

**BOTSWANA COUNTRY REPORT ON THE IMPLEMENTATION OF THE BEIJING  
PLATFORM FOR ACTION (BEIJING PLUS 20 YEARS)**

**GENDER AFFAIRS DEPARTMENT  
MINISTRY OF LABOUR AND HOME AFFAIRS**

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## Acronyms

ACHAP	African Comprehensive HIV/AIDS Partnership
AGDI	African Gender and Development Index
BAIS	Botswana AIDS Impact Survey
BCIWS	Botswana Core Welfare Indicators Survey
BDF	Botswana Defence Force
BNCW	Botswana National Council on Women
BPFA	Beijing Declaration and Platform for Action
CBNRMP	Community Based Natural Resource Management Programme
CBOs	Community Based Organisations
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CGCs	Community Gender Committees
CI	Conservation International
CPI	Corruption Perception Index
CRC	Convention on the Rights of the Child
CSC	Citizen Score Card
CSO	Central Statistics Office
CSOs	Civil Society Organisations
ECAW	Education Centre for Adolescent Women
EDD	Economic Diversification Drive
FAP	Financial Assistance Programme
FBOs	Faith Based Organisations
FEF	Friedrich Ebert Foundation
GeAD	Gender Affairs Department
GER	Gross Enrolment Ratio
GIME	Gender in Media Education in Southern Africa
GLOW	Girls Leading Our World
GSI	Gender Status Index
HPV	Human Papilloma Virus
ICPPR	International Convention on Civil and Political Rights
IMR	Infant Mortality Rate
KSWS	Kagisano Society Women's Shelter
KyT	Kgetsi ya Tsie Community Trust
LDCs	Least Developed Countries
LIMID	Livestock Management and Infrastructure Development
MDGs	Millennium Development Goals
MEWT	Ministry of Environment, Wildlife and Tourism
MIC	Middle Income Country
MLHA	Ministry of Labour and Home Affairs
MoESD	Ministry of Education and Skills Development
NCCPP	National Cervical Cancer Prevention Programme
NDP	National Development Plan
NER	Net Enrolment Ratio
NGOs	Non-Governmental Organizations
ODMP	Okavango Development Management Plan

PACT	Peer Approach to Counseling by Teens
PCI	Project Concern International
PDL	Poverty Datum Line
PMTCT	Prevention of Mother to Child Transmission
SADC	Southern African Development Community
SMME	Small Medium and Micro Enterprise Programme
STIs	Sexually Transmitted Infections
U5MR	Under 5 Mortality Rate
UN	United Nations
UNECA	United Nations Economic Commission for Africa
USAID	United States Agency for International Development
WAD	Women's Affairs Department
WAR	Women Against Rape
YOCA	Youth Counselling on Air

## **EXECUTIVE SUMMARY**

### **Introduction**

The Government of Botswana commissioned a team of consultants to review the progress that has been made by the country since 2009. The purpose of the review was to produce the Botswana Country Report by examining the progress the country has made in terms of outcomes, challenges and opportunities; based on Botswana's commitment to the implementation of the Beijing Platform for Action. The methodology adopted included analysing official documents, published reports, and research findings. A stakeholders' workshop was conducted to validate the draft report. In the review, Botswana MDG Status Reports (2004, 2010 and 2013 Draft), the Botswana Draft CEDAW Report 2014, the SADC Gender Protocol Barometer 2012, the SADC Gender Monitor 2013, African Gender and Development Index Botswana Report 2012, the Botswana Gender Study (2013), among others; were instrumental in assessing the country's progress.

### **The Structure of the Report**

The review was based on the context of gender equality and equity in Botswana. It also sought to provide an overview of achievements and challenges for the critical areas prioritised by the Botswana Government. Initially Botswana selected eight critical areas of concern which were consolidated into the first six, listed below. However two more critical areas have since been added, which are the last 2 on the list:

- i. Women and Poverty including Economic Empowerment of Women,
- ii. Women in Power and Decision Making,
- iii. Education and Training of Women,
- iv. Women and Health,
- v. Violence Against Women including Women's Human Rights,
- vi. The Girl Child,
- vii. Women and the Media, and
- viii. Women and the Environment.

The preview provides information on various policies, laws and programmes that have been implemented to promote gender equality and equity in Botswana. In terms of assessment the country has demonstrated political will, and



determination to deal with gender equality and equity by creating the necessary legal and policy framework. This has paved way for the enactment of laws, development of policies and programmes that should bring about changes in all the critical areas. Furthermore, there is increased involvement of men and boys as partners in national endeavours towards gender equality. Notably, different levels of progress have been achieved in the critical areas but more work still needs to be done in order to realise equality and equity among women and men in Botswana. Some of the major achievements include:

- A strengthened legal and policy framework: Many laws have been reviewed and new ones enacted to align them to gender equality principles. The full domestication of CEDAW is underway.
- The name of the government machinery for gender equality has changed from Women's Affairs Department to Gender Affairs Department, demonstrating the shift in paradigm to a more comprehensive understanding of its gender inclusive mandate.
- Significant progress has been made to eradicate abject poverty and improve women's economic well-being. Overall, Botswana has performed well in promoting women's economic empowerment although women are predominantly found in the low paying jobs, especially in the informal sector.
- Botswana has done well in terms of participation of women in decision making in the civil service, parastatal, private and civil society sectors respectively. However, more needs to be done to increase women's representation in the political sphere.
- Botswana has done exceptionally well and has attained gender parity in education at primary and secondary school levels ahead of the 2015 deadline. In tertiary education, women outnumber men. However, women's enrolment in science and technology remains low. Botswana has a pregnancy policy to reintegrate girls who drop out of school, into the education system. Gender, HIV and AIDS, Sexual Reproductive Health (SRH) and life skills have been incorporated into the school curriculum.
- Although Botswana has one of the world's highest HIV and AIDS prevalence rates at almost 17.6%, over 95% of HIV positive pregnant women access the Prevention of Mother to Child Transmission (PMTCT) programme. The scourge of HIV and AIDS has reversed the progress that was made but Botswana seems to be gradually regaining the momentum.

- Violence against women remains a major source of concern with an estimated gender based violence (GBV) prevalence rate of 67% in 2011. The past five years have seen intensified awareness initiatives to sensitise communities and their leaders on GBV issues. Also, the Criminal Justice System has been trained on GBV, and gender justice. The Botswana Police Service has established Gender Focal Points at every level and has mainstreamed GBV into its in-service curricula.
- Women and men enjoy the same rights guaranteed in the Constitution. Vision 2016 also underscores non-discrimination on the basis of sex. Although amendments to formal laws have been put in place it can be argued that laws regarding the promotion of gender equality have been undertaken in an adhoc manner instead of addressing the legal system holistically.
- Botswana has performed relatively well in promoting gender equality in the media sector thereby ranking fifth in the SADC region. She also ranks second in the region with regard to the percentage of women in senior management media roles. Considerable investments have been made in information and communication technology(ICT) infrastructure. Children, youth and young adults have access to telecommunication networks.
- Government recognises the importance of environment. There are a number of programmes that promote women's participation in environmental activities especially the sustainable management of natural resources.

## **Conclusion**

Gender inequality has been entrenched in all spheres of human existence since time immemorial. While it is important to establish appropriate baseline information in order to set achievable gender equality targets; it is crucial to realise that progress may be slow and envisioned outcomes may take longer than anticipated. . However, instead of despondency all development planning must of necessity be systematic and human centred, with gender specific targets. This approach should allow for effective transformative programming and associated processes, with clear targets and outcomes, as well as regular monitoring and evaluation of progress in implementing the gender and development agenda. Botswana has made considerable progress towards achieving gender equality in the prioritised critical areas of concern. However, more remains to be done to advance the rights of women and girls and to reverse the deeply and long

entrenched inequalities emanating from patriarchal systems and discriminatory cultural practices.

# 1. THE CONTEXT OF GENDER EQUALITY AND EQUITY IN BOTSWANA

## 1.1 Background and Purpose

In 2015, the world will be celebrating the 20th anniversary of the ground breaking Beijing Declaration and Platform for Action (BPFA) adopted at the United Nations Fourth World Conference on Women (1995). The BPFA is a comprehensive and transformative framework for action to move humanity forward through the achievement of gender equality and the empowerment of women and girls. Though women constitute half the world population they still suffer countless archaic and destructive forms of discrimination the world over. Therefore, BPFA's 12 Critical Areas of Concern (see Box 1 below) were recognised by the world as crucial for governments, civil society, United Nations (UN) agencies and other stakeholders to focus on in order to eliminate discrimination against women and achieve gender equality.

### Box 1: The Beijing Platform for Action Critical Areas of Concern

A	The persistent and increasing burden of poverty on women
B	Inequalities and inadequacies in and unequal access to education and training
C	Inequalities and inadequacies in and unequal access to health care and related services
D	Violence against women
E	The effects of armed or other kinds of conflict on women, including those living under foreign occupation
F	Inequality in economic structures and policies, in all forms of productive activities and in access to resources
G	Inequality between men and women in the sharing of power and decision-making at all levels
H	Insufficient mechanisms at all levels to promote the advancement of women
I	Lack of respect for and inadequate promotion and protection of the human rights of women
J	Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media
K	Gender inequalities in the management of natural resources and in the safeguarding of the environment
L	Persistent discrimination against and violation of the rights of the girl child

Source: <http://www.un.org/womenwatch/daw/beijing/platform/>

In each Critical Area, the problem was diagnosed and strategic objectives were proposed with concrete actions that various actors were to take in order to achieve the proposed objectives. Each Member State had the liberty to select

critical areas to focus on. Botswana identified six critical areas of concern, and later added two areas, as listed below:

- i. Women and Poverty including Economic Empowerment of Women,
- ii. Women in Power and Decision Making,
- iii. Education and Training of Women,
- iv. Women and Health,
- v. Violence Against Women and Human Rights of Women,
- vi. The Girl Child.

Two more critical areas of concern were later added to the above list namely, (i) Women and the Media and (ii) Women and the Environment. Although not included in the original National Plan of Action, these were systematically addressed as priority areas of concern for Botswana.

## **1.2 Botswana Country Profile**

Botswana is a landlocked country situated at the centre of the Southern African region with a surface area of 581,730 square kilometres. According to the Population and Housing Census of 2011 Botswana's population was 2 038 228 with an annual population growth of 1.9% between 2001 and 2011. Females comprise 52%. Botswana is still predominantly rural at 78% and the remaining 22% of the population residing in urban areas (Central Statistics Office, 2011). The proportion of female headed households living in poverty is higher than that of male headed households.

Botswana is recognised as a long standing democracy in Africa hence tagged a shining example of democracy. Botswana is a multi-party democracy and has held successive elections every five years since independence in 1966. The exchange of political office is modeled in such a way that it is determined through ballots in the general elections (Council elections, Parliamentary elections and automatically Presidential elections). The general elections are held regularly Local government is comprised of 16 Administrative Districts and 16 District Councils led by councillors. Botswana generally has an overall high rating for good governance according to international ratings including the Corruption Perception Index (CPI) conducted regularly by Transparency International. The Global Gender Gap Index rated Botswana at 85 out of 136 countries in 2013 compared to 66 out of 135 countries in 2011 and 39 out of 134 in 2009 (World Economic Forum, 2013). This shows that the country's performance at global level has declined over time.

In terms of the economy, Botswana has maintained one of the world's highest economic growth rates since independence in 1966 at an average of 8.7 per cent between 1966 and 2008 (BIDPA and WHO, 2013). Consequently, through fiscal discipline and prudent management, Botswana has been able to make a notable transition from the category of Least Developed Countries (LDCs) to an Upper Middle Income Country (MIC) with a per capita GDP of \$8,533 in 2011 from per capita GDP of US\$ 70 in 1966 (BIDPA and WHO, 2013). The revenues from the mining sector, beef and tourism have enabled the country to invest in improving the quality of life of citizens, thereby contributing to reduction of absolute poverty especially among women and girls.

A major challenge of Botswana's economy is over-dependence on the mining sector, specifically diamonds. There is consensus among economists that the country will not be able to achieve the growth rates recorded in the past. Some cost recovery measures have been put in place including the introduction of value added tax, devaluing of the currency and introduction of the alcohol levy which has been partly used to benefit gender and development programmes. Further, Government ministries are expected to reduce their wage bill by at least 5% over the next three years (Budget Speech, 2012). It is predicted that during National Development Plan (NDP) 11 which will start in 2016, mineral revenue will begin to decline sharply. However, Government continues to explore alternative ways to diversify Botswana's economy away from diamonds. The outcomes of this policy are yet to be realised.

The above reforms coupled with the financial crisis of 2009/10 have had a negative impact on the Government's efforts to improve the quality of life of its citizens, especially women. Female headed households continue to experience greater poverty levels though on the decline. Poverty has declined from 47% in 1993/94 to 30.6% in 2002/03 and 20.7% in 2009/10 (Budget Speech, 2012). The latest studies show that most of the beneficiaries of the poverty eradication programmes are women at over 80% (BIDPA, 2012; BIDPA and WHO, 2013). These studies concluded that Botswana has a strong policy environment to reduce poverty and that special targeting must be adopted to reach the poorest of the poor.

### **1.3 Policies and Mechanisms for Gender Equality**

Botswana has over the past two decades achieved significant progress in the implementation of the Beijing Platform for Action. For the period under focus, the Government of Botswana has sustained advancements made over the decades to

improve the socioeconomic well-being of women and girls. The global economic and financial crises have not had major impacts on the development gains made. However these negative economic trends have adversely affected strategic areas of social development that could have further advanced gender equality and equity in Botswana.

The legal and policy environment has been strengthened to promote realisation of gender equality and equity. Botswana is a signatory to a number of international human rights treaties and their protocols, in particular gender and human rights. These include the International Convention on Civil and Political Rights (ICPPR); the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); the Optional Protocol to CEDAW; the Beijing Declaration and Platform for Action; the African Charter on Human and People's Rights and Protocols; the International Conference on Population and Development (Cairo 1994), ICPD+15 Plan of Action (2009); the Convention on the Rights of Child (CRC); the African Charter on the Welfare and Rights of the Child; and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children; and the Solemn Declaration on Gender Equality. At the continental and regional level, Botswana has had reservations signing the Protocol to the Charter on Human and People's Rights on the Rights of Women in Africa; and the Southern African Development Community (SADC) Protocol on Gender and Development. However, Botswana has been submitting regular reports to the SADC Secretariat regarding her performance on the various articles of the SADC Protocol.

Further, all national laws have been reviewed to make them gender sensitive and the courts have also supported gender equality by making pronouncements that protect the rights of women on inheritance and other human rights issues. These reviews occurred at various times between 1997 to date. These amendments were intended to be aligned to diverse international protocols that promote gender equality and eliminate all forms of discrimination against women. It must be noted however, that legal and policy reforms will be on-going as the country identifies new challenges and opportunities for improvement.

It must be noted that the majority of the international commitments that Botswana is party to are yet to be domesticated. The Gender Affairs Department has begun processes to domesticate the CEDAW. The report on national consultations conducted to inform the domestication process is being finalised. In 2012, Botswana participated in the United Nations Economic Commission for Africa (UNECA) African Gender and Development Index (AGDI) development

exercise, which comprehensively assesses the level of Government's commitment to gender equality and equity issues.

