

A MONTHLY PUBLICATION FROM YOUR BUSINESS ADVOCATE

BUSINESS FOCUS

MAY 2018

Foreword

The economic landscape of the country is changing at lightning speed. We have to be pro-active and keep up with already changing indicators of the economy. Botswana is facing slow economic growth, which is characterised by high unemployment rates and fiscal challenges resulting in the economic slowdown, there is an urgent need to speed up the implementation of the Doing Business Reforms.

Botswana's ranking on the Doing Business index slipped from 71 position in 2017 to 81 in 2018. The prospects are not getting any better as domestic challenges are rapidly increasing. To respond to these, Business Botswana pledges to continue influencing law and regulatory reforms; facilitating public-private dialogue; ensuring effective platforms for business engagements; influencing development of adequate and relevant national human capital development; and encouraging adherence to good governance to fight corruption.

Business is confronted with a number of issues on a daily basis, both at micro and macro levels. Business Botswana's advocacy agenda is critical in the economic development of Botswana and we continually engage government on pertinent issues. In order to achieve this, we appeal to members to submit issues that affect their sector for discussion at preparatory meetings so as to escalate the issues and challenges faced by business (es) to a higher level. Business Botswana will only thrive and prosper if we all work together toward a thriving and inclusive private sector.

DICHABA MOLOBE
DIRECTOR OF POLICY ADVOCACY



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In The Know ...

**This month, we focus on the
EDUCATION SECTOR.**

Our Team ...

- | | |
|------------------------|---|
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Labour Relations Tips

This month's issue will focus on probationary period.

- **Employees who are to serve a period of probation, should be informed in writing of the length of the probationary period prior to entering into the contract of employment. Refer to Section 20 (3) of the Employment Act.**
- **The Act provides for two probationary periods, namely: A maximum of 3 months for unskilled workers, and a maximum of 12 months for skilled workers.**
- **The choice to confirm the employee as permanent or extend the probationary period must be exercised and conveyed at the latest on the last day of the probationary period. The employer cannot after the expiry of the probationary period decide to extend such period.**
- **Contracts of employment terminated during a probationary period are deemed to have been terminated with just cause and reasons for such termination shall not be required. This is according to Section 20 (2) of the Employment Act. Once you give a reason, you should then subject the employee to a disciplinary hearing.**
- **The minimum notice period during probation is 14 calendar days. An employee whose wage period is one month is entitled to a month's notice. If the employer does not want the employee to serve the notice, then they must pay in lieu of notice. If the employee does not serve the notice, they can pay in lieu as well.**
- **Leave accrues to the employee as soon as the contract of employment takes effect even during probationary period.**

For any further clarification, please contact eileen@bb.org.bw

REGIONAL FOCUS

SADC Private Sector Forum (SPSF) Elevates its Engagements Efforts with SADC

The SADC Private Sector Forum (SPSF) is a grouping of Employers' Organisation from SADC Countries whose aim is to foster a single and united voice in the SADC region, both at the SADC Secretariat and the SADC structures. SPSF provides a platform for national and regional business associations, national employers' bodies as well as private sector to:

- Harmonise and effectively implement their advocacy agenda in so far as private sector friendly SADC Regional integration is concerned;**
- Speak with one voice in representing the Regional private sector; and**
- Maintain a strong representative body for business across the Region.**

During the last few years, some developments have taken place with some gaining prominence in the region and beyond. The SPSF participated in policy formulation and implementation both at Regional and international platforms. These are;

- The SADC's revised Regional Indicative Strategic Development Plan (RISDP)**
- SADC's new Industrialisation Roadmap**
- The Millennium Development Goals (MDGs) which have now been replaced by the Sustainable Development Goals (SDGs),**
- African Union (AU) agenda for 2063.**
- The Ouagadougou plus 10 plan of action.**
- The International Labour Conference (ILC) agenda issues on Transition to Formality and Global Supply Chains.**



Ms Audra Wilson-Max presenting the compendium of labour laws.



SPSF President, Ms Bonisiwe Ntando giving remarks at the SADC Employment and Labour Sector (ELS) meeting of Ministers and Social Partners in Cape Town, South Africa.



Ms Audra Wilson-Max sharing a light moment with Ms Zoe Isaacs.



Business Development Services Director, Ms Zoe Isaacs attending the SADC ELS meeting of Ministers and Social Partners in Cape Town, South Africa.

The SPSF takes researched business positions on regional matters and provides the capacity to present cases to SADC as opportunities for dialogue and partnering with appropriate structures of SADC. The Forum is recognised as the sole voice of the private sector in the region by the Southern African Development Community (SADC) and the International Labour Organisation (ILO).

