dilo tse ka tsela eo, ke itemogela ke le Mopalamente wa Kgaolo ya Kgalagadi gore ga re a sireletsa badiri ba *shops* kana bape ba ba nang le kamego mo dilong tse, ga re ise re ba sireletse sentle Tona. Re solofela gore fa re buile jalo, e tlaa nna nngwe ya dilo tse o tlaa tsenyang leitlho thata go di lebelela.

Ke ema jaana *Mr Chairperson*, ke kopa gore rraetsho, leba Kgaolo ya Kgalagadi, e athame, le yone e na le *activities* tse dintsi thata, e na le batho ba le bantsi thata ba ba dirang mo mo go yone, ba ke dumelang gore re rata le re sa rate, go na le golo gongwe fa ba gatelelwang teng. Re atametse dikgotlatshekelo tse di tshwanang le *Industrial Court* kwa dikgaolong *which will be accessible* gore batho ba Hereford, Bokspits le ba ba tswang mo tikologong e e gaufi le bone ba tle ba kgone gore ba fitlhelele. Moseka phofu ya gaabo, ga a swe lentswe, mme go botlhoko gore o swe ka pelo e e botlhoko, o diretse motho bontle, a go sotlakake fela ka go bo a na le dithata tsa go nna le madi. Go nna le dithata tsa go nna le madi ke tshotlo e batho ba rona gantsi ba ba mo mebileng, ba ba senang maoto, mabogo jalojalo ba santseng ba tshela ka yone *Mr Chairperson*. Ke sone se gongwe re dumelang gore e nna phutso mo go rona ba re eteletseng pele ka gore golo gongwe go na le fa re sa direleng batho sentle. *Mr Chairperson*, tla ke eme Tona nokeng ka kopo eo. Ka a a kalo, ke ne ke re bagaetsho, tlholang ka pula.

**HONOURABLE MEMBER:** Procedure our Whip has something to say.

**MR CHAIRPERSON:** *Procedure*, re a bo re ntse re sa diege Rraagwe Pule o batla go re dia.

**HONOURABLE MEMBER:** Nnyaa, e seng Rraagwe Pule, Rraagwe Tsogo.

**MR CHAIRPERSON:** Nnyaa, yo o reng *procedure* ke Motlotlegi Mopalamente wa Selebi Phikwe Bophirima.

**HONOURABLE MEMBER:** Ee, ke ne ke re *Whip* o ne a batla go go bolelela sengwe.

**MR CHAIRPERSON:** Rra?

**HONOURABLE MEMBER:** Ke ne ke re ke *Chief Whip*, Motlotlegi Rre Motsamai.

**MR CHAIRPERSON:** Opposition Whip, why do you not say so then? Honourable Member for Ghanzi South, what is your procedure?

**MR MOTSAMAI:** *On a point of procedure. Mr Chairperson*, mo *list* ya rona go ne go tshwanetse go akgela Motlotlegi Yandani Boko, mme o fapaane le Motlotlegi Rre Keorapetse gore ke ene a tlaa akgelang, o santse a...

**MR CHAIRPERSON:** Thank you sir, when his time comes, *re tlaa mo neela*.

**ASSISTANT MINISTER OF HEALTH AND WELLNESS (MR LELATISITSWE):** *Thank you so much Mr Chairperson*. Kana botsalano jo bosha jwa lekgamu lengwe la Botswana Congress Party (BCP) le Botswana National Front (BNF) hei! bo tlaa re diela nako. Ke a leboga *Mr Chairperson*.

**HONOURABLE MEMBER:** Tsena mo dikgannyeng tse o di neetsweng, botsalano o raya eng?

**HONOURABLE MEMBER:** Ditshelyanya.

**MR LELATISITSWE:** Kgang e ya *Industrial Court*, e tona thata mo lefatsheng le ka gore lefatshe le nna thata ka badiredi ba lone. *Mr Chairperson*, sa ntlha ke supe jaana gore, Tona Motlotlegi Rre Shamukuni, ke go eme nokeng rraetsho. Kgaolo e ke tswang mo go yone ya Boteti East, kana mma ke re ya Boteti fela yotlhe ka bophara, re iphitlhela re le fa gare ga meepo e le wena o itseng ka yone. O a itse gore kwa meepong, dikgang tsa badiredi kana tsa bodiredi di dintsi thata ka gore go hira dikonteraka tse di dintsi thata. Ofisi ya me, sa ntlha ke leboge motsamaisi wa ofisi ya me kwa Letlhakane Rre Bruce Golebilwemang Golebilwemang *because* ke motho yo o berekileng thata mo dikgannyeng tsa *labour*





*related issues.* Ke ipotsa gore fa e ne e se ka ene, dikgang tse dintsi tse di kwa kgaolong tse, ke ka bo ke di kgona, ka gore rra, ofisi ya me jaanong ke yone e o kareng ke *Industrial Court*, kwa Letlhakane. Yone ka boyone o kare ke *Industrial Court*. Dikgang tse di amang batho ba ba berekelang mo meepong di dintsi. Di dintsi thata e bile *Labour Office* e e kwa Letlhakane ga e kgone. Ga e kgone mo e leng gore dikgang tsothle di felela being *referred* ka gore le bone fela ga ba na *capacity*. Kgang gore e felele e le kwa *Industrial Court*, e simolola mo *Labour Office* e e mo motseng. Mme e bile ka gone go tlhoka *Industrial Court* mo motseng wa rona o motona wa Boteti, wa Letlhakane, ga gona *cases* kwa di yang teng. Babereki ba ba nna *so frustrated that* ba felela e le gore ba jelwe ntsoma ke ba gongwe ba neng ba ile go ngongorega ka bone.

Dikompone tse dingwe mo kgaolong ya rona, ke tse di tlang di tswa kwa mafelong a a kgakala. Ba bangwe ba tswa kwa mafatsheng a sele. Ba tla mo ba *exploit* Batswana, fa go isiwa kgang kwa *Labour*, *they do not come to Labour because* ba badile *the strength of our Labour Offices. When they are called* ga ba tle koo, *even the office because it is not well capacitated*, mme e le fa gare ga meepo e e kana, o bo o fitlhela e le gore le *the officers* ba ba leng foo, *they are failing even to follow that person*, ka gore ba a bo ba sena koloi. Fa gongwe o fitlhela e le gore ga ba na le fa e le yone Personal Protective Equipment (PPE), ka gore mo meepong ga o ka ke wa tswana o sa rwala lekarapa, *reflector* le rifi. *Labour Offices* fela tsone dilo tseo, fa ba sena tsone, *they cannot even go and follow a company*. Ke dilo tse ke nnang ke di bua nako le nako, gore ke dingwe tse di tlhokafalang gore di nne teng. *Labour Offices* tsa rona ba nne *so empowered, so that* fa kgang e ya go goroga kwa *Industrial Court*, ba bo ba dirile sengwe.

Jaanong ka gore le yone *Industrial Court* mo kgaolong ya rona ga re na yone, fa ba setse ba isitse *case* koo, batho ba ba tlleng go bega ka dikgang tse di ba amang le bahiri ba bone, o fitlhela e le batho ba ba sa ineeleng sepe. Ke rialo ke re rra, jaaka o isa *Industrial Court* kwa Maun, motse o tshwana le wa Letlhakane, o tlhokana le *Industrial Court*. Ke tsaya fela le gore *cases* tse di tswang mo *Labour Office* ya Letlhakane, di ka go supegetsa gore golo kwa mathata a mantsi. Kana fa gongwe *bus* e a tle e tle e tletse. Gongwe o ka tsaya gore *I am joking*, batho ba teng ke gore ba tshaisa, ba bo ba tlhamalala *straight* kwa ofising ya me. E le ba ba ngongoregang ka fa ba tsewang ka teng, ba bua gore, “re isitse dilo tse kwa *Labour*; mme ga gona nko e e tswang lemina.”

Dikgang tse re tshwanetse re lebelele mafelo, *especially* a meepo, ke buelela le batho ba bo Ghanzi jaana. Ke re jaaka o bona meepo e simolola kwa bo Ghanzi, go ya go simolola go nna...(*Inaudible*)... ka koo, ka gore dikonteraka tse di hirang batho mo meepong, gantsi ga go ke go tlhoka dintwa fa gare ga bone le babereki. Jaanong *if our Labour Offices are not capacitated, now*, dikgang fa di ya go tswana kwa *Industrial Court*, di setse di sule boleng e bile le bone batho ba teng ba tsamaile. Le bone bale fa ba setse ba ya go bitswa, le bone ka gore ke ditiro tse go nnang go tsamaiwa, gongwe jaanong ba ba neng ba na le *the cases* mo Letlhakane *they have moved to* Ghanzi kana Maun. Dikgang tse re tshwanetse re di lebelele.

Trade Disputes Act le yone Employment Act jaaka Mopalamente Reatile a ne a bua, go a tlhokafala thata gore *Acts* tse pedi tse o di ikatemetse, o di lebelele, o bone gore a mme ke tse di siametseng nako ya gompiano. Ke go bolelele gore gompiano kwa meepong go diragala eng, le gone mo Gaborone mo ke a tle ke utlwe bangwe ba lela ka kgang ya teng. Go simolotse dilo tse dingwe tse e leng gore batho ba kgona go hira batho fela ka konteraka ya *one month*. Ke gore o tlaa hirwa ka *one month for the whole year*. Ke gore o utlwa gore ka reng, *30 days*. Ke gore fa kgwedi e fela o ya go saena konteraka e nngwe, fa kgwedi e nngwe e fela o ya go saena konteraka e nngwe, *so that* botshelo jwa gago bo eme. Dilo tse di diragala *under your ministry*. Ke dingwe tsa dikgang tse re tshwanetseng re di lebelele thata.

Gape a ko o nne Tona wa ntlha yo o ka atumelang thata meepo, segolo jang bone bo Botswana Mine Workers Union, o nne o ya kwa ka gore dikgang tsa bone o fitlhela di le dintsi, ba re kopa gore nnyaa, a ko le bitseng Matona. Ke re rra, babereki ba meepo ka kwa dikgaolong tsa rona, ba a sotlega fela thata, mme e bile ba bantsi, ka gore letsatsi le letsatsi dikonteraka tse disha di a goroga. Jaanong mme dikgang tse, ga se tse *your Labour Office* e e mo motseng wa Letlhakane e di kgonang, ga e di kgone gotlhelele. Ke sone se ke go rayang ke re, dikgang tse dingwe re di kgona jalo ka gore *my officer* yo o leng teng kwa ofising ya me kwa, ke motho yo o berekileng thata le dikgang tse, o fitlhela e le gore tse dingwe o a letsa, a tshwara kwa le kwa go bona gore a mme go ka se ke go nne le gore dikgang di ka tshwarwa tsa wela.

Jaanong ke rialo ke re rra, dikgang tse tsa *Industrial Court*, kwa motseng wa rona wa Letlhakane re ne re kopa gore a e nne le *schedule* fela se se feletseng, re



itse gore malatsi a mabedi, a mararo, go tliwa kwa Letlhakane go tla go lebelela dikgang. Batswana ga ba kgone go ya kwa bo Francistown le Palapye *to go and listen to their cases* fa di tsene. Mme le tsone tse e leng gore fa o ya teng, ene mohiri yo o neng a ba hirile, ga a nne teng *because* o a itse gore *this court* ga e na meno a a kalo, *Judges* tsa teng ga se ba ba ka ba tsayang gongwe ba ba tlhatlhela kana ba ba dira eng. Ke go ya go nna fela foo, ba bo ba re nnyaa, re tlaa duela, go bo raya gore motho ene nako eo o latlhegetswe ke tshono e tonatona.

Dikgaolo tse di nang le meepo, a ko o di lebelele ka leitlho lone leo kana ka kitso ya gore dikonteraka tse di tswang kwa, ke dikonteraka tse e leng gore ba fiwa ditiro tse dikhutshwane tsa bo 4, 6, 7 *months* jalo, bo ngwaga, mme e tlaare fela fa ba santse ba baya maoto, o bo o utlwa selelo sa teng se le kwa godimo. Ke re rra, tsenya leitlho ka koo, le rona o re thuse. Segolo fela fa o ka re atametsa yone *Industrial Court*, diofisi di teng mo Letlhakane. Batswana ba a iteka, wena sa gago ke go tliša fela tsone *the Judges*, o rentisa mo Batswaneng ba ba agileng di *building*. Ke gore re le Goramente re rata thata go aga di *building* tse e leng tsa rona, go tswa fa re palelwa ke *maintenance*. Jaanong dirisa di *building* tsa Batswana tse di leng teng mo motseng wa Letlhakane, o tlise *officers* tse di ka tsamaisang *this Industrial Court* mo motseng o wa rona, ra thusa babereki ba ba tletseng kwa. Ke supa jalo gore rra, kana go tswalwa ga moepo wa BCL ka kwa, jaanong batho botlhe ba Phikwe ba fudugetse kwa motseng o wa Letlhakane. Le bone o fitlhela ba tla, ba tlala kwa diofising tsa rona ka dikgang tsa mohiri le mohiriwa. Ke re, thusa rra. Ke a leboga.

**MR KEORAPETSE (SELEBI PHIKWE WEST):** Thank you Mr Chairperson. Let me begin with a quote from the 2019 Manifesto of the Umbrella for Democratic Change (UDC) at Page 59. I beg your indulgence.

**MR CHAIRPERSON:** Do quote Honourable Member.

**MR KEORAPETSE:** “The political philosophy of the Umbrella for Democratic Change rests on the human rights and developmental approaches to issues of labour and employment. We place the wellbeing of workers at the centre of development thought and practice in a conscious and deliberate way. The UDC also believes that the state has a moral obligation and responsibility to protect the rights of workers; unionise; organise and strike, a living wage; collective bargaining and social security.”

Mr Chairperson, the reason why we have litigants at the Industrial Court which was created by a statute, the Trade Disputes Act to be a court of law and equity,

results from multiple challenges faced by our workers. These problems Mr Chairperson include and not limited to; inadequate earnings, akin to slave wages. Batswana workers, that is why we have the working poor, they are poorly paid.

Secondly, the issue of job insecurity; there is a lot of job insecurity. That is why we end up with unfair dismissals and have workers as litigants at the Industrial Court. Unsafe working environment coming from Phikwe where some people are still nursing injuries sustained from the BCL mine, some live with occupational health conditions which were exacerbated or resulting from the mine’s unsafe working environment. Other problems include; limited social security and most importantly, we have this ineffective dispute resolution mechanisms and limited engagement between the tripartite partners and acerbic industrial relation.

Mr Chairperson, what are some of the alternatives that the UDC seeks to put forward? First, the Industrial Court must not just be a creation of statute but a creation of the parent statute, the mother of all laws; the Constitution. It must be a creation of the Constitution and it can be created as a division of the High Court responsible for labour disputes. This will enhance its credibility, its status because it will be at the rank of the High Court.

On the appointment of its Justices; because it is a creation of statutes, it is a creation of the Trade Dispute Act, its Judges are not appointed like other Judges where the recommendations come from the Judicial Service Commission (JSC). It remains a mystery how these Judges are appointed because they are appointed not in a transparent manner. You wake up one morning and somebody is an Industrial Court Judge. It is unclear how they were chosen because at times, you will find that somebody has been appointed but there are other people who are more academically qualified and have more experience and one would expect those people will be appointed Justices. So, we are saying Justices of the Industrial Court must be appointed by the President in accordance with the advice of the JSC.

Again, we are also recommending an improved JSC which will represent more diverse groups in our society because as it is, it is heavily laden or skewed in favour of the Executive. In other words, the Judicial Commission as it is constituted, makes the Executive to have somewhat unfettered powers in appointing Justices of both the High Court and the Court of Appeal.





Mr Chairperson, as I said in the beginning, these are courts of law in equity and that equity is usually lost when it comes to appealing judgements of the Industrial Court at the Court of Appeal. The equity part has made the Industrial Court not to be subjected to the strict regulations that are normally required at the High Court. So, that is why it is a court of both law and equity. This equity is lost when appeals are made to the Court of Appeal. Now, we have made the suggestion before and Government was not averse to this advice that, perhaps we could have a division of the Labour Court of Appeal specifically looking at trade disputes. If not a fully-fledged Labour Court of Appeal because in that case, the equity part will not be lost with judgements of the Industrial Court being appealed to the court of Appeal.

The other point Mr Chairperson is that, we have lamented that the Labour Department is under resourced and lacks capacity to resolve routine labour disputes. It is undermined by employers as other Members have indicated and this has resulted in the Industrial Court being flooded with cases that take up to four to five years to resolve.

Mr Chairperson, our advice to Government has been and it is still that, we need to improve the dispute resolution mechanism as a matter of urgency and how can we do this; let us agree that the Labour Department or the Commissioner of Labour as the office is constituted currently, lacks teeth, it can only bark, it cannot bite. We have advised that, setup an independent institution responsible for resolving trade disputes, conciliation, mediation and arbitration, and this body must have quasi-judicial function. We can have something akin to the Commission for Conciliation Mediation and Arbitration (CCMA) in South Africa. If we can have that unit with quasi-judicial function, independent with teeth, not only being able to bark but also being able to bite, then we can have less cases proceeding to the Industrial Court. So, that is how we think we can improve the dispute resolution mechanism. In addition to strengthening the social dialogue, we can establish the Independent Tripartite Council akin to the one created for the civil service.

William Ewart Gladstone has remarked that, "justice delayed is justice denied," this is a former United Kingdom (UK) Prime Minister. We have seen the backlog of cases at the Industrial Court. These backlog of cases, we have advised before in this House that, employ temporary Justices to clear the backlog. We can

now have a full bench of the Industrial Court dealing with the remaining cases because I said, justice delayed is justice denied. We have cases that can take up to four or five years.

The other problem which was highlighted by Honourable Reatile was the inability of the Industrial Court to enforce its judgements. There is the problem that litigants have gone to court, the machine men in Phikwe have won a case in the Industrial Court, but they are told to go and look for a Deputy Sheriff, follow-up with the employer and so on and so forth. We need to have a court that can be able to enforce its judgements similar to how the High Court does. So, it is very, very important that we do this for the Industrial Court to be able to be effective. Most importantly, and I have heard the Minister lamenting that Members of Parliament (MPs) are inundated with labour dispute cases. This is because we have laws that favour employers and laws that do not protect workers. We need to review our labour laws, just make an overhaul of our labour laws. For instance; there is a Court of Appeal judgement that an employer can fire their worker without stating reasons for doing so. We must legislate as this Parliament, that no employer may dismiss any worker without divulging the reasons why they are dismissing them. This will enable these workers to litigate and enforce their rights. It is very, very important that we improve our labour laws, introduce compulsory pension legislation, introduce legislation of sexual harassment, laws on equity and also the ratification of the remaining International Labour Organisation (ILO) Conventions and domesticating them. I thank you Mr Chairperson.

**MR CHAIRPERSON:** Thank you very much *Motlotlegi Mopalamente wa Selebi Phikwe West*.

Honourable Minister responsible for Defence, Justice and Security, I have four minutes left but I can see you are indicating to speak.

**MINISTER OF DEFENCE, JUSTICE AND SECURITY (MR MMUSI):** Ke ka garela *Mr Chairperson*. Tanki. Le nna mma gompiano ke eme mokaulengwe Tona Shamukuni nokeng mo kopong e a sa tswang go re e baya pele ya madi a *Industrial Court*. *The Industrial Court exists go buisanya kana to adjudicate mo babereking le trade disputes*.

*Workforce* ya lefatshe e botlhokwa fela thata gore e nne teng, e bile e bo e tlhokomelwe. *Motlotlegi Minister*; ke dumela gore jaaka o fiwa madi jaana, o tlaa bona gore



dikgang tsa Batswana di a reediwa ka pela. *Industrial Court* ba reetsa dikgang tse ka pela. Tota ba di fefogele rraetsho. Rona kwa *ministry, we issue the licences* tsa *security companies* mme selo se se nkgwetlhileng gore gompiano ke bue ke gore, *security companies* di hira Batswana mme kgantele ba felele ba kgaogane ba sa kgona go ba duela. O fitlhela e le gore jaanong fa ba sa ba duela, dikgang tsa bone di a diega gore ba bone dituelo, di ya kwa bo *Industrial Court*. Gape tota le *process* ya go ya *Industrial Court* o fitlhela e le *complex, if you could maybe try and simplify it* gore Batswana ba kgone go e *access* motlhofo. Tota ke ne ke emela fano gompiano gore ke akgele gore rraetsho, *the security companies employ a lot of people*. Thusang Batswana ba kgone *to access* dikgang tsa bone. Ba tla kwano ka gore rona mo *Ministry wa Defence, Justice and Security, we issue licences* ba bo ba tsaya gore ke rona gongwe re tshwanetseng go bereka mo dikgannyeng tsa bone.

Fela ke a itumela rraetsho, ke go ema nokeng e bile ke leboga gore o buile gore o tlaabo o ntse o atolosa *courts*. Ke dumela gore o rile e nngwe le e butse kwa kgaolong ya Selebi Phikwe, e nngwe le tlaabo le e bula kwa Maun. Ke re nna o atolose le lefatshe le lotlhe *because* dikgang tse tsa mohiri le mohiriwa di tletse lefatshe le lotlhe mme e bile di tshwanetse go reediwa.

Selo se sengwe gongwe se ke ka akgelang ka sone ka nako ya me e ne e ntsi ke yone *Court Records Management System* a o reng o a e tsenya. Gongwe le yone e tlaa nna *user friendly* e kgone *to be accessed* mo maranyaneng le fa e le *on the phones*. Le yone ke dumela gore e tlaabo e tshwaragane le ba *Labour Department* gore *cases* fa di sa atlholwe sentle ka kwano di kgone go tsamaya. Le yone gongwe e dirisiwe thata *to give feedback* to bone batho ba ba ileng go itsheka, ba kgone go nna le *update through yone technology*. Kana *technology* gompiano ke selo se se ka re thusang fa batho ba ne ba ka kgona go fiwa *information* gore *case* ya gagwe e tsamaya fa kae.

Fela rraetsho e ne e le go lelela thata ka ke sena nako gore a Batswana ba fiwe *service* ka bofefo, dikgang tsa bone di reediwe ka bofefo le bone ba kgone go itsheka. Go bothlokwa thata go nna le *a good workforce* mo lefatsheng le le tshwanang le le, le le batlang go tlhabolola itsholelo ya lone, mme le batho ba ba hirilweng ba tshwanetse go nna mo boitumelong ba tshele sentle. Ke a go leboga *Mr Chairperson*.

**MR CHAIRPERSON:** Thank you Honourable Minister responsible for Defence, Justice and Security. Honourable Minister responsible for the chapter, please reply to the debates.

**MINISTER OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT (MR SHAMUKUNI):** Ke a leboga Modulasetilo. Ke leboge Batlotlegi Mapalamente ba ba emeng *to support* kopo ya me ya madi re kopela *Industrial Court* ya Botswana. Ke supe gore ke utlwile dintlha tsotlhe tse batlotlegi ba neng ba di ntsha *and* ke dumalana le bontsi jwa dikgang tse ba di ntshitseng. Ke supe fela Modulasetilo gore re le lephata, re filwe boikarabelo jwa *to promote labour relations* mo lefatsheng la rona la Botswana. Re dira mo le *our social partners* e le *a tripartite*, ba kgwebo le ba *unions* fela jalo. Ke batla go rurifaletsa Ntlo e gore dikgang ka bontsi tse di amang babereki le tsa bo *Industrial Court*, ke tse re di tshwaraganelang le *our social partners*. Ke ba rurifaletse jalo gore re tshwaragane le *our social partners*.

Batlotlegi ba le bantsi ba buile thata e bile ba supa letshwenyego ka *turnaround time* ya *cases* fa di begilwe kwa *Industrial Court*. Ke eletsa go supa gore go boammaaruri go ntse jalo mme re leka ka bojotlhe Modulasetilo gore dikgetsi tse re leke go di fokotsa. Fa ke go fa sekai fela gore e ne e re ka dingwaga tsa bo 2017/2018 *in terms of turnaround time*, motho o ne a emela *case* dikgwedi di le bo 27. Re setse re fokoditse seemo seo Modulasetilo mme ke a itse gore ga go a lekana *but* mo nakong ya gompiano Motswana o tlaabo a emela gongwe *case* ya gagwe dikgwedi di le 14.6 *on average*. *We are trying* go fokotsa go feta fa. Ke tseela gore re mo tseleng e e siameng ya go tla go fitlhelela moo. Le *judgements* fela jalo *Mr Chairperson, judgements* tsa rona bogologolo di ne di kgona gore di tseye *almost four months* gore e bo e ka ntshiwa fa *case* e sena go wela. Mo nakong ya gompiano *we have reduced that to around 3.8 months* mme re atumela *the international set standard* sa *three months* gore re fefose dikgetsi jaaka di tla kwa *Industrial Court* gore re di wetse ka bonako. Jaaka *Honourable Kekgonengile* a supile, kana *social justice has to be dispensed quickly* ka gore bontsi jwa dikgetsi tse di tlang kwa go rona ke tsa *your blue collar jobs*. Ke tsa Batswana ba ba berekang ditiro tse di kwa tlase *and* tota *it would be in their interest* gore fa dikgetsi di tla kwa go bone re bo re ka kgona go di wetsa ka nako e e siameng e e ka ba tswelang mosola Modulasetilo.

Go builwe ntlha e nngwe ya gore gongwe dikgetsi ga di begiwe ka bontsi kwa *Industrial Court* ka gore gongwe Batswana *have lost interest* mo go yone. Ke eletsa go supa gore *that may not necessarily be true* ka gore tota *process* ya go tshereganya e simolola kwa Ofising ya





*Labour. Moikuedi o ya ka koo and kwa Labour mainly, it is about mediation and arbitration. Gone ka koo bontsi jwa dikgetsi tse dingwe di felela gone ka koo e le gore re kgonne go fitlhelela mediation, parties tsotlhe ba kgonne go buisana ba bo ba ka dumalana ba settle at that level. When they have settled at that level o fitlhela e le gore there would not be any need ya gore case e bo e ka fetisetwa kwa Industrial Court. Ke tseela gore fa dikgetsi di tla di se dintsi kwa Industrial Court, ke sengwe se re tshwanetseng go se leboga gore our Regional Labour Offices are able to tackle most of these cases before di ka fitlhelela kwa Industrial Court. Yes, kwa Industrial Court jaanong gone ka koo kana ke madi, ke lekgotla, go a sekiwa and fa gongwe go botlhokwa gore dikgetsi bontsi jwa tsone re di kganele around mediation fela and arbitration at that level.*

Ke utlwa selelo sa Batlotlegi Mapalamente gore *we should increase our footprint* ka gore dikgang tsa pereko di dintsi e bile di a tshwenya jaaka le ne le di supa. Le rona ke keletso ya rona gore tota *Industrial Court* e aname le lefatshe la Botswana go lebelela dikgang tse Batlotlegi Mapalamente le neng le di supa. Tlhaelo ya madi ke yone e e tlaa fokotsang mosepele wa rona wa go tsamaya le lefatshe lotlhe ka gore *we cannot set up courts* mo mafelong ka go farologana. Re simolodisitse *Circuits Courts* jaaka le ka lemoga. Di akaretsa mafelo ka bontsi a e leng gore mo nakong ya gompiano *physically, Industrial Court* ga e ka koo. Go tla go ntshiwa *schedule* sa gore go iwa koo leng *to attend* dikgetsi tsa go nna jalo. Le gone gape re lebelela le maranyane gore *can we not set up virtual courts*. Le tsone di ka re thusa *to reach to areas* tse e leng gore *physically* go ka nna thata gore re *reach* mo go tsone. Re a leka *Mr Chairperson* jaaka o bona re setse re isitse ofisi kwa Maun jaana. Ofisi ya Maun le tlaa gakologelwa batlotlegi gore *it was serviced by Francistown*, go ne go sena *Judge* kwa Maun, *but* re bone go tshwanetse gore go ye *office* kwa Maun, e ya go nna le *Judge* le bodiredi jo bo tlhokafalang. *Through Circuits Courts* e tlaa kgona *to cover* mafelo a a farologaneng go thusa seemo se batlotlegi ba neng ba bua ka sone.

Ke tseela gore le ya ga *Honourable Lelatisitswe* ya kwa meepong *is covered by the Circuit Court*, go na le *Circuit Court* tse di fitlhelelang kwa Lelhakane. Re a itse gore go na le dikgang tse dintsi tsa bodiredi, tsa meepo kwa Letlhakane. *Circuit Courts* di a goroga go leka go thusa seemo, *to attend* dikgang ka bontsi tse di fetisetwang kwa *Industrial Court* *to attend it. The Industrial Court* e kgona gore e di lebelele. E tlaa re mo tsamaong ya nako madi a nna teng, re atolose *Modulasetilo*, re bone gore *we extend the service* ya rona jang.

Batlotlegi ba buile ka *our Regional Labour Offices* le *capacity* ya bone ya *to execute* ditiro tse re di ba neetseng *to execute*, mme e le *that attends* dikgang tsa babereki. *I will be the first to admit* gore *yes capacity* ya rona e santse e le kwa tlase. Re mo maikaelelong a gore re e oketse, *particularly around inspections*. Ka gore *inspection* ke yone e e botlhokwa. Fa re ka nonotsha *inspection* gore ba kgone go etela mafelo ka go farologana ga one, ba *inspect* ba bone le seemo sa babereki, go tlaa tla dilo di le dintsi. E bile *if they are capacitated* a lot of issues will be resolved at *Regional Labour Offices*, mediated there, go na le *to be referred to Industrial Court*.

*Mr Chairperson*, ke eletsa *to indicate* gape gore, *we are reviewing our labour laws. Our labour laws are under review and reviewing these labour laws* re lebeletse *quite a number of gaps* tse *some of the Honourable Members* ba di supileng. Re leka *to plug* tsone diphatlha tseo. *For example, Honourable Keorapetse* o buile ka *the issue of equity* e e leng gore *it gets lost where a case has to be referred* kana *being appealed and then* e bo e isiwa kwa *Court of Appeal*. Fa e isitswe ka koo go raya gore *that equity element* go raya gore *it falls off. We have also identified these gaps. In our labour review*, jaaka re lebelela melao jaana, re lebeletse gore dintlha tseo re tle re leke go di baakanya. Re lebeletse le *some of the gaps in the Trade Dispute Act* le *the Employment Act*, gore *holistically* e re re sekaseka re bo re kgona gore re di baakanye.

Ga re sekaseke melao e re le nosi. *The Labour Review Committee is tripartite in nature*; ke Goromente, *the business* le *the labour movement. Honourable Keorapetse*, keletso ya rona ke gore mo Palamenteng ya ngwaga o ya *July*, re bo re ka tlisa molao o gore Batlotlegi Mapalamente ba tle ba o lebelele, ba o sekaseke.