At the national level, gender equality and equity in Botswana is guided by several cardinal instruments and frameworks. These include: the Republican Constitution; the National Vision 2016 of 1997 which seeks to promote prosperity for all by 2016 and expressly promotes equal opportunities for women and men, boys and girls; the National Development Plan 10 (2010 – 2016), National Population Policy 2010, the Revised National Policy on Rural Development 2002. As mentioned earlier, national efforts towards gender equality are mainly based on international instruments to which Botswana is aligned. The National Gender Strategy adopts a multi-sectoral and decentralised approach anchored on the human rights paradigm. This approach anticipates that various sectors would mainstream gender in their sectoral development programmes. The draft National Policy on Gender and Development package is comprised of a Policy document, the National Gender and Development Strategy and the National Operational Plan. These three component documents should provide policy direction, strategic orientation; identify key gender mainstreaming outcomes and establish linkages with other strategic frameworks. Prioritised national development areas for gender mainstreaming are:

- Economic Development, Prosperity and Poverty Eradication to achieve sustainable development.
- Social Protection and Social Services. Prioritised social protection programmes and services include the following;
  - ✓ Health, Adequate Sanitation and Improved Wellbeing.
  - ✓ Access to Quality Education, Training and Information.
  - ✓ Safe Housing and Consideration for Addressing Issues of Energy and Climate Change for a Sustainable Environment.
- Political Power, Democratic Governance and Decision-making.
- Access to Justice, Protection of Human Rights and Freedom from Violence.
- Special Measures Targeting Vulnerable Groups of men, women, girls and boys.

A futuristic policy development view includes strengthening oversight and accountability structures and processes, as well as ensuring equity in representation of all key stakeholders in a bid to promote meaningful representation and potency of issues. This approach should give impetus to the paradigm shift from an almost exclusive focus on women, to a programming focus that is informed by gender analysis as an imperative in development



planning. Parastatal organisations and the Private Sector will also be required to develop mechanisms for guaranteeing equality of opportunity for women and men. The national gender machinery is developing a capacity building strategy to facilitate effective large scale cascading of the Gender and Development programme at all levels, and involving all sectors; including non-governmental organisations (NGOs), community based organisations (CBOs) and faith based organisations (FBOs).

Civil society organisations (CSOs) have been key actors in the implementation of gender equality and equity initiatives. They are also required to develop their own mechanisms and tools for mainstreaming gender and assessing the impact of their contribution to Gender and Development in Botswana.

The report, therefore, will focus on the selected critical areas and demonstrate achievements, challenges and opportunities in promoting gender equality and equity in Botswana.

## **2. OVERVIEW OF ACHIEVEMENTS AND CHALLENGES IN PROMOTING GENDER EQUALITY AND WOMEN'S EMPOWERMENT**

### **2.1 Policies and Mechanisms for Gender Equality**

The Women's Affairs Unit was established in 1981 and later upgraded to a Women's Affairs Department in 1997 to coordinate and manage the national gender response. Effective from 1st April 2013 this agency was renamed the Gender Affairs Department (GeAD). This development has been widely celebrated by men who strongly believed that the exclusive focus on women-in-development paradigm had led to the relegation of men's rights and issues. The GeAD is expected to spearhead the coordination, liaising, facilitation and other related functions of gender equality and equity in Botswana.

The Government continues to provide both human and financial resources and has set up a nationwide infrastructure to ensure effective operations of the Department. Currently the Department has decentralised services to eight outstations as follows: Francistown and Ghanzi (2000), Maun and Tsabong (2004), Serowe and Kasane (2007), Kanye and Selebi Phikwe (2008). The recurrent budget of the Department has steadily increased from P6,000,000 in 2003/2004, to P7,809,900 in 2004/2005, to P8,063,190 in 2005/2006 and to P17,160,140 in 2013/14. Currently the recurrent budget of the national gender machinery constitutes 5 per cent of the Ministry's budget, excluding additional funding from special public funds. Additional funding from Government support for the Women's Economic Empowerment Programme which is about P25,000,000; Poverty Eradication Programme activities and other related initiatives covered by revenue from the Alcohol Levy, with an annual allocation of about P12,500,000.

Each Government Ministry is expected to budget directly for its own gender and development activities. More efforts will have to be targeted toward mainstreaming gender into public finance (gender responsive budgeting) by capacitating relevant planning officers as well as developing relevant performance tracking tools. It is hoped that government economic planners will begin to embrace gender responsive budgeting principles for public finances as they receive in-service training.

Gender and development programming is founded on the human rights approach and advocates for the employment of gender mainstreaming as a core strategy.

This makes gender a cross cutting issue and an imperative for the achievement of sustainable development. Thus, the past five years have witnessed intensive training of Gender Focal Points in Government, the Private and Parastatal sectors to enable them to mainstream gender in their respective sectors. Most importantly, through the support of bilateral and development partners, senior managers and economic planners in the Government sector were trained on mainstreaming gender into public finance in 2013.

## **2.2 Legislative and Policy Achievements**

The Government of Botswana has identified poverty as one of the key factors that inhibit women's meaningful contribution to socio-economic development. Botswana measures poverty through a two-pronged approach: (i) people living below the Poverty Datum Line (PDL), and (ii) those living below Abject Poverty at less \$1.20 per day. The increased feminisation of poverty stands out as a major concern. In order to address the situation, Botswana has elevated the issue of poverty eradication to the Office of the President. The *Ipelegeng* Programme was developed in 2008 to eradicate abject poverty. Notably, women are the majority beneficiaries of this programme constituting 82% of the programme beneficiaries in both rural and urban areas (BIDPA, 2012). The Government of Botswana realises that the reduction of poverty as it affects women requires a strategy and policy environment that recognizes that poverty affects men and women differently and that gender inequality is a problem with multiple causes. The contribution of women to the socio-economic, political and cultural development of the nation is well recognised, hence efforts at national level to empower them.

### *a) Addressing Cultural and Religious Stereotypes*

Concerted efforts have been made to target traditional leaders, faith based organisations and community members about cultural and religious practices that discriminate against women and the girl-child. Concerns have been raised about the dual legal system. Customary law in Botswana remains not coded and Government has maintained the position that positive cultural traditions and practices should be respected.. In view of the significant role played by traditional leaders in the protection of culture in the society, Gender Affairs Department has meaningfully engaged them to be gender sensitive when dealing with community life issues (GeAD Maun Gender Pitso, 2011; Bogosi Gender Pitso, 2012; GBV Mini Pitso, 2013).

The national *Bogosi* (Traditional Leadership) *Gender Pitso* (consultative forum) took place in Palapye. At this forum, issues of inheritance rights, children's

adoption, maintenance of children and unmarried fathers' access to their biological children were discussed within a human rights context. Initially, there was strong resistance from the traditional leaders who perceived that gender equality was intended to undermine culture and male leadership. But by the end of the deliberations the traditional leaders came to appreciate the critical role of women in family, community and social life. They issued a communiqué in which they committed to the promotion of gender equality and equity in their communities; advocacy for gender sensitivity when deliberating on community affairs; and when presiding over cases brought before the customary courts.

Faith is a major determinant of gender discrimination in society. Leaders of religious organisations were also targeted to address gender discrimination issues in churches and other religious settings (GeAD FBO Pitso, 2012). A major segment of women belong to religious organisations but are socialised to believe that gender discrimination is normal and sacrosanct. Issues of gender based violence emerged as critical areas of concern across many communities. Consequently, GeAD undertook a study to explore the magnitude of the problem.

#### b) *Violence Against Women*

In 2011 the Gender Affairs Department in collaboration with Gender Links and conducted a Gender Based Violence Indicators Study, with the support of UNDP and UNFPA. The study aimed to establish the prevalence of, and attitudes on Violence Against Women and Girls. Furthermore, the Study sought to estimate the level of perpetration of GBV by men to corroborate the information sourced from women. The findings of the Study revealed that:

- The GBV prevalence rate was 67%. Thus, 2/3 of women in Botswana have experienced some form of violence in their life time.
- Intimate partner violence was 62%, that is, 3 in 5 women experienced violence at the hands of a significant other.
- 48% of men admitted to have perpetrated violence in their life time.

The Department is currently developing plans for cascading the GBV Indicators Study to districts during the Financial Year 2014/2015.

#### c) *Strengthening of Legislation*

Since the adoption of the Domestic Violence Act in 2008, inconsistencies have been observed in its implementation. The Gender Affairs Department, in collaboration with the Attorney General's Chambers and other stakeholders; has developed regulations to assist in the standardisation of the implementation of

the Act. A series of capacity development workshops for relevant judicial officers and related service providers is underway to ensure consistent application of the Act and gender justice in the courts of law.

Between 1995 and 2009 all the laws were amended to make them gender sensitive. The Miscellaneous Amendments Act (2008) ensured that all relevant laws were aligned to CEDAW principles following the adoption of the Abolition of Marital Power Act (2004). The Domestic Violence Act (2008) was also adopted to protect family members against violence in the home. Further, the Children's Act (2009) was developed from a human rights perspective – a first in Botswana. In order to improve women's access to justice Botswana piloted and established Legal Aid Programme under the Attorney General's Chambers. This is a means tested service where poor women who cannot afford a private lawyer can also be assisted to access justice through public funds.

### **2.3 Domestication of CEDAW**

According to the draft Fourth Botswana Report on the implementation of CEDAW (2014), the Constitution of Botswana makes it clear that both women and men are equal before the law and does not allow for discrimination of women in any form. The report further states that Government has introduced the first Legal Aid Programme to assist women and men to access justice. The programme was developed and rolled out based on Article 3 of Basic Human Rights which states that:

“States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men”.

Government initiated a process for the domestication of CEDAW in 2013. A total of 26 consultations have already been conducted across the country. The stakeholders included public servants from all sectors, civil society organizations from a range of sectors, and members of the public through *dikgotla* (traditional community meeting places). A report is being finalised to determine areas of critical concern, and opportunities for redress.

### **2.4 Challenges**

a) *Women in Power and Decision Making*

While Botswana has achieved commendable progress in women's participation in governance in the public service, parastatal organisations and private sector, women's representation in political governance remains low. According to the SADC Gender Protocol Barometer (2012) 45% of women hold positions of Director and above. Currently, women Members of Parliament constitute only 8.2 per cent in a house of 63 parliamentarians. The proportion of women in Parliament has not exceeded 10 per cent since the last general elections held in 2009; a decline from 18 per cent in 2004. So far there is no indication regarding the public agenda to consider modifying the electoral process to allow for deliberate measures to ensure that a critical mass of women is created, for expediency in political decision making at all levels.

While Botswana celebrates her successes especially regarding women in Public Administration as well as in civil society organisations, it is important to develop firm plans to sustain the gains so far registered. Further to this, traceable documentation of effective strategies used by successful women leaders is weak and access to aspiring women leaders is difficult.

*b) The Positioning of the GeAD*

Several stakeholder consultations have expressed reservations regarding the location of the Gender Affairs Department within a line ministry. The rationale here is that GeAD should be relocated to a ministry with the highest political power with significant influence over finance and political power. An example here is the Ministry of Presidential Affairs and Public Administration. Such positioning would give the National Machinery for Gender Equality sufficient clout to coordinate gender and development issues from a position of authority and appropriate stature. There is also need for institutional capacity development within the national gender machinery to ensure that Gender Focal Points have the necessary knowledge and skills to effectively discharge their mandate.

*c) Lack of Targeting in Social Safety Nets*

A major challenge of Botswana's Social Safety Nets is that they are not adequately targeted to ensure they address the needs of the most vulnerable sections of society (BIDPA and WHO, 2013). While Botswana has achieved commendable progress in human development, women remain the most affected by poverty, unemployment, and HIV and AIDS. There is therefore need for enhanced targeting of programmes to address diverse vulnerable women population groups such as women with care responsibilities, women with disability, poor women, women living with HIV, and women in remote communities.




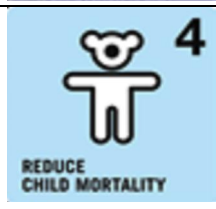
d) *Lack of Gender Responsive Budget for Public Funds*




Botswana does not yet have a public budget that is gender responsive. While training on mainstreaming gender into public finance was initiated over a decade ago not much has been done to implement gender sensitive public budgets. Therefore it is not clear what proportion of the national budget addresses gender equality and equity issues. This area requires urgent attention to ensure deliberate efforts to enhance the quality of livelihoods of women and girls and to validate that their immediate and longer term needs are addressed in a systematic and sustainable manner.

e) *Progress in attaining the MDGs*

Botswana has produced two MDG Status Reports in 2004 and 2010 respectively. The 2013 status report is still in draft form. These reports observe that Botswana is on course to achieve many of the MDGs. Box 2 below provides a summary of the country’s progress towards attainment of the MDGs.

**Box 2: Overview of Botswana MDG Status, 2010**

MDG	Progress
	<p>Although Botswana is likely to half poverty by 2015, the country is unlikely to half the proportion of the population that suffers from hunger and malnutrition. The respective prevalence of stunting and underweight remain obstacles that have far reaching consequences.</p>
	<p>Botswana is highly likely to achieve the education MDG goal. However an associated challenge is the quality of education and the subsequent retention of children in education, ensuring all children have access to quality education.</p>
	<p>Botswana has achieved the MDG goal on gender equality. Female participation in education, employment and positions of power has improved considerably over the years. However challenges persist. These include higher unemployment among women as compared to men. In addition, gender based violence remains a problem.</p>
	<p>At the national level Goal 4 is unlikely to be met. While Botswana is performing much better than some of its neighbours challenges remain. The most vulnerable children remain those: from poor households, those in rural areas and those who have less educated caregivers</p>

 <p><b>5</b> IMPROVE MATERNAL HEALTH</p>	<p>Despite high investments in antenatal care, maternal mortality remains high in Botswana and the country is unlikely to meet this MDG. Going forward, there will be a need for an in-depth understanding of the causes of maternal mortality. At a basic level current maternal mortality rates also bring into question the quality of care offered to both mothers and newborns.</p>
 <p><b>6</b> COMBAT HIV/AIDS, MALARIA AND OTHER DISEASES</p>	<p>Botswana has already met the target on universal access to treatment for HIV/AIDS. However tuberculosis remains a key challenge, as is comprehensive knowledge on HIV prevention among the general population.</p>
 <p><b>7</b> ENSURE ENVIRONMENTAL SUSTAINABILITY</p>	<p>Botswana has met the target on access to safe drinking water and has made significant progress on improved sanitation. In addition, there remains strong commitment to issues of sustainable development.</p>
<p><b>8</b> <b>Develop Global Partnerships for Development</b></p>	<p>Botswana has developed a number of relations with development partners and has benefited from several regional and multilateral economic cooperation agreements such as the EU-ACP Economic Partnership Agreement, the SADC Free Trade Area, and the African Growth Opportunity Act. It has also made efforts to develop ICT facilities for use by citizens including women.</p>

Source: Adapted from UNICEF Annual Report 2012

## 2.5 Partnerships for Gender and Development

The following development partners have provided technical and/or financial support to GeAD:

- UNDP
- UNFPA
- UN Women
- UNAIDS
- United Nations Economic Commission for Africa (UNECA)
- Friedrich Ebert Stiftung (FES)
- Project Concern International (PCI)
- United States Agency for International Development (USAID)
- European Union
- African Comprehensive HIV/AIDS Partnership (ACHAP).

