

A MONTHLY PUBLICATION FROM YOUR BUSINESS ADVOCATE

BUSINESS FOCUS

JUNE 2018

Foreword



Private sector, without a doubt, plays a critical role in the development of Botswana's economy. So it is no surprise that His Excellency the President Mr. Eric Mokgweetsi Masisi has committed to improving the ease of doing business in Botswana, and also tackling issues of red tape and bureaucracy that affects the economy. For Business Botswana, this is a welcome development, as we have been dealing with issues that often leave our members frustrated, with potential investors being discouraged. We applaud His Excellency's steps in prioritizing this area and ensuring that the business environment becomes more conducive, in the process, improving the country's doing business rankings which have been steadily declining over the years.

Quality control and service excellence should be key priorities for all businesses, small and large. I therefore urge members to share with us the challenges they face, and to get access to advisory services, industrial relations information and tips, capacity building options and information on potential opportunities within and beyond our borders.

Through our mandate, Business Botswana continually engages other stakeholders to ensure that the economic environment is competitive and conducive. In line with this, we will feature articles from relevant stakeholders. In this issue, we focus on the SPEDU Region under the topic "**Leading the Economic Transformation of SPEDU Region.**"

Please enjoy this publication. Your suggestions for improvement are most welcome. All contributions can be channeled to the editor via publicrelations@bb.co.bw, or like our Facebook and Twitter pages at Business Botswana and @BusinessBOTSPR respectively. For more information on how you can partner with us please, contact the Public Relations department.

ZOE ISAACS, DIRECTOR - BUSINESS DEVELOPMENT SERVICES

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This month, we focus on the
RETAIL SECTOR

Our Team ...

- Editor-in-Chief** **Zoe A. Isaacs**
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BUSINESSBOTSWANA



Labour Relations Tips



Labour relations has become one of the most delicate and complex problems of modern industrial society. It is in the interest of all to create and maintain good relations between employees and employers.

This month's column will focus on public holidays.

- Of the 16 public holidays gazetted, only eight (8) are paid public holidays.
- An employee working on a paid public holiday shall in terms of the Employment Act be paid at least double wages they would have been paid had the day been an ordinary working day or be granted a paid day off in lieu of that day within ten (10) days immediately thereafter.
- If the employer decides to give the employee a day off for working on a paid public holiday, it will be a paid day off at single time rate.
- Employees must be paid normal time rate on a paid public holiday if they are not required to work and double time rate if they are required to.

- If a paid public holiday falls on a rest day, the day following the rest day shall be observed as a public holiday provided it is not itself a rest day. For example, this year Botswana Day is on a Sunday, therefore Monday will be observed as a paid public holiday if Sunday is your rest day.
- Paid Public Holidays do not apply to all employees. These include managers, executives, administrators, professional staff, and agricultural workers. These are normal working days to them.
- Public holidays are different from paid public holidays because employers can treat them as normal working days.
- An instruction given to work on a public holiday is lawful.

For further clarification email eileen@bb.org.bw

EVENTS

BUSINESS BOTSWANA TO HOST A CONVERSATION WITH THE PRESIDENT AT THE 15th NATIONAL BUSINESS CONFERENCE

Business Botswana will be hosting the biennial National Business Conference (NBC) in Francistown from 9th to 11th September, 2018 to discuss reforms to make Botswana's internationally competitive.

In keeping with tradition, the President HE Mr. Mokgweetsi Eric Masisi will open the conference under the theme of "Breakthrough to a High-Income Botswana:- the Role of the Private Sector in Charting the Path." The theme seeks to identify economic paths to propel Botswana from an upper middle income to a high income economy.

Therefore the NBC will ponder over following Vision 2036 questions, namely;

- Do we as a country continue to rely on diamonds as the mainstay of our economy, or do we make concerted, serious strides towards diversification?
- Do we continue to generate our income from the consumption of our mineral good fortune, or do we focus on being competitive, productive and efficient?

- Do we adopt insular and inward-looking strategies or do we open up our country to investors and visitors, in the process creating a vibrant economy and society integrated into the global economy?
- Do we continue with policies that keep Botswana dependent on the state, or do we foster independence, self-reliance and unleash the entrepreneurial spirit of our people, with the role of government being transformed from control to facilitation?

The Conference will also feature an interactive session with His Excellency entitled "A Conversation with the President" to allow participants sector to appreciate his thoughts on promoting private sector development.

As per tradition the Minister of Investment, Trade and Industry, Honourable Bogolo Kenewendo will close the Conference.

For more information, kindly contact the event managers, Premiere and speak to Vanessa Beylevend and Carolyn Wilson 395- 2878 or email: vanessa@premiere.co.bw or carolyn@premiere.co.bw

TRADE MISSIONS BOOST BUSINESS OPPORTUNITIES FOR MEMBERS

In today's world, every business needs to affiliate with an association that can speak on their behalf, one that plays a major role in economic development and gives its members a networking platform through dynamic conferences & events. An association that can open doors to its members through trade missions & business linkages. In Botswana, that network is BUSINESS BOTSWANA!

As part of its mandate, Business Botswana, in close collaboration with Botswana missions in other countries, organizes trade missions to encourage growth by exploring alternative sources of raw material and markets, joint partnerships as well as alternative technologies. Botswana is a small market with a small population and therefore it is important for businesses to explore external markets.