*You also talked about occupational health and safety fela in the working environment. We have developed a policy around that, the Occupational Health and Safety Policy. We have finalised that policy.* Ke mo maikaelelong a gore mo tsamaong ya nako ke e busetse kwa *Cabinet* for final decision, gore le yone e tle e tsene *on the programme. It is very important for us to develop this policy and then we develop a programme around implementation of this policy.* Ka gore maitemogelo a rona jaaka le supile, go na le *cases* di le dintsi tse e leng gore *they centre around issues of* go golafala mo tirono, babereki fa ba golafetse *issues tsa compensation* le tsone *arise and then* o ne o fitlhela go ne go sena a *proper*



*policy that was guiding us gore mo diamong tseo re dire jang. That policy jaanong e teng Honourable Members. You will have an opportunity ya gore le e lebelele mo tsamaong ya nako.*

*Honourable Brooks, o buile kgang ya gore go na le babereki bangwe ba ba sa kgoneng, ba ba senang letseno sentle la madi, ba e leng gore fa dikgang di isitswe kwa Industrial Court, they do not afford lawyers tse di ka ba emelang, compared to say gongwe their employers. We are aware of that situation. Re na le the Legal Aid, e thusa mo diamong tsa go nna jalo, gore e re babereki fa ba iphitlhela ba le mo seemong seo ba Legal Aid ba ba thuse.*

*Modulasetilo ke tseela gore ke ne ke leka go soboka go araba dikakgelo tsa batlotlegi Mapalamente. Ke a leboga Modulasetilo. At this point Modulasetilo, I wish therefore to move that the sum of Forty-One Million, Two Hundred and Sixty Thousand, One Hundred and Seventy Pula (P41,260,170.00) under the Recurrent Budget for Organisation 2100, be approved and stand part of the schedule of Appropriation Bill (2022/2023) Bill, 2022 (No. 2 of 2022), and that the sum of Three Million, Five Hundred Thousand Pula (P3,500,000.00) under the Development Budget for Organisation 2100 be approved and stand part of the estimates for the 2022/2023 financial year. I move accordingly. I thank you Chairperson.*

**MR CHAIRPERSON:** Order! Order! You are a wonderful Minister. You have left us a very good time. Thank you very much *mokaulengwe wa rona*.

Question put and **agreed to.**

### ORGANISATION 2600 - MINISTRY OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT

**MR CHAIRPERSON:** Please note that 2 hours 50 minutes has been allocated to this organisation and I shall call upon the Honourable Minister to reply to the debate at 16:55 hours today, and the question will be put at 17:00 hours today. Honourable Minister, please present your chapter.

**MINISTER OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT (MR SHAMUKUNI):** Thank you once again Honourable Chairperson. Honourable Chairperson, it is my pleasure to present to this esteemed committee my

ministry's Recurrent and Development Budget proposals for the financial year 2022/2023, under Organisation 2600. My presentation will of necessity provide an overview of the ministry's budget performance for the financial year 2021/2022. I will also highlight the challenges we encountered in our concerted efforts to advance our mandate, as well as the intervention measures we employed to address such challenges.

Mr Chairperson, as you are well aware, the mandate of my ministry entails facilitation of employment, promotion of workplace health and safety, promotion of productivity and work ethic in the workplace, labour administration and promotion of industry focused skills development. It is apparent from this mandate that my ministry is expected to play a pivotal role in contributing towards efforts to realise Botswana's aspiration of becoming a knowledge-based economy and a high income country.

#### 2021/2022 BUDGET PERFORMANCE

Mr Chairperson, in the financial year 2021/2022, my ministry was allocated Seven Hundred and Seventy-Nine Million, Five Hundred and Thirty-Four Thousand, Six Hundred and Twenty Pula (P779,534,620) for Recurrent Budget. To date, the sum of Six Hundred and Sixteen Million, Four Hundred and Eighty-One Thousand and Seventy Pula (P616,481,070) has been spent. This represents 79 per cent of the allocated budget.

The low expenditure on Recurrent Budget is as a result of the delayed completion of the Rapid Skills Development Centres, hence the budget provision for operational costs of these centres remains unutilised. The reduction in the number of students enrolled in the brigades and technical colleges under this ministry also affected institutional accounts leading to underutilisation of funds. Botswana Qualifications Authority (BQA) public notice to stop legacy programs reduced enrolment as new programs were not yet accredited. Additionally, the plan to sponsor students on learner protection at private institutions did not materialise because the service providers failed to meet the tender requirements.

On revenue collection, for the financial year 2021/2022, the sum of Twenty-Seven Million, Eight Hundred and Seventeen Thousand, Three Hundred and Thirty-Eight Pula (P27,817,338) was collected against the projected revenue of Thirty-Four Million, One Hundred and Fifty-Seven Thousand, Four Hundred and Eighty Pula





(P34,157,480). This represent 81.4 per cent of the revenue collected to date. This under collection is due to the reduction in the work permit applications, and the reduced collection of the construction levy as a result of low activity in the construction industry.

Under the Development Budget, the ministry was allocated the sum of One Hundred and Twenty-One Million, Five Hundred and Ninety-One Thousand Pula (P121,591,000) which was later revised to Ninety-Eight Million, Seven Hundred and Ninety-One Thousand Pula (P98,791,000). The budget revision was meant to facilitate a Supplementary Budget to finance emerging Government expenditure. To date, Fifty Million, Two Hundred and Thirty-Four Thousand, Nine Hundred and Eighteen Pula and Thirty-Six Thebe (P50,234,918.36) or 51 per cent of the revised budget has been spent.

The low expenditure on Development Budget is attributed to the delayed scoping of projects as a result of COVID-19 disruptions, which in turn resulted in the late commencement of projects. The completion of four Rapid Skills Development Centres at Bokspits, Ncojane Honourable Motsamai, Phitshane Molopo and Sojwe is behind scheduled, owing to factors such as delayed issuance of building permits and logistical challenges of accessing the sites.

Protracted procurement processes further exacerbated the low expenditure. For brigades' workshop equipment project, some suppliers had difficulty in sourcing equipment from the international market. In addition, two tenders amounting to just over P11 million could not progress because of queries submitted to Public Procurement and Asset Disposal Board (PPADB) by aggrieved suppliers.

Despite these challenges, maintenance of educational facilities at Serowe Brigade and the high voltage powerline at Barolong Vocational Training Centre are complete. The cyclic maintenance of Barolong Brigade is also complete and on defects liability period. The four Rapid Skills Development Centres mentioned at Paragraph 7 above are expected to be completed by December 2022. The establishment of two new Rapid Skills Development Centres at Shakawe Honourable Kapinga, and Khakhea have commenced, and are also expected to be completed in December 2022.

#### **LABOUR ADMINISTRATION**

Mr Chairperson, COVID-19 pandemic has been with us for over two years now. The pandemic has changed the labour relations landscape of this country and the world

over. The world of work is now confronted with new, complex and constantly evolving issues which calls for a review of the current labour laws. The pandemic brought about numerous lessons for the world of work and this calls for a shift in the manner in which we execute our mandate. Despite the adverse effects of the COVID-19 pandemic, Botswana continues to enjoy harmonious labour relations.

Mr Chairperson, from April 2021 to date, 6,467 trade disputes were reported, in addition to 951 trade disputes brought forward from the previous year, bringing the total to 7,418. There has been a decrease in the number of trade disputes reported compared to 7,299 disputes reported in the previous year. The decrease is attributed to COVID-19 disruptions. Although a decrease in trade disputes was realised, the statutory turnaround time of 30 days for mediation and arbitration of trade disputes was not achieved as customers could not access services on time. This has revealed the need to invest in digitisation to facilitate online case management. Pursuant to this, my ministry is working with SmartBots to develop Case Management System to ease delays in the dispute resolution process. Meanwhile, my ministry continues to engage part time mediators/arbitrators to deal with the workload with a view to bring the cases within the statutory turnaround time.

With regard to labour inspections, 180 labour inspections were conducted against a target of 3,420. The low rate of inspections is attributed to COVID-19 disruptions. Contraventions noted during the inspections included; failure to insure workers, failure to keep records and delayed payments. The ministry continues to intensify public education on labour laws through the media, expos and workshops to improve compliance. It is therefore critical to strengthen and capacitate the labour inspectorate to reach out to more industries in order to ensure compliance to labour laws and prevention of disputes. In order to address the persistent problem of contraventions, the ongoing labour law review has proposed an upward revision of penalties. This is expected to serve as a deterrent for violation of labour laws.

Mr Chairperson, the pandemic presented a threat to job security. However, the moratorium on retrenchments which was imposed during the State of Public Emergency enhanced the much needed job security as the ministry recorded 179 job losses. Mr Chairperson, although the number of retrenchments recorded is low, employees contracts of employment were affected in



that some were on suspended contracts, unpaid leave, half salaries, reduced hours of work and rotational arrangements of work. These variations in the contracts of employment affected the workers income and livelihoods. It is therefore critical and urgent to prioritise the enhancement of social protection in order to cushion employees against workplace accidents, occupational diseases or death, retrenchments, incapacity and loss of support. This will be done as part of the implementation of the Botswana Decent Work Country Programme (BDWCP).

Mr Chairperson, the implementation of the BDWCP is in progress. The priorities to be pursued during the period 2020/2024 are sustainable employment creation, improved quality, social protection and conditions of work through enhanced labour market institution. A Steering Committee made of Government, labour, business and civil society was launched in October 2021. The Steering Committee plays an important role in the implementation of the BDWCP.

Mr Chairperson, as a country, we continue to benefit from our affiliation with international organisations like the International Labour Organisation (ILO) and African Regional Labour Administration Centre (ARLAC).

My ministry successfully hosted the 48<sup>th</sup> ARLAC Governing Council Meeting from the 14<sup>th</sup> to 18<sup>th</sup> February, 2022 in Kasane. ARLAC mandate is to strengthen labour administration system in African English speaking member countries through training, research, consultancy and advisory services. The meeting attracted more than 100 delegates from over 15 African English speaking countries. My ministry partnered with the business community and labour movement in hosting this meeting. I therefore find it fitting to thank our social partners most profoundly for staying true to the spirit of tripartite partnership.

### **Occupational Health and Safety**

Occupational Health and Safety (OH&S) at the workplace is geared towards the identification, evaluation and control of occupational health and safety risks and exposure in the work environment. At present, a significant portion of those in employment still encounter unsafe and unhealthy work places which lead to occupational injuries and diseases. My ministry is therefore committed to put measures in place to address risky, perilous and hazardous working conditions in order to realise safe and healthy workplace.

Mr Chairperson, failure to comply with occupational health and safety laws, a total 576 work-related injuries have been registered and assessed for Workers' Compensation benefits of which 23 were fatal. In addition, there are 1,004 cases that have been brought forward from the previous years. In overall, 20 per cent of the claims have been settled and paid out for compensation amounting to over P4 million. My ministry is experiencing the proliferation of unsettled compensation claims across all sectors. The low settlement rate of cases is mainly attributed to two aspects; reluctance of employer to insure their employees and delays arising from disputes pertaining to medical opinion on degree of incapacity.

### **Legislative Front**

On the legislative front, my ministry is currently reviewing the Occupational Health and Safety laws, mainly the Workers Compensation Act and the Factories Act with a view to close all gaps in the laws and to bring them to speed with emerging issues. Furthermore, the process of drafting the National Occupational Safety and Health Policy has been concluded.

### **Skills Development**

Mr Chairperson, my ministry continues to play a significant role in facilitating the transition of Botswana from a resource based economy to a knowledge-based economy. In pursuit of enhancing skills development, my ministry has completed the initial stages of curriculum review to align it with the National Credit Qualification Framework (NCQF) as per the Botswana Qualifications Authority (BQA) regulations. In accordance with this, 88 qualifications have been developed, out of which 29 have already been approved by BQA while the remaining 59 are being processed. Furthermore, all the 36 Education Training Providers (ETPs) are registered and accredited with BQA.

In addition, my ministry intends to start semester-based system in brigades and technical colleges with the newly accredited programmes during the next financial year. This approach will help to lay the foundation for further modernisation of Technical Vocational Education and Training (TVET), such as the introduction of credit accumulation which will make our graduates globally competitive.

My ministry is also in the process of transforming the Construction Industry Trust Fund (CITF) to a Rapid Skills Development Centre. As part of the transformation





process, the refurbishment of Nkange and Senyawe Brigades *Rre* Tshabang, has been completed and only awaiting response from the BQA as application for the accreditation has been submitted. The refurbishment of Old Naledi Brigade is at 80 per cent completion and the centre would be ready for occupation in April, 2022.

### Skills Training Partnerships

The ministry remains committed to solid partnership opportunities with stakeholders and development partners. To this end, two programmes being Auto Mechatronics and Borehole mechanics have been developed through technical support from European Union (EU) and German Corporation for International Cooperation (GIZ). Furthermore, the partnership facilitated the training of 33 lecturers of which 13 are Master trainers in Auto Mechatronics and 20 lecturers are industry liaison officers who will be facilitating partnerships with the industry.

My ministry has also signed a Memorandum of Understanding (MOU) with Mechanical Engineering Industry Association (VDMA) on 8<sup>th</sup> December 2021 whose objective is to develop programmes that are in line with the modern trends to comply with the Fourth Industrial Revolution (4IR). Through this partnership, VDMA donated state of the art training equipment and materials worth over P20 million.

### PRODUCTIVITY AND COMPETITIVENES

Mr Chairperson, for alignment with the Government's RESET Agenda, Botswana National Productivity Centre (BNPC) is currently undergoing comprehensive strategic transformation with a view to improve Botswana's global competitiveness. Mr Chairperson, initiatives have been undertaken to improve work ethic and mind-set change with strategic partnerships. Work Ethic has been reported through the Global Competitiveness Report.

### 2022/2023 RECURRENT AND DEVELOPMENT BUDGET PROPOSALS

Mr Chairperson, allow me to present budget proposals under my ministry for the financial year 2022/2023 for both Recurrent and Development Budget.

### RECURRENT BUDGET ESTIMATES

Mr Chairperson, under the Recurrent Budget for 2022/2023 financial year, my ministry requests the sum of Seven Hundred and Sixty-Eight Million, Six Hundred

and Seventy Thousand and Ninety Pula (P768,670,090). This amount reflects a decrease of Ten Million, Eight Hundred and Sixty-Four Thousand, Five Hundred and Thirty Pula (P10,864,530) or 1.4 per cent compared to the 2021/2022 budget allocation.

### Ministry Headquarters

Mr Chairperson, I propose that the sum of One Hundred and Thirty-Nine Million, Three Hundred and Fifty-Six Thousand, and Thirty Pula (P139,356,030) or 18 per cent of the Recurrent Budget be allocated to Headquarters. Out of the headquarters allocation, an amount of Ninety Million, Seven Hundred and Fifty-Seven Thousand, Three Hundred and Forty Pula (P90,757,340) or 65 per cent of that amount is proposed to be allocated to the parastatals under my ministry-being the BNPC and the CITF.

### Department of Labour and Social Security

Mr Chairperson, for the Department of Labour and Social Security, I request the sum of Sixty-One Million, Five Hundred and Twenty-Two Thousand, Eight Hundred and Twenty Pula (P61,522,820), which is 8 per cent of the ministry's Recurrent Budget estimate. The proposed budget will be used to provide labour administration services. These comprise trade disputes resolutions through mediation and arbitration, labour inspections, processing of work permits, registration of trade unions and employers' organisations.

### Department of Occupational Health and Safety

Mr Chairperson, an amount of Fourteen Million, One Hundred and Eighteen Thousand, One Hundred and Fifty Pula (P14,118,150) or 1.8 per cent of the Recurrent Budget is requested under this Sub-Head.

### Department of Skills Development

Mr Chairperson, I request an amount of Five Hundred and Fifty-Three Million, Six Hundred and Seventy-Three Thousand and Ninety Pula (P553,673,090).

### DEVELOPMENT BUDGET ESTIMATES

Mr Chairperson, the Development Budget proposal for my ministry is One Hundred and Seventeen Million, Eight Hundred and Ninety-Four Thousand and Six Hundred and Forty-Four Pula (P117, 894,644). The budget is requested to execute various projects.



**CONCLUSION**

Mr Chairperson, this concludes my presentation of the 2022/2023 Recurrent and Development budget proposals for my ministry. I therefore, move that the sum of Seven Hundred and Sixty-Eight Million, Six Hundred and Seventy Thousand and Ninety Pula (P768,670,090) under the Recurrent Budget for Organisation 2600 be approved and stand part of the Schedule of Appropriation Bill (2022/2023) Bill, 2022 (No. 2 of 2022); and that the sum of One Hundred and Seventeen Million, Eight Hundred and Ninety-Four Thousand, Six Hundred and Forty-Four Pula (P117,894,644) for Organisation 2600 under the Development Budget be approved and stand part of those estimates for the financial year 2022/2023. I move accordingly. I thank you Mr Chairperson.

**MR CHAIRPERSON:** The matter is open for debate. *Motlotlegi Mopalamente wa Maun Botlhaba*, please take your slot, *o ikwadise fela nnaka*.

**HONOURABLE MEMBER:** Procedure Mr Chairperson.

**MR CHAIRPERSON:** No, I am not going to allow that procedure. Honourable Kekgonegile!

**HONOURABLE MEMBER:** He is inaudible.

**MR CHAIRPERSON:** I am seeing him *nnaka*. Honourable Kekgonegile, please unmute yourself.

**MR KEKGONEGILE (MAUN EAST):** *Ke a leboga* Mr Chairperson. *Ke a leboga* Honourable Keorapetse.

Mr Chairperson, *ke tsene mo go yone kang ya* ministry *o. Kana* ministry *o o na le dintlha tse tharo tse o di tshwereng; ke* employment, labour productivity *le* skills development. *Fa re bua ka* employment sector *kana* section within it, *re bua ka tumalano fa gare ga...*

**MR CHAIRPERSON:** Order! Honourable Kekgonegile, *e tlaa re fa re boa, o tlaa tla o bua ka yone tumalano eo mokaulengwe*.

Honourable Members, as it is now 1 o'clock, we shall suspend our deliberations until 2 o'clock, so that we can be able to go for some refreshments. *Bon appétit* Honourable Members.

**PROCEEDINGS SUSPENDED AT 1:00 P.M. FOR APPROXIMATELY 1 HOUR**

**PROCEEDINGS RESUMED AT 2:00 P.M.**

**SPEAKER'S ANNOUNCEMENT**

**MR SPEAKER (MR MOATLHODI):** Order! Honourable Members, *nte e re pele fa re simolola tiro ka bokhutshwanyane Batlotlegi Mapalamente*, let me remind you that Standing Order 9.1 establishes the Leader of the Opposition. Then Standing Order 9.2.1 says, "the Leader of the Opposition is an Executive Member of the Inter-Parliamentary Union (IPU)." *Motlotlegi Rraetsho* Leader of the Opposition is away in Indonesia on the IPU Conference for 12 days. Standing Order 9.5 says, "when he is away, he shall pick someone amongst his own group whom he shall authorise to act as the Leader of the Opposition, and he shall write us a letter as the speakership." Indeed he has written us a letter to the effect that Honourable Taolo Lucas, Honourable Member of Parliament for Bobonong is an Acting Leader of the Opposition.

**HONOURABLE MEMBER:** *Welcome* mothusa mookamedi!

**HONOURABLE MEMBER:** ... (Murmurs) ...

**MR CHAIRPERSON:** Order! I want to plead with yourselves to accord him the cooperation, coordination and coherence, and he must do the same. Us as the speakership, he is assured of our cooperation.

**HONOURABLE MEMBER:** *Re a go lebogisa* mothusa mookamedi.

**MR LUCAS:** *Ke a leboga rra, ke amogetse maemo*.

**MR SPEAKER:** *I introduced him go ntse, jaanong re tsena mo tironng e nngwe*.

**QUESTIONS FOR ORAL ANSWER****IMPLEMENTATION OF THE CONSUMER PROTECTION ACT**

**MR T. LETSHOLO (KANYE NORTH):** asked the Minister of Investment, Trade and Industry to apprise this Honourable House on his Ministry's implementation of the Consumer Protection Act to encourage local enterprise and protect consumers, more particularly:

- (i) what are consumers benefiting from the Competition and Consumer Authority (CCA) emanating from its mandate on consumer issues;
- (ii) what is the distinction between the mandates of CCA and the Consumer Affairs Department;



- (iii) articulate customer satisfaction levels for the Competition and Consumer Authority over the last five (5) years;
- (iv) what are some of the key achievements of the Competition and Consumer Authority in that time;
- (v) provide some examples where the authority has successfully ensured consumer rights and enabled consumers to reap the benefits of fair competition;
- (vi) to state whether the CCA regulate prices, and if so, how, if not, why;
- (vii) does the CCA mandate extend to State Owned Monopolies/Enterprises (SOE);
- (viii) how does the CCA relate with other regulators, especially those with a competition and consumer protection mandate, in order to deliver the required benefit for Botswana;
- (ix) to date, how many applications for mergers and acquisitions have been declined and for what reasons, including public interest issues; articulate a trend analysis so that this Honourable House and the public may be informed on the basis/reasons of rejecting mergers and acquisitions in Botswana.

#### Later Date.

#### JCE 2020 CANDIDATES

**MR C. GREEFF (GABORONE BONNINGTON SOUTH):** asked the Minister of Basic Education to state:

- (i) the number of candidates who sat for Junior Certificate Examinations (JCE) in 2020 and were admitted to senior secondary schools; and
- (ii) plans in place to cater for those who did not manage to proceed to senior secondary school.

**MINISTER OF BASIC EDUCATION (MR MOLAO):** *Ke a leboga* Mr Speaker.

- (i) Mr Speaker, a total of 43,947 candidates sat for Junior Certificate Examinations (JCE) in 2020 of which 24,367 were admitted into senior secondary schools in 2021, that is a transition rate of 55.45 per cent. 19,580 were not admitted into senior secondary schools.
- (ii) Mr Speaker, for those who did not manage to proceed to senior secondary schools in 2021 their options are to continue their education either at

Brigades or Technical Colleges if eligible and as space permits. Others join Botswana Open University (BOU) and either continue with Botswana General Certificate of Secondary Education (BGCSE) or resit their JCE to improve their results and thereby improving their chances of proceeding in the next year to BGCSE. Mr Speaker, I have a table that shows the figures as from 2019, 2020, 2021 and projection for 2022 transition rate. Thank you Mr Speaker.

**MR GREEFF:** *Supplementary.* Ke a leboga. Tona, ke ne ke re gongwe o tlaa re tlhomamisetsa le dipalo tse e leng gore ngwaga le ngwaga ba a sala ka gore ngwaga le ngwaga kana go na le batho ba ba salang ba e leng gore ga ba kgone go tsewa kwa *senior secondary schools*. Plan ya lona ke eng? A le na le maikaelelo a gore ngwana mongwe le mongwe a se ka a felela mo go *Form 3* ka go aga *senior secondary schools*? A ba tlogelwa fela *for good* mme ba dirile *Form 3*? A ga le na maikaelelo a gore le oketse *secondary schools* gore bana botlhe ba fete, *at least* ba kgone go fetsa *Form 5*? Ke a leboga *sir*.

**MR MOLAO:** Ke a leboga *Mr Speaker*. Santlha ke tlhalose gore go a tlhokega gore diphatlha kwa godimo di oketsege gore bana ba e leng gore *they meet the minimum qualification* le bone ba tle ba tsene. Dikakanyetso tseo di teng le fa gongwe ditsompelo di re gogela kwa morago. O tlaa lemoga gore ngwaga le ngwaga *we have at least a 5 per cent increment* ya dipalo tse re di tsayang go tswa kwa JC go ya kwa BGCSE. Gape jaaka re atolosa, re fetola lenaneo la rona la thuto, re ya kwa thulaganyong ya *outcome based education* e e bua ka *dual pathways*. E raya gore ga se ngwana mongwe le mongwe o o tlaa tlhamalalang a ya kwa go *Form 5*. Ba bangwe ba tshwanetse gore diphatlha di bulege teng kwa tirong ya diatla; *brigades and technical colleges*. Gompieno thuto ya rona e santse e ganeletse mo *academics* kana jaaka re a tle re re go bala le go kwala Sekgoa, *academic subjects*, re sa lebelela tiro ya diatla.

Jaaka re dumalane, re tsweletse re fetola lenaneo la rona la thuto le moalo wa rona wa thuto, go tlaa go bula diphatlha gore bana ba e leng gore *they are not academically gifted*, jaanong ba kgone gore ba fiwe thuto ya diatla. E e tlaareng fa ba tswa fa ba feletseng teng, e bo ba ka itirela matshelo a bone go tswelela ba na le *life skills* tse re tlaabong re di ba neela, fela jaaka o bona re simolotse kwa Moeng le Maun Senior





Secondary. Re tlaabo re ntse re di atolosa ngwaga le ngwaga go fitlhelela maikaelelo a. Diphatlha re nna re di oketsa ka monokela go bulela dipalo tse di ntseng di salela kwa ntle. Ke a leboga *Mr Speaker*.

#### DESTRUCTION OF CROPS BY QUELEA BIRDS

**MR T. B. LUCAS (BOBONONG):** asked the Minister of Agricultural Development and Food Security to state:

- (i) quantities and value of crops (*mabele*) that were destroyed by quelea birds in the last two ploughing seasons;
- (ii) quantities and value of crops destroyed by quelea birds in the Bobirwa Agricultural Region in the last two ploughing seasons;
- (iii) the type and adequacy of equipment available to reduce the destruction of crops by birds nationally and in Bobirwa; and
- (iv) plans in place to reduce the destruction of crops in the current ploughing season in Bobirwa.

**ASSISTANT MINISTER OF AGRICULTURAL DEVELOPMENT AND FOOD SECURITY (MR MOLEBATSI):** *Mr Speaker*, mabele a a lemilweng ka temo ya 2019/2020 lefatshe ka bophara, go ntshitswe *tonnes* tse di kana ka 87 775. Mabele a a neng a re latlhegela ka go jewa ke nonyane ya thaga, ke *tonnes* di le 19 661, a madi a kana ka P41, 131, 280.74.

Mabele a re a dirileng Botswana otlhe a 2020/2021 e ne e le 116 401 *tonnes*. Mabele a a re latlhegetseng ka go jewa ke nonyane e gotweng thaga ke 11 756, mme e le 10 *per cent* fela ya mabele a re neng re a lemile. Mabele a a re latlhegetseng ka thaga e ne e le a madi a a kana ka P30, 566, 900.00. Go supafala gore mabele a re a lemileng kwa kgaolong ya Bobirwa ka 2019/2020 e ne e le 401.55 *tonnes*, mme *the quantity* e e re latlhegetseng ke 84 *tonnes* ka madi a bokete jo bo kana ka P175, 724.64.

Ka ngwaga wa 2020/2021, mo kgaolong ya Bobirwa, re ne re lemile mabele a a kana ka 1 680 *tonnes*, mme ra latlhegelwa ka ntata ya nonyane e gotweng thaga, selekanyo sa 760 *tonnes*, mme e le madi a a kana ka P1, 747, 200.00.

*Mr Speaker*, ditsholofelo tse re nang le tsone go lwantsha nonyane e e re jelang mabele e, re na le dikoloi di le ...*(Inaudible)*... kwa Bobirwa, tse di dirisitsweng gore di rwale ditalameiti kana *explosives* tse re tshosang

dinonyane tse kana re di bolaya. Lantlha dikoloi tse di ne di se kwa Bobirwa, di ne di le mo Gaborone, e le gore fa go nna le bothata jone jo, re a taboga re ya gone koo. Fa nako e ntse e tsamaya, ra bona gore re di beye gaufi, jaanong re di beile kwa Mahalapye, Gaborone le Kanye. Di kgone gore di nne le *a better coverage*, gore fa re bitswa re bo re tabogela teng. Jaanong e e mo Mahalapye ke yone e tshwereng Central District.

Go na le dikoloi di le 11 tse di beilweng golo mo gotweng ...

**MR SPEAKER:** O tsholetse dinao Tona.

**MR MOLEBATSI:** Ee rra, ke e mo neele, kana e telele. O ne o re ke dire jang *Mr Speaker*?

**MR SPEAKER:** Nnyaa, ke ne ke re tsholetsa dinao, dipotso di dintsi.

**MR MOLEBATSI:** *Mr Speaker*, ke tlaa mo neela mokwalo go siame, ke tlaa kgaola. *Mr Speaker*, mo *the current season* re na le mefuta yone e, 41 *quelea colonies*, mme *have been identified at district level*; 26 in Central, three in Chobe, six in North West and six in Kweneng. *Of the 26 in Central, 17 are in Bobirwa area, of the 41 quelea colonies identified, 11 have been controlled. Controls are on-going, it should be noted that these birds are migratory in nature.* Di a tsamaya rra. Fa re di laola, di a tswa golo gongwe, di tlaabo di siela kwa mafelong a mangwe.

*We have done the following preparations to control nonyane e, we availed explosives vehicle to Bobonong. Re na le six sprayers mo Central District go thusa go lwantsha dinonyane tse. Re rekile chemicals. Re tlisitse bodiredi go tla go thusa. We mobilise farmers gore le bone ba thuse go tshosa dinonyane. We encourage farmers gore ba tshose dinonyane. Mathata a re nang le one go leka go lwantsha nonyane e, ke terrain, ke ditsela tse di sa siamang mo bontlheng bongwe jwa lefatshe la rona. Ba ba re thusang ka surveillance ba felela re ba tsentse mo diphatseng tsa gore ba a bo ba le fa gare ga diphologolo, jaaka le itse gore kwa Bobirwa re tshela le ditlou mme kwa mafelong a mangwe go ditau. Re ne ra tshwenngwa ke bolwetse jwa COVID-19 mo dingwageng tse di fetileng, mme ga dira gore bodiredi jwa rona bo nne kwa tlase, mme re santse re tlhoka dikoloi le madi a a lekaneng. Ke a leboga *Mr Speaker*.*

**MR LUCAS:** *Supplementary.* Ke a leboga Rre Molebatsi. Go supagetse sentle gore nonyane e ya thaga e a senya, e bile e tshenyo ntsi. Tshenyo e o ntseng o e





bua gore *run into millions of* Pula, a mme o a lemoga gore nonyane ya thaga e humanegisa batho ba le bantsi bogolo jang ba ba tshelang ka temothuo? Fa e le gore o a lemoga gore e humanegisa batho ba bantsi Rre Molebatsi, a mme o bona dikoloi tsa *explosives* di le tharo fela mo Botswana jotlhe, di lekane go lwantsha nonyane e ya thaga? A ga o bone go le botlhokwa gore dikoloi tsa *explosives* tse, di nne *in all agricultural district offices* gore di tle di kgone go lwantsha nonyane e ya thaga e e lebegang e humanegisa batho mo go kanakana?

Kana kwa Bobirwa rra, re na le bothata jwa nonyane ya thaga, ditlou, leuba le batho ba ba re utswelang dikgomo ba maZimbabwe. A ga se gore gongwe kgaolo ya Bobirwa o e tseye e le kgaolo e e faphegileng gore o kgone go e isetsa ditsompelo tse di lwantshang nonyane e di le mokawana go gaisa jaaka o dirile gompiono rraetsho? Ke a leboga

**MR MOLEBATSİ:** Ke a go leboga *Mr Speaker* le *Acting Leader of the Opposition*. Ee rra, boammaaruri ke jone joo gore go ka se ke go lekane, go nne jaaka re batla. Seo ke dumalana le wena mme se ke se buang ke gore go na le e e kwa Mahalapye e e tshwaraganyang kgaolo ya gago, e a fitlha kwa kgaolong ya gago ya Bobirwa. Mme mma ke go solofetse *Honourable Acting Leader of the Opposition* gore le rona re le phata, go rata ga rona ke gore re di oketse mme fa go ka nna le madi jaaka ke ne ke bua, ga ke bone go na le bothata jwa gore re ka di oketsa gore le kwa Bobirwa di goroge. Ke a leboga.

