



Women Economic Empowerment and Gender Responsive Budgeting

Botswana has a Gender and Development (GAD) Policy that is a blueprint document to influence policies and programmes for the public, private and civil society sectors on gender and women empowerment issues. The GAD Policy domesticates international and regional instruments such as the Convention on All Forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action, the African Union Agenda 2063, the Southern African Development Community (SADC) Protocol on Gender and Development and the United Nations (UN) Sustainable Development Goals, among others.

Botswana

Total Population mid-2018	2,302,878 51.9% women 48.1% men
Population Annual Growth Rate	2.5%
Adult Literacy	87.4% women 89.8% men
Maternal Mortality Rate	143.20/100,000 live births
Infant Mortality Rate	38.0/1,000 live births
Total Fertility Rate, per woman	3.1
People Living with HIV and AIDS (12 years and above)	175,305
HIV incidence (new infections) all ages mid-2019	2,756
Annual GDP (2017)	US\$17.487 billion
GDP Annual Growth Rate 2017	2.4%

Socio-Economic Empowerment of Women

Women with account at financial institution or mobile money	46.8%
Mandatory paid maternity leave	84 days
Proportion of:	
Farmers who are Women (2017)	37.9%
Households headed by Women	55%
Parliamentarians who are Women	5.3%

Botswana Demographic Survey Report 2017; Botswana Population Projections 2011 – 2026; Annual Agricultural Survey Report 2017; SADC Selected Economic and Social Indicators, 2018; SADC Gender and Development Monitor 2018; Botswana Ministry of Health: Botswana Integrated Disease Surveillance and Response 2019

Productive Resources and Property Ownership

Over the last two decades there have been positive changes within the legal system that promote access to and control over productive resources. The changes include the Deeds Registry Act, the Married Persons Property Act being amended to protect the rights of women. The Married Persons Property Act makes provision for persons married under customary law to opt for the property to be administered under civil law. Those already married will further be permitted to change the status of their proprietary regime from

out-of-community to in-community of property or vice versa depending on what works best for them. As a result, the number of women who own land in Botswana has increased over the years translating to 49.3 percent of women owning land. The number of women and men who own land varies across age groups, for example in the age group 25-29 there are more men (687) owning land than women (184); yet in the age group 50-54 more women own land (4,941) than men (3,895).

With regard to livestock production, women remain largely underrepresented as compared to their male counterparts with 28,874 of cattle owners being men while 9,587 are women (Botswana Agriculture Census, 2015).

This significant discrepancy is attributed to traditional practices and customary laws in some parts of Botswana.

Land Holdings by Gender in Botswana 2014

Age Group of Holder (Years)	Men Owned	Women Owned
20-24	110	35
25-29	687	184
30-34	1 277	936
35-39	829	1 501
40-44	1 442	1 871
45-49	2 203	2 736
50-54	3 895	4 941
55-59	5 231	5 530
60-64	5 754	4 205
65+	17 347	15 848
TOTAL	38 775	37 787

Source Statistics Botswana 2016

Mining

The mining industry drives economic growth and is one of the largest contributors to Gross Domestic Product (GDP) in Botswana. The

Mining sector contribution to GDP declined from 25 percent in 2008 to 18 percent in 2018. The global economic crises of 2008 contributed to a sharp decline in GDP to an estimated 3.3 percent in 2009 impacting negatively on employment creation, investments in health and education and business development (MFDP 2019). In addition, retrenchments in the mining and manufacturing sector has further contributed to increasing unemployment, high poverty rates, and social inequalities negatively impacting on the livelihoods of women and men (MFDP 2019).

Women have limited access to mineral wealth in terms of ownership and participation and are marginalized in terms of governance and management of the industry. The margin between women and men working in the mining sector is quite significant with the men constituting 80.1 percent of the 20,449 mine workers. This shows that the number of women participating in the mining sector is very low as compared to men and this could be instigated by harsh working conditions in the mining sector which include hard physical labour. The mining sector involves gender stereotyping, sexual harassment and marginalisation which most women avoid. The few that are participating, are only doing small-scale mining, such as gold panning, dealing in gemstones, running and selling industrial minerals such as limestone, dolomite and clay.

To encourage more women to take part in the mining sector, a Women in Mining conference was held in Botswana in 2018 under the theme “Addressing the Conceptual Challenges and Seizing Transformation Opportunities.” The primary target of the



conference was to inspire and promote women in the mining industry with a view to providing them with opportunities to demonstrate their capability in this previously male-dominated industry. The conference was held in order for women in Botswana to have an opportunity to showcase their contributions to the country's mining industry, while also enabling women to learn from each other's experience, thus contributing positively to the advancement of all issues pertaining to the progress of women in the mining industry.

Credit

Botswana has made efforts to improve access to credit as specified by the SADC Gender Protocol, specifically for marginalised women who have challenges accessing resources. Special funds have been developed to ensure women have access to finances in order to start businesses.

The Government of Botswana through the Ministry of Labour & Home Affairs launched an initiative called Women's Grant which helps women groups with seed money to start their own income-generation projects. These grants are available to minimum groups of five persons and a maximum of 10 persons. In each group the number of women should be more than that of men. Each group can be assisted with a maximum of P250,000. Botswana has in addition, managed to mainstream gender into public finance by partnering with the United Nations Economic Commission for Africa to assist women in credit access and business start-up.