In addition, implementation partnerships have been established with different development sectors in government, parastatal and private sector organisations as well as with civil society organisations including NGOs, FBOs, trade and workers' unions and community based groups.



## 2.6 Financial Crisis

The global economic crisis had various negative impacts on the economy including a rise in the level of unemployment, as well as slowdown in trade and investment. Consequently, Botswana had to borrow to meet her budget deficit in 2009. However, various measures were put in place to ensure that achievements made in improving livelihoods of vulnerable groups were not reversed, and that efforts to assist them as well as programmes that were specifically targeted at addressing vulnerable groups were not hampered. New projects, mainly infrastructure, were shelved to contain spending and only on-going projects were undertaken for completion.

### a) *Strategies to mitigate impacts of the crisis*

Better targeting of existing resources to support priority programmes, services and populations; including the following:

- Poverty Eradication through the Decent, Productivity Work programme  
Government resolved to subsidize social services such as education, health and housing for vulnerable groups because the global economic down turn threatened the existence of Government initiatives to eradicate poverty.
- The President's Poverty Eradication Road Map.  
This facilitated economic empowerment through job creation and food security. Government introduced the labour intensive public works programme, Ipelegeng; to replace *Namola-Leuba* (Drought Relief Programme). The Government also exempted farm implements from VAT in order to reduce production costs. This was a good initiative to support Livestock Management and Infrastructure Development (LIMID) programme. . LIMID Programme started in April 2007. Through this programme poor resource farmers' majority of whom are women are assisted to purchase small stock, Tswana chicken and to start guinea fowls production.
- To ensure continued support for income generating projects, Gender Affairs Department was granted 5% of the Alcohol Levy, which was later increased to 10%; in order to meet the high demand for economic empowerment projects for women.
- Introduction of the Economic Diversification Drive (EDD) in April 2010 to sustain growth and development in both the manufacturing and services sector of the economy. This initiative was expected to create more job opportunities. In the first quarter of 2014, the employment levels of the enterprises stood at 6 343 showing an increase in employment levels by 1 102 people, or 21% increase.
- 
- Special Support Programme for the Textile and Clothing Industry.

The Government, through the Ministry of Trade and Industry, offered short-term (2 years) support to this sector to enable it to retain jobs and improve its competitiveness.

- The VAT registration threshold was increased from P250, 000 to P500, 000 in July 2011. This supported Government's efforts to promote small businesses.
- Electricity Levy

Government initiated collection of a 5 thebe/kilowatt-hour levy to support the Rural Electrification Programme which facilitated the affordable National Electricity Connection standard cost of P5, 000 for new electricity connections.

### **3. PROGRESS IN THE IMPLEMENTATION OF THE CRITICAL AREAS OF CONCERN OF THE PLATFORM FOR ACTION**

#### **3.1 Critical area A: Women and Poverty including Economic Empowerment of Women**

##### **a) Introduction**

Globally, it is widely acknowledged that the great majority of women live in deplorable conditions of poverty, especially in developing countries. Poverty is complex, with multi-dimensional problems, and it is rooted in both national and international structural domains. Therefore, it is important to adopt macroeconomic policies that should enhance efforts to address the differential impact of development initiatives on women and men. The application of gender analysis to national development plans, policies and programmes is deemed critical to poverty reduction strategies. Consistent with the proposed approach, the BPFA identified the following objectives:

- Review, adopt and maintain macroeconomic policies and development strategies that address the needs of women in poverty.
- Revise laws and administrative practices to ensure women's equal rights and access to economic resources.
- Provide women with access to savings and credit mechanisms and institutions.
- Develop gender-based methodologies and conduct research to address the feminisation of poverty.

##### **b) The Policy Environment**

Botswana has a strong policy environment to reduce poverty and promote women's economic empowerment. - The NGPF identified the following priority objectives for addressing the complex issue of women's poverty and lack of economic power:

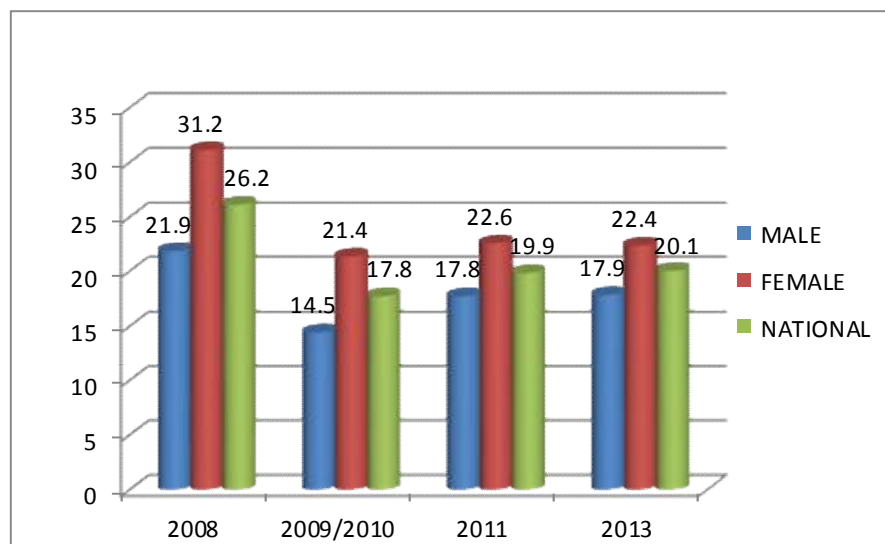
- Reduce the disadvantages that limit women's income and economic opportunities.
- Develop a comprehensive social safety net for the most vulnerable.
- Develop women's education and skills.
- Strengthen existing policies and programmes for sustainable livelihoods and improved implementation.

### **c) Women's Poverty Alleviation Programmes**

The period 2002/3 to 2009/10 was characterised by decrease in head count poverty incidence by 11.3% from 30.6% to 19.3%. Further, there has been a 36.9% decrease in the proportion of the population living below the Poverty Datum Line (PDL) translating into an average annual rate of decrease of 5.2%. While poverty remains highest in rural areas, the actual improvement in poverty levels, as measured by the annual rate of change, seems to have occurred in this group. During the same period, rural areas experienced a 45.7% reduction in poverty compared to 24.5% in cities and towns, and 21.6% in urban villages respectively. Also noteworthy is that cities and towns experienced a relatively faster decrease in poverty rates than rural urban centres (Central Statistics Office, 2010). Government has prioritised eradication of abject poverty by developing a Poverty Eradication Programme under the Office of the President since 2008. There is also a Presidential Task Force on Poverty comprised of five Cabinet ministers.

Evidence on unemployment trends indicates that the national unemployment rate was 26.2% in 2008; 17.8% in 2009/10; 19.9% in 2011/12 and 20.1% in 2013/14 respectively (see Figure 2 below). Female unemployment stood at 31.2% in 2008; decreased to 21.4% in 2009/10; rose to 22.6% in 2011/12; and dropped by 0.2% in 2013/14 to 22.4%. Thus, many women are unemployed, hence the need for increased efforts for them to engage in profitable income generation, thereby promoting sustainable livelihoods and economic independence. The Botswana Core Welfare Indicators Survey (BCIWS) report established that the majority of households living below a dollar a day were headed by unemployed persons. However, in cities and towns they were headed by employed persons (Central Statistics Office, 2010).

**Figure 2: Unemployment by Sex 2008-2013**



Source: Statistics Botswana, 2013

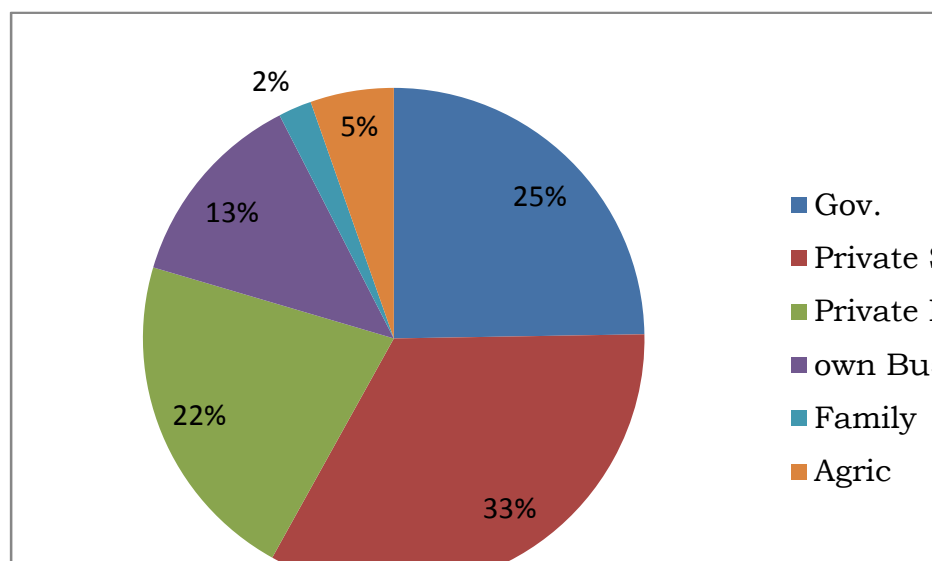
Figure 3 below shows that employment wages are still the dominant source of livelihood for the poor families, particularly in urban centres, followed by rural centres and lastly, rural areas. Figure 4 below further shows that a significant proportion of households whose heads are employed but are poor are employed by the Private Sector (33%) followed by Government (25%), Private Households (22%) and own business with no employees (13%). These figures could suggest that, together with the level of wages, household size can be a factor of vulnerability to poverty as one can be employed and still be a member of a household that is below the PDL.

### *Economic Power*

The Gender Status Index (GSI) provides an important indicator of women's and men's access to economic power opportunities. The GSI focuses on three components, namely income, time-use and employment as well as access to productive resources. The overall score for Botswana on the GSI Economic Power Block is 0.79. The Income and Wages Index across sectors indicates that women in Botswana earn less than men. The gender gap is not enormous (ranges between 0.93 and 0.98). Notably, while women constitute a major proportion of the population and they also predominate as employees in the civil service. These numbers tend to mask real income disparities and inequalities between women and men. Women in the civil service tend to occupy lower level positions in organisational structures, and are therefore, at the lower end of pay structures (Gender Affairs Department, 2012). In 2007, the Botswana Defence Force enlisted

women cadet officers and currently over 100 women are in the post. A major challenge for the BDF is that of lack of housing and needs specific physical structures to accommodate the particular needs of women soldiers. Moreover women activists have raised concerns about the restriction placed on women soldiers not to be pregnant during training and/or the first two years of service.

**Figure 4: Who Employs these Poor Heads of Households?**



Source: Central Statistics Office, 2010

In terms of income from the Informal Sector enterprises, small Agricultural Household Enterprises and the share of women under the Poverty Datum Line, women generate more revenue than men, with a gender gap of 1.22. This is not surprising as women dominate the informal sector at more than 60%. Overall, there is a decline in the proportion of persons living below the PDL from 30.6% in 2002/03 to 20.7% in 2009/10. Urban areas experienced an increase in poverty while poverty incidence in the rural areas declined (Central Statistics Office, 2010). A major challenge for women in the informal sector is that they are not protected by the bye-laws currently in force, due to system failure to incorporate the respective needs of women and men.

Women do not have equal access to the means of production in subsistence agriculture even though they constitute a sizeable number of farmers. In terms of ownership of resources, there is generally a male dominance. Subsistence cattle rearing is the mainstay of the rural economy controlled by men with a gender gap of 0.38. However, ownership of small stock though skewed towards

men shows a smaller gender gap. Government agricultural subsidy schemes have significantly contributed to increase in women's access to small stock (Gender Affairs Department, 2012). Similarly, data from the Botswana Housing Corporation in Gaborone and Francistown reveal that 52% of the houses were owned by men between 2005 and 2012. However there is no data on the ownership of houses in rural areas.

Overall, the National Policy on Housing does not focus on the respective needs of women and men, while land allocation is made on application procedures and a first come first served basis. Land for commercial agriculture and prime housing is accessed on financial capabilities of the individual and tends to favour men more than women. There is therefore need to develop firm plans to improve women's access to the means of production.

### **c) Women's Economic Empowerment Programmes**

Since 1995, the Botswana Government, Non-Governmental Organizations (NGOs) and Community Based Organization (CBOs) developed and implemented economic programmes. Botswana has identified poverty as one of the key factors that inhibit women from making a meaningful contribution to socio-economic development. This section identifies policies and programmes developed for addressing women and poverty as well as economic empowerment needs.

The Women's Economic Empowerment programme at GeAD aims to empower women to advance their economic well-being. The programme employs a two-pronged strategy, namely:

- i) The disbursement of grants to Women's Non-Governmental Organisations, Community Based Organisations and Groups to enable them start income generation projects which are viewed as a more practical solution to women's poverty, with the potential for addressing their longer term needs. This programme should create employment outside the home for women. It also significantly enhances their ownership rights and participation in decision making as they run these small enterprises.*
  
- ii) The National Women's Expositions: These were initiated in response to the disparities that exist between women and men in the trade and economic sphere. The expositions aim at putting women's effort into the public sphere primarily to showcase women's contribution to national economy-building efforts, and for their work to be appreciated, acknowledged and documented. The participation of women entrepreneurs at international*

trade fairs such as the Women in Business-SADC Fairs and the Global Expo are viewed as marketing strategies for women's products.

- iii) *The Financial Assistance Programme (FAP) 1982*: This was the first national economic policy that deliberately demonstrated intention to recognise and address gender inequalities in economic development through the establishment of additional production activities. For instance, it stated that “women should contribute 10% collateral to the funds they requested for projects while men contributed 15%”. However this progressive policy principle was later abandoned in subsequent financial assistance programmes.
- iv) *Small, Medium and Micro Enterprise Programme (SMME)*: This was a loan programme introduced when FAP was discontinued in 1997. The purpose of SMME was to promote an enabling environment for survival of economic activities that also promote attainment of important social goals such as the reduction of poverty and the encouragement of broader and more equitable access to economic empowerment. The specific target groups of SMME included “Female entrepreneurs.”
- v) *Citizen Entrepreneurial Development Agency (CEDA)*: This programme was established in 2001 to replace SMME. It provides financial and technical assistance for business development with a view to promote citizen-owned businesses. In its existence over the past thirteen (13) years, the agency has invested over BWP2.8billion for over 4300 loans. Unlike earlier financial assistance programmes, CEDA does not have affirmative action for women. Rather, it is gender neutral. Its emphasis has been on supporting both men and women whose business development plans are considered to be viable, sustainable, marketable, and have potential to add value to the national economy.



Overall, women's participation is 19.8 per cent. Further detailed analysis of gender based participation rates for different sectors reveals that the sector with the highest women's participation is retail at 37.2 per cent, followed by commercial property at 36.3 per cent. Thus, retail and commercial property had the highest Gender Parity Index (60 and 57 females per 100 males respectively), followed by manufacturing and services (at 39 and 38 per 100 beneficiaries respectively). Thus, more women need to take advantage of opportunities available to them. While reasons for low women's uptake of CEDA have not been concretely established, it is likely that there may be structural and administrative challenges that stand in their way (Gazette Newspaper, 6<sup>th</sup> March 2014).