**MR SPEAKER:** Honourable Brooks.

**HONOURABLE MEMBER:** O tlodile ya ga Boko.

**HONOURABLE MEMBER:** O tlodile *Question 5 Mr Speaker*.

**MR SPEAKER:** Ga ke bolo go e bitsa.

**HONOURABLE MEMBER:** *No*, ga o ise o e bitse.

**MR SPEAKER:** We will come back to it just now. Honourable Minister Kereng.

#### RELOCATION OF WILDEBEESTS

**MR S. J. BROOKS (K GALAGADI SOUTH):** asked the Minister of Environment, Natural Resources Conservation and Tourism:

- (i) how many wildebeests were relocated from the Southern District to Kgalagadi;

- (ii) what was the reason for this relocation;

- (iii) if the people of Kgalagadi South were informed or addressed on this relocation; and

- (iv) whether she is aware that some farmers were badly affected by this exercise.

**MINISTER OF ENVIRONMENT, NATURAL RESOURCES CONSERVATION AND TOURISM (MS KERENG):** Ke a leboga Mr Speaker.

*Mr Speaker*, re ne ra fudusa dikgokong di le 907 re di ntsha kwa kgaolong ya Borwa re di isa kwa Kgalagadi Transfrontier Park (KTP) ka *May* 2020.

Lebaka e ne e le gore lefelo le dikgomo le diphologolo di fulelang kwa go lone kwa kgaolong yone ya Borwa le lennyenyane e bile le ne le kopanetswe ke tsone diphologolo tse le dikgomo. Ya re fa go ntse jalo, go nne diphatsa gore malwetse a a tshelanwang a dikgokong a bo e le gore a tsena mo dikgomong a ya go di lwatsa go bo go nna le leroborobo lone leo, bogolo jang fa dikgokong tse e le nako ya tsone ya go tsala.

Tharabololo ya teng ke gore fa re tlhatlhobile re bone seemo se se tshwenyang se, go sireletsa leruo, go sireletsa phulo, kana go hema kopanelo mafulo e e feletsang e dira gore malwetse a a tswang mo diphologong tsa naga a boa a ka ama diruiwa, re bo re lebelele gore re diragatse thulaganyo e e leng nngwe ya dithulaganyo tse Lephata la Diphologolo le di dirisang go laola kgotlhakgotlhano eo, di tshwarwe di isiwe kwa mafelong a a sireletsegileng a diphologolo jaaka re ne ra dira jalo, ra ntsha dikgokong tse ra di isa ka kwa KTP. E le gore re fokotse kopakopano ya tsone mo mafulong le diruiwa.

Thulaganyo e ke e e maleba e re e dirisang jaaka ke supa go ka laola mafulo le go babalela leruo gore go kgaogannwe diphologolo fa di gotlhagotlhanelang teng mo phulong. Re setse re kile ra dira jalo mo ngwageng o o fetileng ra ntsha dingwe ka kwa kgaolong ya Kgatlang.

Re a bo re ntse re le pudimatseba re le manontlhotlho go lemoga diemo tse fa re kuelwa, bogolo jang ke barui ba re diruiwa tsa rona di mo mathateng. Thulaganyo e e a bereka. Maduo a yone ke go supa gore re a bo re ntshitse diphologlolo tse mo leruong mme la babalesega.

*Mr Speaker*, batho ba kgaolo ya Kgalagadi ba ne ba itsesiwe fa re dira thulaganyo e. Ke thulaganyo fela e e tshwanang le tse dingwe e e ka dirwang nako



nngwe le nngwe go leka go laola kgotlhakgotlhano ya diphologolo le diruiwa. Mme fa re dira jalo, ga re ke re rulaganya nako le nako gore go ka nna le dipuisanyo kana *consultations* le batho ba motse. Lebaka ke gore fa re tla ka diphologolo jalo di tshwana le tsone dikgokong tse, go dirisiwa dikitso tsa maranyane le ditshekatsheko tse di maleba gore di ye go tsenngwa mo teng ga *park* kwa garegare kwa teng kwa di ka se keng di bo di boe di ye go bonwa mo mafelong a a gaufi a diruiwa di nnang mo go one, meraka le mafelo a phulo. Jaanong ga re ise re ko re nne le dipuisanyo tse re neng re bona gore di a pateletsa ka nako eo, e le thulaganyo fela e re e dirang ya malatsi othe. Fa re dirile jalo re tlhatlhobile lefelo re bo re tlhomamisa gore ga re tle re di baya gaufi kwa di ka tsenang tsa boela mo motseng kana gaufi le diruiwa, re a bo re dira jalo re dirisa gore re tlhomamisa gore ga di ye go nna le go ka boela kana go ya kwa ntle.

*Mr Speaker*, ga re na dipego tse di supang gore go na le dingongorego. Ga re ise re amogele sepe se se tshwentseng ka phuduso e ya dikgokong. Ga gona *report* e re nang le yone ka kwa lephateng. Ga re na bothata jo bo kileng jwa supiwa ka thulaganyo e. Ke a leboga.

**MR BROOKS:** *Supplementary. Thank you Mr Speaker and Honourable Minister. Ya bofelo fela le go reye ke re Tona dingongorego di teng. Le ba Veterinary ba ne ba supa gore dikgomo tse di neng di tshwere kwa ... (Inaudible)... e ne e le ka lebaka la dikgokong. Tota Mr Speaker, ke mo gotweng, "molelo wa tladi o timiwa ka o mongwe." That is exactly what is the Minister is trying to tell batho ba Kgalagadi gore molelo wa tladi o timiwa ka o mongwe.*

**MR SPEAKER:** Ask the Minister a question, please!

**MR BROOKS:** *I am coming to the question. Kana area e o buang ka yone Minister, o bua ka Mabuasehube, KTP is a broad area. Ke eng le ne le sa ise dikgokong tse kwa go nang le terata teng, a 100 kilometre fence e e kwa Two Rivers gore le bo le le sure gore ga gona kgokong epe e e tlaa boelang e tsena mo kgaolong ya Kgalagadi?*

Ya bobedi ke gore ke eng le ne le sa di neele *the game ranchers* ba ba nang le diphologolo *at a fee* gore le tle le itse gore dikgokong tsa lefatshe la Botswana di koo di le *safe*? *Do you know the nearest point from where these wildebeests were offloaded to the nearest farm?* Ke ne ke re ke fetise tsone tse pedi tseo *Mr Speaker and generally I am not happy.*

**MS KERENG:** *Thank you Mr Speaker. Honourable Member of Parliament, ga o mpontshe gore wa re bothata bo ka kae ka dikgokong tse di fudusitsweng di tsenngwa mo protected area. Ga ke na pego e bile le wena gape o ntse ga o mphe pego ya gore a wa re kwa re di beileng teng a di boile, di tsene mo merakang kana jana ka gore pego ga kena nayo.*

**HONOURABLE MEMBER:** Ee mma, di boile *madam.*

**MS KERENG:** Ee, mme ga ke itse gore a di boile. O ka bo o sa emela go tla ka potso kwano ka gore diemo tse ke tse re batlang go di tsibogela ka nako. O sale o fodisa potso leng mongwame re sa kgone gore re e tsiboge? Ke kopa pego e re tle re tsiboge. *Thank you Mr Speaker.*

#### CONVERSION OF HEALTH POSTS TO CLINICS

**MR Y. BOKO (MAHALAPYE EAST):** asked the Minister of Health and Wellness:

(i) whether his ministry still has plans to convert all health posts to clinics; and if so,

(ii) what is delaying this initiative from being implemented as was promised to this Honourable House previously.

...Silence...

**MR BOKO:** *Thank you Mr Speaker. Good afternoon, ke boe ke dumedise gape le bone Batlotlegi Mapalamente. Mr Speaker, ga ke itse gore a Tona o ne a leng teng. Maabane fa ke bua le ene o ne a nteleditse a nthaya a re o tlaabo a protocol Mohumagadi wa ga Tautona gompiano. I am not sure if Buti Billy is here.*

**ASSISTANT MINISTER OF HEALTH AND WELLNESS (MR LELATISITSWE):** *Thank you so much Mr Speaker. Ga ke itse gore Boko o tsaya kae dikgang tse. Mr Speaker, the word health post le clinic, ke supe jalo mo lefatsheng la rona jaaka re kwadile mo strategies tsa rona gore re nyeletsa the health posts, ke dumela gore we are almost over 90 per cent closing that word ya health post. Health post fela ka fa e leng ka teng, gompiano mo go saletseng kwa morago ke to upgrade structures. Services tse di neng di fiwa in a health post bogologolo, ke tsaya gore re a itse gore health post ke kokelwana e e kwa tlase, which was managed by bo mmaboitekanelo. Gompiano se se leng teng mo lefatsheng le lotlhe, dikokelwana tsa rona re neela all services tse di fitlhelwang mo selekanyong*



sa clinic. Ke sone se se saletseng kwa morago, se re se setseng morago kgapetsakgapetsa ke gore, dikago tse di saleng di agiwa ke *Ministry of Local Government* re leka go di godisa. Ngwaga le ngwaga go nna jalo jaaka re fitisetswa madi, re bo re leka go di tlhabolola go bona gore di ka amogela baoki ba le dipalo tse pedi, tse tharo, go ya kwa pele. Fela gone go lebelela kgang e gotweng *health post*, ke tsaya gore *in terms of services*, mo *structures* tse di neng di bidiwa *health post* bogologolo ke tsa clinic. Se se re neela gore re le lephata re tswelletse ka go bona gore tota tsela ya go nyeletsa *the word health post*, re a e nyeletsa.

*Mr Speaker*, ke supe gore ngwaga le ngwaga jaaka re kgaoganyediwa madi re nna re ntse re godisa *health posts* tse di sa bolong go agiwa ke *Ministry of Local Government* mo dikgaolong tsa rona. Gape re leboge le batlotlegi ba bangwe ba e leng gore ka madi a bone a *constituency* ba tswelletse ka go thusa go bona gore *structures* tse dinnyennyane di ntse di a godisiwa mo dikgaolong tsa bone. Ba mmalwa thata ba ba neng ba thusa go godisa *health posts in terms of structure*, ka gore *in terms of services that we offer in these structures* ke tsa clinic. Ke a leboga *Mr Speaker*.

**MR BOKO:** Supplementary. Thank you Mr Speaker, *mma ke go leboge gape Tona. Potso ka bokhutshwane* which cuts across all the constituencies, is not specific to Mahalapye East only, *ke gore le tlaabo le nyeleditse* health posts *leng* in terms of the services and of course the structure? Timeframe, you are saying you are at 90 per cent, I want to believe if you are at 90 per cent, then in the next five years across the country *re tlaabo re sa tlhole re bua ka* health posts. Health posts *ke dilo tsa bogologolo ga di kgone go ka mekamekana le diemo le dikgwetho tsa matshelo a re tsheleng mo go one gompiano*. I think that is the only issue *e ke nang le yone le wena mo kgannyeng e*.

**MR LELATISITSWE:** *Thank you so much Mr Speaker*. Ke sone se ke buang ke re, *in terms of services* tse re di fang, ke dumela gore re kwa motsubong wa go nyeletsa *health posts*. *In terms of structure* rra, ke maikaelelo a rona gore jaaka re lebile *vision* ya lefatshe le e re fa e wela re bo re sena *structures* tse di kwa tlase ga boemo jwa *clinic*. Ke rotloetse le lona Mapalamente jaaka le ntse le fiwa madi a *constituency* gore, a re thusaneng, re leke go thusa ka gore ...*(Inaudible)* ... fa a tswa re leka go nna re ntse re di kgaola. Kana re lebile *vision* ya rona ya lefatshe e e leng gore ka yone fa e wela re bo re sena *structures* tse di mo *level* eo ya *health posts*. *In terms of services, we are almost there*.

**MR BOKO:** *Mr Speaker, point of procedure*, Tona o dirisa mafoko a gore re kwa motsubong kana *we are almost there*, golo moo *we can talk in terms of* lebaka... *(Inaudible)*...ga ke itse gore motsubo go tewa eng *Mr Speaker*?

**MR SPEAKER:** *Ke go utlwile* Honourable Member, *e bile ke dumalana le wena*. Honourable Minister, please be precise.

**MR LELATISITSWE:** Mr Speaker, the list is quite long *e ke nang le yone ya* health posts *tse di setseng* to be upgraded. *Tsoitlhe go ya go laola madi. Ke sone se ke palelwang ke go tla ka...ke sone se ke reng, le wena o le motlotlegi o le mo Mahalapye jaana o ka feleletsa* to upgrade health posts *tsa gago ka* constituency, *gore di nne le a bigger space that can be considered a clinic. Le rona re le lephata re na le list*, it is too long, I will share it *le wena o le honourable. Ga e ame Mahalapye fela, e ama lefatshe lotlhe jaaka o buile*. I cannot say a date, *ke tlaabo ke sa bue boammaaruri gore ke re ka di 20 re tlaabo re feditse go aga clinics tse di kana, ka gore madi ga a yo*.

**MR SPEAKER:** Thank you Minister. The best part of your answer *ke e o neng o e bua o re you will share le ene*. Is there anybody for Honourable Moswaane?

**MR BOKO:** Ke ka mo tshwarela *Mr Speaker*.

**MR SPEAKER:** Thank you *motlotlegi*, ke tlaa go bitsa at the end.

#### LAND ALLOCATION CHALLENGES IN MAUN EAST

**MR G. KEKGONEGILE (MAUN EAST):** asked the Minister of Land Management, Water and Sanitation Services to brief this Honourable House on the progress made in addressing land allocation challenges facing Maun East constituents, in particular:

- (i) accessibility of the Land Administration Procedures Capacity and Systems (LAPCAS) initiated title deeds as per November 2020 promise;
- (ii) remedial initiatives to situations where some individuals are not eligible for plot allocations as their parents acquired plots using their names;
- (iii) the completion dates of management plans of Khwai and Phuduhudu Concessions; and
- (iv) the consultation process in ending Mababe state land status and processes upon which Mababe community can currently apply for plots and their certificates.





**MINISTER OF LAND MANAGEMENT, WATER AND SANITATION SERVICES (MR MZWINILA):**  
Thank you Mr Speaker.

- (i) Mr Speaker, following protracted administrative and technical challenges that my ministry experienced in its attempts to commence issuance of Secure Land Titles (SLT), I wish to report that finally we are now at a stage where we are ready to commence. The new Tribal Land Act, which recognises the SLT will come into effect in April 2022, printing and issuance of the Secure Land Titles (SLTs) shall also commence at the same date.
- (ii) Mr Speaker, the Botswana Land Policy makes provision that every Motswana is eligible for allocation of one plot in tribal areas. The interpretation of this is that anybody who has been allocated a plot directly by the land boards in the past are now not eligible for allocation of another residential plot in any tribal land.

The interpretation means that if an individual was allocated a plot as a result of an application made by their parents on their behalf, that individual is deemed having a plot and therefore not eligible for allocation. It can therefore be assumed that the parents applied for their children and such plots belong to those individuals.

- (iii) Mr Speaker, the preparation of the land use management plans for concession areas and/or tourism land parcels is the responsibility of the ministry responsible for tourism. Therefore the completion date for Khwai and Phuduhudu Concessions can best be answered by the responsible ministry.
- (iv) Mr Speaker, I acknowledge that there has been land allocation challenges faced by residents in Mababe settlement. It must be recalled that in February 2018, Government took a decision that Mababe settlement remains under State Land. The Presidential Directive was issued in February of 2018 in that effect. The Directive followed the 2016 resolution by Mababe community that the settlement be declared as such. However, in 2018 I started receiving delegations from Mababe indicating that the community now want their settlement declared under Tribal Land, which is a change from their 2016 declaration.

The intention therefore Mr Speaker, is to change the land tenure in a manner that is consistent with existing land administration procedures in order to achieve the wishes of the Mababe community. Consultations on the new developments were earmarked to commence in 2019 but owing to restrictions occasioned by COVID-19, the plan was suspended.

Mr Speaker, my ministry has since revised the plan to resume consultations with the district leadership and the Mababe community to resolve this matter. The consultations are critical as they will confirm the interest of Mababe community, as well as renew the position of Government. The consultations will start in April 2022, and will conclude during the course of the next financial year. I thank you Mr Speaker.

**MR KEKGONEGILE:** Tanki *Mr Speaker*. Tanki Tona. Tona, re a utlwa ka *process* gore e tlaa simolola ka *April* ya go rerisa batho ba Mababe. Gone mme *management plan* le *lease* tsa batho ba Mababe; *Community Trust* kana *concession* ya Mababe, di tsamaya fa kae?

Ya bobedi; batho ba o reng *Act* ya re ka batsadi ba bone ba kile ba ba tseela *plots*, ba ba kopela lefatshe, jaanong go raya gore ga ba ka ke ba nna le lefatshe? Motho wa teng fa a ka tla a supa gore go dirisitswe leina la me, ga se nna yo ke neng ke ikopela, setsha seo jaaka re bua jaana ga se mo go nna, se mo motsading wa me, a ga le ka ke la sekaseka bosupi jo a tlang ka jone gore le bone gore ammaaruri lefatshe le e ne e se ene a le ikopelang, ga se la gagwe gore le ene le mo fe lefatshe le e leng la gagwe? Tanki.

**MR SPEAKER:** Thank you Honourable Member.

**MR MZWINILA:** Ke a leboga Motlotlegi Motsamaisa Dipuisanyo tsa Palamente. Ke a leboga motlotlegi. Ke tseela gore o ne o botsa ka *Land Use Management Plan* ya Mababe, e re neng re kopane le ba Mababe, o ne o le teng motlotlegi. Ke ne ka ba solofetsa gore mo kgwedding yone e re tlaa e fetsa mme re e feditse. Re feditse *Management Plan* wa teng, e bile ke ne ka tsaya tshwetso gore e tsene mo tirisong. Go raya gore go go araba, ke gore e tsene mo tirisong.

Kgang ya bobedi e o neng o botsa ka yone ke ya *lease*. Kana *lease* e ne e tsamaelana le *Management Plan*. Jaaka re feditse *Management Plan* jaana e le mo tirisong, go raya gore le *lease* le yone e ya go tswa mo kgwedding e.

Mo potsong e nngwe e o neng o e botsa ya gore fa e le gore go na le bana ba ba ka supang gore batsadi ba bone ba ne ba tsenya kopo ka leina la bone, mme ga se



batsayakarolo mo setsheng sa teng. Ke gore setsha sa teng ga ba se dirise, se mo tirisong ya batsadi ba bone, a mme ba ka neelwa lefatshe? Karabo ke gore ee, fa ba ka tla ka bosupi jwa gore tota gone setsha sone seo le fa go ne go dirisitswe leina la me, gone ga se nna motho yo e leng gore o a se dirisa mo sebakeng sa gompiano, se dirisiwa ke semangmang. E le bosupi jo re ka bo amogelang. Ke a leboga.

**MR KEKGONEGILE:** Mr Speaker, go na le *clarification* e nnye e ke e leletseng, ke kopa go feta ka yone.

**MR SPEAKER:** Feta ka yone ka pela motlotlegi nako e re siile.

**MR KEKGONEGILE:** Mo go yone ya setsha ya Tribal Land Act e e tlaabong e tsena ka 2022, batho ga ba a bolo go ikopela pele ga 2022. Ke eng e akaretsa mo bathong ba ba saleng ba na le bo 10 *years* ba ikopetse mme ba sa fiwa sepe? A ga se gore e tshwanelwa ke gore e bereke mo bathong ba ba tlaabong ba simolola go ikopela gone ka *April* jaana, e bile gape le tlaabo le tsaya *applications* tsa bone go simolola ka *April*? Molao wa reng, *does it act retrospectively* kana o tshwanelwa ke gore o simolole gone fa o ye kwa pele?

**MR MZWINILA:** Ke tseela gore molao *does not act retroactive*, o simolola fa o simololang teng. Potso ya gago e ne e botsa gore fa motho a ka tla ka bosupi jwa gore ene ga se modirisi wa setsha sone seo, a re ka tla ra mo reetsa? Kgang ke gore re ka mo reetsa, gakere o tlaabo a tla ka bosupi, a bo a ikana.

**MR KEKGONEGILE:** Sorry Minister, *ke raya* ya one application, one allocation.

**MR MZWINILA:** Nnyaa, ya one *allocation, one application* ke tseela gore molao o ne o ntse o le mo tirisong. *Land Policy* ya ntlha e ne ya simolola ka ngwaga wa 2017, le yone e ne e ntse e bua gore *one person, one allocation*.

#### LIMID AND ISPAAD BENEFICIARIES

**MR L. LESEDI (SEROWE SOUTH):** asked the Minister of Agricultural Development and Food Security to state:

- (i) the number of people who have benefited from the following Government schemes/programmes since April 2020;
- (a) Livestock Management and Infrastructure Development (LIMID);

(b) Integrated Support Programme for Arable Agricultural Development (ISPAAD);

(ii) which scheme/programme has been suspended, when it was suspended and for how long; and

(iii) if any of the schemes/programmes have been upgraded and rolled out to cushion the poor and unemployed against the impact of COVID-19.

**ASSISTANT MINISTER OF AGRICULTURAL DEVELOPMENT AND FOOD SECURITY (MR MOLEBATSI):** *Honourable* Lesedi, re ne re dumalane *to later date it*, jaanong o e botsa fela?

**MR SPEAKER:** Go siame, fa le dumalane ga ke batle le ferekana. *It is okay* le dumalane kwa le dumalanyeng teng.

#### Later Date.

**HONOURABLE MEMBER:** *Mr Speaker*, gatwe re dumalane eng?

**MR SPEAKER:** Gatwe le dumalane ka *later date*. Ga ke ka ke ka tsena mo dikgannyeng tsa lona.

**MR LEUWE:** *Procedure*. Ke kopa go itse gore *is it procedural* gore a bo a dumalana kwa go ene a rile potso e arabiwe *Mr Speaker*? A go ka fa tsamaisong. ... (*Inaudible*)... mong wa potso ene a re e arabiwe, yo le ene a re ba dumalane. Mo go supa gore go tshwanetse a bo go sena tumalano ka gore fa e ne e le teng, ke dumela gore *Honourable* Lesedi o ka bo a sa re potso e arabiwe.

**MR SPEAKER:** Ke dumalana le wena Motlotlegi Mopalamente wa Takatokwane. *Minister* ke motho yo motona, o tshwana le Motlotlegi Mopalamente. Ikarabele legale Tona gore le dumalane kae.

**MR MOLEBATSI:** Nnyaa, go ka bua yo re dumalaneng, jaanong go bua ba sele. Fa a *insist* gore ke e arabe, ke ka e araba.

**MR SPEAKER:** Go siame, *definitely there is an element* ya gore go na le puisanyo fa gare ga lona, nako e re siile. *I have called upon you Honourable Minister to respond to Question 6 and pray for...*

**HONOURABLE MEMBER:** Mr Speaker, procedure.

**MR SPEAKER:** *Ema pele ke a bua. Fa o tswa fa Tona*, go and sort out your difference with the Honourable Member for Serowe South.



**MR LESEDI:** Nnyaa *Mr Speaker*, mma ke go kope sengwe ka tsweetswee. Tota ga ke ise ke ko ke bue sepe le Tona, kana Tona ga a ise a ko a bue sepe le nna. Fa a kopa gore ga a ise a ipaakanye, o ka kopa *Mr Speaker*, ka bona gore ke dumalana nae, e seng gore jaanong e bo e kete o ntshukunyetsa leleme mo ganong.

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

**MR SPEAKER:** A re utlwaneng bagaetsho. *May we have order please!* Honourable Lesedi le Honourable Minister, potso e re tlaa tsoga re e tsentse kamoso ka gore manganga a lona a ka re dia. Jaanong araba potso 9 ya ga Honourable Matsheka.

### PIONEER BORDER

**DR T. MATSHEKA (LOBATSE):** asked the Minister of Finance and Economic Development to update this Honourable House on progress regarding the reconstruction and upgrading of the Pioneer Border and to state;

- (i) the expected completion date of the project;
- (ii) the number of jobs created; and
- (iii) whether it is envisaged that the border will operate 24 hours given its strategic position on the N4 or Trans-Kalahari Highway.

**MINISTER OF FINANCE AND ECONOMIC DEVELOPMENT (MS SERAME):** Thank you Mr Speaker.

- (i) Mr Speaker, the three-year project to redevelop the Pioneer Gate Border facility has two components being:
  - the redevelopment of border office buildings, associated infrastructure, as well as staff housing, whose progress stood at 40 per cent against a target 38 per cent in February 2022.
  - the construction of two new water pipelines (sewerage and potable water) linking the facility to the town of Lobatse. This pipeline project is at 37 per cent completion, against target of 100 per cent. This project is of eight months duration and it is lacking behind by more than a year.

Mr Speaker, as I already indicated, the three-year project started in August 2021 with expected completion in October 2023.

- (ii) Regarding the number of jobs created, the project for construction of office and staff residences has employed 338 employees in total. Of these, 323 are Batswana, of which 233 are from the Lobatse area. The sewerage and potable water pipeline project employs a total of 32 people, all of whom are Batswana, as at August 2021.
- (iii) Mr Speaker, currently the border facility operates from 6:00 a.m. to 12 midnight daily. However, looking at the traffic activities taking place at the Pioneer Gate Border post, it is envisaged that the border will operate 24 hours given its strategic position in the near future. Discussions between Botswana and the Republic of South Africa are ongoing and they include making this border facility a One-Stop Border Post (OSBP) as well as the operation times which we do hope that eventually they will go to 24 hours a day Mr Speaker. I thank you.

**DR MATSHEKA:** Supplementary. Thank you Mr Speaker. Just to ask *gore* on the basis *ya* the 37 per cent against the 100 per cent that is envisaged, what interventions are being put in place to make sure that this strategic entry point is actually completed within the time stipulated? Thank you.

**MS SERAME:** *Thank you Mr Speaker. Thank you Honourable Dr Matsheka. Jaaka o tlhalosa, tota ya 36 per cent, re ka bo re le kwa go 100 go na le mathata a a tseneletseng, mme re dirile matsapa a le mmalwa go leka go thusa the contractor gore a boele mo seemong a kgone go dira sentle. Re ne ra mo fa advanced mobilisation loan gore re mo thuse go dira tiro, ra kgona go mo thusa le gore re mo duelele suppliers, re solofela gore e kare fa re mo thusitse tseo, a kgona gore a boe a dire sentle gape le tse dingwe. I will share with you the detail Honourable Dr Matsheka. Kwa bofelong, tse tsothle tsa se ka tsa nna le maduo ape a a bonalang a a re isang kwa re yang teng. Re ne ra sekaseka seemo se sotlhe, re mo dipuisanyong tsa bofelo le ene rakonteraka, go bona gore tota fa re leng teng, tsela re tseye efe ka ditsela jaanong di pedi fela. Go na le maiteko a le mmalwa a re dirileng, I will share the details ka gore nako e setse e tsamaile. Ke a leboga Mr Speaker.*

**MR SPEAKER:** Honourable Member for Ghanzi North.

...Silence...





**MR SPEAKER:** Now that he is not there, let us quickly go back to Moswaane's question. Honourable Member for Mahalapye East, *boletsa mokaulengwe wa gago*.

**BOTSWANA PUBLIC OFFICERS PENSION FUND**

**MR M. I. MOSWAANE (FRANCISTOWN WEST):** asked the Minister of Finance and Economic Development to state:

- (i) whether she is aware that Botswana Public Officers Pension Fund (BPOPF) is always investing pensions to make profits;
- (ii) the processes followed by BPOPF after a successful investment is made;
- (iii) how that benefits pensioners whose monies are used to make the investments;
- (iv) how much was invested from the funds in the last five years;
- (v) how much was invested through projects and loans; and
- (vi) how much was realised.

**MINISTER OF FINANCE AND ECONOMIC DEVELOPMENT (MS SERAME):** *Thank you Mr Speaker. On this particular one, ga ke a kgona go tshwara Honourable Moswaane, mme ke kopa later date ke santse ke baakanya dipalo.*

**Later Date.**

**MR SPEAKER:** We are done with questions.

**HONOURABLE MEMBER:** Mr Speaker...

**MR SPEAKER:** I am hearing a voice.

**MR BOKO:** Go raya gore re a dumalana gore o tlaa e araba ka Mantaga *Mr Speaker*, Mme Serame?

**MR SPEAKER:** Ke a dumalana motlotlegi, ke itumelela tirisanyo.

**MS SERAME:** *Ee rra*, I will do that. Thank you.

**HONOURABLE MEMBER:** Honourable Speaker, sorry.

**MR SPEAKER:** There is another voice, please.

**HONOURABLE MEMBER:** *Ee rra ke Healy, Honourable Thiite o ne a nkopile gore ke mo tseele potso eo sir.*

**MR SPEAKER:** But you were quiet when I asked, we will put it through Honourable Member for Gaborone Central.

**HONOURABLE MEMBER:** *Nnyaa, o ne a seyo, wa re quiet.*

**MR SPEAKER:** We will put it through tomorrow.

**MR MANGWEGAPE-HEALY:** Thank you Mr Speaker.

**ASSEMBLY IN COMMITTEE**

**(CHAIRPERSON in the Chair)**

**APPROPRIATION (2022/2023) BILL,  
2022 (NO. 2 OF 2022)**

**ORGANISATION 2600 - MINISTRY  
OF EMPLOYMENT, LABOUR  
PRODUCTIVITY AND SKILLS  
DEVELOPMENT**

**(Resumed Debate)**

**MR CHAIRPERSON (MR MOATLHODI):** Order! Order! Honourable Members, when we broke for lunch, Honourable Kekgonegile was on the floor. I am trying to check for the number of minutes that are left for you...

**HONOURABLE MEMBER:** Ke 10.

**MR CHAIRPERSON:** Oh yes! Honourable Kekgonegile had just started, he still has a credit of 9 minutes 31 seconds.

**MR KEKGONEGILE (MAUN EAST):** Tanki *Mr Chairperson*, tanki batlotlegi le setšhaba. Ke ne ke rialo *Mr Chairperson*, ke re kana lephata le, le na le dikarolo tse tharo. Ke dikarolo tsa tiro, go tsamaisa merero ya ditiro le *skills development*. Fa re lebile kgang ya tiro, kana gone fa re bua ka tumalano fa gare ga mohiri le mohiriwa, gore jaaka mohiri a hirile mohiriwa jaana, tiro ya gagwe o e direla kae, o e dira ka tsela e ntseng jang, dituelo di ntse jang, mme e bile le gore tumalano e, kana go na le methale e mentsinyana e ba dumalanang ka yone, mme thatathata go na le tsone dikonteraka kana ditumalano tsa mokwalo. Go na le matshwenyego gone fa a le mantsinyana, gore bahiri ka bontsinyana, fa go tla mo ditumalanong tsone tse, dikonteraka, ga ba tsenye dilo tse dingwe mo teng tse e leng ditshwanelo tsa babereki.



