



Newsletter

BUSINESS FOCUS

March 2018



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Editor's corner



CHIEF EXECUTIVE OFFICER'S NOTES

I welcome all Business Botswana and potential members, to the first 2018 issue of the Business Botswana Newsletter; called the "Business Focus". This communication medium is intended to keep our members and the public well informed and advised of the work and efforts of Business Botswana. These are policy and advocacy efforts, economic issues and other activities that are of interest to the business community.

On that note let me mention how hard at work Business Botswana team is with organizing networking platforms for you, training sessions to enhance your businesses and advocating to ensure that Botswana creates that friendly business environment for you to grow and excel in. Please do take part in our various dialogue structures to voice your business challenges. We're also accessible through Facebook, Twitter, Skype and LinkedIn so start talking.

For more information on such activities and how you can partner with us please contact the Public Relations department at publicrelations@bb.co.bw email or 3953459.

- Norman Moleele

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Did you know?

MEMBER BENEFIT
Business Botswana Benefits Card-
Get great discounts on purchases
with over 40 supplier's country
wide, all you need to do is show
your BB member benefits card.
Call the membership team on
395-3459 or email
membership@bb.org.bw /
publicrelations@bb.org.bw for the
affiliates list!



POLICY ADVOCACY ACHIEVEMENTS

- **Easy Business name registration**

An online search system has been developed by Companies & Intellectual Property Authority (CIPA) and allows the applicant to check names that have already been reserved. Therefore, the businessman does not have to waste time trying to register a business name that is already in use.

- **Simplification of Tax Payments**

An online system for submission of tax returns and payment is now in place, allowing business to focus on opportunities instead of compliance.

- **PPADB abolishes submission of tax clearance certificates**

PPADB no longer requires bidders to submit tax clearance certificates. This is now a back office function for BURS and PPADB .

- **Employment of seasonal farm labour**

The Government has simplified the procedures for the hiring of foreign agricultural workers during the harvest season.

- **Tender compliance and other certification requirements lifted**

The government has lifted several tender compliance and other certification requirements across Ministries and departments to ease the environment for doing business in Botswana.

- **One Stop Service Centre**

A one stop shop offering immigration, power and water connections and licences to investors has been established at Botswana Investment Trade Centre (BITC).



LABOUR RELATIONS TIPS



Author : Eileen van der Est

Business Botswana through its, Business Development Services Department is able to guide its members through all the labour legislation processes to ensure compliance with statutory legislation, take full responsibility of client's labour relations management and assist them with their industrial relations obligations.

This month's column will focus on hours of work & overtime

- Where the working week is five days, such as in the Building Construction Industry, no employee shall be required to work for more than 9 hours a day, which gives a maximum of 45 hours in a week.
- Saturday and Sunday in this case are therefore rest days and must be paid at double time rate.
- Where the working week is more than five days, no employee can be required to work for more than 8 hours a day or more than 48 hours a week. Sunday in this situation is a rest day.
- Security guards normally work 12 hours a day, but their maximum normal daily hours is 9. Therefore any time worked in excess of 9 hours is treated as overtime.
- Overtime is calculated on daily basis, and any time worked in excess of the ordinary daily hours of work is treated as overtime, and must be paid at one and half times rate.
- The overtime rate for working on a rest day and working on a paid public holiday is paid twice the employee's hourly rate.
- The following divisors are used when calculating the daily rate of payment for overtime for employees who are paid on a monthly basis.
 - 22 for a 5 day working week
 - 24 for a 5 1/2 day working week
 - 26 for a 6 day working week

The Employment Act is currently under review
Further readings:

- Regulations of Wages in the Employment Act



BUSINESSBOTSWANA

**DONT IGNORE
YOUR LISTING!**

HAVE YOU ASKED YOURSELF:

- **Is my contact information correct?**
- **Do my information details reflect the core of my business products and services?**
- **Do I even have a profile or business summary showing with my listing?**



“Did you know? As a member of Business Botswana you are listed on the BB's database as well as in the membership directory, distributed to strategic stakeholders including Botswana diplomatic missions abroad.”



If you notice that your contact information needs to be updated, now is a great time to make changes. Simply contact the membership department at membership@bb.org.bw / publicrelations@bb.org.bw to update your information.



Get to Know
Your Sector!