#### **d) Agricultural Assistance Schemes**

Additional to the above mentioned programmes, Botswana has a wide range of agricultural subsidy schemes for various levels of farmers that are accessible to women. Women have also benefited from support for arable farming, small stock farming, poultry projects, and horticultural projects. Majority of women in subsistence farming have benefited from financial assistance and extension services especially in the area of small stock.

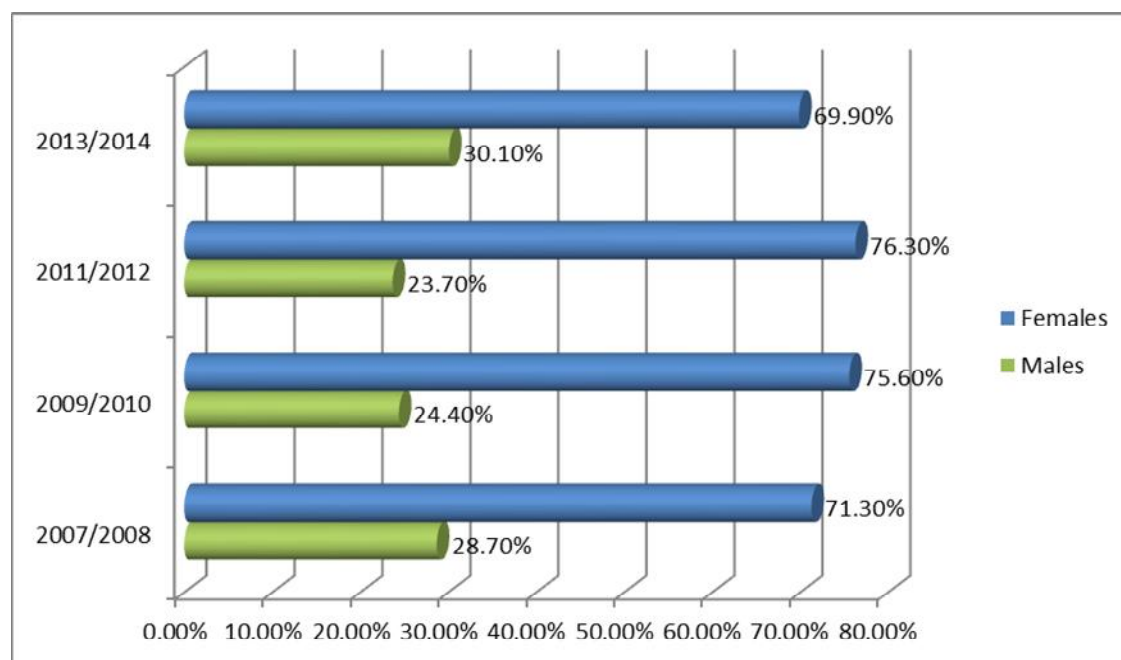
This year a special programme was introduced to cater for people in the semi-arid climate who have not benefited as much from previous programmes targeting small poor farmers. From a gender equality perspective, existing agricultural assistance schemes need to be further interrogated to incorporate the specific conditions promoting women's participation. This should lead to increased benefit from commercial small and medium scale enterprises, to women.

#### **e) Strengthening Social Protection Programmes**

In 2009 Botswana began to implement a number of poverty eradication initiatives which especially benefit women in both rural and urban areas, under the leadership of His Excellency President Seretse Khama Ian Khama. Public policy is aimed at reducing abject poverty through broad-based economic growth, specifically through employment creation initiatives. However, there is equally recognition that on its own, economic growth will not effectively reduce poverty. Thus, a number of Social Safety Nets have been introduced to assist very poor and vulnerable groups in society. These include a food basket for the destitute,

orphans and vulnerable children. Support is also provided for poor and vulnerable people in remote communities, people with disability, people living with HIV and other people under home based care, An old-age pension scheme for the elderly has also been established. The School and Clinic Based Feeding Programmes for school children and the underweight are also in place.

**Figure 5: Beneficiaries of Ipelegeng Programme by Sex**



Source: Ministry of Local Government and Rural Development, 2014

A study of the *Ipelegeng* Programme in 2012 found that an overwhelming majority of 82 per cent reported that the programme had enabled them to improve their welfare (BIDPA, 2012). However, a major limitation of this programme is that it focused on poverty relief and has a potential to create a dependency syndrome among recipients. Further, a subsequent study also revealed that many of the beneficiaries are not really in abject poverty as the *Ipelegeng* programme tends to pay above the minimum wage. Consequently, it attracts other people who would not have otherwise joined it (BIDPA and WHO, 2013).

The Private sector has also contributed significantly to support women’s economic empowerment initiatives. As an example, the Kgalagadi Breweries Limited Kick Start programme is an entrepreneur development programme for

18-30 year olds. To date it has provided mentorship and training to over 107 young entrepreneurs. Further, many corporate bodies have contributed to the Presidential Housing Appeal which has benefited a number of women across the country.

- f) Women in informal cross-border trade (WIBCT)
- g) The aim of this project is to improve networking amongst women involved in cross border trade, creating visibility and their contribution to employment and the national economy. One of the outcomes of this project was to build capacity of the women in entrepreneurship and advocate for the inclusion of WIBCT issues and priorities in policies, legislation programmes and trade facilitation.

#### **h) Conclusion**

Botswana has made appreciable progress in addressing the incidence of poverty especially among women and vulnerable population groups. A number of economic empowerment and financial assistance programmes have been developed and implemented with commendable success. However, there is still need for more targeted programmes in social protection to address women's social empowerment issues which limit the impact of economic empowerment as well as poverty reduction programmes. There is political will to eradicate hunger and suffering as demonstrated by the elevation of the poverty eradication programme to the Office of the President as well as the increased allocation of financial and human resources for more effective implementation of programmes. Government has consistently invested in strengthening sustainable livelihoods. In 2012 a full-fledged Community Development Department was established in the Ministry of Local Government and Rural Development; to strengthen implementation of development initiatives.

### **3.2 Critical area B: Women in Power and Decision Making**

#### **a) Introduction**

The Universal Declaration of Human Rights states that everyone has a right to partake in the government of his/her country (United Nations, 1948). Similarly, the Constitution of Botswana guarantees the equality of women and men, and that women cannot be discriminated against in any way. Thus, the importance of women's participation in power and decision making cannot be over emphasised

as a pre-requisite for the attainment of sustainable socio-economic development and democracy. Despite progress that has been achieved over the years in democratisation, in most countries women remain under-represented in key decision making structures of governments especially the legislative, executive and local government spheres. The BPFA seeks to address inequalities between women and men in the sharing of power and decision making at all levels of government. The objectives are to:

- Take measures to ensure women's equal access to and full participation in power structures and decision making.
- Increase women's capacity to participate in decision making and leadership.

Botswana needs to deliberate on how to increase women's representation in the political sphere of central and local government respectively. According to the Baseline Survey on Gender (2013) Botswana has signed and ratified the SADC Declaration on Gender and Development in 1997 which committed to achieving at least 30% quota for women in political and decision making structures. Although Botswana has not signed the SADC Protocol on Gender and Development, she continues to perform well on gender indicators therein required. Botswana also provides mandatory reports to the SADC Secretariat on the implementation of the Protocol. However, women's representation in political power and decision making remains low.

### **b) Women in Power and Decision Making**

There has been gradual change in political representation in Parliament, Cabinet, and Local Authority Councils from 1994, 1999, 2004, and to date. In 1994, female representation in Parliament was 9% and 19% in Cabinet while in 1999 it increased to 18.2% in the former and 23.5% in the latter (Botswana Beijing Report, 2000). The draft Botswana MDG review (2013) states that the MDG Status Report for 2010 lamented the decrease of women representation in Parliament from 11% in 2004 to 7% in 2009. It further pointed out that women's representation in councils in Botswana stood at 20% which is far lower than the SADC threshold of 30% (SADC Gender Protocol Barometer, 2012).

The multiple roles of women pose another obstacle hindering women's increased involvement and participation in political decision making. Generally, many women are not attracted to active politics due to the substantial finances, time and energy needed for political campaigns and ultimately to win elections. Additionally, while the education system may be empowering women to be

successful in formal careers, it may possibly not empower them for political activism. The Women in Power and Decision Making stakeholders' forum in 2014 lamented the shortage of many young women activists who can take over from senior women leaders across the women's movement in the country. Socialisation of the girl child may also be an important factor in influencing the career paths of girls in adulthood. There is need for mindset change among men who often want to work with less literate women in politics so that they can safeguard their own positions of leadership.

Source: Gender Baseline Study, 2013

The SADC Gender Barometer report also indicates that there are four female chiefs out of 35 which constitute 11% while the Gender Baseline Study (2013) puts it at 9% while women occupying positions of director and above constitute 45%. By contrast, the Gender Baseline Survey (2013) shows that women who hold key positions (defined by salary bands D1 to F0) constitute 72% followed by parastatal organisations at 37% and private sector at 21% respectively (see Figure 3.6). For example, positions of the Speaker of the National Assembly, Governor of the Central Bank of Botswana, the Attorney General, and the Ombudsman are currently occupied by women. In addition, there are Permanent Secretaries and Deputy Permanent Secretaries, Directors of Departments and other high ranking positions in diplomatic missions.

On the other hand, the Citizen Score Card (CSC) gauging perceptions of gender and governance scored the country at 52%. It further shows that women hold leadership positions in private companies, parastatals, and civil society including churches. The civil society has the largest share of women leaders at 84%.

As a constitutional guarantee, opposition political parties have adopted a 30% minimum representation of women within their governance structures. However only one party has increased women's representation from 26% in 2009 to 30% and its deputy secretary general is a woman. Despite the seemingly slow progress, GeAD and civil society organisations continues with lobbying and advocacy, public education, and social mobilisation for the election of women politicians. Lobatse Town Council is a flagship council with both the mayor and deputy mayor being women; and 46% female councillors.

Individual organisations and political parties also made marked progress in this area as follows:

- The ruling Botswana Democratic Party (BDP) continued with *Bulela Ditswe* (party primary elections) system which affords women an opportunity of competing in the party's primary elections. However, dominant patriarchal practices make it difficult for women to win such elections in significant representational numbers.
- The constitution makes provision for the ruling majority party to appoint four specially elected MPs.

In 2014, the GeAD jointly with Gender Links Botswana conducted a seminar on Women in Power and Decision Making. The seminar targeted faith based organizations, trade unions, political party women's wings, Parliamentary Women's Caucus, and Chairpersons and Secretary Generals of all Political Parties registered in Botswana.

The objectives of the seminar were:

- To raise awareness on the importance of gender equality and including women in decision making processes among participants.
- To facilitate recognition and appreciation among participants of women's potential and contribution in the management of processes and leadership of their organisations.
- To create awareness and start dialogue on the issue of participation and representation of women in political decision making.

In addition to regular campaigns promoting women's participation and involvement in decision making; two activities were conducted to deepen appreciation and commitment on the value of women's equal involvement and participation in governance structures at all levels. The Gender Affairs Department in partnership with Gender Links conducted a workshop for Political Party Women's Wings, FBOs, Media practitioners and Trade Unions. Different stakeholder groups developed initial plans for enhancing women's participation and involvement in decision making,

### **c) Conclusion**

Evidently, Botswana has made progress in advancement of women in the public service where women constitute majority of employees and in the other sectors of the economy. However, as indicated above, women hold less than half of decision making positions. Representation of women in political decision making is the lowest. There is need to explore ways through which women's representation can be enhanced in all sectors and at all levels.

### **3.3 Critical area C: Education and Training of Women**

#### **a) Introduction**

According to the Beijing Platform for Action all signatory Governments are expected to work towards elimination of disparities between women and men regarding access to education and educational outcomes at all levels of education systems. These include basic and primary education, secondary and advanced studies, vocational and labour market training, adult literacy and lifelong learning. The Beijing Platform for Action set out the following strategic objectives:

- Ensure equal access to education
- Eradicate illiteracy among women
- Improve women's access to vocational training, science and technology, and continuing education
- Develop non-discriminatory education and training
- Allocate sufficient resources for and monitor the implementation of educational reforms; and
- Promote lifelong education and training for girls and women

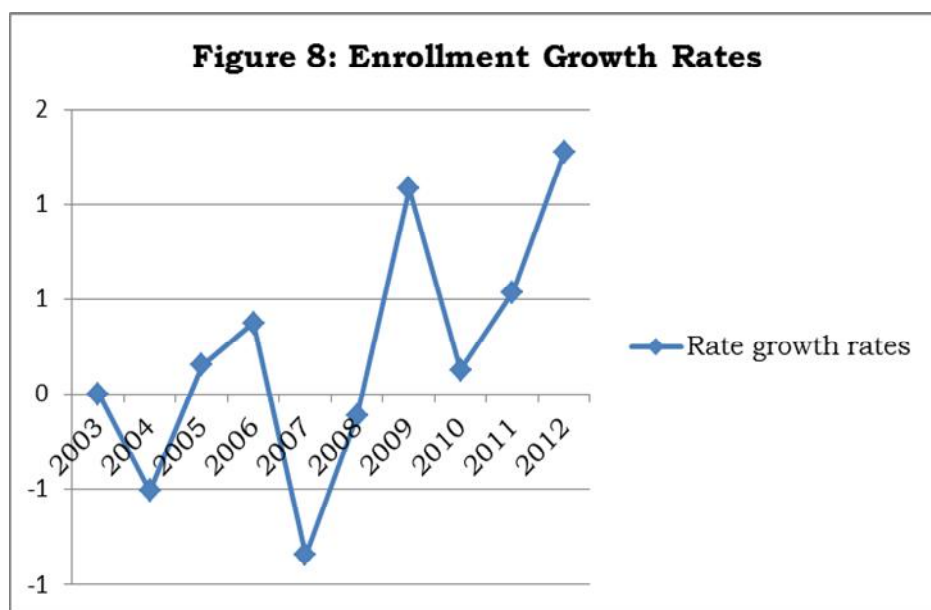
The above commitments are also reflected in the Millennium Development Goal 2 that addresses the global target to “Ensure that by 2015 children everywhere, boys and girls alike will be able to complete a full course of primary schooling”. Botswana's stated target for education is twofold. It seeks to “achieve universal basic education of 10 years by 2016” and secondly “to improve the relevance and quality of basic education.”

#### **b) Gender Equality and Equity in Education**

According to the MDG 2004 Status Report, Botswana has achieved universal education and the estimated Net Enrolment Ratio (NER) for children aged 7-13 was above 95% in 1999 and had reached 100% in 2000 (Botswana MDG Status Report, 2004 & 2010). The report further indicates that the Gross Enrolment Ratio (GER) was 11 points above the Net Enrolment Ratio (NER) due to dropout and late start by some children. The report also points out that Botswana has sufficient institutional capacity to guarantee all school going aged children 10 years of basic education. It further concluded that gender equity had been achieved in the formal educational system. On the quality of education, the Status Report wrote that, “the results suggest that learning is not very effective at the early primary school level”. This was attributed to possible lack of early

learning training. Furthermore, the report observed that Botswana needed to ensure that the quality of education matches the volume of investment. It cited how the country had not performed well in standard test such as the Trends in International Mathematics and Science Study (TIMSS) (Botswana MDG Status Report, 2010).