In 2016, with the support of the ILO, the SPSF developed a five (5) year Strategic plan, which will responded to the new opportunities and challenges raised in the SADC region and also for better involvement of the private sector on improving the business climate and trade in the region.

Furthermore, in an effort to improve trade within the SADC region, a

Compendium of Labour Laws was launched and due for dispensation during the course of the year. This is to familiarise SADC traders of the labour laws within the region.

Furthermore, BB as the SPSF secretariat, has been attending the SADC ELS Ministers' meetings to give a SADC private sector position on pertinent issues within SADC.



(from left to right) Business Development Director, Ms Zoe Isaacs, International Employer's Organisation, Ms Rose Anang and SADC Private Sector Forum President, Ms Bonisiwe Ntando at the East, Central and Southern Africa Employers Organisation Conference.

Business Botswana Attended the East, Central and Southern Africa Employers Organisation (ECSAEO) Conference

Business Botswana attended the East Central and Southern Africa Employers Organization Conference (ECSAEO) held in Kampala, Uganda, co-organized by the Uganda Federation of Em-

ployers and supported by the International Organization of Employers (IOE). The annual Conference drew participants from eighteen (18) countries from East, Central and Southern Africa where they discussed and shared experiences on employment creation, the informal economy, poverty alleviation and sustainable development. The theme for this year's conference was "Creation of sustainable jobs for young people."

The discussions focused on addressing social and economic issues, helping the private sector grow at regional level, boosting employment creation, assisting the informal economy, poverty alleviation and sustainable development.

Employers' Organizations have a duty to ensure that addressing the skills gap remains one of their highest priorities for advocacy to influence public sector policy across the sub-Saharan Africa region. The youth need to be equipped with skills that match labour market demands. Therefore, a time bound action plan was to assist the private sector grow at regional level, boost employment and create sustainable development.



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**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.

Business Botswana Hold an Informal Meeting With the Minister of Investment, Trade & Industry

A group of leading retailers, manufacturers, property developers and business advisory firms met with the new Minister of Investment Trade and Industry, Honourable Ms Bogolo Kenewendo on the 20th May 2018 at Mmokolodi Village. The purpose of this engagement was for the business community and Ministry to engage and exchange views in a relaxed atmosphere, to chart a new path of cooperation to promote regulatory reforms and investment.

As an organisation, our objective has always been to promote a strong and vibrant economic climate in Botswana which will accelerate employment creation. Honourable Minister Kenewendo and the business leaders noted the importance of public private dialogue to address the unintended consequences of laws and regulations on business. The informal meeting also agreed to pay attention to human capital development in order to build Botswana's competitiveness.

Business agreed to support the Minister in her urgent task of making it easy for people to start and operate business in Botswana to generate economic growth and jobs.

Business Botswana wish to continue dialogue with Government and host conversations with Ministries and stakeholders to ensure that Botswana becomes the destination of choice to doing business.

EVENTS

Business Botswana Northern Trade Fair



District Commissioner,
Ms. Chabongwa Matsika



Dignitaries being shown around the Trade Fair.



Business Botswana President,
Mr Gobusamang Keebine

EVENTS

Business Botswana with the technical and financial support of the United Nations Development Programme (UNDP) held a strategic plan validation workshop on 29th May 2018 in Gaborone. The purpose of this workshop was to validate a five (5) year Strategic Plan (2018-2022). This workshop was a follow up to a previous Strategic Planning meeting held on the 19th May 2018 at Masa Square Hotel.

At this meeting, members were provided a platform to contribute on what the five (5) year Business Botswana Strategic Plan (2018-2022) should focus on to ensure that Business Botswana achieve its goal as the engine of economic development.

In his remarks, the President of Business Botswana, Mr Gobusamang

Business Botswana Members Validate the 2018-2022 Strategic Plan

Keebine, urged members to be participative and active in shaping the direction of Business Botswana for the next five (5) years through this document. He further said Business Bot-

swana strived to enhance the overall competitiveness of the private sector by tapping new markets and promoting sustainable development. He also thanked UNDP for continued support and partnership with the private sector.

The engaged consultant, Mr Chamroo stated that the proposed strategic plan was intended to realise Business Botswana's goal as an apex body in Botswana, representing all local businesses, including supporting regional structures and vulnerable groups such as women, youth and people living with disabilities.

To download the presentation, kindly visit: www.bb.org.bw

Business Botswana Northern Trade Fair [continued]



Business Botswana Acting CEO,
Mr Norman Moleele



Guest Speaker- Okavango Diamond Company
Managing Director, Mr Marcus ter Haar



Nigerian High Commissioner,
His Excellency, Mr Salisu



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Thank YOU

Business Botswana (BB)
would like to thank the
following partners for
their support towards the
5th Women's Power High
Tea event held in May
2018. We appreciate your
tremendous partnership!