FINANCE SECTOR

The Business Botswana Financial sector provides a platform for dialogue with Government through the Ministry of Finance and Economic Planning (MFED) on policy and operational matters affecting the finance sector. Committee deliberations serve as a vital link for purposes of monitoring progress made towards achieving the Policy on Economic Diversification. The sector represents all finance sub-sectors in Botswana.

Through our engagement and dialogue with government the sector has achieved the following milestones:

- Amendment of the Retirement Fund Act:

The government has amended the regulations had since been gazetted and the Acts has commenced.

- Agricultural Credit Guarantee Scheme (ACGS):

Lobbied for government to extend the ACGS to private commercial banks, which is currently restricted to National Development Bank (NDB) and Citizen Entrepreneurial Development Agency (CEDA). The scheme is currently under review.

Going forward, the sector will embark on a visibility campaign to inform and educate stakeholders particularly non- members about the sector and its intended aim. Furthermore, the sector is currently working on its strategy, due in November 2018.

This being said, there is need to strengthen the sub-sectors formed in 2013 to have a consolidated input on issues to table at the Ministry.

We therefore encourage members to actively participate in sectoral meetings and to also suggest areas of improvement and/or focus to enhance the sector's service delivery.

For more information on the sector, contact the sector leader: Ms Desma Elvis Ncaagae at desma@topmarkets.co.bw and copy to secretariat at 395-3459 or email dsmolobe@bb.org.bw



THE MONTH THAT WAS...



World Bank Group Consultants briefing the private sector on the Country Partnership Framework (CPF).



BB Acting CEO, Mr Norman Moleele welcoming the World Bank Consultants and members.



BB Acting CEO, Mr Norman Moleele at the Botswana Stock Exchange (BSE) Annual Listing and Investment Forum. He was a panellist discussion the “ Role of legislation in facilitating listings in Botswana.”



BB members being briefed on World Bank Group programs and Country Partnership Framework (CPF).



BB President, Mr. Gobusamang Keebine and WIBA Executive committee.



BB President, Mr. Gobusamang Keebine giving closing remarks at the Women In Business Association (WIBA) events launch.



BUSINESSBOTSWANA



BB TO HOST POWERFUL NETWORKING SESSION FOR WOMEN IN BUSINESS

The fifth (5th) Women's Power High Tea event will be held on the 12th May 2018 at Cresta Lodge, Gaborone, themed “**Be Empowered: Be a Rare Gem.**” The objective of this initiative is to bring together aspiring business women to learn from each other and connect with progressive dynamic established women at local, national, regional and international levels. The event further aims to:

- Encourage female entrepreneurs to develop their vision that can compete with international standards.
- Create opportunities for women in business and aspiring to increase their level of trade amongst themselves.
- Emphasise women's role in increasing and diversifying the economy of Botswana.

- Highlight the challenges faced by women in business and how to overcome them.
- Motivate entrepreneurial and aspiring women to develop their career and expand their knowledge.

The event will include some of Botswana's most established women in business and corporate world discussing the challenges and obstacles frequently faced by women and how to overcome them. Issues of business opportunities for women will also be addressed during the seminar. Furthermore, the informal sector is predominantly dominated by women and events such as these are important in helping this dominance flourish.

The guest speaker will be accompanied by Local corporate renowned women, entrepreneurs and motivational speakers giving insights on their entrepreneurial, leadership journeys to success and

how they originally started their business.

As part of our mandate, BB intends to continue supporting the development of entrepreneurship in Botswana especially amongst women. There will be a fashion show and some stalls of businesses owned by women from different sectors showcasing their products. The Woman's Power High Tea is the place to be if you're a woman in business or who aspires to be one.

As part of our Corporate Social responsibility (CSR), part of the proceeds will be donated to Cancer Association Botswana (CAB) to fully execute its mandate, which amongst others is to raise awareness about Cancer.

Tickets for this event cost:

- **Individual: P 600 for members & P 650 for non- members.**
- **Corporate table: P 5 500 for members & P 6500/ for non-members.**

Sponsorship opportunities are available to give corporates recognition during the event. Communication tools such as; our website and member communication tools will expand your company's visibility beyond our delegates in attendance providing you full value for your contribution.

To book for a table or ticket(s), please contact the public relations team on 395-3459 or email patience@bb.org.bw / bontle@bb.org.bw



BUSINESSBOTSWANA

DOING BUSINESS IN BOTSWANA

**WITH CATHY MALEJANE
every WEDNESDAY @
1645hrs-1650hrs**

Brought to you by



We Are The Voice Of Business