Figure 8: Enrolment Growth Rates, 2003-2012

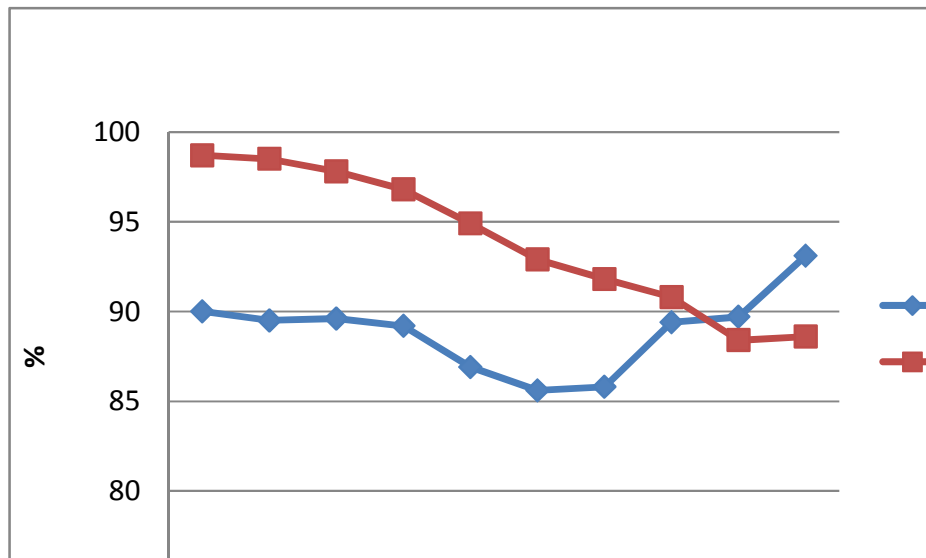


Source: Statistics Botswana, 2012

Using the same measures by the two Status Reports it was found out that figures on total enrolment, dropout rates, both NER and GER, and transition rates show that the primary education system has improved considerably since the last status report in 2010. Figure 8 shows that despite a prominent decrease in total enrolment between the period 2003 and 2008, total enrolment increased substantially between the period 2009 and 2012. Figure 9 indicates that the increase was with enhanced momentum between 2010 and 2012. The success in education augurs well with the amount of resources that government devotes to the sector. Notably, like in previous National Development Plans, the Government of Botswana spent 30% of its annual budget on education and training during NDP 10 which has led to improved access and equality.

Figure 9: NER (5-12) & NER (7-13)

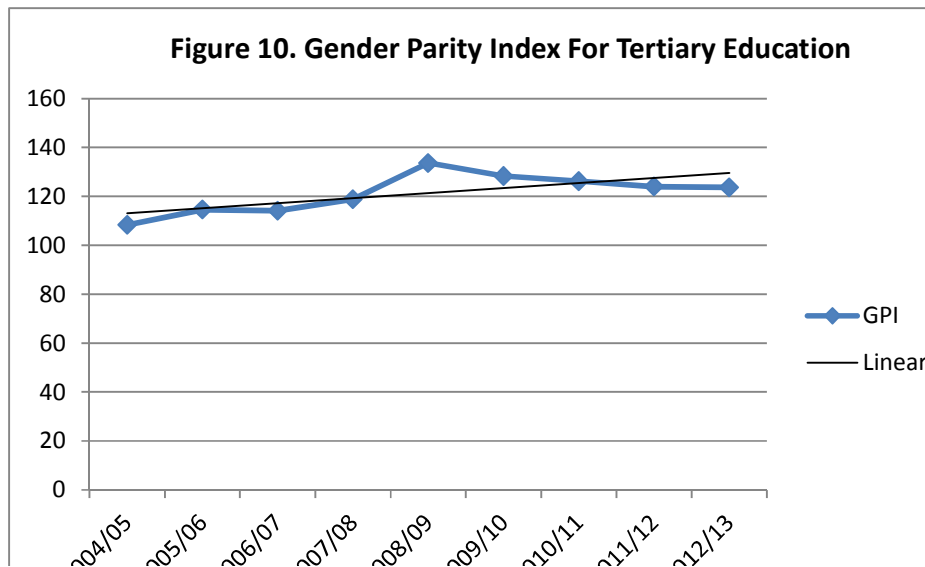




Source: Statistics Botswana, 2012

According to SADC Gender Barometer (2012), Botswana has achieved gender parity at primary, secondary and tertiary levels well ahead of the 2015 deadline. In fact the country leads SADC countries in the education and training sector. Further, the report indicates that there has been a decline in the dropout rate at primary schools from 3425 in 2009 to 3195 in 2010. However, more boys drop out than girls at a proportion of 65% of the total primary school children who dropped out in 2010. Progression rates are equally high for boys and girls at all levels of primary education, at over 80%. In addition, transition rate from primary to junior secondary schools was 100% in 2010 (Central Statistics, 2010; SADC Gender Protocol Barometer, 2012).

Figure 10 shows the dominance of females in tertiary education where for every 100 males enrolled there are more than 100 females enrolled. In 2012/13 there were over 120 females enrolled at tertiary level for every 100 males. The trend line illustrates the fact that this dominance of females is increasing over time.



However, despite the successes, Botswana continues to encounter challenges in education and training. In primary school 115 reported cases of pregnancy accounted for 2.9% of girls dropping out (Botswana MDG Report, 2010; SADC Gender Protocol Barometer, 2012). Furthermore, 1,054 cases of pregnancy accounted for 31.7% of all children who dropped out of secondary school, making teenage pregnancy the most prominent single factor accounting for dropping out of school.

There was also a concern that female enrolment in science, vocational and technical institutions has never exceeded 35%. Women continue to be under-represented in science. The perception by both students and teachers that science is a “male” subject and that jobs like engineering are for men persists. These factors continue to contribute to low enrolment in vocational training and science related subjects. Other factors include gender biased teaching materials; gender stereotyping during socialisation processes in the family, at school and in the communities, early marriages, HIV and AIDS.

In addition, in poor remote rural areas livelihoods and cultural factors may lead to children dropping out of school because of entrenched work patterns or community practices. Examples here include seasonal planting and harvesting, migratory patterns and language barriers (Botswana MDG, 2010). However, economic factors for dropout rates would possibly include young boys being taken out of school to look after livestock for a pay. Delinquency at a tender age tends to affect both boys and girls and has also been cited as a possible reason for dropping out of school.

It must be acknowledged that there is more inclination towards engaging more female teachers in primary schools with 93.3% being trained on average as compared to men. However, in tertiary institutions, females are predominantly enrolled in the humanities where their careers are limited to teaching and other service jobs that do not pay attractive salaries.

### **c) Life Skills Education**

Measures to address teenage pregnancy have included sex education in all the schools. At junior secondary schools, sex education is offered under the Life Skills Education programme. Topics in this programme appear mainly in Science, Moral Education, Religious Education, and Career Guidance and Counselling syllabi. Topics covered are on: Personal moral issues, Children's rights, Child abuse and sexual abuse, Sexual behaviour, Reproduction, Family life education and Family planning, Teenage pregnancy, Abortion, Population growth and sexually transmitted infections.

The government set out to mainstream gender into all aspects of the education sector as one of its main strategies to;

- Promote equity in educational access, retention
- Enhance the quality of life of students and teachers
- Develop curriculum materials that are gender sensitive
- Promote equal participation of male and female students across subjects and choice of careers
- Promote equal participation of female and male teachers in the teaching of all subjects and teaching pedagogies that empower girls and boys.

### **d) Strengthening Gender Equality in Laws and Policies**

The following policies and programmes were strengthened to promote gender equality in the education system:

- i) Policy on Top Achievers:* The Ministry of Education and Skills Development introduced the programme of citizen top achievers in schools in 2009. This initiative seeks to motivate young people to excel in their studies, gain recognition, and learn at the best institutions in the world to realize their potential. The programme ultimately seeks to create a pool of exceptional leaders for Botswana, over time.
- ii) Policy on re-admission* of girls and boys affected by pregnancy;
- iii) Sexual Harassment Policy* at the University of Botswana;
- iv) The University of Botswana Science Programme Targeting Girls;*

- v) *Diphhalana* Project for reintegrating teen mothers; and
- vi) *The YWCA Teen Mothers' Programme*.

Statutes targeting the school age children were also reviewed to underscore the following:

- i) Males under 12 incapable of having sexual intercourse (Penal Code)
- ii) Incest punishable by maximum life imprisonment (Penal Code)
- iii)
- iv) Females under 18 lack capacity to get married (Marriage Act & Children's Act)
- v) Females under 16 cannot consent to sexual intercourse (Penal Code)
- vi) Abduction of females as a crime (Penal Code)
- vii) Females under 21 protected from being procured for purposes of prostitution (Penal Code)
- viii) Children under 14 cannot take up employment (Employment Act)
- ix) Teachers who have sexual relations with students may be penalised (Education Act).

### **e) Challenges**

There are disparities in the quality of education received between urban, rural and remote area schools. Education results have over the years revealed that schools in remote communities are consistently the worst performers while some rural schools are able to compete fairly well with their urban counterparts.

- Issues about completion: Children from the remote communities do not complete their learning mainly due to extended separation of children and families due to location of schools away from remote settlements, early marriages, and child farm labour, among others.
- There is need to confront stereotypes related to the sciences and ICT and the participation of girls.
- There is need to address perceptions related to employment in areas considered to be the preserve of men.
- There is need to put in place strategies to combat drugs and related substances abuse in schools across the country.
- The education system does not adequately cater for the individual needs of children living disabilities thus limiting them to progress further in their education. There is need to provide integrated and comprehensive rehabilitation services for children living with disabilities.

## **f) Conclusion**

Botswana has made commendable strides in education development and attainment of the universal primary education, equal access to education; accessibility of women to vocational training, science and technology, and continuing education and training, allocation of sufficient resources for monitoring and implementation of educational reforms, and lifelong education and training for girls and women. However, there is need to address issues of quality and equity especially in certain regions of the country that do not attract qualified teachers. Botswana continues to invest heavily in education which is usually among the top three sectors in national budget allocations.

### **3.4 Critical area D: Women and Health**

#### **a) Introduction**

The BPFPA has outlined the following strategic objectives under women and health:

- i)* Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services
- ii)* Strengthen preventive programmes that promote women's health
- iii)* Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues
- iv)* Promote research and disseminate information on women's health
- v)* Increase resources and monitor follow-up for women's health

The 1994 International Conference on Population and Development in Cairo explicitly recognised certain sexual and reproductive rights as basic human rights (UN, 1995). Additionally, the 1995 UN Fourth World Conference on Women reaffirmed earlier consensus and advocated for the need to eradicate all forms of discrimination and violence against women, with particular focus on the Girl Child. It recognised that the power disparity between females and males largely contributes to violation of women's health and human rights that have severe consequences. These include early or child marriages, sexual violence and coercion. Botswana has over the past two decades integrated these principles into the national health policy and programmes.

## **b) National Health Care Machinery**

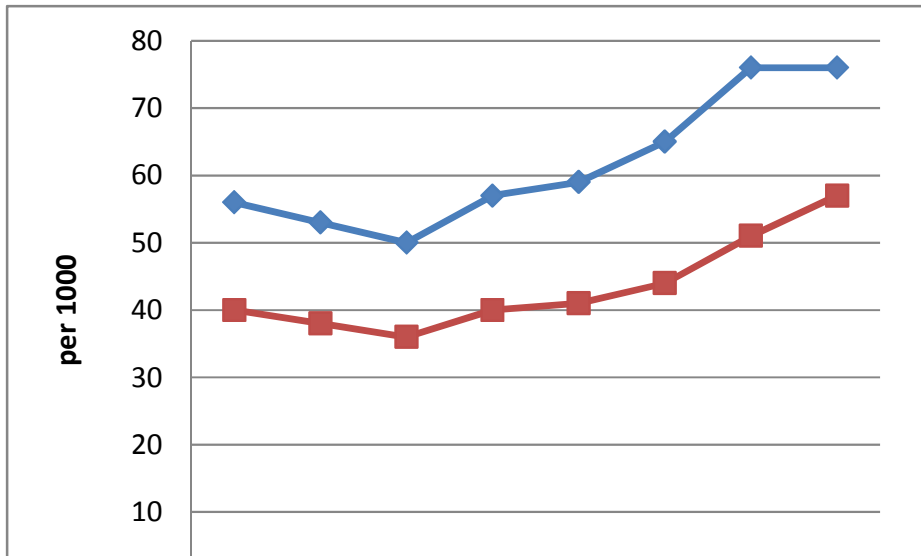
Botswana has a good health care system. There is a network of primary, tertiary and referral health care services within reach of women and girls. Comparatively, Botswana has a comprehensive health system in the region with 84 per cent of the population being within 5 kms of a health facility and skilled personnel attended 99 per cent of births. This is evidenced by the SADC Gender and Development Index which scored Botswana at 72%, ranking the country the fourth in the region. Also, Botswana's investment in the health sector has consistently been high and the health sector budget is among the top three sectors in the national budget. For example, in 2013/2014 the health sector budget was P4.17 billion and has increased to P5.22 billion by 2014/2015.

## **c) Women's Health Issues**

Major health issues faced by women in Botswana include; HIV and AIDS, breast and cervical cancer, and maternal deaths. For example, maternal mortality increased to 193.4 and 198 per 100, 000 births in 2007 and 2008 respectively from 139.8 in 2006 primarily due to deaths as a result of the HIV pandemic (Central Statistics Office, 2009; MDG Status Report, 2010).

The period 1990 to 2005 witnessed very sharp decrease, about 60%, from 326 to 135 deaths per 100 000 live births. However, there was a reversal in 2006 when the MMR started to steadily increase (see Figure 10). With the MMR having been 163/100 000 live births in 2011, the 150/100 000 national target on this has been missed. The current levels and trends of the MMR paint a very pessimistic picture concerning the achievement of the Global target of 82/100 000 by 2015. Not only is the target too high, the remaining time is also too short.

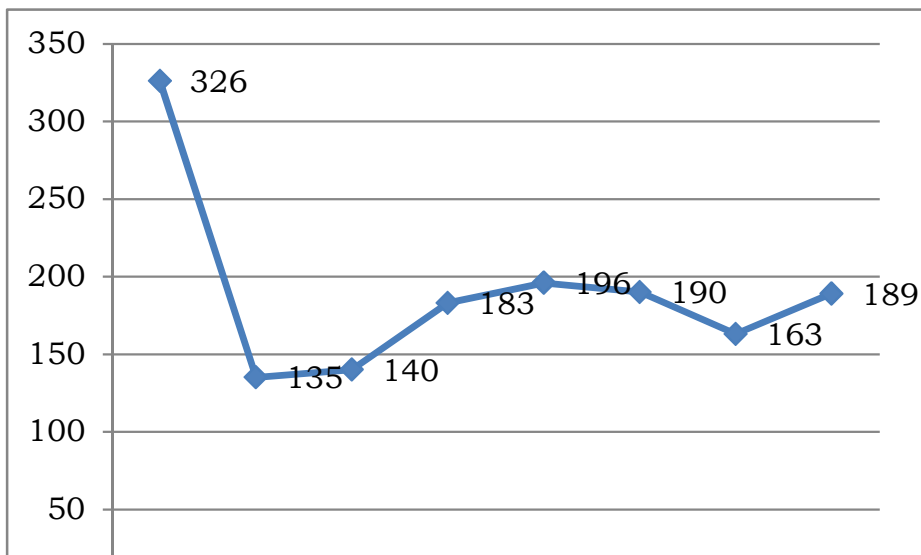
**Figure 10: U5MR & IMR, 1992-2007**



Source: Central Statistics Office 2011

Both Status Reports on the Millennium Development Goals (2004; 2010) have observed that Botswana’s Infant Mortality Rate (IMR) together with the Under 5 mortality Rate (U5MR) started decreasing and then experienced a significant reversal around 1996. Since then the IMR and U5MR have continued to increase (see Figure 10). However, both Status Reports have confirmed that Botswana has already achieved the 90% fully immunization for all the under the one year old children target.