Mo fela ka bogone, fa *the labour inspections* di sa nne teng, babereki ka bone ba batla ditiro, ba felela ba tsaya konteraka eo ba saena, mme e bile gape tsone dikonteraka tse, di na le go baakanngwa fa motho a ntse a tswelsetse. Sekai, fa o hirilwe gotwe o tlaa amogela P5, 000, mme fa o ntse o tswelsetse morago ga dikgwedi tse pedi, tse tharo, go bo go fetolwa jaanong gotwe o ya go amogela P3 500, wena o le mmereki o setse o tsene mo dikolotong, o setse o tsene mo mananeong a gore o amogela P5, 000, mme o tlaabo o mo dirisa jaana. Dikgang tsa go gataka ditshwanelo tsa babereki, di batla lephata la gago le di leba thata Tona, gore o kgone go tswelela sentle. Dikonteraka kana tsone ditumalano tse Tona, o ya go fitlhela go na le tsa bo *part time*, tsa nakwana le tsa sennelaruri. Go a tshwenya Tona gore ditiro jaanong mo malatsing a gompiano, go ganeletswe kwa go tsa *part time, casualisation of jobs*. Ditiro fela tsa nakwananyana e khutshwane, ditiro tsa sennelaruri ga di sa tlhole di le teng. Gone moo fela ka bogone, go raya gore go busetsa dipoelo tsa tiro mo mmereking kwa tlase, mmereki ga a sa tlhole a bona sepe e le dikatso go tswa mo tirong ya gagwe. Gone moo fela ka bogone, go raya gore go oketsa *profits* tsa bahiri, ke sone se re fitlhelang *shareholders* le bahumi, ba humela kwa pele, mme bahumanegi, ba humanegela kwa pele.

Bahumi ba setse ba lemogile ditsela tse dintsinzana tse mebuso e di letlelelang gore ba ka ja babereki ntsoma. Gone moo fela ka bogone Tona, re tshwanelwa ke gore dikonteraka tse re di lebelele fela thata. Jaanong malatsi a mo lefatsheng la rona, re simolotse go amogela megopolo e e seng yone ya *labour brokers*. Re kile re bo re itse gore fa o batla tiro, o ya go bereka kwa bankeng, o a bo o hirilwe ke yone banka eo, mme malatsi a, dibanka ga di sa tlhole di hira, ke fa banka e le sekai, mme gone go ntse jalo kwa dibankeng. Ga di sa tlhole di hira, mme di hirelwa ke batho bangwe ba le golo gongwe e le *agencies*. Madi a a neng a tshwanelwa ke gore a ka bo a lebagane le mmereki, ga a sa tlhole a lebagana le mmereki, mmereki o a kgaogana le *agency* yone e. Gone moo fela ka bogone, go raya gore kwa tshotlegong ya gagwe kwa bankeng, ga go na gore o ka bua le bale ba banka. Fa babereki ba re ba bua le ba banka, ba tewa gotwe kana rona ga re a le hira, le hirilwe ke *labour broker* ele, tsamayang le go bua le *labour broker*. *Labour broker* yone ya re nnyaa, re sale re le isitse kwa bankeng, babereki ba felela ba le mo lefaufang.

Go na le dikonteraka tse dingwe tse di tshwanang le tsa bo *retail shops; furniture shops*, tse e leng gore ga go na mo gotweng o amogela jaana. Mo go leng teng fela ke

gore o amogela jaaka o rekisitse, mme o tlhola motho wa Modimo o bereka letsatsi lotlhe, o leka go rekisa, mme fa o sa rekisa sepe letsatsi leo, go raya gore ga o bone sepe, mme maiteko a gago a o a dirileng, a sa lemogiwe. Fela ka gore go beilwe *percentages* tse di kwa godimo fela thata gore motho a kgone go amogela ka tsone. So dikonteraka tse di tshwanelwa ke gore le di lebelele Tona, ka fa re tsisang ditsamaiso tse di sa tsamaelaneng le fa re nnang teng ka teng, di botlhoko thata mo babereking, ka gore *population* ya rona e nnyennyane, *market* wa rona o monnyennyane, motho ga a ka ke a tlhola a rekile bolao malatsi otlhe. O ya go bo reka gangwe fela mo dingwageng tse *five*. Selo seo fela gore mme o ntse o tswelsetse o a leka, o a rekisa le tse dingwe, o tla o rekisa gangwe fela fale eng le eng, go tshwanelwa ke gore motho a atswiwe.

*Privatisation of jobs* Tona, le yone e bosula fela thata gore babereki jaanong ga go sa tlhole go na le tiro ya sennelaruri. Fa o ya kwa maphateng a ga Goramente, ke bo *Internship*, Tirelo Setšhaba, Ipelegeng mme ga se ditiro. Ga di na le fa e le *pension, medical aid* le *loan* ya lebaka le le leele. Go raya gore matshelo a gago a eme golo go le gongwe fela. *Your ministry* Tona, o na le kgwetlho e e tshwanetseng o e diragatse gore lefatshe le nne le thitibalo.

O na le Lephata la *Labour Administration*, o bua thata ka go sekaseka (*review*) *labour laws* le go e baakanya gore mohiri le mohiriwa ba tsholele *in a win/win environment* kana *scenario*. Gone moo fela ka bo gone Tona, *last year* lephata la gago le buile jalo gape fa le tsenya *budget* gore ka *July* le tlaabo le tlisa melao e e baakantsweng mo Palamenteng. *July* o fetile, mme le wena o ntse wa re *July* o tlaabo o tlisa melao e e baakantsweng mo Palamenteng. Golo mo ga go nna le bua go sa buiwe boammaaruri, ga go beye babereki sentle. Ga se gore ke botlhale jo bo kalo. Ke go sotla babereki. Ga go ba beye sentle; ke go sotla lefatshe. Ke go tsweledisa tlhoko thitibalo fa gare ga mmereki le mohiri wa gagwe mo e leng gore ga go a siama. Fa o utlwa gotwe re batho ba re nnang re šhakgetse jaana, ke tsone dilo tse ntseng jaana Tona. Ke dumela fa lephata la gago ka 2020 le ne le bua le re nnyaa, go tla tsaya bo *five years* gore melao e e fetoge, so fa e le gore go buiwa selo se le sengwe fela ngwaga le ngwaga, gone moo fela ka bo gone go raya gore go iwa gone kwa go *five years*.

COVID-19 ga e sa tlhole e ka nna lebaka. Botswana Decent Work Country Programme (BDWCP) ga e ka ke ya kgonagala Tona ka fa tlase ga tsamaiso le melao e e leng teng e ya segologolo. Ga e ka ke ya kgonagala. Fa



e ka diragala, go bo go tla gotwe go metiwe (*measure*) gore go diragetse eng mo go yone, ga gona sepe se se ka tswang ka gore melao le tsamaiso e e leng teng ya kwa *Labour Office* e e senang *capacity*, ya ditsamaiso tse e seng tsone, ga e ka ke ya tsamaisa Botswana Decent Work Country Programme jaaka e tshwanetse gore e tsamaye.

Lephata la gago Tona fa go tla mo *work permits*, ke mathata. Re na le bagweetsi ba batswakwa mo lefatsheng la rona, ba filwe *work permits*. Fa o ya kwa meepong kwa bo Khoemacau le kae, re na le ba ba kgweetsang dikatakata, *drillers* e le batswakwa ba filwe *work permits*. Gone moo fela ka bo gone, go raya gore re tsere ditiro tsa rona re di ntsheditse kwa ntle ga lefatshe. *Unemployment* mo lefatsheng la rona e kwa godimo ka ntata ya sone seo fela. *Work permits* tsa gago Tona ka fa o di tsamaisang ka teng, ga se gone.

*Skills development*; kana *vocational education and training* ke yone konokono. *It is the bedrock of every economy in every country*. Ka fa rona re sa tseyeng kgang ya Vocational Training Centres (VTCs) le *brigades* tsia ka teng, ga re ka ke ra ba ra ya gope, re lebile gore *courses* tse gompiano ba di dirang *are not credited*; ga di na boleng. Fa a tswa foo ga a na kwa a yang teng. Re ntsha *products* kana baithuti ba e leng gore ga ba hirwe; ga go na kwa ba ka hirwang teng ka gore *courses* tsa teng *are not credited*. Ga go na ope mohiri yo o di tsayang tsia. Gompiano re na le bo *three-year Certificates*. O ipotsa gore *Certificate* se kile sa nna *three years* kae batho ba Modimo? *Diploma* tse di tletseng mo tse di tsamaya bo *two years*, *Degrees* di tsamaya bo *three and half years*, e bo e le gore wena kwa VTC, kwa *brigade*, *Certificate* sa gago se tsaya *three years*. O senyetsa bana nako Tona. *Brigades are in bad shape*. Fa o ya kwa Maun Technical College (MTC), go na le tsela e nngwe ke eo e fa babereki ba nngang teng. O kare go kile ga lwelwa mo go yone kana ntwana ya Russia le Ukraine ya nna teng; e *potholes* tse dingwe tse di nang le *over five years*. Dilo tse Tona ga re o baakanye.

*Staff welfare* mo lephateng la gago, *delayed progression*; ke mathata a e leng gore lephata la gago le sa le le solofetsa babereki gore ba tlaa ba duela *and promote them for the past 10 years*. Le gompiano ke tshootshoo fela, batho ba Modimo ba tshela matshelo a motho wa kgomo ya mafisa. A ko o dire mo go tshwanetseng *homeboy*. Tanki *Honourable Minister*.

**MR BALOPI (GABORONE NORTH):** Ke a leboga Modulasetilo. Ke go dumedise. Ke bo ke dumedise batlotlegi le Batswana kwa gae. Ke simolole fela ka

go galaletsa Moeteledipele wa Diphathi tsa Kganetso wa nakwana, Rraetsho Comrade Lucas. Ke eleetse *Honourable* Mokgethi le *Honourable* Kereng malatsi a botsalo a mantle, letsatsi la gompiano la matsalo a bone le le ntle.

Ke simolole gape ka go bolelela Tona gore ke mo eme nokeng e bile ke a mo rotloetsa, segolobogolo ke le morongwa yo o sa tswang go tswa mo lephateng le a le emetseng. Ke batla ke mmolelele gore lephata leo, le mosola thata mo setšhabeng. Lephata leo ke lone le ke lemogileng gore le na le kemonokeng le tirisanyo-mmogo ya boraro jo bo boitshepho, jo e leng mohiri, mohiriwa le Puso. Ke batla gore pele fa ke tswelela, ke go bolelele gore o na le bodiredi jwa maemo a a kwa godimo. Rraetsho Goitsemanang e le ene Permanent Secretary (PS), a na le Deputy Permanent Secretaries (DPSs) tsa gagwe tse tharo, Mmaetsho Mme Madikwe wa *Corporate*, Mmaetsho Mme Lobelo wa *Employment and Labour* le Mmaetsho Mme Nkwadi, *Commissioner of Labour* Mme Mma Kokorwe le bodiredi jotlehe jo bo ka fa tlase ga bone. Ba bereka thata ka botswapelo, go neelana, go tlhaloganyana le go dira tsamaiso e e lolameng ya melao, e e ka isang pereko le tsotlehe tse di amanang le tsone kwa pele. Le ba ba emetseng babereki ba tshwana le Botswana Federation of Public, Private and Parastatal Sector Unions (BOFEPUSU), e e eteletsweng pele ke Rraetsho Comrade Tshukudu a na le Comrade Rari. Ba bo Botswana Federation of Trade Unions (BFTU) ba e leng gore tautona wa bone wa pele, Rraetsho Gabobake yo e leng gore mo bogompionong ke ene *Treasure General* wa Botswana Public Employees Union (BOPEU), mme gompiano BFTU e eteletsweng pele ke Mme Comrade Molema, a thusiwa ke Comrade Butale. Ba BOPEU, Comrade Mogwera a na le Comrade Marenga, le ba Business Botswana, Rraetsho Ebineng a na le Executive Secretary ya gagwe Rre Moleele. Ke bua batho ba kabomo ka gore ke a itse gore ditogamaano tsotlehe tse di teng tsa Botswana Decent Work Country Programme le tsamaiso ya melao ya tsa pereko le tse dingwe, ba ntse ba le teng ba eme nokeng Puso e le lephata la gago.

Ke batla gape ke galaletse Mmaetsho Mma Molema yo e leng ene *President* wa BFTU, ka gore ke ene *Vice President* mo International Trade Union Confederation-Africa Chapter. E le Mme yo o tswang mo Botswana, a emetse lephata le la mafatshefatshe mo Africa e le Mothusa Tautona wa lone. Ke go bolelele gape gore mo Southern African Development Community (SADC), Southern Africa Trade Union Coordination Council





(SATUCC) e emetswe ke Mme Mavis Koogotsitse, Motswana go tswa gone fa, a emetse lephata lone le. Jaanong ga go ka ke ga pala sepe gore tshwaragano e ya benggae le ba ba emetseng lefatshe le le mafatshe a mangwe mo kemeding ya boditšhabatšhaba, mo lekgotleng la tsa meberekole tsa go dira le bodiredi, le bo le ka palelwa ke go fenyakgang e tona ya go bona gore *the Decent Work Country Programme* e a diragala. Ya go bona gore *the future of work*, go filwe dikgwetlho tse di teng tse re ntseng re di bona tse di farologaneng le tiriso ya bo maranyane go ya kwa pele, e tlaa fetola seelo sa ditiro tse di ntseng di le teng go tsena mo ditirong tse di farologaneng. Le go rotloetsa gore ba ba ntseng ba le teng, ba se ka ba latlhegelwa ke ditiro, le bone ba rotloediswa go ka logediwa kana go okeletswa boitseanape jwa bone gore ba tle ba kgone go tsibogela seemo sa gompiano sa ditiro tse di tlaabong di lebanwe ke diphetogo tse di teng.

Ke batla go tswela jaana Modulasetilo, o beye nako ya me foo ka gore dikgang tsa me ga di di leele mme ke batla ke bone gore nako e tsamaya fa kae. Modulasetilo, dikgang tsa babereki lefatshe lotlhe ka bophara, ke tsone konokono. Kabelo ya madi ntswa ke eme nokeng Tona, e nnyenyane fela thata. Ke dumela gore lephata le la *Employment, Labour Productivity and Skills Development*, le ka bo le neelwa karolo e e seng kana ka sepe ke Motlotlegi Mma Serame ka gore ke lone fela le le ka dirang gore re kgone go fitlhelela phitlhelelo ya rona ya go tswa mo itsholelong ya bolegare go ya kwa godimo.

Re ya kwa itsholelong e e kwa godimo mo lefatsheng jaaka re ikaletse ka ngwaga wa 2036. *For us to be able to achieve a high income economy from the middle-upper income economy, we need this* lephata. Ke bua jaana ka gore lephata le, ke lone le le dirang gore fa mohiri le mohiriwa ba dira mmogo ba itumetse, go tlaa nna le mo gotweng *productivity* mo tirong. *Productivity* ga re a tshwanela go e lebelela fela gore e tshwanetse e nne bonatla kwa go direng. E simolole go logediwa, e bile go okelediwe lephata madi gore *productivity* e simolole go nna karolo ya rona re le Batswana. Go simolola motho a tsalwa mo lefatsheng le, a ya sekoleng se se nnyenyane. E bo e le gore *productivity* e mo tlhaloganyong ya gagwe. Botlhe ba ba dirisang lefatshe, ditsompelo, sengwe le sengwe ba itse gore fa re ka le dirisa *productively*, e tlaabo e le jaaka re logetsa itsholelo ya lefatshe, le e bile re tsenya letseno mo itsholelong ya lefatshe le.

Go se ka ga lebelelwa ka BNPC gore e ntse e dira tse e ntseng e di dira, gongwe ga e sa tlhole e ungwelwa. E tshwanetse e godisiwe, e logediwe. Go nne le batho ba ba ka batlisisang gore *productivity broadly* go ka dirwa eng ka yone. Mongwe le mongwe fa a dira, le kwa lelwapeng fa o apaya, a itse go apaya mo go lekanang ba ba jang dijo tseo. Fa o aba lefatshe, o le abe sentle o itse gore ga le ngantsologe, ke selo se se felang. Fa o dirisa meamuso ya lefatshe le, kana sepe fela, go itsiwe gore se a fela. Jaanong fa re ka se ke re itebaganye le go dira jalo, go tlaa felela e le toro fela go fitlhelela itsholelo ya seemo se se kwa godimo. Ke bua jaana ka gore dikitso; *skills*, jaaka mongwe a sa tswa go bua, ke konokono ya go isa lefatshe kwa pele. Re tshwanetse re simolole go tsena mo metseletseng, Batswana ba rutuntshiwe ka dikitso tse di farologanyeng tse di ka thusang isago e go gola. Ba simolole go itse gore go nna *bricklayers, plumbers, hair dressers and flower arranger*. Batho ba se ka ba nyatsa ditiro tsa *skills* ka gore batho ba e seng Batswana ba a tla gone fa ba tla go di dira ba bo ba ungwelwa. Re kgona gore re bo re tswa fa le rona re ya go di dira kwa mafatsheng a mangwe. Batho ba itse gore re na le botswapelo jwa go dira ditiro. Golo moo go ka re thusa ka go re tsenyetsa letseno mo lefatsheng la rona. Ka jalo, ke tsaya gore *the future of work*; ditiro tsa isago di remeletse mo tshwaraganong ya boraro bo ke sa tswang go ka bone bo; mohiri, mohiriwa le Puso. Botlhe ba sekaseke thulaganyo le tsamaiso e e teng ya mafatshefatshe gore ba tswela ba dira tse di siameng.

Ke go lebogetse ka gore ke a itse gore le setse le tsene mo thulaganyong ya *value chain*. Re setse re le mo *reset*. Go na le thulaganyo ya go ruta bana kwa CITF. Ba ba ruta ka *mechatronics, mechanical and electronics, robotics and aerualics*. Ke tsone tse di ka kgonang gore fa re dira *manufacturing robot*, di bo di paka, *stick* dilo, di tsenya dilwana mo mabotlolong, *tins*, kana mo go eng fela, re bua ka *value addition*. Batho ba ba dirang *courses* tse di setseng di le teng di rutwa mo lephateng la gago, ke bone ba ba ka dirang gore *this value addition* e re buang ka yone e re solegele molemo. *They need to respond to knowledge-based economy* e e leng konokono. Re dumela gore e ka re isa kwa pele. Dikitso sa segompiano tse e leng gore motho ga a tsamaye a sikere sepe se se tona, se se tona ke go sikara tlhaloganyo ya gagwe, a ba a e dirisa go arogana dikitso tsa gagwe le ba bangwe. A di logetsa gore a rekise dikitso tseo, di dirisiwe, a ungwelwa, ke jone bokamoso jwa lefatshe la rona.

*The labour laws review* e e setseng e le teng rraetsho, ke batla gore ke e galaletse. *The Employment Policy* ya maloba re bua ka yone, ke sa ntlha go nna le



thulaganyo e e ntseng jalo mo lefatsheng la rona. Se se tona fela ke gore o e tshwaraganye le boraro jo le botlhe batsayakarolo gore e diragadiwe. E diragadiwa ka gore go tshwanetse go nna le ditsompelo. Ke tlaa nna ke boela fela kwa morago ke re fa ditsompelo di seyo, tse dingwe tse e ya go nna ditoro fela. Se se tona ke gore re simololele mo lefatlhakgofeng le re leng mo go lone gore e re kamoso bana ba rona le bone ba supe sengwe se se nang le mosola.

Kwa bofelelong, Tona, ke kopa o lebelele gore go nne molao wa khiro o mongwefela. Go se ka ga nna le thulaganyo e e tsamaisang bodiredi jwa Puso le e e tsamaisang bodiredi jwa dikompone tse di ikemetseng ka nosi jalojalo. *This ministry should superintend each and every ministry* wa lefatshe la Botswana ka dikgang tsa mohiri le mohiriwa. E tle e re kwa bofelelong re se ka ra felela re na le dipharologanyo tse di teng mo thulaganyong e.

Ke go eme nokeng, ke a go rotloetsa. Ke tsaya gore o tlaa kgona ka fa ke go itseng ka teng go tsewedisa thulaganyo ya go rotloetsa boraro jo bo boitshepo bo. Ke a leboga Modulasetilo.

**MR MAJAGA (NATA-GWETA):** Ke a go leboga *Mr Chairperson*. Ke dumedise Batlotlegi Mapalamente botlhe ka lerato leo le Botswana, ke ba dumedise.

*Mr Chairperson*, ke ema Tona nokeng Rraetsho Motlotlegi Shamukuni, *neighbour* wa kwa Nata. Rraetsho, *I support* gore o fiwe madi a o a gololelwe o ye go direla Botswana ditirelo. O tsere mo go Rraetsho Motlotlegi Balopi a sena go nna a tlogela ka bonnye. O tsaya *ministry* o o nang le mathata. Go tlaa tswa mo go wena ka gore o go tsentse mo tirong e tona, *especially* wena yo o nang le Panda, babereki ba ba tletseng ba *tourism*, kwa Nata le Kasane. Babereki bao ba lebile wena. Fa o sa eme ka dinao o itse gore le rona re tlaabo re re mme kana mongwe ka rona ke ene yo o lebaneng gone foo, jaanong go tlaa re o tloganyane rraetsho.

Dikarolo tse tharo tsa *ministry* o tsotlhe di bua botshelo. Fa lefatshe le sa ntshe *labour* ka babereki ba lone ga go ka ke ga nna le *economy*. *Labour* e e dirwang ke baegedi ba lefatshe jaaka re le mo Botswana jaana, ke yone konokono e e tshwanetseng e tlhokomelwe ke lephata la gago thata. *Labour at the end of the day*, ke yone e dirang *economy* ya lefatshe la Botswana. E tsamaisa *economy*, e bo e direla Botswana ditirelo. Jaanong fa ke lebelela *the labour issues*; kgang e o ka e dirang ke ya bokgoba. E kile ya re ka *the 11<sup>th</sup> Parliament* ke ne ke e bitsa ya

ga Motlotlegi Batshu a santse a le gone foo, ke yone ya P7.55, P6.75 ya *private sector*. Fa o ka lebelela bontsi jwa babereki ba mo *private sector* go feta mo Pusong. Kgang e fa o ka e baakanya fela sentle, o tsofalela gone foo. Ke a go bolelela o tlaa tswa o tlogela jaaka Mr Kgake Mokhanselara wa Maun yo o berekelang batho. Yone eo fela ya maP5 ya maP6 fa o ka e kgona nnyaa, *because* ke gone kwa go nang le matshwenyego. Ke yone e e tletseng mo kgaolong ya gago, ya me, ya ga Motlotlegi Keorapetse, Motlotlegi Sethomo le mongwe le mongwe. Jaanong a ko o baakanye kgang eo o ye kwa go Tautona. *Labour* mo *the private sector* o tlaabo o e kgonne. Bana ba Choppies, kaekae ba tlaabo ba na le *minimum living wage* ba tswa mo maP7. Ke bue ka yone ka lebaka ka gore ke a itse e re tshwenyang rotlhe ba re leng mo Ntlong e. Motse mongwe le mongwe, batho ba a bereka mo Sladden le mo dikonterakeng mme go tswa foo go tlaabo gotwe Goromente wa lona a re re le duele P7 *something*. Ke ne ke re o ko o eme mo go eo. Tse dingwe tseo tsa *convention* ga di thuse Botswana ka sepe ka gore ga ba di itse e bile ga ba batle go di utlwa, bone ba batla go bone matshelo. Ke ne ke re ke fete ka yone mokaulengwe yo ke mo ratang, ke re, baakanya gone foo gore Botswana ba tshele. E re re go lebogisa jaana, o bo o baakantse gone foo.

Ke bo ke tsena mo *Labour Inspectorate*. *A these things* di nne jaaka bogologolo, go nne le batho ba ba tsamayang ba dira *labour inspections* jaaka gotwe re na le bo Ipelegeng Coordinators kwa go bo Autlwetse. Batho bao ba a thusa, bo Ipelegeng Coordinator kwa *ministry* wa ga Autlwetse. Jaanong le wena, nna le *some Labour Inspectorates* mo dikgaolong, o tlaa bona dikgang tse dingwe di nna sentle. Re di bone le *Chairperson* Hikuama le bangwe bo Rre Healy fa re tsamaya lefatshe le, dikgang tseo di dintsi mme *ministry* wa gago o bobotlana. Fa o ka di tsewedisa rraetsho, o tlaa bona go nna le tswelolepele, Botswana ba itumela le lefatshe le ya kwa pele.

Fa re tsena mo kgannyeng ya *skills development*, rraetsho, ga go ise go lekane. O mo ditlhakong tse ditona gone foo, re sale re rile *courses were not accredited*, mme go ntse go ntse jalo, gongwe ga ba go bolelele boammaaruri. *Some of these courses* le gompieno, *brigades* tse dingwe, ke ka a fa ya Mosetse, go ne go tulwe e tlaa dira *heavy plant* le *mechanics*. *Heavy plant* e tserwe, ga re itse gore e tserwe ke mang. E ne e tshwanetse gore e dirwe re lebeletse moepo wa Mowana o o mo Dukwi. Rra, a e re o ya kwa Chobe nako nngwe, o fete fa Mosetse fela o tle o iponele ka gore go bua e





tlaa nna o kare go balabala ga ngwana mme re itse gore ba ntshitse *courses* tse di tshwanang le tsa bo *plumbing and bricklaying*. Ke ne ke re o tle o bone dilo tse ka gore mafatshe otlhe a a tlhabologileng ga a sa tlhole a ruta Sekgoa se sentsi a nna le barutabana ba Sekgoa, ga ba re ise gope.

Go batla gore *artisans, boilermakers, plumbers...* maloba ke ne ke raya mongwe wa bongwanake yo o balang *Standard 4* ke re, “wena fela fa o ka palelwa, ke batla o ya *brigade* o tle o dire *company* e tona ya *plumbing* e e tlaa nnang le diofisi kwa Maun le Gaborone.” Gompiano *plumbers* ba dira *in-house* ka *taxis*, ke ba mafatshe a re bapileng le one. Jaanong batho ba santse ba tshaba, mme fela ke gone kwa khumo e leng teng koo.

Ke fa sekai ka gore mafatshe otlhe a a tlhabologileng... ke jaaka o bona bo Ukraine kwa ba setse ba dira *wielding* ba fetola ditlholobolo. *Those are artisans and boilermakers*. Ga se gore ke batho ba ba nang le *Masters* le *professional jobs* tsa *research*, no, ba dira gone foo. Jaanong ke ne ke re o tlhabolole kgang eo.

Ga ke itse kwa Chobe Brigade, mme ka ke nna koo, ke tlaa *check*, mme tsa bo Mosetse le Gweta rra ke mathata. Ga ke itse kwa bo Letlhakane. Fa ke tsamaile mo dikgaolong ke *check* gore ba bangwe tsa bone di ntse jang ka gore re mo lefatsheng le lengwefela. Le yone ya Chobe ke tlaa e bona ka ke na le ditsala gone kwa.

Emela *brigades* ka dinao, o se ka wa bolelelwa gore re eme fa ka gore ke gone o tsenang mo *ministry*, ema o bone dithuto tseo, o *encourage* bana.

Ke tlaa kopa lephata la ga Rre Letsholathebe, gongwe le la *Education* gore go kwa go duwe letsholo la *campaign* boTona ba bue gore bana ba ye *brigades, vocational training* jaaka lone le le dirwang. Kana go a bo go batliwa madi fa ba tsena kwa *tertiary institutions*. O tlaa bona letsholo la teng le tsamaya lefatshe lotlhe go batliwa madi ka gore *those are private universities, they are in business*. Ke batla letsholo le le ka direlwanng wena *sir*, Shamukuni ka *ministry* one o. *Mr Chairperson*, ke dikgang tse re tshwanetseng go feta ka tsone.

E nngwe ke e *Honourable* Balopi a neng a feta ka yone ya gore bodiredi bo nne bongwefela. Ke yone e ke tlholang ke e bua ka Directorate of Public Service Management (DPSM), ke re ke yone e e dirang gore ditlhabololo di se ka tsa tsamaya ka gore batho botlhe ba a tla ba bo ba sa hirwe ke *ministries*. Fa *ministry* wa bo Rre Rakgare le Rre Billy o ka bo o iphirela kwa

*Youth*, re ka bo re sena mathata, wa bo Rre Autlwetse o iphirela. DPSM e *coordinator* e na le eng? Ke tsone dilo tse di diyang ditlhabololo. Fa o bona *ministries* o kare ga di bereke, ke go hirelwa ke DPSM, e e leng gore e a kopiwa o kare Modimo. *Just link these things* di nne sentle lefatshe le ye kwa pele.

Fa ke tsena mo kgannyeng ya *employment*, kana *employment* jaaka ke ne ke bua ka *labour*, e tswa gone foo. Jaanong fa banana ba leba *Ministry* o wa *Employment, Labour Productivity and Skills Development*, ba tlaabo ba leba wena gape. Ke gore o mo mathateng, o mo nakeng tsa nare *Honourable* Shamukuni jaaka o bona mongwe a tlogetse tiro ka bonana...*(Laughter!)*... Jaanong o lebelele dilo tsone tseo sentle. Ke sone se ke reng fa...*(Interruptions)*... ba sa e bone. O tshwanetse go ema ka dinao o bo o dira gore o fiwe madi a mantsi. Tse dingwe go na le *linkage* e o tshwanetseng gore o e dire le *ministries* tse dingwe *like* ke tsaya kgang yone e ya *productivity*, o tshwanetse o bereke le *other ministries*. Ba tlaabo ba lebile wena, batho ba ba ratang *productivity*, bo Mma Kereng, Mole Mole, Molale le Manake, *just to mention but a few*. Ba tlaabo ba lebile wena gore *linkage* ya gago gore *ministries* di nne le *productivity* e re nnang re ntse re bua ka yone gore *ministries* tse dingwe ga go berekiwe, ke eng. Ke wena o tshwanetseng *to link* le *those ministries*, gore *productivity* e e batliwang ke ba *agriculture, health* kana eng, e bonale. Jaanong o tshwanetse gore o itse gore o mabogodika. O tshwanetse go dira ditiro tse tsotlhe ka botswapelo *running around the clock*. Bo Rre Hikuama ba a go batla ka gore ke bone *Chairpersons* tsa komiti e, ba itse tse di diragalang.

Rraetsho, re a go lebogisa, madi ao a a ntshiwe *Mr Chairperson*, mme o taboge le lefatshe o fetole tse dingwe, o nne *bold enough*.

Tse dingwe tse tsa bo P5.75, tsa bokgoba mo baneng ba rona ba di *security* ba ba lelang lefatshe lotlhe o di bone *sir*. Ke a leboga.