PARTNER



Cancer Association
OF BOTSWANA
MOKGATLHO WA KANKERE MO BOTSWANA

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AIR BOTSWANA

Going Your Way

Know Your Sector

The Business Botswana Education Sector plays an advocacy role through presenting and engaging government in policy issues affecting the education landscape.

The Education sector comprises Pre & Primary Education, Secondary Education, Tertiary and Vocational and Technical Education sub sectors.

The sector has a cordial relationship with both the Ministry of Basic Education and Ministry of Tertiary Education, Research, Science and Technology as well as other stakeholders in the education sector. As a result, the following were achieved:

- **Learner protection policy- This policy set minimum standards and guidelines for the protection of learners enrolled in a programme. This is to ensure that learners enrolled in a BQA-accredited programme are not disadvantaged when the institution ceases to offer a programme. Further, the policy would indicate Protection of Enrolled Learners (PEL) requirements to be met for accreditation of learning programmes before delivery of each programme.**
- **Stoppage of Primary School Leaving Examination Fees in Private schools following extensive engagements with the Ministry of Basic Education**
- **The sector sits in the Immigration Selection Board which deals with the issue of work and residence permits for expatriates in the education sector as well as in the Innovation Advisory Council which looks at Botswana's transition.**

Currently the sector is dealing with the following challenges:

- **Late payment of invoices:**
Payments for tertiary institutions are tied to the financial year rather than the academic year. This process affects business operations as payments are made after services are rendered.
- **Implementation of the new BQA Act on Institutional and Programme Accreditation was faced with serious implementation challenges which led to an extension of the transitional period across all sector levels. This is a massive exercise which require a lot of capacitation and expertise.**
- **The delayed conclusion of National Human Resource Development Plan has an effect on Institutional ability.**

For more information on the sector, contact the sector leader, Mr. Golekanye Setume at golekanye.setume@bothouniversity.ac.bw and copy secretariat at dsmolobe@bb.org.bw or call 3953459.



Director, Were Opack Agencies (PTY) LTD



Tell us about yourself and your business, including the services and products you offer?

Were Opack Agencies (PTY) LTD was started with a view to service Botswana, the Southern African Development Community (SADC) and to be a player in the Global village.

The Company was incorporated in 2015, it is 100% citizen owned based in Gaborone Botswana .We endeavour to provide excellent, timely Procurement Services, Human Resource Development, Project Management, Management Training, Import/Export services and Secretarial services.

This is the brain child of the founder, Bruno Charles Olweny who has a Master's of Business Administration Degree obtained in 2002 from the University of Botswana; Bachelor of Arts with Education (honours degree) obtained in 1989 from Makerere University and is registered with the Institute of Internal Auditors (IIA) Botswana Chapter. He has a wealth of experience in the education field, having taught Accounts, Economics and Business Studies at senior secondary school for over 15 years. He lectured a number of courses including Diploma in Accounting and Management Accounting on part time basis at the University of Botswana, Centre for Continuing Education (CCE) for 7 years.

When did you join Business Botswana?

Were Opack Agencies joined Business Botswana in January 2016.

Would you recommend businesses in your sector to join Business Botswana?

Of course, Business Botswana is a linkage between local, regional and international markets. I have even recruited one (1) company to join Business Botswana.

I love Business Botswana because...

Business Botswana keeps me up to date with information which relates to the advocacy achievements as they dialogue with Government on the ease of doing business; I get invited to all networking both locally, regionally and internationally which gives me an opportunity to expand the scope of my business. I was part of the delegation to Turkey in 2017 and this has created a partnership with a Turkish company that will diversify the portfolio of my services.



Announcements

Proud BB Members

A thriving private sector starts here... Business Botswana would like to welcome **Zoetic Solutions** to the BB Family! And we encourage businesses to affiliate with us.

Renewing Members!

Business Botswana thanks the following companies for renewing their commitment and support to Business Botswana. Our Voice is unified with your continued support!!!

- **Botswana Agricultural Marketing Board**
- **Botswana Institute of Bankers**
- **Eye Care Optometrists**
- **Jareg Tours t/a Sasa Interiors**
- **Jindal Botswana (Pty) Ltd**
- **MRI Botswana (Pty) Ltd**

We believe with your support and participation, BB can transform the private sector landscape in Botswana. Business Botswana will continue to be your resource for information and assistance. Apply online at www.bb.org.bw and our membership team will get in touch. Alternatively, contact the Membership Department on 395-3459 or email: membership@bb.org.bw



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