**Figure 11: Maternal Mortality Rate, 1990-2012**



Source: Statistics Botswana

The Botswana MDG Acceleration COMPACT (2013) states that almost all maternal deaths in Botswana are institutional deaths in that they occur in health facilities and about 99 % of births in Botswana occur in health institutions. However, no data is available on deaths of the non-institutional deliveries which make it is very worrisome. Even though 2006 MMR reversal is being attributed to HIV and AIDS that might have been more indirect than direct because only 14% is directly attributable to AIDS. Another contributing factor is illegal abortions which constitutes slightly over one tenth (13%) of these deaths. Notably, maternal death is concentrated in the child bearing ages of 25 – 34 years of age (56.5%). The National Maternal Mortality Committee attributes maternal deaths to two causes being that referral decisions are not made at the right time to save life, and secondly that there is substandard care which manifests itself in the form of “misdiagnosis, mismanagement and poor monitoring(Maternal Mortality Report( 2007-2011).

The Botswana MDG 2004 Status report acknowledged progress being made towards the achievement of the MDG goal of combating HIV and AIDS. The report indicates the increase in acceptance and willingness by the general population to undergo HIV test. BAIS IV, 2013 survey shows that females have a relatively higher prevalence rate of 19.2 percent and males 14.1 percent, which is a slight decline from the previous 2008 BAIS III for both males 14.2percent and females 20.4 percent. There is also a reduction of HIV prevalence among some groups especially the age group 15-19). It must be noted with disquiet that prevalence for females (10.9 percent) at 60 years and above has slightly gone up from 8.8 percent in BAIS III to 10.9 percent. The MDG 2010 Status report through a range of indicators suggests that Botswana is on course to halt and reverse the spread of HIV and AIDS.

Botswana has a population of 668761 women aged 15 years and older who are at risk of developing cervical cancer which is the first most frequent cancer among women in Botswana and the first most frequent cancer among women between 15 and 44 years of age. About 85% of women in Botswana seek medical assistance when the cancer is at an advanced stage and cannot be cured (Dzimiri, 2014). Current estimates indicate that every year 250 women are diagnosed with cervical cancer and 111 (44.4%) die from the disease. Data is not yet available on the Human Papilloma Virus (HPV) burden in the general population of Botswana. However, in Southern Africa, about 21% of women in the general



population are estimated to harbour cervical HPV infection at a given time and 62.8% of invasive cervical cancers are attributed to HPVs 16 or 18 (ICO Information Centre on HPV and Cancer, 2013).

In 2012 a new prevention and control strategy, the National Cervical Cancer Prevention Programme (NCCPP); was adopted to scale up comprehensive cervical cancer prevention, treatment and control (Ministry of Health, 2012). 2000 girls aged 9-11 were vaccinated against HPV in 2013. However, service provision capacity seems to be a problem and needs to be strengthened. Particular concerns have been raised regarding the turnaround time for laboratory results, which tends to be too long affecting the treatment continuum. In 2009 the Cancer Association of Botswana which is a non-governmental organization was formed with the primary objective of educating women about breast cancer and its treatment.

#### **d) Policies and Programmes**

The government put in place policies and programmes to address health issues over the past two decades. These include:

- i) The *National Health Policy* (1995) which gives an individual the right to access health services. It also emphasizes that regardless of financial status all citizens are assured of equitable access to health services.
- ii) The *Family Planning* general policy guidelines and services standards were reviewed to give individuals who are sexually active the right to be given information to make informed choices of the contraceptive method without anybody's consent, except permanent methods in cases of married couples.
- iii) *Prevention of Cancers of Reproductive System*: For now only services for prevention of cancers of the cervix are available on a limited scale.
- iv) Provision of *youth friendly services* which are now available in Districts, aimed to improving access to health facilities by both the Girl and Boy Child.
- v) Increasing *choice of contraceptive methods* for both male and female in all public health facilities for free.
- vi) Introduction of *post-abortion counselling services* within hospitals in response to high abortion cases.

The Botswana MDG 2004 Status Report (2004) states that Botswana had set herself the following targets that are related to Infant Mortality:

- i)* To reduce the Infant Mortality Rate (IMR) from 48/1000 live births in 1991 to 16/1000 live births in 2016.
- ii)* To reduce by 2/3 the under-five mortality rate (U5MR) from 63/1000 live births in 1991 to 21/1000 by 2016
- iii)* To increase the proportion of 1 year old children who are fully immunized to 90% by 2016 (Republic of Botswana and United Nations, 2004).

Both MDG Status Reports for 2004 and 2010 as well as the SADC Gender Protocol Barometer of 2012 indicate that IMR and U5MR have increased since 1996 due to HIV and AIDS prevalence. However, Botswana has attained immunisation of 1 year old children well above the 90% target (Republic of Botswana and United Nations, 2004, 2010; Gender Links Southern Africa, 2012).

Women and HIV and AIDS Programmes: Prevention and Care: The national targets for reduction of HIV and AIDS in Botswana were:

- i)* To halt and reverse the incidence of HIV particularly amongst youth by 2016.
- ii)* To reduce the number of infants born to mothers who are HIV positive by their 18<sup>th</sup> month by half by 2006 and to less than 1% by 2016.
- iii)* To reduce morbidity and mortality caused by Tuberculosis.
- iv)* To reduce the incidence of confirmed malaria cases to below 20 cases per 1000 people (Republic of Botswana – Vision 2016, 1997).

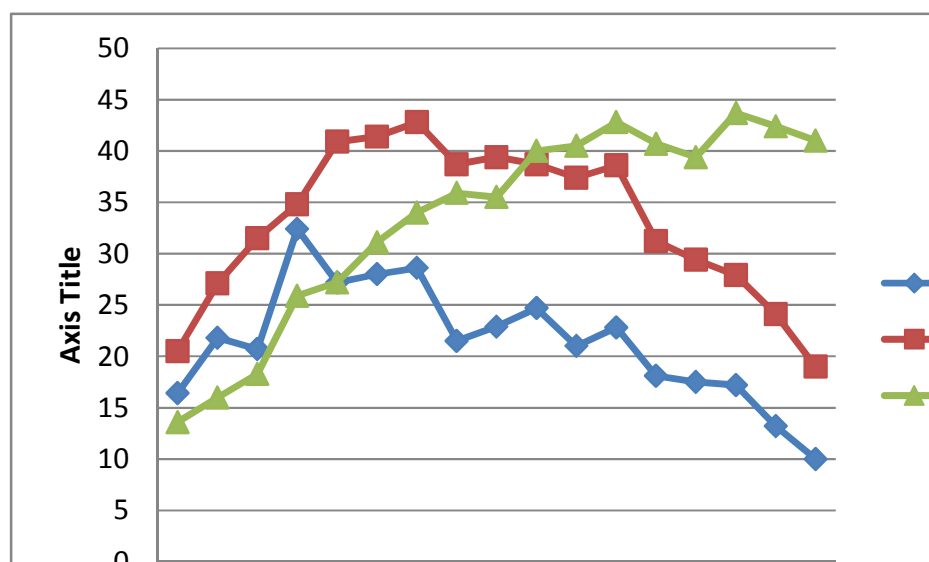
Over the past two decades, Botswana has introduced a wide range of programmes to combat HIV and AIDS. Prevention strategies have been implemented to protect women and the girl-child.

The Prevention of Mother to Child Transmission (PMTCT) programme commenced in 2002 and it consists of HIV testing of pregnant mothers and treatment so as to prevent transmission of the infection to the unborn child. PMTCT is administered in conjunction with the nutrition supplementation programme. By 2004, routine HIV testing was introduced which led to the increase in the programme uptake and resulted in reduction of HIV positive children born to mothers who were HIV positive. Children born with HIV were about 40% in the 1990s. However, this rate has been reduced to 3.3% in 2012, which assures the possibility of attainment of 1% transmission by 2016.

However, available data indicate that malnutrition has actually decreased significantly in Botswana. It might be true, therefore, as argued by the MDG Status Report of 2010 that the strong child health interventions have not fully

mitigated the adverse effects of HIV and AIDS (Republic of Botswana and United Nations, 2010).

**Figure 12: HIV Prevalence in Pregnant Women, 1992-2011**



Source: National AIDS Coordinating Agency, 2011

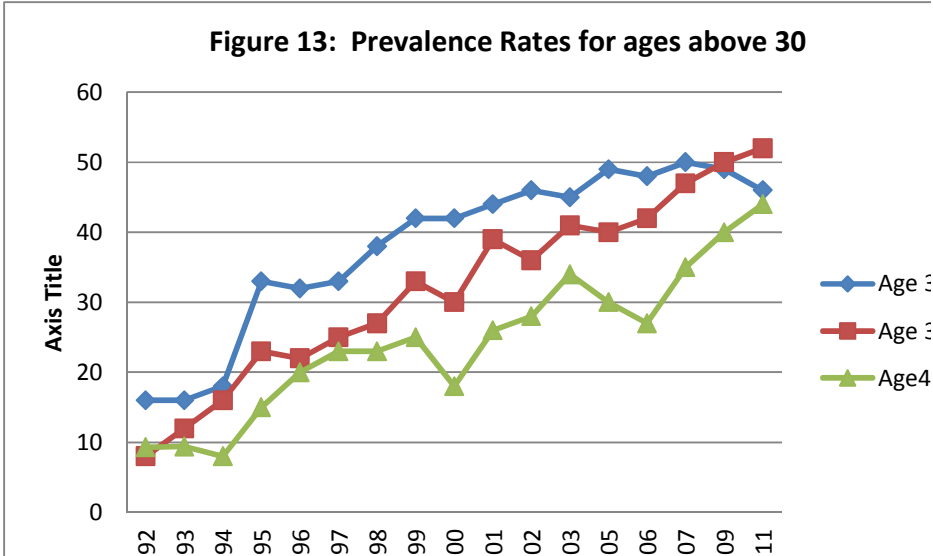
There is a decrease in HIV prevalence for the reproductive female segment from 37.4% in 2007 to 30.4% in 2011. Even more gratifying is the fact that prevalence rates for younger age cohort have actually started decreasing (see Figure 12 above). Figure 13, although portraying the picture that prevalence rates for cohorts aged 25 - 49 are increasing, as argued by the Botswana second Generation HIV/AIDS Antenatal Sentinel Technical Report (2011), this trend is actually capturing the increased survival of HIV positive women through the use of Anti-Retroviral Therapy (ART).

A significant policy point arising from the findings of this report is that 70 per cent of the women who tested HIV positive got pregnant being fully aware of their status. Other policy findings from this report were:

- i) The higher the number of pregnancies women had, the more likely that they would be HIV positive. While this sounds obvious it also underscores the success of the PMTCT programme.
- ii) The study also found that there was reduced sexual activity and high levels of condom use but also increased multiple concurrent sexual relations.

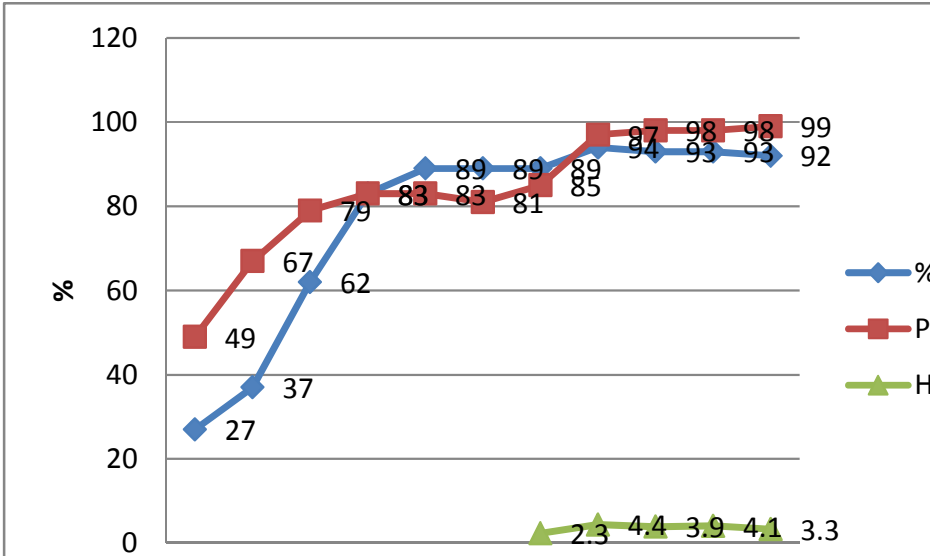
Figures 13 and 14 provide more information on HIV prevalence rate and trends for different cohorts, as well as the rate of transmission to unborn children; over time.

**Figure 13: Prevalence Rates for Ages above 30, 1992-2011**



Source: National Coordinating Agency, 2011

**Figure 14: PMTCT**

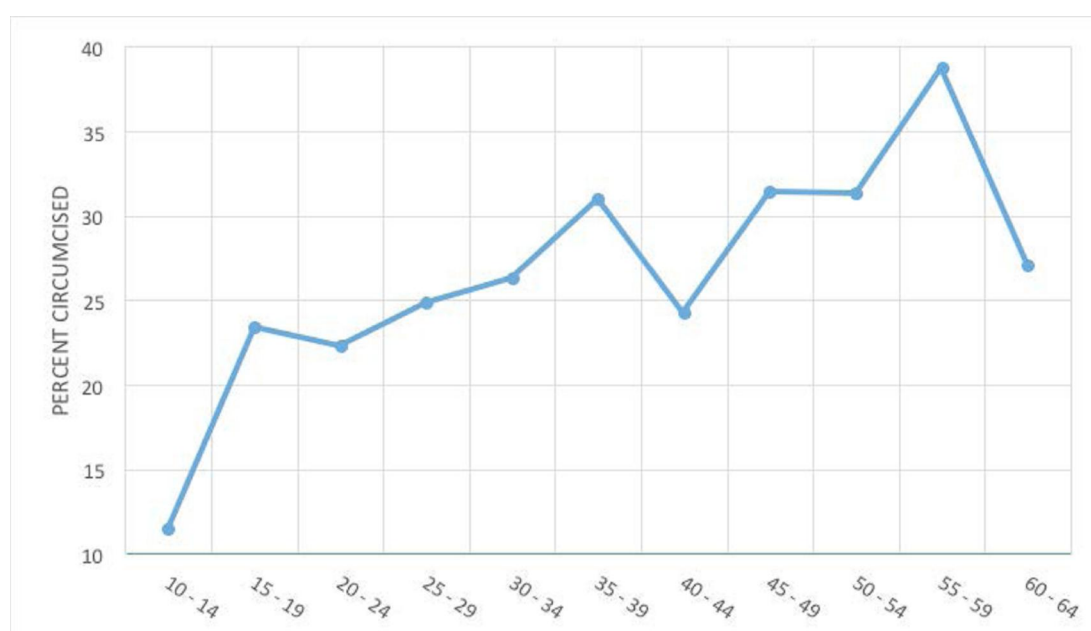


Source: National AIDS Coordinating Agency, 2012

### Male Circumcision:

The overall circumcision among male population aged 10-64 years has doubled from 11 per cent in 2008 to 24.3 percent in the 2013 (BAIS IV). Amongst those aged 30-34, 35-39 and 40-44 where the HIV infection is concentrated, 26.5%, 30.8% and 24.1% respectively, were circumcised. The uptake of circumcision in males for 55-59 age groups during the same period was the highest at about 39.2 percent.