**MR HIKUAMA (NGAMI):** Ke a leboga *Honourable Chairperson*. Mma le nna ke akgele mo Lephateng le la *Employment, Labour Productivity and Skills Development*. Mma e re ke ise ke akgele, ke simolole ka go tsibosa kana go lemotsha Ntlo e le Batswana ka kakaretso gore kana *labour* go buiwa ka bodiredi. *Employment* go buiwa ka ditiro tse di dirwang ke lefatshe. Ke supe jaana gore kana fa *labour* e seyo, ga gona tlhabololo le tswelopele mo lefatsheng. Ke gore ga go sena babereki mo lefatsheng, ga gona se se ka





tswelelang. E bile ga go sena ba ba hirang le gone ga go na se se ka tswelelang, ga gona ditiro tse di tlaa n nang teng. Ke gore *labour employers have to be there*. Ke gore batho ba botlhe ba a tlhokana gore re nne le ditiro re kgone go direla lefatshe la rona le nne le tswelelopele.

Modulasetilo, ke batla go siana thata ke bue ka *productivity*. Fa ke bua ka *productivity*, ke simolole ka BNPC. Ke bo ke tlopolo *mandates* tsa yone tse pedi fa o ka ntetlelela go di *quote* mo *website* ya bone.

**MR CHAIRPERSON:** Do quote Honourable Member.

**MR HIKUAMA:** *Mandate* wa BNPC fa e tlhamiwa ka 1993, *it reads, "stimulate and generate productivity consciousness in Botswana, promote increased productivity in all sectors of the economy."* Ke tlaa ema ka tse pedi tseo. Fa lephata le tlhametswe gore le tle le tsosolose mowa wa go dira ka natla mo lefatsheng la Botswana, mme maphata otlhe fa a bua go buiwa ka gore Batswana ga ba dire. Mongwe le mongwe yo o buang ka go *fail* ga lephata la gago, o bua ka bodiredi jo bo sa kgoneng go dira, mme re na le *centre* e e tlhomilweng gore e betle megopolo le go tsosolosa mowa wa go bereka mo lefatsheng. Re tshwanetse ra ipotsa gore a lephata le le dira se le tshwanetseng go se dira kana jang?

*It is up to you Honourable Minister to ensure that the productivity centre plays its role and meet its mandate.* O tlhodumele gore lephata le la BNPC o ka le thusa jang fa e le gore le imelwa ke go dira tiro e le e tlhametsweng ka gore mongwe le mongwe yo o buang, *we talk of poor work ethics and lack of implementation.* Tsotlhe di tsamaelana le gore ga gona *the productivity consciousness* mo lefatsheng la Botswana. Ke kgang e o tshwanetseng o e beye leitlho. Le madi a fa re ntse re a rebola o lebelele gore o ya go a dirisa jang gore o betle batho ba ba ka direlang lefatshe la rona ka natla.

Ntla ya bobedi e ke batlang go e bua fa ke bua ka lephata le ke *industrial relations* mo lefatsheng la Botswana. Kana fa go sena thokgamo fa gare ga mohiri le mohiriwa ga gona se se tlaa tswelelang. Re tshwanetse ra lemoga gore mohiri le mohiriwa ba bereke sentle ke fa go na le ditsamaiso le *structures* tse di siametseng go ka rarabolola mathata le dikgwetlho tse ba nang le tsone mo ditirong tsa bone. Jaanong go tlhabisa ditlhong *Honourable Minister* gore lefatshe la Botswana e le lefatshe le le itsiweng ka puso ya batho ka batho, le bokiwa jalo, nna le gale ka ke a nyatsa, mme lone le bokiwa jalo, o fitlhela le sena a *functional* Public

Service Bargaining Council (PSBC). Ke dingwaga go sena Public Service Bargaining Council. Golo mo go tlhabisa ditlhong *Honourable Minister*, go le tsenya le matlho a batho gore, *what kind of a democracy* mo go senang PSBC *and make sure* gore golo moo go a fela. O netefatse gore PSBC ya lefatshe la Botswana e a tswelela, e a dira *and* fa e dirwa netefatsa gore *it will never collapse like it has collapsed* mo diatleng tsa lona le ntse le e lebeletse. Mme e phutlhamisitswe ke selo se se nnyennyane. Fa e ne e le gore bo Tona ba Domkrag *are concerned about what is happening in the country* go ka bo go sa diragala, *because the Constitution* ya PSBC *it was exclusive, ensure that this PSBC* e nna *inclusive*, ga gona lekgotla la babereki *that is formed* go tla go kgabisa. *Each and every trade union, when is it formed* ke beng ba yone, *they form it* gore e tle e kgone go bua, *to bargain*. Jaanong fa le Public Service Trade Unions di sa kgone *to access* PSBC, ke moka go sena *bargaining*. *You should ensure* gore *if the PSBC is operational, it is not exclusive but rather inclusive of all the unions that we have recognised in the country.*

Se sengwe se ke ka se buang Modulasetilo, ke bodiredi jwa *office* ya ba Lephata la Khiri (*Labour Office*). Fa o bona go dirwa *sub districts* mo dikgaolong e a bo e le go leka go isa ditlamelo gaufi le batho. Jaanong fa e le gore *sub districts* di teng mo lefatsheng la Botswana, mme ga di na *the services* tsa *office* ya gago, mme o itse gore bodiredi le dikgwetlho tsa pereko di gongwe le gongwe, ga go a siamela lefatshe la Botswana. Re na le *sub district* ya Okavango e e leng gore *headquarters* ya yone ke Gumare. Gumare *as we speak* ga go na *Labour Office, even a person* fela *that can attend* dikgang tsa bodiredi le pereko. Netefatsa gore *each and every sub district* go na le bodiredi jwa *Labour*, gore bo tle bo kgone go thusa batho ka potlako.

Se sengwe se re tshwanetseng ra se lebelele Modulasetilo ke kgang ya go hirwa ga *casual labourers*. O fitlhela malatsi a go hirwa batho ba gotweng ba kwadisitswe mo *office* ya gago, ba kwadisiwa jang? A yone *register* ya go kwadisa *is it accessible* kwa mothong yo o kwa Manxotai, Kauxwi, Habu le Xangwa, a o kgona go ikwadisa *on the register* gore fa go batliwa batho ba ba ka hirwang le ene a bo leina la gagwe le bo le ka bidiwa? Dira thulaganyo ya go netefatsa gore *database* e le e dirang kwa *Labour Office* e nna kwa dikgaolong ka ditsela tsotlhe tse o ka di kgonang, gore botlhe ba ba *eligible* ba kgone go nna mo *database* ya *Labour*. Ba se ka ba tlolewa ke ditiro tse di akolwang ke ba bangwe. Ke kgang e o tshwanetseng go e ela tlhoko, o netefatse gore e a diragala mo diofising le mo lefatsheng la Botswana.



Kgang e ke batlang gore ke siane ka yone ke ya *rapid skills centres* tsa CITEF. Dilo tse di ka thusa fa o ka di neela madi a lekaneng gore re suge *skills* tsa batho ba re ba tlhokang. Ga go thuse sepe *to create a centre*, mme e sena madi, e sena bodiredi, le dithuso le dithutuntsho tse di dirwang mo *centre* eo di sa kgone go diragala sentle ka gore ga ba na the *resources*. *Ensure that you empower by providing resources* le tse dingwe tse di tlhokwang ke *centres* tse gore di tle di rotloetse bana sentle le ba ba tlhokang dithuso tsa tsona. Re na le *centre* ya mofuta o kwa Tsao, mme le go aga fela *offices* tsa *administration* ya bone, *they do not need to employ anybody*, ba tlhoka fela gore o bo o ba neela ditsompelo le madi ba tle ba kgone go aga. Ke dilo tse di tlhokafalang mothowetsho.

Modulasetilo, kgang e nngwe e ke tlholang ke e bua malatsi otlhe ke ya *brigade and vocational training*. Ga go tsamaelane sentle, go supa gore lenaneo la rona la thuto ga le a lomagana sentle. *This thing is misplaced*, ke tla ke ntse ke bua fela gore Lephata le la *Vocational Training* le *Skills Development* *is misplaced to be* kwa *Labour*. *It should be taken to* Dr Letsholathebe, e nne *part of our education system*, gore le kgone go nna le a *smooth coordination and running*. Ga re ka ke ra nna le lephata le gotweng *it is training*, le le kwa lephateng le sele, *it should go to the Ministry of Tertiary Education*, *so that it is coordinated* sentle, le akanyetswe sentle ke batho ba ba itseng go lomaganya lenaneo la thuto, ba ba rutetsweng dilo tseo.

Kgang e ke batlang go feleletsa ka yone ka nako e ntshiile, ke ya *security* tse di hirang batho. Go na le dikgang tsa *security*, ga ke itse gore go tsenwa mo ditumalanong tse di ntseng jang. Batho ba ba tsamayang ba sa duele batho, mme tsona di tswetse *practising*. Lephata la gago le bokgakala bo kae go netefatsa gore *all these employment institutions they become accountable?* Ba duela batho ba ba ba hirileng, ba ba ba dirisang bosigo le motshegare. Lephata la gago ga ke itse gore *inspections* le di dira kae, e bile fa le sena go di dira le netefatsa jang gore *all these employment institutions they comply with the requirements* gore ba kgone go kgotsofatsa ba ba ba hirileng, le mabaka otlhe a a tlhaelang mo *institutions* tseo. Netefatsa gore ga le kgabise matlo, ga le kgabise diofisi, *you go out to work, you provide guidance to all the employment institutions*. *Otherwise* lephata la gago le tlaabo le tshwana le batho fela ba ba sa itseng gore *why they exist*. Ke a leboga Modulasetilo.

**ASSISTANT MINISTER OF HEALTH AND WELLNESS (MR LELATISITSWE):** Ke a leboga Modulasetilo gore o bo o mphile tshono ya gore ke akgele *in this chapter*. *I am just going to look at Department* ya

gago ya *Skills Development under vocational training*. Modulasetilo, ga ke na go farologana thata le Motlotlegi wa bofelo Rre Hikuama gore, phatlha e ya *vocational training*, go a tlhokafala gore jaanong e ntshiwe *under ministry* wa gago, ka gore tlhokomelo ya tsotlhe tse di amanang le *training under your ministry is poorly resourced*. E bile ke mo go lebetsweng. Fa o tsaya *brigades* tsa rona mo lefatsheng le, o tsaya *vocational training institutions* tse di *under your ministry*, le fa o feta fela ka tsela, o kgona go bona gore dilo tse di lebetse. Rraetsho go botlhokwa gore le simolole go akanya gore a lephata le re ka se ke re le ise kwa *tertiary education*, kwa go nang le tsamaiso e e tlhamaletseng ya *training*, e e leng gore ke *their mandate*. Ke dumela gore nako e gorogile. Ke tlaa go neela dikai tse dintsi tsa gore ke eng ke rialo. Gompiano kwa *brigades* motho yo o rutang koo, ga ke itse gore le ba bitsa le reng, fa ba bangwe ba ba rutang *either* kwa *Basic Education* kana *Tertiary* ba amogela mo gotweng *scarce skill*, gongwe yo o rutang *accounts* kana *agriculture*. Nnyaa ba gago bone ba dikolosiwa seolo fela, ga gona sepe sa dituelo tseo tse ba di bonang. *This is too frustrating for the officials who are there*.

Go tlhokafala gore o dire mo gotweng a *human resource audit* ya *your Vocational Training Institutions*, di tsetse *brigades* mo teng ka gore go mathata. O fitlhela e le gore motho ke Head of Department (HOD), *running departments* tse dintsi kwa tlase ga gagwe mme fa o ya kwa go tlhamaletseng le kwa ba tlhaloganyang teng, o fitlhela e le gore HOD o lebagana le *unit* ya gagwe. Golo moo ke gone go dirang gore go tlhokafale *progression* le gore batho e re ba le koo ba itseye tsia ka gore go tlhokomela *officers* fela le gone, ke mathata fela ka koo.

Bodiredi jwa gago ga gona gope fa bo nngang teng. Ke nngwe ya dikgang tse ditona tse re di lebeleletse. Gone mo *Vocational Training Institutions*, tomagano ya *course* ga e yo rraetsho. Lefatshe le le dirile mo go tona *to train* batho mme gore ba tsewe ba ye go rutwa, go thata. Ke go kopile jalo gore a ko e re fela re fetsa phuthego e, o tlhamalale kwa motseng wa Letlhakane go bona se se diragalang kwa *brigade* ya motse ole. Bana ba ba neng ba fetsa Trade C, gompiano fa ke bua le wena jaana ba tletse mo mebileng. Ga gona ope yo o tsayang *responsibility* ya bone, ba mo ditseleng fa ke bua le wena jaana. Fa o botsa gore ke eng bana ba sa tsewelela go ya go dira Trade B ka ba pasitse; dikonteraka tsa *lecturers* ba ba neng ba le foo ga di a šafadiwa. Ke yone *the reason*, ga gona *lecturers* mme di le dintsi mo seterateng. Dikonteraka ga di a šafadiwa,





bana gompiano ba ne ba le bo 90, go tserwe bo 30, bo 20. Ke gore *the whole of 60, 70* bao ba teng ba tsamaya mo seterateng. *They are so frustrated as we speak* mme fa o bua le batho, Mogokgo kwa o go bolelela gore fa le ka neelwa *lecturers now*, bana bao ke a ba *absorb* ka *August* ba boela *in classes*. Ke one mathata a leng teng, a matona.

Go na le *courses* gongwe tsa ba ba dirang bo *agriculture* gone mo VTCs tsa rona. O a bona gore *if this vocational training* e ka bo e le kwa *tertiary education*, bana ba ba dirang *Livestock and Forestry*, go ka bo go le motlhofo gore ba tsewe ba ye kwa Botswana University of Agriculture and Natural Resources (BUAN) go dira *Diploma*, ba ye kwa pele. Gompiano fa ba fetsa *those courses*, ba tsena mo seterateng, *they are no longer relevant, they have wasted* dingwaga tsa bone ka gore ga ba kgone go tswa foo ba tsena mo BUAN ba dira *courses* tse dingwe, ga gona tomagano. Ke dingwe tsa dikgang tse e leng gore rra, go tlaa re o di lebelele ka bofefo.

Mo gongwe ke *curriculum*. *Curriculum* ya gago rraetsho go builwe gore Botswana Qualifications Authority (BQA) *does not recognise it. The old curriculum* fa re bua le wena jaana, e tsamaela kwa bokhutlong mme *the new curriculum which is recognised by BQA*, le gompiano ga e ise e simolodisiwe. Mongwame, gongwe o ka bo o kopa fela mo Palamenteng gore o fiwe dingwaga tse pedi o leke *to sort out this because* re ya go felela re nna le bana ba e leng gore boleng jwa bone ga bo amogelwe ke *society*. Ke dingwe tsa dikgang tse re tshwanetseng re di lebelele mmogo, re di tshwaraganetse.

Gompiano jaana dikole di tloga di bulwa, ba bangwe ba ya go bula ka bo *August* mme fa *new curriculum* e seyo, kana ga e ka ke ya kgonega ke go bolelele *Honourable Minister*. O itse gore mabaka ke eng? Mabaka ke gore nako e le neng le e filwe ke BQA gore le baakanye *structures*, ga le a dira jalo. *Nothing has been done*. Fa o tsena kwa Letlhakane Brigade, ke yone ele e o saleng o e bona bo *10 years ago. Equipment* e e neng e tlhokafala gore e ka bo e tsentswe, le gompiano ga e ise e rekwe. Se se supa gore *even if the curriculum* e ka nna teng gore BQA e ye *to accredit courses* gore di tsewelele, e ya *to accredit* mo go eng go sena *buildings* ka gore *the structures are not there? Equipment* e e tlhokafalang gore bana ba *train is not there*. Jaanong bana ba ba rutetsweng *to train* mo *this institutions* ba bantsi, ba teng mo seterateng. Go botlhokwa thata gore bana ba le bone gore le a ba *absorb* ba ye *to train* ba bangwe,

go iwe kwa pele. *The long term plan* e ke e bonang ke gore *this Skills Development Department* e tshwanetse go ntshiwa fela yotlhe e isiwe kwa *tertiary education* *because* golo ka koo, kgang e le lwang le yone ya mohiri le babereki e tona thata.

Gompiano fa o lebelela dikgang tsa *staff welfare*, o fitlhela e le gore go santse go tsamaisiwa ka *caretakers* tse le bone ba sa duelweng sentle. Fa ba le kwalela kwano gore re kopa gore le baakanye dituelo tsa rona, ga gona sepe se se diragalang. Bana ba ba tla kwa go rona mo diphuthegong, ba bangwe ke bana ba rona ba ba tswang mo dikgaolong tsa rona, ba tletse le *brigades* tsa lefatshe le. Ba leka go supa gore ba tshwere fela kwa tironong mme botsogo ga se jone. Leka gore o lebelele dikgang tse.

E sa le kompone ya Debswana e supa gore e kopa *to merge* Boteti Brigade le Orapa Technical College *so that* go nne le *courses* tse di rileng tse di tshwanetseng go tla kwa. Ke dumela gore *this merge* e a pala; o itse gore e paledisiwa ke eng? *Because your core mandate* ga se one wa *training*. Fa e ne e le one wa *training*, le ka bo le tabogetse *this kind of opportunity* gore *brigade* ya Letlhakane e bo e kgona *to be upgraded*, BQA e e *certify so that you benefit in expanding your department within* Boteti. Re bone jaanong go rutwa *courses* tsa bo *metallurgy, instrumentation, heavy plant* le tse di *related to mining*. Jaanong rra leka go bona jalo gore *you restructure this unit* mo go tlhoafetseng, e bile o tlise *the right people*. Ga gona sepe se o ka se kgonang ka batho ba bogologolo ba ba neng ba le foo. *No, you cannot. For us* gore re kgone go baakanya, *we have to bring new people with new ideas*. Ke batla gore e re fa o nkaraba kwa bofelong, o wele gore bana ba ba kanakana kwa Boteti ba ba neng ba dira Trade C, a re tlaa bona ba boela mo dikoleng ka *August, lecturers* ba hirilwe kwa kgaolong ya rona, le rona re kgone go bona ba tsewelela ka *courses* go ya kwa pele?

Le *preparation* ya *this new curriculum*, re ya go bona leng go tlisiwa *equipment* e ntsha, go tlisiwa *maintenance* le tsotlhe tse di tlhokafalang *for accreditation to take place?* Ga ke batle go bua sepe ka tsa *labour*, ke batla go bua fela ka *this chapter* ka gore e a tshwenya mo go kalokalo mo kgaolong ya rona. Ke a leboga rra mme ke go eme nokeng.

**MR REGOENG (MOLEPOLOLE NORTH):** Tanki Modulasetilo wa phuthego e ya gompiano, gore o bo o mphile sebaka sa gore le nna ke akgele mo pegong e re sa tswang go e bewa ke Tona wa Lephata la *Employment*,





*Labour Productivity and Skills Development.* Le nna fela jaaka ba ba sa tswang go bua pele ga me Tona, ke amogela gore o fiwe madi a ke Palamente, o tle o ye go dira ditiro tse o eletsang go ka di dira.

Rraetsho, pele ga ke tswelela le tse dingwe, ke bua fela ka kgang e o simolotseng ka yone ya *the budget performance*. Le nna ke akgele mo go yone; tota e a ntshwenya ka fa e emeng ka teng. Fa ke lebile dipalo tse o sa tswang go re di neela fa o bega mo go yone *report* e ya gago, o supa fa go na le madi a mantsinyana a a setseng kwa morago, a o sa a dirisang. Gongwe kgang e fela ka fa e ntseng ka teng, go tlaa re e sekasekwe sešha gape, go bonwe gore re ka dira jang. *The issue* e ya *under spending*, mo go nna *it is a concern* ka gore madi a ntshiwa e le gore a ya go thusa lephata, a thuse setšhaba. Go a bonala jaanong madi a boa fela a ntse jalo.

Mo pegong o e re e fileng gompiano, o supa gore mo mading a o neng o a filwe mo ngwageng o o tlogang o fela, o dirisitse *under Recurrent 79 per cent*. Fa o tsaya madi a o a lebelela, go raya gore a a setseng o sa a dirisa *under Recurrent* ke P163 million; ke madi fela a mantsi. Bona gore re setse re tsamaela mo ngwageng o o felang. Mo go a *Development Expenditure*, o supile fa e le gore o dirisitse *only 51 per cent*. Go bo go raya gore re tlogela mo mading a o neng o letlelesegile gore o a dirise, P48 million. Madi a ka bobedi fa o a tlhakanya, ke P211 million. Madi a a boa a ntse fela ka tsela e e ntseng jalo. Jaanong ke sone se ke reng kgang e ya *under spending* e a ntshwenya. Gongwe e bile Tona wa Madi a lebelele dikgang tse. Gongwe e bile ke tle ka mogopolo wa gore, a e re go ya pele, gongwe fa re dira *budget* fa e le gore go na le mathata a mantsi, e nne ya *six months so that* re tle re bone gore ba e leng gore ga ba kgone go dirisa madi, a isiwe kwa lephateng le le ka a dirisang ka bofefo. Dikgang tse re direla batho ka tsone. Fa madi a boa jaana, mme ditiro tse dingwe tse di tshwanetseng go thusa Batswana di saletse kwa morago, go re baya ka fa mosing, ga go re direle sentle. Le bone batho ba ba re romileng fa, jaanong o kare ga re ba direle tiro ka botlalo ka gore e tlaa re ditiro di tshwanetse gore di dirwe, madi a bo a boa.

Gape se se utlwisang botlhoko ke gone gore, e tlaa re Tona ya Madi fa a tla mo Palamenteng mo, a bo a nna a bua kgapetsakgapetsa, re dumalana le ene *of course* gore, Goromente ga a na madi, *we have a squeezed budget*. Fela fa maphata a sena go fiwa madi gore ba a dirise jaanong, e nna mathata a gore ba ka a dirisa

ka tsela e e ntseng jang. Golo fa gongwe go ya pele Tona, a e re o ntse o tswelela rraetsho, o bone gore o ka baakanya ka tsela e e ntseng jang.

E rile mo pegong ya gago, o re tlhaloseditse gore lephata la gago le na le ditlhogo tsa ditiro tse nne tse o tshwanetseng gore o di dire. *Facilitation of employment*, ke nngwe ya tsone tseo. E nngwe o bo o bua ka *promotion of productivity and work ethics*; o bo o ya go bua gape ka *industry focused skills development*. Ke tsone tse o buileng ka tsone. Gongwe fa ke boela mo go e ya *facilitation of employment*, kana o ntse thata o lebile gore batho ba tlaa tla jaaka re a tle re bone ba eme mo diofising tsa gago ba ile go ikwadisa gore fa ba ka bona ba ba ba hirang, ba bo ba le koo. Gongwe o atolose golo fa rraetsho fa. Ke go kope gore le wena *under the facilitation process*, gongwe o nne le ka fa o ka dirang ka teng gore batho ba ka bona kana ba itirela ditiro.

Ke buisiwa se ke gone gore gongwe lephata la gago fa le ka inakanya kana la nna le tirisanyo e e tseneletseng ya go direla banana bogolosegolo le Batswana ditiro; Lephata la *Agriculture*, la *Lands*, *Trade* le la *Youth, Sport and Culture*, ke one a a ka dirang gore ditiro di nne teng. Fa o ka itomaganya le maphata a, la bona gore tota ka boammaaruri le dira jang gore le thuse banana, gongwe go ka re sologela molemo. Ke kopa gore go ya pele, a ko o itomaganye le bone ka gore lephata la gago ke la ditiro. *Employment facilitation*; o bone gore *how can you facilitate* gore Batswana ba ka itirela ditiro, mme ba itebagantse le maphata a mangwe a a leng teng.

E nngwe e ke neng ke batla go tsena mo go yone rraetsho, ke ya *promotion of productivity and work ethic*. Kana lekalana la BNPC fa Puso e ya go tla ka lone, e ne e le go leka go tokafatsa bodiredi, mme ga le utlwale le fa e le gope. Ke a itse gore le ne le etle le nne le *programmes* mo *radio* go leka go rutuntsha batho gore ba ka dira ka tsela e e ntseng jang. O kare go nyeletse fela mo e leng gore ga re itse gore gatwe a le santse le dira tiro kana go diragala ka tsela e e ntseng jang. Mo go yone e ya BNPC, ke re e tsosolotse rraetsho. Go dira ditiro mo maphateng, a ke a Puso kana ke afe, go wetse kwa tlase mo go tlhabisang ditlhong. Jaanong ke a kopa gore a ko o bone gore o le tsosolosa ka tsela e e ntseng jang. Ke a utlwa gore e rile mo *report* ya gago wa re *it is going through the transformation*. Ga ke itse gore le raya gore go ntse go le bothata fa kae. A ko o leke go bona gore o ka le dira ka tsela e e ntseng jang ka gore mo nakong ya gompiano *our work ethic is undesirable*. Le wena fela o a itse golo foo gore *there is low productivity* mo



maphateng a Puso le a e seng a Puso, mme lephata la gago le le teng gore dilo tse le bone gore le di lebelela ka tsela e e ntseng jang.

*Promotion of industry focused skills;* le yone e rraetsho, ga ke itse gore golo fa ke go kope gore gongwe go ya pele mo nakong e e tlang, o nne le *data base* ya gore re le lefatshe re tlhoka *skills* mo dikgaolwaneng tse di kae, palo e e kae, e bile re eletsa *to produce* batho ba ba kae ngwaga le ngwaga mo *institutions* tsa rona *so that we address this issue ya lack of skills* mo ditirong tsa rona. Re lapisitswe ke gore a bo nako le nako, *our plumbers, bricklayers, electricians, carpenters* e bo e ntse e le batho ba ba tswang ka kwa ntle, mme re na le *institutions*, batho, le madi jaaka re a bo re go rebolela madi jaana a gore batho ba ka rutwa go dira dilo tse di tshwanang le tse di ntseng jaana. A ko rraetsho o taboge. Re a go dumela, ke a go tshepha gore jaaka re go fa madi a, go na le se o ka se dirang wa bona gore o ka re thusa ka tsela e e ntseng jang.

Bakaulengwe ba ntse ba bua ka *brigades* rraetsho. Le nna ke batla go bua ka *brigades*, e bile ke remelete se thata ka jo bo mo kgaolong e ke tswang mo go yone ya Molepolole Bokone. Rraetsho, golo kwa jaaka fa ke ne ke bua maabane fa re le mmogo, ke kopa gore o tle o etele *brigade* jole, o ye go bona gore go ntse ka tsela e e ntseng jang. Ga go kgakala. *It is just about 30 minutes' drive*, a bo o boa. O ye go bona gore bothata jo bo kwa jole, jo batho ba ntseng ba bo tshwere kwa *brigade* jole, bo ntse ka tsela e e ntseng jang.

E rile mo dingwageng tse di fetileng, batho ba ne ba rata go ya teng, e re le fa a tswa teng, o utlwa a go raya a re ke tsena kwa *brigade* jwa Molepolole; a le motlotlo, fa e santse e le *under* Kweneng Rural Development Agency (KRDA). Gompiano nnyaa, go bonya fela, e bile ga go na ope yo o eletsang go ya koo ka seemo se se leng teng. Kana ke gone kwa e leng gore ba ba sa kgonang gore ba ka ya go dira tse dingwe, ba ka ya go dira gone foo.

Mathata a mangwe a a leng teng rraetsho gone kwa, ke *shortage of instructors*, kana ke barutabana; ga bayo. Maloba fa ke le kwa go bone ka kgwedi yone e ya *January*, ba ne ba mpolelela gore ba na le lebaka *instructors* tsa *Mathematics, English and Book Keeping* ba seyo. O bo o ipotsa gore ba ya go tswela ka tsela e e ntseng jang. Ba bua gone gore kana bana ga ba ka ke ba ya go pasa mo *level* e ba leng mo go yone tse di seyo tse, mme ga ba yo. Jaanong ke go kope gore o ye go bona gore mathata a ka baakanngwa ka tsela e e ntseng jang.

Se sengwe gape se se tshwenyang golo kwa, dikago tsa teng tsotlhe di dikgologolo. Ke dumela gore labofelo di baakanngwa gongwe e ka nna *close to 10 years* di ise di bo di baakanngwe. Di dikgologolo mo go tlhabisang ditlhong. Le bone bana ba ba ithutang, ba ithuta mo dilong tse dikgologolo.

Se sengwe gape se se leng teng ke *shortage of equipment and machinery* e ba tshwanetseng gore ba ithute ka yone. Ke go mangmanyetsa fela. Fa e le tse dingwe tse dikgologolo, fa gongwe fa ba re ba a dira, go a robega. Jaanong golo mo a ko o bone gore o ka go potlakela ka tsela e e ntseng jang rraetsho, gore o tle o busetse seemo mo nneung. Bana ba Batswana ba eleditse go ithutela ditiro tsa diatla. Fa dikole tse ba tshwanetseng go ithutela ka tsone di sena babereki ba ba ka ithutang mo go bone, ga go nne sentle fela gotlhelele.

Ya bofelo e ke fetang ka yone rraetsho, ke yone e e neng e buiwa ke *Honourable* Lelatisitswe. Ga go nne sentle ka fa batho bale ba duelwang ka teng. O ya go fitlhela mo dikoleng tse dingwe, ba le *at the same level*, ba duelwa *D3 level*, kwa *brigade* ba le mo *C1*. Golo moo ga go nne sentle mo go bone. Ke gone go ba kgobisang marapo. Jaanong re re a ko o bone gore o ka baakanya dikgang tse ka tsela e e ntseng jang.

Mafoko a ke wetsang ka one ke batla go wela, ke dumalana le dibui tse pedi tse di tlileng pele game ke gore, gongwe go ya pele o kopane le lephata la ga Rre Letsholathebe o bone gore a le ka se ke le busetse nneu e ya *brigades* ka kwa go ba *Ministry of Tertiary Education*, *so that* le tle le tsamaye go na le thulaganyo e e leng gore e ka dirwa jalo. Ke a leboga *Mr Chairperson*. Nako ke yone e sa nkemang sentle, ke ne ke na le tse mmalwanyana tse ke batlang go di bua. *Thank you sir*.

#### **MR KEORAPETSE (SELEBI PHIKWE WEST):**

Ke a leboga *Mr Chairperson*. Tse di lebaganeng le lephata le ke gone gore, kana jaaka ke ne ke tlhalosa fa ke bua mo Industrial Court (IC) gore mathata a matona a re nang le one ke gore re na le melao e e leng gore e sereophate mo babereking, e na le seferefuti se senti thata. Yone melao e, *Honourable* Shamukuni o ntse a tlhalosa gore ba leka gore ba e baakanye. Akofang, le fefoge, le se ka la nyefala mo go baakanyeng melao yone eo, le *policies* tse di rotloetsang go gataka ditshwanelo tsa setho kana ditshwanelo tsa babereki ka dinao.