Technical guidance on the initiative was provided to organs of the government which include the Ministry of Finance and Development Planning, Ministry of Trade and Industry, Ministry of Lands and Housing as well as organisations such as Citizen Entrepreneurial Development Agency(CEDA) and Business Botswana.

ICTs

Botswana has a national ICT Policy which aims to expand access to ICTs particularly for purposes of education and health. Special access to ICT by women is facilitated through the Nteletsa II programme designed by the Ministry of Transport and Communications. Botswana is one of the countries in SADC with a majority of women who have access to ICT. A high of 81.1 percent of women have access to the Internet for purposes of both business and recreation. The national statistics of Botswana in 2016 reported that there was a wide usage of ICT among radio employees, with women employees having a higher usage than men. Women also had more access to websites than men, recording 82.7 percent for each of internet and websites access.

Trade and Entrepreneurship

Over 75 percent of the informal sector businesses are owned by women in both urban and rural areas. Recently, to respond to the needs of the Small, Medium & Micro Enterprises and particularly to support economic empowerment of women and youth, Citizen Entrepreneurial Development Agency (CEDA) introduced a funding programme called Mabogo Dinku. This programme funded 1,396 businesses, invested P14.6 Million on 530 youth businesses, and P5.5 million on 1,252 women managed businesses (MITI 2019).



In the last five years there has been concerted effort to accommodate the small business sector by having access to credit policies and programmes by government departments such as the Department of Gender Affairs Department, Youth Affairs Department, CEDA and the Local Enterprise Authority (LEA).

The Gender Affairs Department and the Youth Affairs departments provide funding for small and informal business for youth and women, such as the Youth Development Fund and the Women's Economic Empowerment Programme. In 2017, the Gender Affairs Department funded 3,725 individuals supporting 1,074 small businesses and of which 946 are still operational.

Employment and Benefits

The economic recession, closure of mines and retrenchments in the private sector have contributed to the decrease in employment opportunities to the extent that unemployment has increased in recent years (MFDP 2019). The proportion of women in employment is lower than that of men, estimated at 41 percent in 2008. Further, women dominate in the lowest paid jobs as well as in the traditional female employment sectors. Statistics indicate that women make up 71 percent of domestic workers, 74 percent in hotels and restaurants, 64 percent in wholesale and trade, 65 percent in education, 61 percent in health and 55 percent in manufacturing. The majority of men are in well-paid jobs, making up 88 percent of the mining and quarrying sector, 84 percent in construction, 65 percent in transport and communication, and 63 percent in electricity and water (SADC and SARDC 2018).

Women living in rural areas are more at risk of unemployment than women living in urban areas as a result of unequal economic opportunities between urban and rural areas. Statistics indicate that 20 percent of women living in rural areas are unemployed as compared to 15 percent of men. Statistics indicate that over 337,410 of people live in poverty, the majority

are women and woman-headed households, particularly in rural areas and over 200,000 people are unemployed. Further, youth unemployment (15-35yrs) is estimated at 25.2 percent, and women unemployment is higher than male unemployment, 26.9 percent and 23.6 percent respectively (Statistics Botswana, 2015/16).

With regard to benefits such as maternity and paternity leave, there are no laws on these benefits, however, the country relies on the Country General Orders which govern Conditions of Service of the Public Service to provide for maternity leave. Women police officers, for example, are entitled to 84 calendar days of maternity leave on full pay for up to a maximum of three confinements. For the fourth and subsequent confinements during service, officers are entitled to same amount of days but at half pay. Paternity leave is not provided for.

Multiple Roles of Women

According to the Ministry of Labour and Home Affairs, Gender Department, no Time Use Surveys (TUSs) have been conducted in Botswana to determine the multiple roles of women. As a result, no policies in Botswana recognize and ease the burden of the multiple roles of women.

Gender Responsive Budgeting

The Beijing +20 report for Botswana, produced by the Gender Affairs department in the Ministry of Labour and Home Affairs in 2015, showed that the country does not have a gender-responsive budget. In the National Budgeting process, gender concerns are not adequately mainstreamed hence Botswana does not have a gender-responsive public budget. In 2001 and in 2010, the Women's NGO Coalition and Botswana Council of Non-Governmental Organisations (BOCONGO) initiated consultancies to develop a gender budget strategy which was not adopted or implemented by the Ministry of Finance and Development. There is no accommodation in the National Budget process where allocation of resources is

specific to address the social and economic challenges of women and girls, such as their economic activities, gender-based violence, and several other challenges. The Gender Affairs Department and Youth Department's allocation of resources are limited compared to other departments. The gender department only received 0,004 percent of the national budget in 2016/17.

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THIS FACTSHEET is produced by the Beyond Inequalities Gender Institute (BI) of the Southern African Research and Documentation Centre through a project on tracking implementation of the SADC Protocol on Gender and Development funded by the Austrian Development Agency. The factsheet and related information are available on www.sardc.net. Responsibility for the content lies entirely with the authors. The information and analysis do not reflect the official opinion of the Austrian Development Agency. *September 2019*