**Figure 15: Trends in Male Circumcision**



Source: National AIDS Coordinating Agency, 2013 Summary Results

### e) Achievements

Following are major achievements in the health sector that directly benefit women:

- i) Prevention of Mother-to-Child Transmission (PMTCT) is available in all health facilities. In 2011, over 90% of pregnant women had access to HIV testing and counselling services through the PMTCT programme.
- ii) In 2011 more than 80% of HIV positive mothers had received anti-retroviral drugs for prevention of mother to child transmission.
- iii) About 44% of the population in 2012 had access to contraceptives, 95% had access to safe water and 60% of the population had access to safe sanitation.

- iv)* Sexual Reproductive Health Services are available in Health facilities and Management of Obstetric Care is available in Health facilities on a 24 hours services provision basis, which improves access to emergency Obstetric Care.

## **f) Challenges**

While good progress has been achieved in women and health, Botswana continues to face challenges as indicated below:

- i)* There are no legislative and policy frameworks that safeguard the sexual and reproductive health and rights of women even when there is a health policy.
- ii)* Women in poverty and unemployment may turn to prostitution, thereby exposing themselves to higher risk of sexually transmitted infections (STIs) and HIV and AIDS.
- iii)* Maternal mortality remains high despite investments in antenatal care. The MMR increased from 139.8/100,000 in 2006 to 198 per 100,000 in 2012 due to deaths associated with the HIV pandemic.
- iv)* Obtaining permission for abortion still remains a problem because of the absence of a clear definition of acceptable evidence that the pregnancy is a result of rape or incest.

## **g) Conclusion**

Botswana's performance in the provision of health services has improved and compares favourably with neighbouring countries. A major obstacle to addressing infant mortality, under-5 mortality and maternal mortality was the onset of the HIV and AIDS epidemic. However, positive indications of recovery include regaining of life expectancy as well as improvements in the mortality rates due to the provision of ARVs. While MDGs 3, 4 and 5 are unlikely to be met; Botswana has already met the MDG target on universal access to treatment for HIV and AIDS. However, tuberculosis persists as a challenge.

The Ministry of Health continues to review its organisational structure to improve service delivery. With further capacity development of gender mainstreaming in the health sector, there should be further strategic gains made beyond 2015.

### **3.5 Critical Area E: VIOLENCE AGAINST WOMEN INCLUDING WOMEN'S HUMAN RIGHTS**

#### **a) Introduction**

Violence against women and the girl-child has become recognised universally as one of the most pervasive problems which require urgent attention. The BPPFA defines violence against women as “any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts as coercion or arbitrary deprivation of liberty, whether occurring in public or private life” (United Nations - BPPFA, 1995:73). Violence against women occurs at three levels (i) physical, sexual, economic and psychological violence occurring in the family, (ii) physical, sexual, economic and psychological violence occurring within the broader community, and (iii) physical, sexual, economic and psychological violence perpetrated or condoned by the state wherever it ensues. Violence can affect all categories of women in society, including migrants as well as unregistered emigrants. Violence against women is a manifestation of unequal power relations between men and women, which have led to domination over and discrimination against women by men which in turn affects the advancement and enjoyment of women’s rights.

In order to address violence against women, governments and other actors should undertake to:

- i)* Take integrated measures to prevent and eliminate violence against women;
- ii)* Study the causes and consequences of violence against women and the effectiveness of preventive measures; and
- iii)* Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking (United Nations, 1995).

#### **b) The Policy and Legal Framework**

Botswana has prioritised two of the three categories of the actions directed at violence against women, identified by the BPPFA. Firstly, there is physical, sexual and psychological violence occurring in the family, such as battering, abuse of female children, marital rape, non-spousal violence, and violence related to exploitation. There is also economic violence where victims suffer deprivation or denial of their economic entitlements. Secondly, there is physical, sexual and

psychological violence occurring within communities such as rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere. Statistics from the Botswana Police Service reveal an upward trend in rape cases, domestic violence, defilement of girls, and physical assault. The objectives of the National Gender Programme Framework are to (i) take integrated measures to prevent and eliminate violence against women and (ii) study the causes and consequences of violence against women and the effectiveness of prevention measures.

**Table 4: Trends in Violence Against Women, 2003-2012**

<b>Trends in Violence Against Women</b>										
	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
Defilement of girls under 16	303	320	219	324	391	428	487	518	529	534
Rape Cases	1506	1517	1540	1534	1596	1875	1754	1865	1800	2073
Partner Killings	54	56	85	62	101	81	93	105	81	89
Common Assault	10656	10855	11803	11081	11899	14520	15133			

Source: The Botswana Police Service, 2012

The Botswana MDG Status Report (2010) indicates that violence against women (battering, rape, and murder) is still high at 97 per 100, 000 population in 2009, compared to 104/100,000 in 2008. Further, the Botswana MDG Status Report (2013) stated that defilement of girls increased from 518 in 2010 to 534 in 2012. Rape cases increased by 11 per cent during the same period. Although there was a relative decrease in partner killing from 105 in 2010 to 89 in 2012, the number remains high. Levels of common assault are very high and increasing. The situation is assumed to be worse as there is under-reporting possibly due to dependency of the victims on perpetrators as well as stigma and family pressure. Botswana Government has made steady progress towards the realization of the BPF. The Domestic Violence Act of 2008 provides for the protection of survivors of domestic violence. The Act defines various types of violence and is in line with CEDAW. The prevalence of violence against women in Botswana is at 67% while intimate partner violence is 62% (Gender Based Indicators Survey, 2011). Violence against women in Botswana is driven by patriarchal attitudes, alcohol abuse, power imbalance, poverty and dependency on intimate partners.



Additionally, violence against women has been identified as both a driver of the spread of HIV in Botswana.

Further, national laws have been reviewed to make them gender sensitive by repealing sections of various statutes that discriminated against women and replacing them with clauses that gave women the same power as men. This was achieved over the years between 1995 and to date. For example, the Children's Act (2009), which was anchored on the human rights paradigm; was developed. Policies and laws that have been developed to strengthen women's empowerment efforts are as follows:

- i)* The Abolition of Marital Power Act (2004)
- ii)* The Miscellaneous Amendments Act (2008) which ensured that all national laws were gender sensitive.
- iii)* The Domestic Violence Act (2008)
- iv)* The Botswana Police Service has since resolved to arrest any person who threatens to 'kill' his/her partner or any other person.
- v)* The Amendment of the Public Service Act (2004) to outlaw sexual harassment.
- vi)* The signing of the SADC Addendum to the Declaration on Gender and Development (1998). The Addendum seeks to prevent and eliminate violence against women and children.
- vii)* The UN Convention on the Elimination of all Forms of discrimination Against Women (CEDAW), which Botswana ratified in 1997. The Convention is currently being domesticated.
- viii)* The adoption of the Commonwealth Integrated Approach to Combating Gender Based Violence (2000).
- ix)* The creation and training of Police Gender Based Violence Focal Points at the national, regional, and local levels (2008 – 2010).
- x)* Cases of rape are now heard in a camera. Also, in 1995 the Penal Code was amended to introduce stiffer penalties against perpetrators. A person convicted of rape has to serve a minimum sentence of 10 years and 15 years if the convict tests HIV positive.
- xi)* Case law has led to the adoption of "gender neutrality" in the definition of rape. Men can now bring cases of rape before the courts.
- xii)*

### **c) Addressing Cultural and Religious Stereotypes**

In 2012, the Gender Affairs Department organised the Bogosi Gender Pitso, a national consultation forum; after realizing the increasing rate of both incidence

and effects of gender-based violence in Botswana; on individuals, families, communities and society; and the importance of promoting gender equality in national development. The Bogosi Gender Pitso issued the following commitments undertaken by Dikgosi (Chiefs), namely to:

- i) Promote gender equality and ending gender-based violence in our communities, uphold *botho* (humaneness), community education, and gender equality.
- ii) Sensitize communities on international protocols and national legal instruments that promote gender equality, for example, Abolition of Marital Power Act.
- iii) Collaborate with all community based organizations, faith based organizations, non-governmental organizations and other stakeholders to promote gender equality, and to combat gender-based violence.
- iv) Integrate into *mephato* (traditional age regiments) and *bogwera* (traditional initiation) school curriculum the value of culturally-based marriages; the dangers of alcohol and substance abuse; the effects of cohabitation; culturally-appropriate dress codes; gender-based violence and gender equality.
- v) Encourage those cohabitating to enter into marriage as a way to protect their partners and children from being dispossessed of inheritance rights in the event of death or access to the joint estate after separation.
- vi) Encourage parents to write wills and deposit them with Bogosi in their villages to safeguard the inheritance rights of dependents after the death of the parents.

The Bogosi Gender Pitso made several recommendations in terms of mainstreaming gender into the customary justice system which included the following:

- i) Government should rename the Women's Affairs Department (WAD) to reflect the current broader focus on gender and development. This has been adopted and implemented as the name of the department was changed to Gender Affairs Department.
- ii) Dikgosi need to understand the issues surrounding GBV so they can make informed referrals and communicate effectively with other service providers.

Thus, the traditional leaders underscored the fact that the commitment to mainstreaming gender and gender based violence national response must receive priority in terms of visibility, resources and political will at the highest level.

Similarly, faith based organisations (FBO's) representatives were targeted at an FBO Gender *Pitso* which was attended by people from diverse denominations. Botswana is a predominantly Christian nation and in many instances the Bible is erroneously used by some to teach and justify unequal gender relations. The *Pitso* acknowledged that while Bible interpretation may differ significantly across denominations, there is a consistent message of love and respect for women which underlies Christian doctrine. Thus, the *Pitso* resolved to encourage FBOs to adopt a critical reflective and gender equality perspective when teaching in their congregations.

#### **d) Achievements**

UNFPA in partnership with Botswana Post initiated a campaign to address gender based violence. A stamp depicting GBV message was launched in June 2014.

#### **e) Challenges**

Persistent challenges relating to GBV and women's human rights include the following

- i)* Botswana does not have a fully developed referral system which targets both victims and perpetrators of violence.
- ii)* Withdrawal of cases as well as late or lack of reporting by survivors leading to high levels of impunity and therefore stagnation in advancing effective response to both prevention and mitigation of GBV.
- iii)* The Domestic Violence Act treats domestic violence as a civil matter. However, Botswana Police training on the national GBV response has led to awareness that the Penal Code can still be used alongside the DVA to institute criminal cases against perpetrators of violence at the family level. The Police can approach the courts to issue a court order removing the survivors or perpetrator of domestic violence from the home at the perpetrator's expenses.

#### **f) Conclusion**

Gender based violence remains a major issue of concern in Botswana. Further to the 2012 GBV prevalence study, a bigger scale research has been planned for 2014/2015; to explore the extent of GBV by regions in order to develop appropriate and effective interventions. Since 2010, the Botswana Police Service has mainstreamed GBV into its operations and Gender Focal Points have been established and trained. While system-wide institutional change in mind-set will take much longer, the concept of gender sensitive policing has been embraced at all levels of the Botswana Police Service.

Legal reforms to strengthen gender equality and advance women's rights continue to be implemented as the nation grows in its appreciation for full gender equality and accruing strategic development benefits. Enrolling men as strategic partners in the realisation of gender equality and equity in the national development planning processes will require deeper gender analysis where some issues that are peculiar to the boy child and men's rights will also be identified and addressed. .

### **3.6 Critical Area F: WOMEN AND THE MEDIA**

#### **a) Introduction**

The United Nations recognises that advances in information technology have facilitated a global communications network that transcends national boundaries. These advances have affected public policies, private attitudes and behaviour, especially of children, youth and young adults. Globally, there is potential for the media to make a greater contribution to the advancement of women through quick and reliable exchange of information. Further, it is recognised that more women are taking up careers in the communications sector though few, and are predominantly not in decision making positions that can influence media policy. A major concern in this area has to do with the negative projection and degrading images of women in media communications. In most cases the media does not represent women's lives and contributions to society in a balanced manner. Therefore, there is need for women's empowerment by enhancing their knowledge, skills and access to information communication technologies (ICT) in order to strengthen their abilities to combat negative reporting.

In order to address the issue of mobilisation of the media, governments should promote policies and programmes to:

- i)* Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication; and
- ii)* Promote a balanced and non-stereotyped portrayal of women in the media (United Nations, 1995:134-136).

#### **b) The Policy and Legal Framework**

The Constitution of Botswana guarantees freedom of expression to all citizens. To a large extent, the Government has allowed robust debate in the media. There are

laws that regulate the media such as the National Security Act (1986) which prohibits reporting of issues that threaten national security; the Corruption and Economic Crime Act (1994) which prevents journalists from reporting on suspects under investigation; and the Media Practitioners' Act (2009) which allows for the accreditation of journalists. The Constitution under section 12(2) also prohibits the reporting of information that seeks to tarnish the reputation and violate rights of others as well as disclosure of information obtained in confidence.

#### *The SADC Gender and Development Index (SGDI)*

According to the SADC Gender Protocol Barometer (2012) Botswana's SGDI score of 71% is relatively high and ranked the country fifth out of 14 countries in the region. Botswana has done well in promoting gender equality on many fronts in the media sector. The SGDI score is based on women's representation in the media at different levels – Board of Directors, management, teachers and students in the media institutions; and the use of women versus men as sources of news. However, the citizens were more critical of Botswana's performance and scored the country at 59%. The Citizen Score Card (CSC) noted that there was low representation of women in the news; the media tended to sensationalise gender violence and perpetuate gender stereotypes. The CSC also took account of advertising, tabloids, and Information Communication Technologies (ICTs) that were not captured in the SGDI.

#### *Media Regulation in Botswana*

The SADC Protocol on Culture, Information and Sport calls on Member States to ensure that gender is mainstreamed in all information, communication, and media policies, programmes, laws and training; in accordance with the Protocol on Culture Information and Sport (SADC Gender Protocol Barometer, 2012). | .

The audit of Gender in Media Education in Southern Africa (GIME) carried out a study in 25 institutions within the SADC region and the University of Botswana was selected from Botswana. It indicates several key findings on women and the media at the University of Botswana including the following:

- i) There is no stand-alone gender policy; however the overall policy frameworks for these institutions do incorporate gender.
- ii) Gender is considered in curriculum policies and processes at institutional and departmental levels.