*Mr Chairperson*, fa o tsaya yone kang e ke neng ke e bua kgantele ya gore, ke gore fa Kgotalagolo ya Ditsheko ya Boikuelo e tsaya tshwetso ya gore motho o





ka kobiwa mo tirong a bo a sa bolelelwe mabaka a gore ke eng a kobiwa mo tirong. Re bo re tsaya gore gone foo go siame fela, mme go diragala ka fa tlase ga lefatshe le gotweng ke la puso ya batho ka batho, le le tlotlang molao. Ke ne ke re, re le Palamente, re tshwanetse go tsaya tshwetso bagaetsho, gore re nne le molao o o papametseng wa gore ga go na gore motho o ka kobiwa mo tirong. Moswi Rantao o ne a etle a re kana melao ya Botswana e *weak* mo motho a kgonang go kobiwa fela mo tirong ka gore nko ya gagwe e tona. Jaanong ke dumela gore yone kgang e e santse e le teng, fa e le gore Kgotlakgolo ya Ditsheko tsa Boikuelo, e ka ba ya tsaya tshwetso e e ntseng jalo. Re santse re na le mathata a letlhoko la ditiro le batho ba ba hirwang mo ditirong mo, mme ga ba duelwe madi a a lekaneng *experience* le *qualifications* tsa bone. Mo gotweng *under-employment*.

*Mr Chairperson*, go santse go na le mathata a mantsi a gore ga go na go tsena (*join*) makgotla a babereki mo go kwa godimo. *We have weak to absent unionisation outside the public service especially*. Kwa ntle ga *public service*, go lebege e le gore badirelapuso ka bontsi, ke bone batho ba ba mo makgotleng a babereki le ba ba *in parastatals*, but fa o tsaya makalana a a tshwanang a bo *tourism*, temothuo, *domestic services*, ba ba berekang mo malwapeng, le ba bangwe fela jalo, nnyaa, ba santse ba le kwa morago thata fa go tla mo dikgannyeng tsa gore ba nne mo makgotleng a babereki. Sone se se tshwanetse gore se rotloediwe, mme e bile Tona, go na le mathata a gore ba bangwe fa ba leka go tsena mo makgotleng a babereki, ba felela e le gore jaanong ba tsena mo mathateng a gore ba kobiwa mo ditirong, kana ba lebiwa ka leitlho le e seng lone. Kgang ya tekatekano ya bong, e santse e tlhela mo mabakeng a pereko, ke gore *gender inequality especially absence of women friendly legislation*, ga go na melao fela e e papametseng, e e lekaneng, e e sireletsang bomme mo ditirong. Gape fa o re o a lebelela, ke gore fa ke go fa sekai, ke mo togamaanong ya gore ke tle ka Molao-kakanyetso wa gore go nne le *parental leave* kana *paternal leave*. Ka mabaka a gore ke gore gompiano fa mme a ka *adopt* ngwana, ga go tshwane le fa e le ngwana yo a mo tshotseng, ga a ka ke a fiwa *parental leave* ka gore ga e yo, molao ga o letle. Fa o le rre e le gore o na le ngwana yo monnyennyane wa lesea, a e ka tswa e le ngwana yo o belegweng ke mme mosadi wa gago kana yo o *adopted*, ga go na gore mo melaong ya Botswana, o ka fiwa *leave* ya gore o ye go mo tlhokomela. Molao o o tshwanetse gore o nne teng, mme *Honourable Shamukuni* ke sale ke buile le *your predecessor* fela re

goroga mo Palamenteng, ka maikaelelo one ao, mme o ne a ntsa a re, 'ke tlaa, ke tlaa' jaanong ka gore, 'ke tlaa' wa Domkrag ke 'ke tlaa' yo o lebelo thata, o pala go goroga.

*The special needs* tsa banana, *minorities*, Lesbian, Gay, Bisexual, Transgender, Intersex, Queer (LGBTIQ+) *communities* di santse di saletse kwa morago thata mo mabakeng a pereko. Se se ngomolang pelo ke kgang ya dituelo tse di kwa tlase, dituelo tsa bokgoba, tse di dirwang ke fa Puso e beileng sekale ka teng sa *minimum wage*, mme kana re tlhalositse re le ba UDC gore tota fa o re ga o duele motho, re lebeletse dipalopalo, o tshwanetse gore bogolo o bo o mo duela madi a a kana ka P3, 000. *This figure* ga e tswe mo tlhogong, e tswa mo dipalong tse di kileng tsa dirwa ke Tsa Badiri Consultancy, ba bo ba supa ka nako eo gore Motswana fa gotwe ga a amogele, o ka bo a amogela madi gongwe a a kana ka bo P2, 500 ka nako eo. Jaanong fa re lebelela ka nako ya bo 2019, madi a, re tsenya gore koketsego ya ditlhwatlhwa e tsamaile jang, ra bo re wela mo go P3, 000. Le fa e le bo *Trade in Economics* fela o ka tsena gone jaana, World Bank e a supa gore *living wage* mo Botswana e tshwanetse gore e bo e le *more than* P3, 000 *for individuals and for families* ke *more than* P4, 500.

Jaanong kgang e nngwe e ke neng ke bua ka yone ke ya gore re na le mathata a go tlhoka tshireletsego mo ditirong. Golo mo go santse go tswelletse. Rona ba re nnang kwa ditoropong tsa meepe, re a itse, go na le banalebogole gompiano, bogole jo ba bo tsereng mo meepong. Go na le ba ditsebe le matlho a suleng, mafatlha a amegile, mme fa o re o lebelela dikatsonyana tsa teng, ga se dikatso tsa sepe. Jaanong akanyetsa babereki, o dire gore babereki ba nne *in safe working environment*.

Kgang e nngwe ke yone ya *job security* gore nnyaa, Batswana ga ba a sireletsega rraetsho mo ditirong, bogolo jang ba ba berekang merafe ya maChina le maIndia. Ga ba a sireletsega gotlhelele mo ditirong. Jaanong ke kgang e o tshwanetseng gore o e emele ka dinao; mme ra re gotweng re le ba UDC? Dira gore *ministry* wa gago Tona, o dire gore *implementation* ya *the labour laws, efficiency* ya yone e nne kwa godimo.

*Inspection in work places*; ga go sa tlhole go na le *inspections* fela tse di kgotsofatsang, a di nne teng.

*Training and localisation programmes*; ka gore re kwa morago mo kgannyeng ya *training and localisation programme*, and le gone gape le re tlhalosetse ka madi a *Training Levy* ka gore go lebege e le gore batho go





supagala gore ba na le *balances* fela tse di kwa godimo tsa *Training Levy* mme ga ba kgone go bona dipelo. *Localisation*; re santse re bona batswakwa ba bereka mo meepong, ke gore motho o tla fela e le *mochini boy*, gotwe o tswa kwa Australia, a bo a tla go amogela madi a a kwa godimo, mme re na le bana ba rona mo Botswana, ba ba ka nnang *machine operators*. Fa ke re *mochini boy*, ke dirisa *language* ya kwa moepong.

A ko le lemogeng *the trade unions as an integral part of our economic and social development strategy*. *Trade unions* di se ka tsa tsewa gore ke batho ba ba modumo fela, ba itsewe gore ke banaleseabe mo itsholelong.

Se sengwe ke gore kana kgang e ya *trade dispute*, go botlhokwa gore jaaka ke ne ke bua, go nne le lekgotla le le ikemetseng, le le nang le dithata tse di batlileng go tshwana le tsa kgotla ya ditsheko, gore lekgotla leo, le le tshwanang fela le la Commission for Conciliation, Mediation and Arbitration (CCMA), le le ka atholang dikgetsi tse di tletseng kwa *Labour*. Batswana rraetsho, ga ba na *confidence* gotlhelele mo Lephatheng la *Labour*. Babereki botlhe ba ba yang kwa Lephatheng la *Labour*, ba ya fela ka gore ba iponatse fela, mme ba ya ba sena tsholofelo ka gore ga go na mosola gotlhelele o o tswang kwa *Labour*. A e ka nna ba ba berekang mo *factories* kwa bo Phikwe, e ka nna ba ba neng ba bereka mo *care and maintenance* gone mo moepong wa BCL kana babereki fela ba ba berekang, ga ba na tshepho gotlhelele mo Lephatheng la *Labour*. Jaanong mme tshepho yone e ka gore ga e yo, ga se gore ga e yo fela, ga e yo ka gore dikgetsi tsa bone ga di kgone go rabololwa kwa lekgotleng lone le, mme e bile lekgotla le ga le na meno gotlhelele, ke marinini fela. Le kgona go bogolanyana fela, mme gone ga le kgone go loma. Jaanong re ne re re a ko o tle ka le le *independent* le le ikemetseng ka nosi le na le dithata, le kgone gore le rarabolole dikgang tsa pereko. Gone mo go ka fokotsa dikgetsi tse di yang kwa *Industrial Court*, ka gore *Industrial Court*, ke kwa jaanong dikgetsi di tsayang lebaka le le leele, di kgona go tsaya bo *four to five years* e le gore ga di tsamaye gone koo.

Se sengwe ke gore *Industrial Court* nnyaa, a e nne kgotla e e tlhamiwang ke Molaamotheo, a e nne le Baatlhodi ba ba tlhophiwang ka tsela e e tlhamaletseng, e e mo pontsheng e Tautona a ba hirang ka kgakololo ya Judicial Service Commission (JCE), fela jaaka Baatlhodi ba Kgotslakgolo ya Ditsheko le Kgotslakgolo ya Ditsheko ya Boikuelo. Fa ba ntse jalo gape, ga re eletse go bona Moatlhodi a le mo konterakeng, motho yo o mo konterakeng, gantsintsi o a bo a nna a lebeletse fela gore

gatwe, kgomo ya mafisa, re e gama re lebile tsela, motho wa teng, o nna a lebile gore gongwe o ka itumedisa jang ba ba mo thapileng, mme kana go itumedisa gone moo, e ka nna gore a bo a gogela kobo ka fa letlhakoreng la ga Goromente. Jaanong a re rurifatseng gore *Judges*, e nne Batswana, mme e bile ba hiriwe *on permanent basis*. Ba ba hiriwang ka konteraka, ke ba ba tlang *specifically to deal with backlog of cases*, ke gone fela re ka nnang le go ya kwa pele.

A re lekeng gore *pension* e nne *compulsory*, bogolo jang mo dikomponeng tse di tona. A re lekeng gore kgang e re neng re e bona ya bo *liquidation*, a go nne le *business rescue law*, molao o o sireletsang dikgwebo, molao wa *fair entitlement guarantee scheme* gore fa gotwe kompone e ole e e kana ka BCL, go kgone go ya go tsewa mo letloleng leo go duelwe babereki. Ba se ka ba itswela fela. A *the ILO Conventions* tse di seng *ratified*, di nne *ratified*.

A re nne le *a comprehensive strategy that will ensure a skilled labour force, brigades* tse di tsewe ka tlhoafalo, go tlogelwe go tshamekwa jaaka re bona go tshamekwa mo *brigades* le mo *technical colleges*. Ke a leboga Motsamaisa Dipuisanyo e bile o le *Chairperson* wa komiti e.

**ASSISTANT MINISTER OF YOUTH EMPOWERMENT, SPORT AND CULTURE DEVELOPMENT (MR BILLY):** Ke a leboga Modulasetilo. Mma ke lebogetse Tona gore a bo a re beile kgang ya kopo ya madi pele. Kopo ya madi e, ke dumalana le yone. Fa ke dumalana le yone, ke lebogetse gore Goromente a bo a tsere tshwetso ya go dira *ministry* o o tshwanang le o. O ya go itebaganya le modiri, go tokafatsa modiri le go dira gore go nne le maduo mo ditirong. Ke sone se re se eletsang gore go nne le maduo mo ditirong. Ditiro di oketsege gore batho ba hirwe ba le bantsi le *services* tse re di neelang batho e nne tsa tlhwatlhwa e e rileng. *Ministry* o, o siame thata gore o rute batho *ethics* tsa tiro le ka fa ba tshwanetseng go tsweledisa tiro ka teng.

Modulasetilo, mma ke supe fa leshekere la COVID-19 le fetotse ka fa botshelo bo ntseng ka teng mo ditirong. Go tla ga COVID-19 go ne ga dira gore go nne le diphetogo fa gare ga mohiri le mohiriwa fa re lebeletse ka fa ba tshwanetseng ba lekodisane ka teng ka tsa botsogo jwa tiro kana jwa mmereki. Sone seo se botlhokwa fela thata gore re bo re etse tlhoko gore re ka ithuta eng mo COVID-19 mabapi le dikgang tse di amanang le mohiri le mohiriwa.



Rraetsho, fa ke ntse ke eme jalo, ke leboge Modulasetilo gore letsatsi le ke tlaa tlhalosa gore go ntse go na le kgang e e ntshwenyang ya tekodiso e ke e filweng ke ba kgaolo ya me. Bontsi jwa batho ka nako ya COVID-19 ba ne ba latlhegelwa ke ditiro mme ba bangwe madi a ba a amogelang a ne a fokotswa. Ba bangwe ba ne ba se ka ba bona dikatso tsa bone. Ba bangwe gotlhelele *benefits* tsa bone ba ne ba se ka ba di bona ntswa ba filwe madi a dituelo, mme ba se ka ba bona *benefits* tsa bone fa ba tswa mo ditirong. Modulasetilo, re se ka ra dumalana le seemo se. Re se kgale fela thata ka gore ga re itse gore go ya go diragala eng kwa pele. Re baakanyetse gore yo o nang le kgwebo a le mohiri, a dire *insurances* tse di ka dirisiwang ka dinako tse go nang le *emergencies*. Seemo sa COVID-19 ke *emergency* mme fa go na le *insurances* tse di ka dirwang *to protect* mmereki fa go na le mathata, ke tsone tse re di tlhokang. Gape bahiri ba tshwanetse ba nne *transparent* mo babereking ba bone. Ba nne le boikarabelo le lerato mo babereking ba bone. Ba nne pelotlhomogi mo babereking gape ba nne le mo gotweng *open door policy* mo babereking ba bone. Sone seo ga ke se bue fela, ke se bua ke lebeletse tokafatso ya maduo. Lefatshe la rona re batla gore kwa pheletsong e re motho a le kwa a leng teng, a bo a re ke ya kwa lefatsheng lele le e leng gore fa o batla maduo, o a fiwa ka nako, e bile a a tlhwatlhwa. Batho ba ba ka dirang maduo ke bone babereki. Sone seo ke se etse tlhoko gore ga se a diragala mo nakong ya COVID kana se tswetse gongwe fale le fale se sa dirwe. Ke sone se ke emeng ka dinao ke supa gore ga ke a dumalana le yone; ke ngongorega fela thata.

International Labour Organisation (ILO) e pateletsa gore mmereki fa a le mo tirong a ntshe maduo. Fa a berekelang teng le gone go nne mo e leng gore o ka kgona go ntsha maduo a tlhokiwang ke mohiri wa gagwe. *Whether* o bereka tiro e e *formal or informal*. Sone seo se ka tokafatsa itsholelo ya lefatshe la Botswana ka ponyo ya leitlho. Gape kwa mohiring, ke na le se ke se etseng tlhoko fa ke le mo ofising ya me kwa Francistown East ya Mopalamente; go supafala gore babereki ba bantsi ba saena dikonteraka ba sa di tlhaloganye, *so*, go botlhokwa go itse konteraka e o tsenang mo go yone. Babereki ba bantsi ga ba tlhaloganye ditshwanelo tsa bone. Go tshwanetse gore mmereki a itse ditshwanelo tsa gagwe a ise a tsene mo tirong. Babereki ba bangwe fa ba le mo ditirong, ga ba tseye *instructions* tse di fiwang ke beng ba tiro mme sone seo ke se baya mo go wena Modulasetilo a dilo tse go nne le *workshops* gore babereki ba rutwe ka fa go tshwanetseng go dirwa ka teng. Go tokafadiwe, madi a mantshi a tsennngwe *to*

*workshop* babereki ba lefatshe la rona...

**HONOURABLE MEMBER:** E le gore Modulasetilo ene o tsena fa kae jaanong?

**MR BILLY:** *You talk through* Modulasetilo. *You do not talk directly to the Minister.* Re tshwanetse re itse gore tse ke sa tswang go di tlhalosa di ka tokafatsa ka fa tiro e dirwang ka teng. Matshwenyego mo ditirong a ke a bonang mo kgaolong ya me ke a a amang thata le badisa ba dikago, babereki ba ba berekang *the private sector* segolo jang ditiro tse di kwa tlase. Ke bua le wena Modulasetilo gore o itse gore fa re na le dikgang tse re ka di tokafatsang ka bofefo ke tse di amang badisa dikago le babereki ba ba berekang mo *private sector*.

Mma ke taboge rraetsho ke tlhalose gore re tshwanetse re itse gore tokafatso ya maduo mo tirong re e bona fa motho a disitse kago mme a sa itumela, a sireleditse *millions*, go ka diragala eng. O foo mme a sa itumela, *so* go sireletsa ga gagwe foo le gone go ka fa tlase ga kgatelelo ka gore motho yoo le ene o ka fa tlase ga kgatelelo.

Mma ke tseye sebaka se Modulasetilo ke lebogele *the taxi industry*, Taxi Associations kana Transport Associations gore e re ka *November last year* ba ngadile ditiro ba bo ba bona go le botlhokwa gore ba emise *strike* sa bone. *Strike* sa bone se ne se lebagane le nako ya fa bana ba dikole ba kwala *examinations*. Se ne se lebagane le gore itsholelo e ne e le kwa tlase. Botlhokwa jwa batho ba ke gore ba kgonne go tlhaloganya diemo tseo mme le dikatso tse ba neng ba di tlhoka ba sa di bona. Ke ba leboge thata gore ba botlhokwa thata mo go reng go tokafadiwe itsholelo ya lefatshe le ka gore ke bone ba ba isang batho kwa ditirong, ba ba isang le go tsaya bana kwa dikoleng. Bana ba ithuta sentle ka gore ba pegiwa (*transported*) ke bone. Ke batho ba re tshwanetsng re ba ele tlhoko. Retshwanetse re ba leboge mo go se ba se dirang. Ke lebogele *Ministry of Labour* le wa *Transport* gore ba kgonne go rerisana le Taxi Associations. Kwa Francistown seemo se ne se tshwenya thata ka gore bana ba bantsi ba ne ba sa ya dikoleng. Ba ba neng ba kwala *examinations* go ne go na le ba ba neng ba amiwa (*affected*) ke diemo tse.

Mma ke leboge ba ba re thusang kwa malwapeng ba re ba bitsang re re *maids* kana *auntie*. Le bone ba na le seabe se se seng kana ka sepe. Ke kopa gore bahiri ba tshwanetse ba itse gore batho ba, ba obamele nako ya bone. Ba itse gore batho ba le bone ba tshwanetse ba berekele mo nakong jaaka *by* mmereki mongwe le



mongwe. Ba simolole go ba tsaya jaaka babereki ba ba berekang mo dikompone tse di rileng ka gore bothlokwa jwa bone, ga go na yo o sa bo itseng. Ke jone jo bo dirang gore Rre Keorapetse a bo a ya tirong ya Bopalamente e a tsayang tshwetso mo molao o o tsamaisang lefatshe. Ke bone ba ba dirang gore *Honourable* Hikuama a kgone gore ngwana wa gagwe a goroge kwa sekolong sa English Medium. Diemo tseo re tshwanetse re itse gore fa re leboga babereki ba ba berekang mo lefatsheng la Botswana, re se ka ra lebala mmereki yo o re thusang mo malwapeng. Re tshwanetse re itse gore babereki ba ba berekang mo malwapeng, ba tshwanetse go rutuntshiwa (*trained*). Fa a tswa mo tirong, a kgone go itshetsa ka kitso e a e boneng mo go berekeng kana mo go thuseng mo lwapeng. Ke bangwe ba e leng gore gantsintsi o fitlhela ba sa tsewe o kare ba mo tirong.

Se sengwe sa bofelo Modulasetilo, a re eleng tlhoko gore *brigades* tsa rona re tokafatsa *courses* le *curriculum* ya teng. Ga se maloba mo go neng gotwe fa o ya *brigade you have failed*. A re itseng gore *brigades* letsatsi le ga o ye kwa go tsone ka gore *you failed*. Batho ba ba dirileng kwa *brigades* ba botoka thata go na le ba ba ithutetseng go ya go bereka *white collar job*. Fa e le gore re batla go fetola ka fa re neng re tsamaisa dilo dingwe ka teng, re ele tlhoko gore *training* kana *curriculum* ya bone e tokafadiwe, e tle e tokafatse ka fa ba berekang ka teng. Ke a leboga Modulasetilo.

**DR GOBOTSWANG (SEFHARE-RAMOKGONAMI):** Ke a leboga *Mr Chairperson*. Ke ne ke re le nna ke akgele mo lephateng le. Ga ke itse gore nako ya me e kae *Mr Chairperson*.

**MR CHAIRPERSON:** Ke tlaa go neela 10 *minutes* mme o se ka wa mo fetsa.

**DR GOBOTSWANG:** Tanki *sir*. Ke simolole fela ka kgang e bakaulengwe ba e buileng ya *Bargaining Council* ya bodirelapuso gore Tona tota jaanong kgang e e batla gore e tsibogelwe ka bonako jo bo ka kgonagalang ka gore dikgang di nnane, di tlhokana le gore go buisanwe. O itse dikgang tsa gore badirelapuso ba eletsa gore go buiwe ka dituelo tsa bone gore di ka okediwa ka tsela e e ntseng jang. Le a itse Tona gore go na le dikgang tse di tswang ka kwa tsa *scarce skills* tse di batlang gore go buisanngwe. Jaanong tota thulaganyang ditlhogo mo Pusong, *Bargaining Council* e tsoge e bereke gore badirelapuso ba sireletsege. Bagaetsho, jaaka bakaulengwe ba ntse ba bua, kgang ya rona ke mo go reng a babereki ba duelwe. Go a supafala gore re santse re dumela gore P3,000.00 ke madi a a lekaneng

gore mmereki ope a se ka a duelwa kwa tlase ga madi a a ntseng jalo. Ke gakologelwa nako e nneng kgang e e buiwa...

**HONOURABLE MEMBER:** Ao ke mafoko a ga Boko ao.

**DR GOBOTSWANG:** Ke ya UDC, ke ya rona mo UDC *sir*, o tsietswa ke eng?

Ke gakologelwa gore kgang e fa e buiwa ba Choppies ba ne ba tlhalosa fela ba tswa ba papametse gore bone ba ka kgona go duela babereki ba bone P3,000.00, mathata ke gore Goromente o ba beetse seelo.

Jaanong mme go na le ba bangwe ba maphata a mangwe kana *sectors* tse dingwe tse e leng gore ba a lela, babereki ba *filling stations* le *security companies* ba a lela. *Truck drivers* le bone selemo sa bone se se tona. Ke babereki ba ba berekelang mo diemong tse di ba kgokgontshang mme e bile le dituelo ga se tse di lekaneng Modulasetilo wa Komiti. Jaanong gape go santse go na le dikompone tse dingwe mo Botswana tse di santseng di hira batswakwa. Batswakwa fela ba tsile go bereka ditiro fela tse e leng gore tota ga se tse e ka bong go santse go ka letlelesega gore motho o ka fiwa *work permits*. Ke ipotsa gore Tona tota gatwe batho ba ba fiwa *work permits* ka tsela e e ntseng jang? A ko o tlhodumele, o tsene mo dikomponeng. Fa o ka tsena gone kwa bo Motor Center jaana, o tlaa gagkamala o fitlhela rre a tswa kwa India kwa gotwe o bala dikoloi, dilo tsa mofuta o o ntseng jalo, e le *Clerk* fela gone foo. Goromente, a ko le tlhoafaleng le sireletsege Batswana. Rona ka gore re tswa mo dikgaolong tsa dipolase, babereki ba dipolase ba tshwere bothata golo ka kwa. Ba tlhokana le tshireletso ka gore ba a golafala, ba a kgokgontshiwa e bile ba kobiwa fela go sa re sepe. Ba a tsamaya ba ya go ikuela kwa Mahalapye mme go kgakala. Fa ba le gone koo, ba e leng gore ke bahiri ba bone fa ba *Labour* ba re ba a ba bitsa ba a dipa, ba dipela babereki ba *Labour*. Fa gongwe ba ba lotlelela kwa ntle ka gore jaaka le itse kana golo ka kwa ke lefatshe le lengwe le o ka reng le sele le ke sa bolong go bua ka lone la Tuli Block gore a le bulwe, babereki ba *Labour*, ba *Immigration*, mapodise le masole ba kgone go tsamaya ba phuthologile ba dire tiro ya bone Modulasetilo.

Jaanong rona ba re alogileng mo thutong ya *education with production* ya ga Van Rensburg, nna le Motlotlegi Rre Modukanele le Motlotlegi Nkawana le ba bangwe, re utlwa bothoko fa re lebelela *vocational education* e le mo tlhakathakanong e e kanakana Modulasetilo.



Thursday 17<sup>th</sup> March, 2022

ORGANISATION 2600 - MINISTRY OF EMPLOYMENT,  
LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT  
*Committee of Supply (Resumed Debate)*



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nngwe le e nngwe. Ke mmereki wa mohuta mang yo o berekang mme ga a kgone gore a tseye *loan*? Re a itse gore mongwe le mongwe gore a kgone go tswelala pele, a age ntlo, a reke koloi, a reng, go a re a tseye *loan*, but *security companies* di na le mathata a gore babereki ba tsone ga ba kgone go tsaya *loans*.

Mma ke ye kwa thutong ya *vocational education*. *Minister*, kana Goromente o ne a tsaya tshwetso *at one point* ya go kgaoganya thuto ya rona a re o tlaa nna le mo go neng go bidiwa gotwe *universal ten-year basic education*, e ngwana a neng a tsena sekole *up to 10 years*. Fa a tsena foo go a itshupa gore a yo ke yo o *academic* kana *vocational*. Goromente *at the time*, ke na le tumelo ya gore *was recognising* gore *vocational education* ke selo se se tshwanelwang ke go tsewa ka tlhwaafalo. Ka lebaka la gore *vocational education* mo mafatsheng a mangwe ke *mainstay of the economy*, ka gore bana ba rutwa go dira. Ga se bana ba e leng gore fa ba tswa kwa go a twe go beilwe fela mo goreng ba tlaa hirwa. Ba rutwa go dira ka diatla.

Ke eletsa gore *Minister*; a re emeleng *vocational education* ka dinao, bana ba rutwe go dira, e re ba tswa mo dikoleng tse ba bo ba tswa ba itse gore ba ya go simolola dikgwebo, ba ya go dira ka diatla. E bile Tona ke ne ke eletsa gore, gore *vocational education* e kgone go tlotlwa sentle, e nne le seriti, a re oketseng *qualifications* tsa yone. Re se ka ra fitlhela bana ba rona e le gore fa o le kwa *vocational education* o ya go felela fela ka *Higher National Diploma*. *Let us make sure* gore bana ba ba ka tsena sekole sa *welding and fabrication, plumbing, le building, up to Degree level*. Golo mo ke gone mo go ka dirang gore fa ba le kwa dikoleng tseo le bone ba ipone gore ba nonofile, a tswa koo, a re *I have a first Degree in plastering or upholstery or any other qualification* e e tsewang kwa *vocational schools*. Jaanong ke ne ke kopa gore Tona a ko re dire dilo tse ka tsela e e ntseng jalo.

Tla ke tsene mo kgannyeng ya *Industrial Court*. *Industrial Court*, tota fela mathata a re santseng re na le one ke a gore, *cases* tse di yang kwa di tsaya lebaka le le leele. Ke buile kgang e, ke e bua gape. Jaanong babereki ba ba a bong ba sa direlwa sentle, ba felela ba fentse *cases* kwa *Industrial Court*, go felela go sena mosola ka gore ba neelwa *judgment* go bo gotwe ba ye *to enforce it*. So motho wa Modimo o tlaabo a tsere *judgement* ya gore a duele, yo o tshwanetseng gore a mo duele ga a mo duele. Ba gomahala fela bahiri, ka gore ba na le dithata, e bile ba itumelela gore batho ba ye

kwa *Industrial Court*, ka gore ba re kgang e ya go tsaya lebaka le le leele, e bile gongwe o ka nna wa felela o sule kgang e ise e tsene. Fa kgang e sena go nna e tsena, e le gore jaanong motho o solofetse gore ka ke fentse kgang a duelwe, ba gana go duela.

Fa ba re ba hira Deputy Sheriffs tse di ikemetseng ka nosi, le tsone di ba jela madi. *So* tota fela o bo o bona gore kgang e e felela mo phefong ka gore motho a re ke sekile, mme o felela a sa bona madi a gagwe, a sa bona ditshwanelo tsa gagwe. *So let us not be half hearted about this, let us go full throttle and ensure* gore *judgments* tsotlhe *can be enforced* ka tsela e e ntseng jang. Ke sone se ke reng, *maybe* Goromente o tshwanelwa ke gore a nne le barongwa ba gagwe ba e leng gore *they are enforcing judgments* tsa *Industrial Court*, gore ope yo o boneng kgang e mo eme sentle, a kgone gore barongwa ba ba mo thuse gore a thusege.

Mo gongwe ke yone kgang e e neng e buiwa ke *Honourable* Regoeng, e ke batlang go e gatelela ya gore dituelo tsa batho ba ba mo *vocational schools*; ke e fa sekai ka Francistown College and Technical and Vocational Education (FTCVE), *these people* ba na le *qualifications* tsa bo Masters Degrees, ba bangwe ba na le bo Doctor of Philosophy (PhD) mme fa go tla mo go reng *they advance to the D scales*, go nna bokete mo go gaggamatsang. Batho ba ba Modimo ba rutegile. Fa le batla go ba sotla *Minister*, fa a ntse a le foo go tliwa morutabana fela go tswa kwa *secondary school* kana kwa College of Education, o tlele go hirwa a bo a fiwa a *high post*. E le gore batho ba ba ntse ba le foo ba dira tiro ka botswerere le bonokopila, ba solofetse gore ba ka ya kwa *scales* tse ditona. A ko o sekaseke golo fa *Minister*. Ke na le go go tshephanyana gore o maotonyana a e tleng gongwe re go roma, wa dumela. Dira jalo o bone gore *we retain* babereki ba FCTVE le ba *technical colleges* tse dingwe ka go baakanya *the conditions of service* tsa bone. Ke a leboga *Mr Chairperson*.

**ASSISTANT MINISTER OF AGRICULTURAL DEVELOPMENT AND FOOD SECURITY (MR MOLEBATSI):** Ke a leboga *Mr Chairperson*. *Mr Chairperson*, ke tlaa bua ka khiro ya batho. Kana tota *Employment Policies* kana go tlamela batho ditiro re dirisa molao, go batla lephata la ga Rre Shamukuni le tshwaragane le *ministries* tse dingwe. Kwa mafatsheng a mangwe *there is absolutely no way you can do* le sa kopanye le *Trade Policy*.

*Unemployment* kana mo Botswana o fitlhela e le gore jaaka go ne go buiwa, banana ba teng. Kana *unemployed youth* ya rona mo Botswana ke bana ba ba rutegileng.





Ke tlhotse ke le kwa kgaolong ya me ke bona bana ba gotweng ba ya go bala ditlhopho ba hirilwe ka nakwana; ke bone ba *Diploma* le *Degree*.

**HONOURABLE MEMBER:** O raya go balwa ditlhopho kae?

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

**MR CHAIRPERSON:** *Order! Order! Accept the correction* gore o ne o sa bue ka ditlhopho.

**MR MOLEBATSI:** Ke ne ke sa bue ka ditlhopho, ke ne ke bua ka go bala batho.

Mo re go bonang ke *unemployment* e e tlisiwang ke mo gotweng *market imperfection*. Se gongwe Mapalamente re se lebang, ra re go nne go rutwe go tlise Vocational Training Centres (VTCs). *Rapid skills development* ke yone e ka re thusang gore se se rutiwang bana, e nne se se tlhamaleletseng tiro. Mme ke go fe sekai; fa o ka ya kwa Morupule Power Station, o tlaa fitlhela e le gore re santse re *import the coded welders from* bo Thailand ka gore *the imperfection* e ke buang ka yone, ke ba ba leng teng fa mme ga ba a lebagana le se re se tlhokang kwano. Kana *Trade Policies* ke tsone tse di ka thusang gore re baakanye dilo tse. Ke batla gore ke tlise *Trade Policies* ke di lebaganye le *Employment Policies* ka gore kwa mafatsheng a mangwe, go bereka fela jalo.

Fa re ka dira *policies* ra di sala morago *like policy* e e bolayang gore go tsene dilo mo lefatsheng la rona, re ka kgona go itirela jaaka re dira ka *horticulture products* gore fa re reka kwa mafatsheng, re isa ditiro teng. *I want to put it that simple* gore *the use of tariffs* kwa melelwaneng ka dilo tse di tsenang, go tlaa dira gore gongwe re tshabe tse di tswang kwa ntle, re dire mo lefatsheng la rona.

E ntse e le kwa *Trade*, re ka dira *production subsidies*. Motho fa a dira *irrigation*, gongwe re mo kgaolele Value Added Tax (VAT) go duela metsi ka gore o tlaa dira masimo, a bo a hira ba bangwe. Ke tsone *subsidies* tse re buang ka tsone gore mo mafatsheng a mangwe go dirwa fela jalo. Re se ka ra leba *to collect VAT* thata ka bontsi, re lebe gore *we can actually substitute that and compromise collection* ya VAT ka go dira se go tlaa nngang motlhofo gore go nne le *production* le *manufacturing* mo lefatsheng. Ke sone sekai se ke batlang gore ke se dire.

Mo gongwe, lefatsheng le tshwana le South Africa *in the motor industry, what they have done* gore *motor industry* e hire batho ba le bantsi, *they go to the extent* ya gore

ba duele *a company* gore o dirile dikoloi di ka nna 5 000, ya bo 6 000 re go duela 30 *per cent of the cost*. Fa o dira jalo, ke gone jaaka o tlaabo o tlhama ditiro, go na le go reka dilo kwa ntle. Dilo tse di batla re inaakanya le bone bo International Collaboration Initiative in Trade and Employment, *that is an* Organisation for Economic Co-operation and Development (OECD), World Bank tse di thusang gore ka madi re na le one mme dilo re a di tlhoka, go na le gore le dire *employment*, a re direng gore madi a a nne mo lefatsheng lone le.

Ke batla ke gatelele se gore se re se dirang gompiano se gongwe Batswana bangwe ba sa se tlhaloganyeng sa gore re tswalele go tla ga merogo mo lefatsheng le, ke nngwe ya tsone dilo tse re di dirang gore *employment* e sale mo lefatsheng. Madi one a ka re tlaa nna re reka, re tlhoka go ja, a a nne kwano, a tlhame ditiro mo lefatsheng la rona. Sone seo le fa re ne re dira jalo kwa *agriculture*, kana ke *Trade Policy*. *Trade* le *ministry* wa gago *Honourable* Shamukuni, ga le ka ke la tlhoka gore le bereke mmogo fa e le gore le batla gore re direle Batswana ditiro.

E nngwe e ke batlang gore o e sale morago ka ga ke na nako, ke yone e ke e buang ka *the motor industry*. *The motor industry* kwa South Africa, *they go even to the extent of paying those companies to provide employment*. *They do that*. Ba dirile *the sales agreement* le *the motor manufacturers* gore fa o ka dira 10 000 *units*, ya bo 11 000, *we pay you 30 per cent of your production cost*. E le gone go dira ditiro. Ke a leboga *Mr Chairperson*.

**MR CHAIRPERSON:** Thank you Honourable Minister. Honourable Minister Shamukuni, please reply to the debate. *O tsholetse dinao Motlotlegi Rraetsho Tona*.

**MINISTER OF EMPLOYMENT, LABOUR PRODUCTIVITY AND SKILLS DEVELOPMENT (MR SHAMUKUNI):** Ke a leboga Modulasetilo. *Let me take this opportunity* ke leboga Batlotlegi Mapalamente go nkema nokeng mo kopong ya me ya madi. Ke le leboga fela thata batlotlegi, *you raised* dintlha tse di botlhokwa thata mme gape di le dintsi, ke tlaa leka ka bojotlhe gore ke di ame *and to respond* mo go tsone ka fa ke ka kgonang ka teng.

*Honourable* Kekgonegile o tshwenyegile thata ka dikonterata tse e leng gore *are not honoured* ke bahiri, gore re di beye leitlho ka gore seemo seo se babalela babereki. Ke dumalana le wena gore dilo tsa go nna jalo di teng, *reports* le rona di tla di re gorogela kwa



ofising. Jaaka ke boletse kgantele, re leka thata go nonotsha lekalana la rona la *inspectorate* la gore go tlhotlhomisiwe *businesses* tsa go nna jalo. Ba tsweltho ba tlhotlhomise gore dikgang tsa go nna jalo, *they should nip them*; mo gotweng to nip at the bud. Ba di kganelela *and detect them* ka koo *through inspection*, re bo re bone gore *we address them* ka nako.

O tshwenyegile thata gape ka *issue* ya *part-time employment*. *It is in the Employment Act* mme re rile *we are going to review* melao. Re tlaabo re lebelela dintlha tse tsotlhe go bona gore *how can we define* ya *part-time employment* gore phelelong, re tle re nne le *definition or employment* e e tswelang *those who are employed* mosola. Jaaka ke supile kgantele, *this law reforms* re di dira le *our social partners*. Ke tiro e e leng gore e tswelsetse, re e tshwere.

Ya *labour brokers*, go boammaaruri go ntse jalo. Makalana a mangwe le dikgwebo tse dingwe *they engage middleman*, gone mo gotweng *local brokers*; go leka *to identify talent* mo mmarakeng ka gore *they want to focus on their core job* ka go dira *business* ya bone. *They then enlist services* tsa bangwe gore ba ba thuse *to identify certain talents for posts* tse ba di tlhokang. Ke dumalana le wena gore go etla go nna le bothata jwa gore fa gongwe fa go na le bothata, go isiwa babereki kwa go bone, gona le gore borakgwebo ba rarabolole dikgang mo go siameng. *At the start of our labour law review*, ke dingwe tse re tlaa di lebelelang go bona gore *brokers* le tsone *how can they be regulated* gore re nne re sireletse seriti sa babereki.

*In terms of the implementation of the Decent Work Country Programme*, ke eletsa go itsise *this House* that we have made strides. *It is not true* gore ga re a dira sepe, *we have really made strides*. *I will give you example, development of the National Employment Policy is a result area which is contained with a Decent Work Country Programme*. *That we have achieved*.

*Occupational Health and Safety Policy* le yone ke bontlha bongwe jwa go diragatsa *the Decent Work Country Programme*. Le yone re e diragaditse *Honourable Members*. *The ongoing review of our labour laws, it is part of our Decent Work Country Programme*. Ke dingwe *milestones that we have to achieve, and we are at an advanced stage* jaaka ke supile ka go leka gone *to consolidate our labour laws* gore go tle go nne le *a law that is overarching*, e e tlaabong e *serve purpose* e re tlaabong re eleditse go e e *serve*.

*Le the formation ya the Steering Committee; Steering Committee was even launched last year in November*. Re e kopanetse le *our social partners*; *it is a tripartite structure*. Le yone *it is overseeing implementation of the Decent Work Country Programme*. Ke supe gore re busy mo go yone.

Ya *work permits*, ke dumalana le Batlotlegi Modulasetilo. *Yes*, go na le dikompone dingwe tse o fitlhelang di tla ka *skills*, ba batla gore ba hire batswakwa mo *skills* tse re nang le tsone mo Botswana. *We discouraged that*, re eletsa thata gore go tsewe mo *skills* tse di leng teng *locally*. A e re dikompone di beelelsa mo Botswana, ba bo ba itse gore go na le *skills* tse di teng. Le rona fela *in terms of issuance of permits*, re tsenya leitlho thata. Re lebelela fela thata gore fa *skills* di le teng, re se ka ra fa batho *work permits* tsa go nna jalo.

*I want to say, we have plans to reform our work permits system, to automate ourselves; automating* e tlaa dira gore le *process* ya yone fela e nne bofefo. *Also part of the reforms is to introduce a quota system* gore fa o le mmeetsi o le Kapinga jaana, gongwe o beelelsa ka P50 million mo Botswana, re tlaabo re go fa *quota* ya gore wena ka o tlaabo o tswa kwa Angola, o tlaa hira maAngola ba le bararo, ba le 57 out of 60 e tle e nne Batswana, e le *quota* ya gago, *and then you will play in ka quota* eo. *These are the reforms that we intend to introduce Mr Chairperson*.

Ka *labour administration*, re rotloetsa thata gore *we should engage our social partners*. *This is exactly what we are doing*. *Honourable Members*, ke tlaa le itsise fela gore *we already had the opportunity to meet them on three occasions* e le *meet and greet sessions*. Maloba a maabane re ne re na le Sub High Level Consultative Council (HLCC) re lebeletse tsone dikgang tsa babereki re le mmogo. *The meeting was very cordial*. Ke sengwe se e leng gore re a rotloetsana ka borona gore *this relationship* re e godise. Ke gore *we should broaden and deepen it* gore ka dinako tsotlhe, *we engage each other* mo dikgannyeng tse di amang Batswana.

*Skills development; vocational training*, Batlotlegi ba tshwenyega thata ka boleng jwa thuto *in the brigades*. *I want to assure you* gore *commitment* e teng go leka go tla go tshoetsa sone seriti sa *brigades*. Le fela gore baithuti ba kgatlhegele *programmes* tse re tlaabong re di ba neela, *we are introducing* le *new programmes* tse e leng gore tse 29 *already are accredited* by BQA. *We intend to roll them out* re di *introduce in the brigades* ka August jaaka *brigades* di tlaabo di bulwa. Re leka ka





bojotlhe, re tlaabo re le *ready*, *I want to assure members that we work around the clock* gore come August, re bo re le *ready* gore re bo re ka di simolodisa. Mo kopong e ke le e bayang pele ya madi, re kopa madi a *maintenance* a *brigades*. Re kopa madi a go reka *equipment* *Honourable Members*, and re na le tumelo ya gore *we will move fast* ka *maintenance*. Le gone fela gore *equipment* e goroge re simolodise *programmes* tse di sha ka gore *these other legacy programmes* jaaka le itse, di ya to *discontinue* ka July, re tshwanetse gore re tsenye *programmes* tse di sha.

*Honourable Kekgonegile*, ke supe fela gore ka *maintenance issues* tse o neng o di ntsha tsa kwa Maun, *technical college is under maintenance* fa ke bua le wena. Re tlaa tswelala ka *maintenance* wa teng jaaka re ntse re tsamaya.

*Honourable Balopi*, *thank you very much*. Ke batla go supa, ke lemoga, e bile ke go rurifaletsa gore *there is a very able team here* mo lephateng. Le nna ke amogelesegile sentle, ba ntiretse mo gotweng a *soft landing*, *I have grasped* ka bonako. Ba mpha *guidance* fela e ke e tlhokang, and ke na le tumelo fela e ntsi ya gore re ya go bereka sentle mmogo. Le bone ke fitlhetse *tradition* e o neng o e beile ya *engaging social partners*. Ke eletsa gore ke e godise, le nna ke e tsweledise. *This is what we are going to do* re leka to *implement* le *the Decent Work Country Programme*. *Yes, the budget* e kwa tlase. *To move* mo lephateng le *particularly around issues* tsa *labour skills development*, le gone go rotloetsa *productivity* fela mo tirong, tota *we needed a bigger budget than what we got* gompieno gore re kgone tota *basically to address the concerns that you are raising as Honourable Members, around extension services, extension work* tsa bo *inspection* fela jalo. Ke na le tumelo ya gore mo tsamaong ya nako, re tlaa bona madi ao gore re tokafatse *the way* re dirang dilo ka teng.

*Honourable Majaga*, o buile boammaaruri gore dikgang tse tsa pereko mo dikgaolong ka bontsi, *these are topical issues*. Di tshwanetse gore di tsewe ka matseseleko, and go nne le *urgency* mo go lekeng go di *address*. *Reports* re a di amogela *from various sectors*. Ke a itse gore kwa kgaolong ya Nata, *there are issues tsa farm workers*, di teng le kwa dikgaolong ka go farologana, *even mine included, there are issues in the tourism sector* tse e leng gore le wena *you know* gore go dikgang tse dingwe tse di sa nnang sentle tse re tshwanetseng gore re di baakanye. Re tlaa leka ka go baakanya ka molao, le ka go atolosa *inspection* jalo. *What I want to see happening* tota mo tsamaong ya nako mo go lekeng go baakanya diemo tse,

re tlaabo re di etela, re tsamaya re le a *tripartite*, ke gore rona re le Goromente *with our social partners being* boradikgwebo le *unions*. Le gone fela go tsamaya *just to sensitise* le babereki fela gore tota ditshwanelo tsa bone ke eng, le bahiri gore melawana ya reng, ba tshwanetse go e sala morago jang. Ke fete ka yone.

*I want to assure you* gore ke tlaa tla kwa Mosetse, ke tla go tlhola Mosetse Brigade. Gongwe ka *programme* ya *heavy plant* e ne ya emisiwa ka gore ka nako eo, e ne e se *accredited*. Ke na le tumelo ya gore mo tsamaong ya nako, ke dingwe tse re tlaa di baakanyang ka gore tota keletso ya rona, ke go bona bana *excelling in programmes* tse, e bile ba di kgalhegela. Fa o ya kwa mafatsheng a a tlhabologileng, mo gotweng *developed countries, the artisans are highly regarded*. Ba tselwa kwa godimo fela thata. Ke bone ba o fitlhelang ba *dominate*. *Participation* ya bone mo itsholelong mo mafatsheng ao, e kwa godimo thata. Ga go tshwane le ka kwano. Re tshwanetse go bona gore re tokafatsa jang, re simolola go rokotsa (*entice*) jang bana gore *programmes which are offered* kwa *brigades* tsa *vocational*, ba di tlhoafalele le bone ba di tseele kwa godimo, ba itse gore ke dingwe tse di ka tlang tsa ba tshetsa.

*Honourable Hikuama*, tota o ne o leka to *articulate the BNPC mandate* gore *as per mandate* o le re o neelang le le Palamente, a mme re dira mo go lekaneng to *ensure* gore tota *productivity* e a nna mo perekong mo lefatsheng la Botswana, *both in the private sector and the public sector*. *All of us* re itse gore seemo sa *productivity* le *the work ethics* se santse se le kwa tlase. Ke tiro e re tshwanetseng go e tshwaraganela batlotlegi ka gore tota e re ama rotlhe *wherever we are*. *Without productivity, then we are not serving this economy*. *Without productivity then* ga re dire mo go lekaneng to *serve economy*, ke e beye fela jalo *generally*.

*We have developed national productivity blue print* e ke tselang gore e a go leka to *address* dikgang tse dingwe tsa *productivity* le *work ethic*. *I want to state now* gore *we have a partnership which is ongoing* le Smart Work Ethic Group ya United States of America (USA) *which provides training and we will be rolling out this training* and re na le tumelo ya gore mo tsamaong ya nako, go tlaa nna botokanyana.

*Industrial relations*, re eleditse thata gore re tsosolose *the Public Service Bargaining Council*. Tota go boammaaruri, le rona ke keletso ya rona mo *ministry*, *we know* gore *already this is provided for in the law* gore *the Bargaining Council* e tshwanetse gore e tsene,





e nne to discuss and deliberate on issues tse di amang babereki. *We will continue to work le parties ba bangwe ka gore ga se rona fela re leng responsible for yone. We will continue engaging le ba re berekang le bone, gore gongwe re tsibose fela gore it is very urgent, extremely urgent gore re tsosolose this Bargaining Council.*

*Honourable Gobotswang o ne a list gore kana this is a council e e leng gore tota it should be looking at dilo tsa bo remunerations jaana, conditions of service, go na le dikgang tsa bo scarce skills tse re tshwanetseng go di lebelela. Without structure se se tshwanang le sa Bargaining Council, then it is going to be a bit difficult gore dikgang tse dingwe tse re tle re di wetse ka nako e e siameng. The Labour Office; le gore re tshwanetse go oketsa our footprint gore Labour Offices di aname le lefatshe la Botswana. That is our wish. Re na le keletso eo e e tletseng thata gore our Labour Offices, di aname ka gore go ka thusa le yone inspection ya rona. Re ntse re na le mathata a madi a gore re ka set up mini offices across the country. We will try by all means to capacitate our offices, ba dire more extensive work. I know gore ga go na labour office kwa Ngami, but re tlaa leka ka bojotlhe gore our office e e kwa Maun, e nne areas tse ba di etelang kgapetsakgapetsa.*

*Rapid Skills Centre, yes, e tlhokana le madi. We have something somewhere in the region of bo P6 million towards vocational training mo constituency ya gago, go ya go leka go oketsa programmes, go aga workshops le go batla equipment fela jalo. Re tlaa leka ka bojotlhe Honourable Member.*

*Batlotlegi ka bontsi ba re skills development is misplaced in this ministry. My comment e tlaa nna gore tota that is not ours. Tota gone ke kgang ya lona, ke dingwe tse e tlaa reng gongwe ka nako ya rationalisation kana realignment ya ministries, you just have to raise it strongly, le fe mabaka and ke tseela gore as Parliament, we will be guided gore re tle re bereke jang.*

*Security companies; le rona re tshwenyega thata ka the way security companies di itsholang ka teng, go sa duela babereki ka nako. Re tlaa leka go bereka le lekalana le le responsible for batho ba security. Re tlaa inaakanya le bone gore dikgang tse di tsewe ka tlhoafalo. Not only that, le rona as we review our laws tota, we are much more inclined go oketsa penalties di tle di nne a deterrent gore ope fela yo o sa dueleng babereki ka nako, ope fela yo o nyafalang mo go dueleng babereki and we know gore currently outcry e mo security companies, re tle re di tackle ka tsela e e bofefo, mme*

re dirisa molao. Ke tseela gore e tlaa re ka Palamente ya Mariga, jaaka re dira melao jaana, e tlaa nna dingwe dintlha tse lona batlotlegi, le tlaa di rotloetsang gore yes, re oketse penalties.

*Honourable Lelatisitswe le wena ke na le lenaneo la go etela brigades. Le ya gago brigade ya kwa Lethakane, ga ke ye go e tlogela. Le ya gago Honourable Regoeng, ga ke ye go di tlogela, re tlaa ya go leka to appreciate what the issues are le gore mathata ke eng. I just want to assure you Honourable Members gore all our facilities, brigades tsotlhe are accredited by BQA. Le programmes which we are offering currently, they are accredited. We are going to introduce new programmes which will be accredited ka August.*

*I think the other thing that I should mention here, for programmes tse disha tse jaaka re tlaabo re di ruta (offer), go tlaabo go na le ngwaga o o leng gore it is dedicated fela for attachment to industry. Gore e re bana ba aloga (graduate), re itse fela gore they are industry ready. Then re tlaabo re tila seemo se Honourable Lelatisitswe o neng o se supa gore bontsi jwa bana ba bangwe are graduating and o fitlhela e le gore skills tsa bone ga di enough gore effectively one can participate mo economy. We will try by all means to ensure gore tota we upskill them mo go lekaneng.*

*Le ya Debswana le keletso ya yone ya go bereka le brigades tse di kwa kgaolong ya gago gore ba rutuntshe bana mo ditirelong tsa meepo, I want to assure you, we will move with speed ka gore jaanong the direction that we are taking, ke to bring more strategic partners, to promote strategic partnership with the industry. Gore industry e bereke le brigades, so that re kgone to churn out the skills which will be relevant to such industry.*

*Mo gongwe mo o neng wa go bua Honourable Member, o fitlhela e le gore fa gongwe re palelwa ke to absorb bana ba le bantsi. Re a bo re lebeletse the capacity that we have, gongwe in terms of the workshop le the equipment that we have. It only allows us gore re ka rutuntsha palo e kana, and moo le gone is a limiting factor in terms of enrolment ya bana mo sekoleng.*

*Honourable Keorapetse; you were talking about oppressive laws and policies; I will disagree with you. I do not think our laws are oppressive because most of these laws ke tse e leng gore we develop as a tripartite and our social partners are involved. I do appreciate gore there are times tse e leng gore go etla go nna le deficiency mo tsamaong ya nako. Molao mongwe le*



mongwe o ntse jalo, mo tsamaong ya nako ga re o o lebelele, o bone gore *is it still serving that purpose*. *It is only proper* gore fa o iphitlhela o le mo seemong seo, *then review it* gore o itepatepanye le diemo le *contemporary times*. *This is exactly what we are doing* ka *our labour reforms*. *We are reviewing our labour laws and we are doing this* re le a *tripartite*. *We are looking at what we have to do*, re lebeletse *the obligations* tsa ILO tse re tshwanetseng *to meet them, particularly* ka *the conventions that we ratified*. Re tshwanetse gore re bone *how do align* melao gore re diragatse *expectations* tsa the ILO. *That is exactly we are doing* rra, re lebeletse molao oo.

*Paternal leave; you suggested it*, o rile you *suggested to my predecessor*, ba re o ne a re “ke tlaa, ke tlaa” o re ke *response* ya Domkrag. O ne o re o tlaa tsisa *Bill*, go raya gore le wena ke “ke tlaa, ke tlaa” fela. Re emetse *your Bill*, e goroge re e sekaseke ka o motho le go tsisa *Bills* o le Mopalamente. *So*, “ke tlaa, ke tlaa” oo le ene o mo fefose *Honourable* Keorapetse.

**HONOURABLE MEMBER:** Clarification  
Honourable Minister.

**MR SHAMUKUNI:** I grant you.

**MR HIKUAMA:** *Point of clarification*. Ke a leboga Tona. O tlhalosa sentle o wetse dibete. Sebe sa phiri ke gore, e kete o itatola tiro ya gago ya boTona. O emetse ba bangwe go tla go tokafatsa *ministry* wa gago. Ga o na ka fa o ka dirang ka teng gore o fefose o le motho yo o nang le dithata tsotlhe le tsa *Attorney General* tota. Ke a leboga.

**MR SHAMUKUNI:** Nnyaa, *policies* le melao e ke lebaganeng le yone e mentsi, go raya gore le yone *I will prioritise*. Jaanong *Honourable* Keorapetse *prioritises* o wa *paternal leave*, go ne go se thona, ke tiro ya gagwe le ene e le Mopalamente. Fa o le Mopalamente o dira molao, le ene ke tiro ya gagwe e le Mopalamente gore a tsise *Bill* re e sekaseke rotlhe. Re bone gore a ke *Bill* e re ka e diragatsang.

*Implementation of our Labour Laws...*

**HONOURABLE MEMBER:** Clarification.

**MR SHAMUKUNI:** I will grant you.

**MR TSHERE:** *Point of clarification*. *Thank you very much Honourable Chairperson*. *Honourable* Shamukuni, ke batla go botsa potso fela e le nngwefelanyana, sengwe se se ntshwenyang kwa ofising

ke gore jaaka Mahalapye Brigade e le nnyennyane jaana e sa dire *course* tse dintsi, e bile ke emetse thata gore e re ka National Development Plan (NDP) 12 o tsenye Mahalapye Vocational Training Centre mo teng, gore e agiwe kwa Mahalapye. Bana ba Mahalapye ba isiwa kwa Maun, Nswazwi le kae, go latela *courses* tse di seyong kwa Mahalapye. Fa ba tsena kwa ga ba na boroko, o ba duela P350 *per month*, ga go na gore ba ka bona boroko kae. Selo se se opisa batsadi tlhogo ka gore jaanong ga re ba ba duelele mo madi a seyong. Lona le akanya jang le le *ministry to ratify problem* e, *more so that* ga le batle ba tshwara *piece jobs*. Ke a leboga.

**MR CHAIRPERSON:** Honourable Minister, be watchful of your time also, *o tle o kope madi*.

**MR SHAMUKUNI:** Ee, ke a leboga *Honourable* Tshere. Re a lemoga seemo seo. Ke seemo se re tshwanetseng re se tshwaraganele. Re lemoge gore bana ba tsamaya ba ya go batla *programmes* mo mafelong a a rileng, go ithuta. Le rona re le batsadi *in one way or the other*, re nne le seabe go thusa bana. *We know* ba bangwe ba kgona go thusa ka *allowances*. Ke tsaya gore *Honourable* Letsholathebe, e tlaare a tla ka *chapter* ya gagwe, le ene a supe gore *it is time*. *Our financing model* ke a itse gore *yes*, o tlaabo o bua le ba *brigade* ka ya thuto e kholwane. Gongwe *it is not sustainable*, *it now calls* gore ba rotlhe re tsenye letsogo. *I now want to appeal to the parents* gore fa baithuti ba ya go ithuta, le rona a re leke ka bojoitlhe go thusa Goramente *to give a hand*, ba ithute thata.

*Mr Chairperson*, ka ke setse ka *two minutes*, gongwe ke wetse ka *Honourable* Gobotswang. *Yes we are going to merge* CITF le Madirelo Training and Testing Centre *and we are advanced in that area of merging*.

*Mr Chairperson*, *I wish at this point to move that the sum of Seven Hundred and Sixty-Eight Million, Six Hundred and Seventy Thousand and Ninety Pula (P768,670,090.00) under the Recurrent Budget for Organisation 2600 be approved and stand part of the Schedule of Appropriation (2022/2023) Bill, 2022 (No. 2 of 2022) and that the sum of One Hundred and Seventeen Million, Eight Hundred and Ninety-Four Thousand, Six Hundred and Forty-Four Pula (P117,894,644.00) for Organisation 2600 under the Development Fund be approved and stand part of those estimates for the financial year 2022/2023. I move accordingly. I thank you Mr Chairperson.*

Question put and **agreed to**.





## ORGANISATION 2300 - MINISTRY OF INFRASTRUCTURE AND HOUSING DEVELOPMENT

**MR CHAIRPERSON:** Honourable Members, please note that two hours 50 minutes have been allocated to this organization. I shall call upon the Honourable Minister to reply to the debate at 4:30 p.m. on Monday 21<sup>st</sup> March, 2022 and the question will be put at 1700 hours. Honourable Acting Minister of Infrastructure and Housing Development, non-other than Honourable Modukanele, please present your chapter. *O tsholetse dinao mo Kgotleng.*

### ACTING MINISTER OF INFRASTRUCTURE AND HOUSING DEVELOPMENT (MR MODUKANELE):

Thank you Mr Chairperson. Mr Chairperson, I have the honour to present my ministry's budget proposals for 2022/2023 financial year to this Honourable House. I am requesting for a total budget of Six Hundred and Twenty-One Million, Fifty-Three Thousand, One Hundred and Sixty Pula (P621,053,160.00) comprising of Four Hundred and Ninety Million, Seven Hundred and Seventy-Three Thousand, One Hundred and Sixty Pula (P490,773,160.00) under the Recurrent Budget and One Hundred and Thirty Million, Two Hundred and Eighty Thousand Pula (P130,280,000) under the Development Budget. Before I present these budget proposals allow me to highlight some salient issues relating to implementation and general progress in budget utilisation in my ministry.

My ministry's mandate is to provide policy direction in the construction and maintenance of Government buildings. My ministry is also responsible for the development of housing programmes and policies that facilitate citizens to have access to housing or shelter and also promotes home ownership through different housing schemes.

### PROJECT IMPLEMENTATION

Mr Chairperson, for quite some time, project implementation to provide the built infrastructure has been marred by several challenges. Currently, when ordinarily my ministry should be the one providing the lead in infrastructure provision, several ministries and other entities in Government are undertaking infrastructure projects independent of my ministry. This is by no accident that it is happening that way. Decisions were previously taken that ministries should provide for

their own infrastructure right from project inception to completion. This option was followed when client ministries complained that my ministry was delaying project implementation.

Procurement and Project Management Units were set up in various ministries with the belief that project implementation would improve. However, what has since emerged was the need for independent quality control through "Owners Engineer" concept, where a different entity would oversee and ensure strict adherence to project management protocols by those implementing. This role was to have been played by my ministry or at least facilitated by same, to instil values, ethics and ethos that resonate with good governance principles, within the construction industry.

My ministry and the construction industry sector as a whole, are also faced with a number of challenges which include lengthy procurement processes; delivery of sub-standard engineering and construction work; increase in engineering and construction related litigation; bulging project cost overruns on public works; a disconnect between industry and academia leading to skills mismatch between academic programmes offered by education institutions and actual skills needed by the industry; and professionals who continue to practice without being registered with respective registration boards.

In an attempt to remedy these anomalies, a number of discussions and interventions are ongoing as part of implementation of our Reset Agenda. Furthermore, we continue working with our stakeholders especially the private sector to initiate changes, including revamping methods and processes through which project implementation will be improved.

These discussions and interventions are guided by observations made in the industry such as;

- (a) The need for organisations including Government to adopt innovative project based business models in order to attain transformation from the old to the new;
- (b) uprooting of corruption from our systems, especially at procurement stage;
- (c) Professionals in the construction sector need to incorporate sustainable development principles into their practice by developing processes that reduce waste, promote use of renewable





resources, incorporate locally produced products and materials into the design of infrastructure and reuse and recycling of resources as part of the Value Chain Development under the Reset Agenda;

- (d) Terms of Reference from client ministries in engagement of consultants and contractors are to be in line with standard bidding packages (PPADB) and adopt international contract standards like International Federation of Consulting Engineers (FIDIC).
- (e) Public projects should have built in maintenance budgets as once delivered, these projects have to be maintained. Previously in Government, every infrastructure development project included a provision of 10 to 15 per cent of its budget for maintenance;
- (f) Clients should have nominated contractors who take full responsibility for their part of work and not depend solely on the principal contractor. This would help to embrace the dictates of the new Economic Inclusion Act and the re-enacted Public Procurement Law. Furthermore, this would reduce project cost overruns and ensure good quality of services and products delivered.