- iii)* Educational institutions have structures to ensure that gender is included in curricula.
- iv)* However, gender is not systematically incorporated into curricula as a standard, in the media education and journalism training, assessment or curriculum.
- v)* A gender-specific module has been developed in some departments.
- vi)* Gender is incorporated into some course content.
- vii)* There are few materials and textbooks on gender.
- viii)* Stand-alone sexual harassment policies do exist.
- ix)* Males are the majority of academic staff.
- x)* The majority of media students are females.
- xi)* Furthering the careers of women in Botswana media houses is not a priority.

### **c) Achievements**

The following are some major achievements registered in the area of women and the media:

- i)* The Department of Media Studies at the University of Botswana has adopted a strategy to mainstream gender into its curriculum and in the departmental practices. Women constitute 54% of staff at the Media Department. 20% of media houses in Botswana have gender policies, while 60% have a sexual harassment policy. Articles that cover GBV topics account for 5% of topics covered.

### *ii)* Achievements

### **d) Challenges**

- i)* Women make up a quarter of sources in stories that mention GBV.
- ii)* . Inadequate representation of women in media decision making, leading to male dominated media structures and consequently an environment that is not sufficiently sensitive to women's needs and aspirations.
- iii)* Survivors constitute 29% of all sources of GBV, this is higher than the regional average of 19% but lower than the proportion of perpetrators whose voices are heard (37%). In Botswana perpetrators speak more openly than survivors. This analysis points to the need for comprehensive empowerment programmes that should address issues of victim dependency and educate the public on laws and processes targeting GBV.
- iv)* Media coverage is important in public education because it carries information to a much larger audience. Unfortunately, gender issues and gender based violence is often covered in an off hander manner and negative way.

### **e) Conclusion**

The area of women and the media is still fairly new in Botswana. Like many patriarchal societies, women's portrayal in the media is largely negative and based on stereotyped reporting. More women have joined the communications sector over the years though data is unavailable. Media houses do not have policies on gender mainstreaming. However, training on gender mainstreaming in the media has been conducted by the Gender Affairs Department especially for reporters. There is need to target editors and directors of media houses in order to translate commitment to gender sensitive reporting into concrete action that can be tracked and assessed.

Botswana has invested in development of information communications technology infrastructure. Consequently, many Botswana have access to modern technologies including the electronic, print and telecommunication networks. This has made it easier for women to access information for the advancement of gender equality and equity. However these developments have to be accompanied by targeted policies that recognise the relative disadvantaged position of women; and outline appropriate action for redress.

### **3.7 Critical Area G: Women and the Environment**

#### **a) Introduction**

Human existence and the environment is of utmost importance especially with regard to sustainable development. Human beings are expected to live in harmony with nature and to ensure that their environment is healthy and free of pollution. Women play an essential role in the development of production patterns and approaches to natural resource management in order to contribute to sustainable and ecologically sound consumption. Public education on resource depletion, degradation of natural resources and the dangers of pollution has gained momentum globally.

#### **b) The Policy and Legal Framework**

Environmental degradation, depletion of minerals, wood and water resources, air pollution, and the country's vulnerability to the impact of climate change, are some of the key challenges Botswana is currently facing regarding natural resource management.

The disadvantaged position of women is likely to result in greater difficulty for them to cope with disasters, environmental change and climate variability. More women are engaged in agricultural and informal sectors. Both of these sectors are more vulnerable to environmental variability and climate change. Women's responsibilities and vulnerabilities are often amplified by environmental change thereby increasing the inequalities between women and men.

Environmental change has contributed to the increased rates of poverty and lifestyle changes making women poorer. Given the changing climate, inadequate access to water and poor water quality does not only affect women, their responsibilities as primary givers, and the health of their families', it also impacts agricultural production and the care of livestock; and increases the overall amount of labour that is expended to collect, store, protect and distribute water. Most women are engaged in the utilisation of veldt products as a source of food as well as a means of income generation for their families.

The Government is keen to protect the environment, and environmental education is included in school curricula. Furthermore measures are in place to



protect the country's pristine natural resources, habitat and wildlife, which are a major tourist attraction to Botswana. The following initiatives and interventions have been implemented to strengthen Botswana's response to issues on the environment.

- i)* Establishment of the Ministry of Environment, Wildlife and Tourism (MEWT) as a Ministry with portfolio responsibility for coordination of environmental management.
- ii)* Policy development: The Revised Rural Development Policy (2002) with significant natural resource management coverage which is almost ready for discussion.
- iii)* Issue specific policies and management frameworks include: The Wetland Strategy, 2000, the Biodiversity Strategy and Action Plan (2003); the National Waste Water and Sanitation Plan (2003), Management Plan (2006) and, Review of the 1991 Botswana National Water Master Plan in 2005/2006.
- iv)* Area specific programmes and plans include the Okavango Development Management Plan (ODMP) (2006).

#### *Civil Society Organisations*

- i)* Kalahari Conservation Society (KCS) was formed in 1982 in recognition of the pressures on Botswana's wildlife and the general environment. KCS is the oldest environmental NGO in Botswana and has been effective in undertaking its lobbying activities through advocacy and advising Government on policy development matters.
- ii)* Somarelang Tikologo focuses on raising awareness on environmental issues through public education, demonstrating and encouraging good practices in environmental planning, resource conservation and waste management in Botswana.
- iii)* Tshole Trust undertakes public education activities on used oil, and provides used oil collection tanks. The organisation also coordinates stakeholders' relationships.
- iv)* Conservation International (CI) Okavango works with women basketry groups that use mokola palm (*Hyphaene petersiana*) for weaving baskets.
  - Kgetsis ya Tsie (KyT) is another community project that uses natural resources for the economic empowerment of women in the Tswapong area.

#### **c) Achievements**

- i)* A participatory workshop of key stakeholders was held in December 2009 in Gaborone.

- ii)* Botswana attended a climate change conference which held in Copenhagen, Denmark in 2009.

#### **d) Challenges**

- i)* One of the major challenges facing Botswana is recurring drought due to drier climate and variable rainfall patterns.
- ii)* Malaria and cholera are the existing health challenges faced in Botswana due to environmental issues. Increased temperatures due to climate change, increases the prevalence of Malaria carrying mosquitoes, thus affecting women more as the burden of caring for the sick will also rise.
- iii)* Community Based Natural Resource Management Programme (CBNRMP) has become a strategy of poverty alleviation across villages for both men and women. However, poaching of animals has constituted a grave danger to the well-being of this strategy which may adversely affect poverty alleviation among rural villages.

#### **e) Conclusion**

Various endeavours have been undertaken to enable women take advantage of natural resources to improve their well-being and livelihoods. However, challenges still remain particularly regarding the acquisition of requisite skills and other resources by women in order to exploit natural resources available within their communities. Government continues to support civil society organisations especially through the CBNRM programme.

### **3.8 Critical area H: The Girl Child**

#### **a) Introduction**

The girl child was one of the six critical areas adopted by Botswana. This area was adopted as a crossing cutting issue, meaning, As such, focal issues in this area had to be considered when programming for all the adopted critical areas of concern. In effect actions proposed for this area are aimed at creating an enabling environment that specifically highlights and addresses the needs of girls, to safeguard their rights to full equality. The needs and concerns of girls are addressed through general provisions of all children and women.

## **b) Policies and legal frameworks**

The legal and policy reforms that target the girl child have already been discussed under Education and Training of Women, Women and Health and Violence Against Women.

## **c) Achievements**

In addition to the policy and legal framework, Botswana has set up services to respond to the challenges and needs of young people. The Youth Counselling on Air (YOCA) is a toll free service to provide anonymous counselling to in-school and out-of-school youth and teachers through the phone. The facility was established by the Guidance & Counselling Division of the Department of Curriculum Development and Evaluation in the Ministry of Education and Skills Development (MoESD).

A Youth Empowerment Scheme was established in 2012 under the Ministry of Youth Sport and Culture but was subsequently moved to the MoESD. This programme adopts an integrated approach to youth empowerment by recruiting out-of-school youth aged 18-35 years. They go on a six weeks Boot Camp where they train on basic life skills especially personal discipline for business success and business skills. Training is followed by internship for twelve months at a business enterprise.

A number of Non- Governmental Organisations have established programmes to promote the advancement of the girl child through the support of development partners. These include:

- i)* Provision of psychosocial support to young women by several NGOs including Kagisano Society Women's Shelter (KSWS), Women Against Rape (WAR), Life Line Botswana and Emang Basadi.
- ii)* Provision of legal aid to survivors of GBV, in partnership with the Government.
- iii)* The Young Women Christian Association runs an Education Centre for Adolescent Women (ECAW), aimed at promoting restoration of the self-esteem of teen mothers through provision of counselling services, skills for baby care and an opportunity to re-enroll into the formal education system.
- iv)* The Botswana-Baylor Children's Clinical Centre of Excellence runs a teen club to deal with the growing number of HIV-positive teenagers who need emotional and psychological support in addition to medical treatment.

This club is a platform for teenagers to freely share their fears, challenges and information with each other.

- v) The Botswana-UPenn programme also provides adolescents with sexual and reproductive health and HIV and AIDS from a spiritual dimension. The programme works with Faith Based Organisations to empower girls to make informed choices to protect themselves against STIs and HIV, preserve the sanctity of sex before marriage and/or choose appropriate family planning methods when they become sexually active.
- vi) In addition, the United States Agency for International Development (USAID) funded a three and a half year project (2007 – 2011), namely Go Girls! Initiative. The project was implemented in partnership with - - - (local partner). Its main objective was to reduce the risk of HIV transmission on vulnerable adolescent girls in Botswana, Malawi and Mozambique through development of youth-focused materials. The target group was girls aged 10 to 17 years. The output of this project was the development of different tools that could measure girls' vulnerability; and five training manuals for students, girls, communities, teachers and families were also produced. These materials are available online to programmers and policy makers (see <http://blog.usaid.gov/2012/03/a-deciding-moment-for-women-girls-and-hiv>).
- vii) The Peer Approach to Counselling by Teens (PACT) was initiated by YWCA Botswana and has since been adopted in schools by the Ministry of Education and Skills Development. This is an empowerment programme for youth in-school and out-of-school to support them as they deal with issues of Adolescent Sexual Reproductive Health and alcohol/substance abuse. It aims at developing life skills and promoting a sense of self-worth and discipline among young people (see <http://www.ywca.org.bw>).
- viii) Emang Basadi Youth Programme (*Emang Basetsana*) is a project dealing with challenges faced by the girl-child in Botswana with the vision of “making the girl-child part of the solution and to enable her to internalize the concept of innate superiority of her own abilities.” Among the aims of the programme are to:
  - ✓ Empower the girl-child in Botswana through education;
  - ✓ Increase awareness and understanding of problems faced by the girl-child in the society;
  - ✓ Raise awareness among youth (boys and girls) about specific problems they face in all sectors of the Botswana society; and
  - ✓ Create a platform for the youth to dialogue on issues affecting them on a day-to-day basis.
- ix) Prevention strategies for GBV targeting the girl child include:

- ✓ Community Outreach and Education activities;
- ✓ GBV curriculum in schools followed by a boot camp; and
- ✓ Girls Leading Our World (GLOW) clubs and camps.

#### **d) Challenges**

Botswana has clearly made strides in addressing needs and concerns of the girl child. However, challenges still exist including:

- Reform of legal instruments
- Addressing of harmful cultural and societal attitudes towards women and girls
- Increase in the levels of gender based violence including the cases of murder.
- OVC
- High level of impunity in cases of molestation or abuse due to weak evidence given by children

#### **e) Conclusion**

The advancement of the girl child is most visible in the education sector where Botswana has already achieved gender parity in universal access to basic education. Programmes have been developed to encourage girls to enrol in ICT, the hard sciences and male dominated careers. The health sector has also developed special programmes for girls in order to strengthen their knowledge and skills on sexual and reproductive health, HIV and AIDS prevention, human rights and other related gender equality and equity issues. While there may be no specific programmes on girls' economic empowerment, the Youth Empowerment Scheme and other related youth programmes provide opportunities for girls to venture into economic empowerment initiatives. In many respects legal reforms targeting women also include girls. The education and health sectors have respectively created a conducive environment for the advancement of girls.

## **Annexes**

### **a) The Process of Preparing the National Review**

The methodology for the review of progress in implementing the Beijing Platform for Action was a process. The Gender Affairs Department under the Ministry of Labour and Home Affairs conducted a number of consultations across the country to involve Botswana in a broader assessment of progress with regards to the critical areas of concern. The consultations were participatory and targeted women and men at the community level, stakeholders in gender and development, women leaders and activists, traditional leaders, and academicians. The most recent consultation was the Women in Power and Decision Making Stakeholders' forum held at Boipuso Hall in Gaborone on the 7th to 8th April, 2014. This forum was attended by among others representatives from bilateral agencies, development partners, researchers and Gender Links Southern Africa and exchanged findings from a wide range of research studies including the Gender Barometer of 2012 and the Gender Based Violence Indicator Survey of 2011.

The overall objective of all these consultations was to assess progress made on the implementation of the six critical areas of concern for Botswana, which form part of the Beijing Declaration and Platform for Action. Another two critical areas, namely women and the media and women and the environment were included after it emerged that government has also begun to address them even though they were not in the original National Plan of Action. Specifically, the consultations:

- a) Reviewed progress made on each of the national critical areas of concern.
- b) Identified new emerging gender issues in Botswana.
- c) Solicited input to guide the way forward for the gender agenda.

The Beijing Declaration and Platform for Action guided the development of a National Plan of Action for Botswana, and the National Gender Programme Framework which stipulate the six critical areas of concern for Botswana. Another two critical areas were added later to strengthen the country position on gender equality and equity issues, namely:

- i. Women and Poverty including economic empowerment
- ii. Women in Power and Decision Making
- iii. Education and training of women
- iv. Women and Health
- v. Violence Against Women Human rights of Women
- vi. The Girl Child

- vii. Women and the Media
- viii. Women and the Environment.

This report is a consolidated outcome of the regional and national conferences held in the country between 2009 and 2014. The preparation of this document, the Beijing Plus 20 Country Report, was facilitated by a consultant team of researchers on gender and development under the guidance of a Technical Working Group. The report was presented to a Stakeholders Forum on the 18th June 2014 at Gaborone.

**b) List of Policies, Strategies, Action Plans and Publications (plus links to location of electronic versions)**

The National Policy on Women in Development (WID) (1995)  
The National Strategy for Gender and Development (NSGAD): Bridging the Gender Gap (2013)  
The Draft National Policy on Gender and Development (2013)  
Revised National Policy on Population and Development (2010)  
The Integrated Support Programme for Arable Agriculture Development (ISPAAD)(2008)  
The Livestock Management and Infrastructure Development (LIMID)(2002)  
The Revised National Policy on Destitute Persons (2002)  
National Development Plan 2010  
The Revised National Policy on Rural Development (2002)  
The Revised National Policy on Education  
The Prevention of Mother To Child Transmission of HIV and AIDS Programme (PMTCT)(1999)  
Short Term Plan of Action (National Gender Programme) 1999-2003

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