We are now pursuing some critical initiatives in order to respond to the issues raised above with a view to improve project implementation. These initiatives are in tandem with Paragraph 42 of the Budget Speech which demands a quantum shift in the implementation of public sector projects. Some of these initiatives are:

- (a) Improvement of project management techniques both in the public and the private sector;
- (b) Review of the Facilities Management Strategy with a view to strengthening district depots to guide cross sectoral and differentiated levels and magnitudes of both construction and maintenance projects at district and village level.
- (c) Consideration of alternative funding and delivery models for infrastructure provision, maintenance and housing schemes;
- (d) Last but not least, enhancing Corruption Prevention Strategies by tightening Invitation to Tender documents, evaluations as well as having well equipped Owners Engineer Teams to scrutinise and closely monitor processes involved in Project Management.

Mr Chairperson, all these envisaged improvements, I believe, will go a long way in better managing the Government's infrastructure development and maintenance programs. This is also in line with Paragraph 42 of this year's Budget Speech, where changes were announced that key initiatives in the management of the construction sector would be pursued in the coming year.

Mr Chairperson, my ministry has completed some of the projects reported to this Honourable House last year. I am informed that these include: Shakawe Primary Hospital and the refurbishment of Letlhakane Senior Secondary School. The remaining projects such as staff housing for Moshupa Primary Hospital, the refurbishment of Scottish Livingstone Hospital, the refurbishment of Ghanzi Senior Secondary School, the construction of police staff housing at Block 10 are expected to be handed over before end of April this year.

We also anticipate to complete the refurbishment of Botswana Police Service Forensic Science Laboratory, Francistown Senior Secondary School, the construction of Moshupa Primary Hospital, the Centre for Children with Severe and Multiple Disabilities at Maun; Maitengwe Police Station and staff houses in the coming financial year. Maitengwe Police Station has experienced delays during construction, which were as a result of cash flow issues during the preliminary stages of the project. Even though the contractor continues to experience cash flow problems, we anticipate that he will complete the project in August of this year. The refurbishment of Moeng College and Letlhakane Police Station will commence during the 2022/23 financial year, after some protracted issues during procurement stages.

With regard to housing delivery Mr Chairperson, my ministry will continue to address housing shortage in Botswana through various housing initiatives such as; social housing programmes which include Self-Help Housing Agency (SHHA) Turnkey Programmes and low-income housing targeting the youth and other Batswana.

Implementation of the low income housing programmes has been delayed mainly due to shortage of land especially in urban areas. My ministry is therefore considering development of high density affordable housing units in urban areas to enable SHHA beneficiaries to purchase housing units through the SHHA Turnkey Scheme. Mr Chairperson, out of a total of 2,822 units funded since



the beginning of National Development Plan (NDP) 11 under the SHHA Turnkey Programme, 2,664 units have been handed over to the deserving beneficiaries. Out of the remaining 158, 110 are expected to be delivered by end of March 2022 whilst the remaining units will be completed this coming financial year. This averaged about 400 houses per annum.

With regard to the Public Officers Housing Scheme for D4 Scale and below, my ministry has since delivered 711 units (since the year 2016/17 when the D4 and below scheme commenced) out of 733 planned houses. The remaining 22 units will be delivered by March of this year.

Mr Chairperson, the Botswana Housing Corporation (BHC) continues to sell from the 636 units delivered during 2018/19 and 2019/20 financial years at Tsholofelo, to Batswana. Out of the first batch of 372 units, 363 have been sold. 261, which is 72 per cent of the sales went to the youth. Out of the second batch of 264, only 214 units have been sold. Of the 214 units, 102 or 47 per cent have been bought by the youth. The remaining units are at different stages of conclusion of their sale.

My ministry through BHC continues to look for ways to increase the housing stock around the country. It is anticipated 312 units which include 120 for the youth, will commence at Block 7 in Gaborone this coming financial year. Furthermore, plans are underway to construct an additional 446 units in Gaborone, Nata, Tsabong, Francistown, Kazungula and Letlhakane in the coming financial year.

#### **CITIZEN EMPOWERMENT SCHEMES**

As part of youth empowerment programme, my ministry continues to engage youth owned construction companies. During this financial year, a total of five companies were awarded maintenance projects worth Twenty Million, Nine Hundred and Seventy-Eight Thousand, Six Hundred and Sixty-Five Pula (P20,978,665). These have created a total of 795 jobs.

I am happy to inform this Honourable House that the private sector has also been able to engage five youth owned companies to the tune of Twenty-Nine Million, Seven Hundred and Eighty-Three Thousand, Four Hundred and Forty Pula (P29,783,440), creating a total of 820 jobs. This collaboration with the private sector Mr Chairperson, will go a long way in augmenting Government efforts of creating employment for our youth.

#### **IMPLEMENTATION OF THE REGULATORY FRAMEWORK**

Mr Chairperson, my ministry remains steadfast in ensuring that the construction industry continues to evolve, so as to effectively meet and operate within an increasingly dynamic and technically advancing environment. It is for this reason that my ministry through the regulatory bodies, continues to forge closer ties with the relevant industry stakeholders with whom we have developed professional standards.

I wish to further indicate that extensive engagement with feeder stakeholders such as tertiary institutions and Botswana Qualifications Authority (BQA) will be pursued to provide and gather feedback regarding any possible gaps in the current training and educational programmes. This will in turn enable this development of comprehensive technical skills befitting the construction industry Mr Chairperson.

Mr Chairperson, further, my ministry, in consultation with relevant stakeholders, is in the process of reviewing pieces of legislation governing the regulatory bodies. This will assist in closing the existing gaps, and avoid duplication of effort so as to promote consistency and bring about synergies in the overall regulatory framework.

Mr Chairperson, the National Housing Policy is being reviewed. The objective is to revamp our strategies and initiatives in delivering housing. The review, though delayed, is expected to be presented to Parliament in July 2022, this year.

#### **BUDGET PROPOSALS**

The total proposed budget for the Ministry of Infrastructure and Housing Development under the Recurrent and Development allocations is Six Hundred and Twenty-One Million and Fifty-Three Thousand, One Hundred and Sixty Pula (P621,053,160). This comprises of Four Hundred and Ninety Million, Seven Hundred and Seventy-Three Thousand, One Hundred and Sixty Pula (P490,773,160) or 79 per cent and One Hundred and Thirty Million, Two Hundred and Eighty Thousand Pula (P130,280,000) or 21 per cent, for the Recurrent and Development Budgets, respectively.

Mr Chairperson, the Recurrent Budget allocations for the six departments within the ministry are as follows:

Ministry Headquarters, we are proposing allocation of Fifty-Three Million, Three Hundred and Forty-Three Thousand, Five Hundred and Seventy Pula (P53,343,570).



**Department of Housing**

Mr Chairperson, we are proposing One Hundred and Forty-Eight Million, Six Hundred and Fifty-Five Thousand, Three Hundred and Seventy Pula (P148,655,370).

**Infrastructure and Planning Department**

For Infrastructure and Planning Department, we are proposing a budget of Twenty-One Million and Nineteen Thousand, Six Hundred and Thirty Pula (P21,019,630).

**Department of Facilities Management**

Mr Chairperson, I propose a budget of Two Hundred and Thirty-Five Million, Seven Hundred and Twenty-Three Thousand, Two Hundred and Twenty Pula (P235,723,220) or 48 per cent of my ministry's budget for the Department of Facilities Management.

**Department of Infrastructure Development**

Department of Infrastructure Development Mr Chairperson, we propose a budget of Twenty-Four Million, Nine Hundred and Twenty-Two Thousand, Six Hundred and Sixty Pula (P24,922,660). Mr Chairperson, for this Department I propose a budget P24 million as indicated.

**Department of Policy Research, Monitoring and Evaluation**

The Department of Policy Research, Monitoring and Evaluation Mr Chairperson, I propose a budget of Seven Million, One Hundred and Eight Thousand, Seven Hundred and Ten Pula (P7,108,710).

**CONCLUSION**

Mr Chairperson, I now would like to conclude and propose as follows;

Mr Chairperson, this concludes my presentation of 2022/2023 Recurrent and Development Budget for this ministry. I therefore, move that the sum of Four Hundred and Ninety Million, Seven Hundred and Seventy-Three Thousand, One Hundred and Sixty Pula (P490,773,160) and One Hundred and Thirty Million, Two Hundred and Eighty Thousand Pula (P130,280,000) for the Recurrent and Development Budget respectively, be approved and stands part of the Schedule of the Appropriation (2022/2023) Bill, 2022 (No. 2 of 2022)

for Organisation 2300 and the Total Estimated Costs (TEC) for Sub-Organisation in Organisation 2300 in the Development Estimates be approved and stands part of those Estimates. I thank you Mr Chairperson.

**MR CHAIRPERSON:** The matter is open for debate and the first slot goes to the Honourable Member for Nkange.

**HONOURABLE MEMBER:** Ga a yo, tsenya nna.

**MR CHAIRPERSON:** *Right*, o ile go lema. Honourable Member for Mahalapye West!

**MR TSHERE:** Thank you Honourable Chairperson. *Re ne re dumalane kwa caucus gore* I will yield for Honourable Nkawana.

**MR CHAIRPERSON:** Okay. Thank you *Rraagwe* Anele. Honourable Member for Selebi Phikwe East.

**MR NKAWANA (SELEBI PHIKWE EAST):** *Thank you very much Mr Chairperson.* Ke a go leboga *Mr Chairperson.* Ke leboge Tona yo a neng a re fa pego ya ka fa a kopang madi ka teng, ke mo leboegele pego ya gagwe.

*Mr Chairperson,* ke na le dintlha tse ke dumelang gore di ka fetola pego ya gagwe ka fa a e lebileng ka teng fa e le gore e a re re mo neela matshwenyego, a fete a baakanye. Matshwenyego a ntlha; a ke simolole fela ka lephata le le bidiwang gotwe SHHA. Lephata le le ka fa tlase ga gagwe, le neela Batswana matlo, le a ba agela. Go a tshwenya *Mr Chairperson* gore gompieno e bo Batswana ba santse ba nna mo matlong a e leng gore ke moka e leng...ke gore fa gongwe *the workmanship* ya matlo ao, segolo jang kwa go rona kwa ditoropong, ke gore o neelwa ntlo e le ntšha ba go neela *keys, when it is cracked* mo teng, e sena di dirisiwa *in some cases.* Bonnyennyane jwa teng ke gore le fa o re o tsenya bolao mo teng ga gona ka fa o ka fetang ka teng gore o alolole.

*Mr Chairperson,* nako e gorigile ya gore re ntshe batho kwa tlase, re ba tsenye mo matlong a a *decent.* Mo matlong a le bone fa ba le mo teng ba tlaa ipona ba le Batswana, jaaka Batswana ba bangwe. Ka e bile gone kwa SHHA koo, batho ba kana ba a duela fa ba sena go nna ba agelwa matlo a, e se ka ya nna e kete re ba agela jaana e bo e nna *handouts,* ke gore fela gotwe, nnyaa tsena ka gore ga o na bokgoni. Batho ba e a re fa go ntse go tswetse e bo ba duela, ba ba sa kgoneng ba thusiwa ka fa ba ka thusiwang ka teng. Se se tshwenyang se setonatona ke gore, *the quality of the workmanship* ke





sa itse gore go tsalwa ke eng, *size* ya matlo ao le *plots* tsa teng, o bona fela gore ke mo go a bong gotwe *ah!* fa o le mohumanegi o lekanwe ke mo go ntseng jaana. A re direng matlo a le wena *Mr Chairperson* jaaka o ntse jaana, o kare o le mo go yone kana wa eletsa gore le wena *if you qualified* o ne o ka nna mo go yone.

*Mr Chairperson*, kgang e ke eletsa gore *Minister* a ko a e lebelele thata, *and adjust estimates* tsa gagwe go ya pele. Mme ke ntse ke le mo go yone kgang e, mma ke tsene mo go ya BHC. Kana re kile ra bolelelwa gore Botswana Housing Corporation e dira *profits* tse di seng kana sepe, mme fa e dira *profits* jaana, go a tshwenya gore e re fa e dira *profits* matlo a yone ka bontsi a bo e le gore a ntse a teng, re a a bona, kana ba dirwa ke gore ba dira *profit* e ntsi. Re a a bona gore a kgona go nna dikgwedi, dingwaga a se *occupied*. Gongwe o bo o ipotsa gore naare golo mo go tsalwa ke eng, a ke gone gore BHC e dira madi a mantsi? E bo e le gore ntlo e ka nna dingwagangwaga, ditlhaga di tlhogile mo dijarateng mme go sena ope yo o kgathalang gore go diragala eng. Ke na le pelaelo *Mr Chairperson* ya gore *both the Minister* le BHC ga ba itse *stocks* tsa bone. Ga ba itse mo *ledger* ya bone gore ba na le eng. Go na le matlo a ke dumelang gore fa o ka botsa motho gore jarata ya gore, ya gore kwa Francistown a o a e itse, *is it on your stock?* O kgona go fitlhela e le gore ga ba itse sepe ka yone. Jaanong go a tshwenya ka gore madi a ke a setshaba, a re tshwanetseng go a tshwara, re a babalele.

Kgang e nngwe *Mr Chairperson* ke gore, *Minister* o ntse a bua ka *projects* tsa banana. A bua gore ba kgonne *to engage companies* tsa banana. O buile palo, mme ga a bua *total* ya ditiro *that was created by projects* tseo. O ikitaya sehuba fela, a ipetsa mo sehubeng gore re dirile ditiro di le 800. *Minister* ga a ka ke a tswa fela kwa a tla go ema mo Palamenteng a bo a tla a re bolelela gore o dirile ditiro di le 800 mo Batswaneng ba ba kanakana. Keletso ya me *Mr Chairperson* ke gore, gongwe a e ko e re fa go ntse jaana *Minister* a tlhwaafale, e re *next time* fa a tla go ipelafatsa mo Palamenteng e bo e le gore o bua ka dipalo tse Batswana ba duleng mo letlhokong la ditiro le le kanakana. Ee, go siame gore go bo go na le lemmyana le a le buang la Batswana ba babedi, ba bararo, gore dikompone tsa bone di bo di bone tiro ya ga Goromente.

Go ntse go ntse jalo *Mr Chairperson*, letshwenyego le lengwe la me ke *maintenance*. Lephata la gagwe le a reng ke *facility management*, gongwe ke gore ga ba neelwe madi a lekaneng. Se se tshwenyang ke gore *facility management* ke gore e tlaare fa re ntse jaana, le

gone mo Palamenteng mo o mosupi *Mr Chairperson*, gore fa gongwe dilo di a nyelela, jaaka bo motlakase, di tshwana le...ke sa itse gore *do they fall...* (*Inaudible*)... tse e leng gore fa go tshwanetse gore go baakangwe, go dirwe, metsi a tshologa mo *toilets*, go tlaabo gotwe re ne re leleditse kwa bolebelebe ga ba arabe, mme e le batho ba tiro ya bone e leng go baakanya *facilities*. Potso ke gore, ke eng fa re ka seke re dire gore *Minister*; lephata lengwe le lengwe, *organisation* nngwe le nngwe e nne le *in-house maintenance team, fully-flashed technical team*, e e leng gore le fa o re *bulb* ya motlakase e ole, e bo e se gore jaanong go simolole go leletswa kwa Electrical Department, *I do not know what you call them these days*, gore ba tle *to change bulb*. Fa go na le *leakage* metsi a tshologa, go tlaabo gotwe re leleditse ba *plumbing* kwa *ministry* wa gore, e le gore Palamente e eme foo ga gona se se diragalang. Kwa dikoleng *likewise*, o fitlhele dilo di thubega, di senyega, *Ministry of Education* did not cater gore go nne le batho ba e leng gore ke *technicians that will attend to such recurring problems*. Tse e leng gore ga gona yo o sa itseng gore golo moo go a diragala mo madirelong a ga Goromente.

Se sengwe se se tshwenyang ke gone moo *Mr Chairperson* gore, *buildings* tse tsa ga Goromente, bontsi jwa tsone le ka fa di agiwang ka teng, le *the way they are designed*, ke tlaa go fa sekai jaaka maloba dingwaganyana tse pedi re ne re bua ka *police station* ya fa Dibete, *where buildings cracked within a few months* di sena go nna di agiwa, *not because the grounds were so poor*, mme e le ka lebaka la gore gongwe *at the design stage and supervision*, go ne go na le mathata fela a matona. A boeteledipele ka nako eo bo neng gongwe go na le sengwe se re ka nngang ra se bitsa gore ke *kickbacks* tsa dikompone tse di neng di neetswe gone foo. *Minister*; golo mo a ko o go ele tlhoko.

Lephata le la gago le, ke lone le ke dumelang gore fa *Honourable Matsheka* a ne a re *35 per cent* ya madi *that is budgeted for* ga a itse gore a tsena fa kae. Re dumela gore gone koo ke gone kwa *corruption* e tsamayang ka dinao, e ikagile, e namile o kare thotse ya legapu. Ke ipotsa gore fa e le gore mathata a a santse a le teng mo nakong e ya manokonoko a re nang le one, gore a *Minister* o na le lenaneo la *to root out corruption* mo *ministry* wa gagwe. Re a e bua fela ka molomo, mme ke a itse, o a itse le ene gore *corruption* ke sejo sa malatsi otlhe.

*Mr Chairperson*, go na le dikompone tse go utlwalang gore sa ntlha *they front* gone ka koo, go na le dikompone tse e leng gore batho ba teng motho o kgona *to tender*



*first of all a sena the skill, ke gore a se trained for that job, mme o utlwa gotwe o na le construction company, go tla jang? Fa o re o kopana le Motswana ka gore gatwe madi a gone ka koo, mongwe le mongwe ke yo o reng, "Dumela rra, le tsogile jang", a tshwere briefcase, o dira eng, "nnyaa, ke mo construction," mme o ntse o itse gore motho yo ga a na kitso epe ka construction. A ga o lemoge Minister gore gone mo, it points to corruption e e supagalang gore ga gona supervision, scrutiny fa tender e tla, gore re neela batho ba mohuta mang, yo o nang le eng, e le Motswana who can demonstrate se a nang le sone and their past experience and performance ya projects tse di fitileng. Go tlaabo go le thona gore re bo re ka tsaya matshebetshebe a madi Mr Chairperson re bo re a neela motho re re ka gore re a mo itse, fa gongwe e le wa party, ke wa Domkrag, go raya gore re mo neele ka gore re a mo itse. E bo e le gore kamoso re bona ditiro tsa teng di sa fele, a sa fetse projects, e nna e le go sia-sia, e bo e le gore e nna le retender, back-forth. Go fitlheleleng nako e e neng e beilwe e bo e tshaya, jaaka ya me e tshaile ya go bua jaana. Mr Chairperson, a dilo tse di elwe tlhoko, Minister a di beye leitlho gore mo ministry o wa gagwe go se ka ga nna le tshenyetso-setshaba e e kanakana.*

**MR CHAIRPERSON:** Thank you sir.

**ASSISTANT MINISTER OF TERTIARY EDUCATION, RESEARCH, SCIENCE AND TECHNOLOGY (MR LESASO):** Ke a go leboga Mr Chairperson. Le nna ke latlhele la me lentswe mo pegong e re e neetsweng ke ba Ministry of Infrastructure and Housing Development ba re kopa madi. Ke mo akgole gore o kare o tsibogela matshwenyego a re ntseng re a bua ka go sa dira sentle ga ministry wa gagwe. O lemogile dilo di le di ntsi tse a ntseng a di nankolola gore le ene o a di bona gore go na le mathata, jaaka a bua ka tsone *sub-standards engineering works* tse di dirwang mo ministry wa gagwe, ditiro tse di sa feleng, le tsone *cost overruns* tse a ntseng a di bua. Ke dilo tse a di lebileng, e bile o ikaelela gore a tle a di baakanye.

Mo tebong ya me gape, go lebelega go na le mathata a *management systems and tools of trade* tse e leng gore ba a di tlhoka gore ba kgone go bereka e le ministry. Ke belaela gore go na gape le go itlhokomolosa ga bone; *close supervision of consultants* ka fa ke bonang ka teng; *Project Management* le yone *Facility Management*, ka gore mathata a rona a gone foo mo go one ministry o. Ba aga dikago tse di kana, jaaka *Honourable* a ntse a bua ka kgang yone ya Dibete e e leng gore e ne ya agiwa, fa e fela, e bo e senyega gone foo. Fa e le gore *there were*

*certain quality design standards* tse di neng di saletse morago, *building* eo ka fa e ntseng ka teng, go simolola fela ka *technical investigation* tse di neng di dirwa, le *the foundations* ka fa di neng di dirwa ka teng, ga ke dumele gore gompiano re ka bo re le mo mathateng a re leng mo go one. Ke tsaya gore go na le boitseme le tatlhelelo jaaka a bua gore o e lemogile, ke itumelela gore ba tlaa tsaya kgato gore dilo di tsamae sentle.

Mr Chairperson, ministry o o na le *potential* ya go dira ditiro tse di ntsi, jaaka re bua gompiano a batla madi a *development for project*, gore *the builders, plumbers, electricians, carpenters* ba ka ya go bona ditiro di le di ntsi. Fa *projects* di anama le lefatshe la Botswana, go kgona go nna le ditiro tsa dikago tse di ntsi tse di ka thusang bana ba rona. Fa re bona gape *Facility Management* ba e leng ba tlhokomelo ya dikago, le gone e ka nna ditiro tse di ntsi. Shoshong gompiano e na le dikole tse di tona; *senior secondary* e nosi, le *junior secondary schools* tse tharo, *primaries* tse di kana, tse di tletseng mo kgaolong ya Shoshong, fa go ne go ka nna le a *Facility Management department* fela e e nonofileng, e ne a ka hira bana ba rona mo dikgaolong tsone tse gore ba kgona gore ba nne ba tlhokomela dikago tse. Ke *potential* e re tshwanetseng gore re e lebelele.

E nngwe gape ke yone ya *value chain*, ke ne ke eletsa gore ba ka kgona gore ba thusane le bone, ba kgone go nna lenaneo la go thusa ba ba dirang ditena tse gore e nne didirisiwa tsa kago tsa *standard* se se rileng. Ke a itumela gore a re o ikaelela gore a nne le bokopano le ba BQA le ba *tertiary institutions* tse re mo go tsone gompiano gore ba kgone gore ba tswale diphatlha tse ba di bonang tse. Re a go amogela, re kgone gore re thuse mo tirong e e ntseng jalo, re kgone go tlhabolola dikago mo lefatsheng la Botswana.

E nngwe e ke e lebileng ke yone ya *renewable energy* e a reng o e lebile gore e nne nngwe ya tse a di dirisang kwa dikagong tsa lefatshe la Botswana. Nnyaa, mme eo ke a e amogela, *especially* fa re bua ka yone *solar energy* gore *roof top solar power* e e leng gore e ka kgona gore e fokotse tiriso ya motlakase o re o bitsang wa megala o o tswang kwa Botswana Power Corporation (BPC) gore re kgone gore re fokotse boturu jo bo kana jo bo turelang dikole, golo moo go ka thusa *especially* mo dikoleng le mo dipateleng gore re kgone gore re dirise motlakase wa marang a letsatsi. Gape ke dilo tse e leng gore di ka tlhama ditiro fa e le gore re ka kgona gore re dire dilo tse mo lefatsheng la Botswana. Ke nngwe ya dilo tse re ka di salang morago, ra di dira mo lefatsheng le Modulasetilo.





Fa ba dira *designs*, ba nne ba lebelela gore *climate is a factor* e e leng gore e re atametse mo lefatsheng la Botswana. *Classrooms* tsa rona tse bana ba tsenang mo go tsome gompiano mo dikgaolong, go nna go le letsatsi le le tseneletseng. A ba lebelele gore *these designs incorporate these changes*. Ba bone gore ba ka dirisa metlhale mengwe ya gore ba kgone gore ba timole bogale jwa letsatsi kana botsididi, bana ba kgone go ithuta sentle. E nne nngwe ya tse o di lebelelang thata.

Ke boa gape ke gatelela kgang e e neng e buiwa ka *Honourable Nkawana*, ya *asset register*. Lephata le le aga dikago tse dintsintsi mo lefatsheng la Botswana; tsa madimadi, a e leng gore bontsi jwa tsone ga ba itse fa di leng teng. Le gone kwa kgaolong ya me ya Shoshong, go na le tse di tlaabong di senyeg, di bo di nyelele fela, le gompiano ga ba itse fa di le teng. Ke nngwe ya tse ba tshwanetseng gore ba di tlhokomele, ba di lebelele, ba bone gore ba ka di tsosolosa jang ka gore go di tsosolosa ga tsone *can create* ditiro, gape go ka thusa gore badirelapuso ba nne le maroko kwa ba leng teng, le ba ba di tlhokang go di dirisa.

*Housing Policy* e ya rona ke ne ke kopa gore gongwe e ka fetoga gore go nne le *a Housing Authority over and above* e, *that can monitor*, kana e le *a supervising authority*, mme BHC e lebagane fela le go aga dikago tsa ditoropo le metse e metona. Go bo go nna le *Rural Housing Authority* e e ka lebanang le dikago tse di mo dikgaolong.

Ya bobedi ke e re neng re bua ka yone ya *to strengthen citizen participation*. Ee, go le gantsi Batswana ba ntshetswa kwa ntle *in participating* mo ditirong ka gore gantsi go na le dilo dingwe tse di tlhokafalang, tse o fitlhelang go ntse gotwe bo *performance bond, advanced payments*, tse o fitlhelang ba sa kgone go di bona *because* ga ba kgone yone *performance bond* eo. A go ka se ke go sekasekwe gore National Development Bank (NDB) e nne le lekalana la *financing* ya *construction* gore e thuse gore Batswana ba adime madi a a ntseng jalo, ba kgone tlhabolola lefatshhe le la Botswana?

*Mr Chairperson*, ke tshwenyegile, ka gore fa o ka lebelela dikago tsa rona mo lefatsheng le, *electrical appliances and standard*, gompiano fa o re o a reka o fitlhela ntlo e agilwe, o fitlhela *sockets* tse di mo lefatsheng la rona le *appliances*, go sa tsamaelane. Ke dilo tse lephata le le tshwanetseng go di lebelela gore kwa ba rekang *appliances* teng, *do they comply with the standard* tsa rona mo Botswana. Kana o fitlhela o reka ketlele, fa o re o a e dirisa, o tshwanetse gore o kgaole,

o fetole gore e kgone *to fit* mo *socket* e e leng gore ga e tsamalane le se se rekwang kwa ntle.

Ke itumelela gape ya *research*. Re tshwanetse go tswelala re dira *research* mo dikagong tsa lefatshhe la Botswana, *especially* yone e re buang ka yone, re dire *regulation standards*. Re bua ka dilo tsa *safety* tse di tshwanang tsa bo *fire* gore kana gompiano matlo a le mantsi a rona *does not provide more for safety in terms of fire* fa molelo o o sha. O fitlhela matlo a le mantsi a agiwa a sena *fire extinguisher* tse e le eng gore di tshwanetse di nne *one of the standard* tse re tshwanetseng gore re nne le tsone mo ntlong.

*Structural performance of our buildings*; go a agiwa, ga o na go itse sentle gore *standards* tsa rona di kae, re tlaa di dira leng tse e leng gore di tlaabo e le tsa Botswana, *without using* tsa mafatshe a sele. Ke dilo tse re tshwanetseng gore re di dire, re di itlhoganele.

Ke ema nokeng mokaulengwe mo kgannyeng e a e kopelang madi gore a a neelwe, mme a tokafatse tse e leng gore o ikaelela go di tokafatsa jaaka a di nankotse gore mathata o a bone, go diela go direla banana ditiro ka gore go nna go ngangelwa *tenders* tse e leng gore *are not awarded* ka nako. *When awarded*, ga di dirwe ka nako e e tshwanetseng gore e thuse Batswana ka nako e e tshwanetseng, ditirelo tsa rona di saletse kwa morago, mme fa gongwe e le one mathata a gore dilo ga di tsamae ka fa go tshwanetseng ka teng.

Ka mafoko a a kalo, ke a mo leboga, e bile ke ema nokeng kopo ya gagwe e a e beileng fa pele ga rona. Ke a leboga.

**MR CHAIRPERSON:** Honourable Minister of Agriculture.

**HONOURABLE MEMBER:** *Mr Speaker*, ba supe (*display*) nako re e bone fa motho a bua.

**MR CHAIRPERSON:** Honourable Molebatsi.

**HONOURABLE MEMBER:** Bitsa nna.

**MR CHAIRPERSON:** Honourable Minister Kereng.

**HONOURABLE MEMBER:** O ko Dubai.

**MR CHAIRPERSON:** Honourable Brooks.

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

**ASSISTANT MINISTER OF HEALTH AND WELLNESS (MR LELATISITWE):** *Thank you so much Mr Speaker. Mr Speaker*, ke eme Tona nokeng mo kopong ya gagwe ya madi ...





**HONOURABLE MEMBER:** Ka re letsatsi le ke la gago Lelatisitswe.

**HONOURABLE MEMBER:** E bile le go lapa o lapile.

**MR CHAIRPERSON:** Order! Order! Mmolotsi, hey!

**MR LELATISITSWE:** *Mr Speaker*, kana tota Wynter o itumeletse bokopano jo bo sha...

**MR CHAIRPERSON:** *Tswa mo go ene* and talk to the chapter.

**MR LELATISITSWE:** *Mr Speaker*, ke lebogile thata gore o bo o mphile sebaka se se khutshwane se gore ke akgele *on this chapter* ya dikago tsa ga Goramente. Sa ntlha ke supe gore ke mo eme nokeng mme fela jaaka a supile mo pegong gore maikaelelo a gagwe ke eng go ya kwa pele, ke go lebelela gore dikago tsa rona mo lefatsheng le la Botswana di tshwanetse *to conform to the standards* tse di rileng. Lephata le ke lephata le e leng gore ditiro tsothe tsa dikago tsa ga Goramente segolo jang tse di kgolwane di ka fa tlase ga bone. *The private sector in terms of construction companies*, tse tsothe di lebile ene mo ditirong tse di leng teng mo lefatsheng la rona. *Mr Speaker*, madi a mantsi a *development budget* a tsamaisiwa ke lone lephata lone le...

**MR SPEAKER (MR MOATLHODI):** Order! Order! Honourable Assistant Minister of Health, *e tlaare ka Monday ke tlaa go neela sebaka sa go tsweledisa go feta foo*. At this time, Standing Order 26.1 allows me to invite His Honour the Vice President in his official capacity of being the Honourable Leader of this House to move a Motion of adjournment.

**HONOURABLE MEMBER:** O rile ke mo emele.

**MR SPEAKER:** Order! Order! Mathoothe!

**HONOURABLE MEMBER:** I beg to move that this House do now adjourn.

**MR SPEAKER:** Honourable Mmolotsi, keep quiet.

**HONOURABLE MEMBER:** Okay.

#### MOTION

#### ADJOURNMENT

**LEADER OF THE HOUSE (MR TSOGWANE):** Thank you Mr Speaker. I think Honourable Mmolotsi was making life easier for me but it is very unfortunate because he has been ruled out of order. Mr Speaker, let me take this opportunity as you have requested, to move that this House do now adjourn.

Question put and **agreed to**.

The Assembly accordingly adjourned at 6:03 p.m. until Friday 18<sup>th</sup> March, 2022 at 9:00 a.m.



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