The trade missions offer tremendous opportunities & members are encouraged to participate to boost their trade & investment activities.

For more information on trade missions, contact Ms. Maggie Sebegu on 395-3459 or email: msebegu@bb.org.bw

NATIONAL BUSINESS CONFERENCE

FRANCISTOWN
SEPTEMBER 09 - 11
ADANSONIA HOTEL

2018

THE PRIVATE BUSINESS GROWTH AWARDS PROMISES TO BE BIGGER AND BETTER

Grant Thornton in association with Business Botswana and the Botswana Investment and Trade Centre (BITC) launched the 4th annual Private Business Growth Awards (PBGA). This was said at the tripartite press briefing held on the 19th May 2018.

Briefing the media, Grant Thornton Partner, Mr. Kalyanaraman Vijay said the awards honour private businesses that have achieved strategic, sustainable and holistic growth and also contributed to economic growth. With view of the above, these awards aims to grow Botswana businesses, contribute to economic diversification and improve corporate reputation (CSR) as well as encourage the private sector to bring out their innovative thinking. Further, the PBGA aim to grow Botswana businesses, contribute to economic diversification and improve corporate reputation (CSR) as well as encourage the private sector to bring out their innovative thinking.

For his remarks, the Acting Chief Executive officer, Mr. Norman Moleele said BB continually work with government towards the growth of the private sector. As the economy developed we had the need to focus on the growth of businesses in Botswana. And platforms such as this substantiate our effort to encourage private businesses to play a key role in economic development. He further said, BB will continue to support and partner with Grant Thornton on this initiative and are also open to other initiatives that support private sector development in Botswana.

The Botswana Investment and Trade Centre (BITC) is mandated to promote investment as well as export development and said the awards served as an extension of BITC's mandate. He further encouraged businesses to participate in the national investment drive. The PBGA will be held during the Global Expo week and the prize giving dinner will be held on the 31st October 2018 at Fairgrounds Holdings.

The briefing was used as an opportunity to launch the simplified application form. Unlike the previous awards, BITC had its own application criteria and has now been consolidated in the PBGA application form. The applications are open from June until August 15th 2018.

For more information, please contact the PBGA Desk on 395-2313 or email: pbga@bw.gt.com



Acting CEO, Mr Olebile, Grant Thornton Partner, Mr Vijay and BB Acting CEO, Mr Moleele



2017 Private Business Growth Awards winners

BUSINESS BOTSWANA TO HOST THE ANNUAL BUSINESS GOLF DAY

Business deals are made on the golf course.... As cliché as it may sound, it is a FACT! The Business Botswana golf challenge attest to this statement, for eleven (11) years, the Business Botswana golf challenge is one of the premier events on the events calendar.

On the 3rd August Business Botswana will host its 11th Annual Golf Challenge at the Gaborone Golf Club. This event is brings together Premier Businesses both small and large, from all the sectors of the economy in Botswana as well as others from neighbouring countries to network and market their products while enjoying the game of Golf. This event provides businesses an opportunity to meet with their current and potential customers, suppliers and financiers as well as encouraging fair business practices when businesses meet to forge a meaningful partnership. The format is "Four Ball Alliance", and tee off is short gun start with four players in a team.

The packages are as follows:

- **Standard Hole at P 6 500**
- **Premium Hole at P 12 000**

This is an opportunistic moment for companies to shine while conveying the spirit of teamwork and revealing their competitive streaks.

The Golf Day will end with a prize giving gala dinner for both golfers and non-golfers such as Senior Government Officials, High Commissioners & captains of the Business industry.

For partnership categories please contact Patience Leb-otse, Bontle Thapelo and Maggie Sebege at 395-3459 or email to patience@bb.org.bw / bontle@bb.org.bw and msebege@bb.org.bw. For booking of holes kindly liaise with the event coordinator, Mr SchoolboyThekiso at 71676421.

Event organizers will assist you in putting together a team in case you do not players.



BUSINESS BOTSWANA ATTENDED THE AFRICAN UNION EXPERTS MEETING ON THE SERVICES SECTOR DEVELOPMENT



The President of Business Botswana, Mr. Gobusamang Keebine attended the African Union Experts Meeting on the Services Sector Development Programme and Services Negotiation Guidelines for the African Continental Free Trade Agreement (AfCFTA) held in Nairobi, Kenya from 18th – 22nd June 2018.

The objective of this meeting was to brainstorm with services experts from Regional Economic Communities (RECs) and the private sector on strategies to develop Member States' service sector and trade to support inclusive growth and national development.

The meeting also aimed at getting inputs from the Service Experts on the draft SSDP that would serve as a flanking measure in the development of Trade in Services in Africa.

For more information on the meeting and outcomes, please refer to the African Union website at www.au.int

STAFF DEVELOPMENT IS KEY!

The Business Development Services department offers a number of courses which cover various areas of business operations combining both academic and entrepreneurial approach. It is worth noting that we have received positive feedback from members who continuously send their staff to some of these trainings.

Training is key, therefore it is imperative that institutions invest in their employees to improve efficiency and effectiveness in the work place. Training plays an important role in the ever changing environment of today, especially in relation to competitive global markets.

Business Botswana will continue to offer more training courses from July until October 2018 and these trainings include but are not limited to; Customer Service, Disciplinary Hearing and Grievance Procedures, Emotional Intelligence. All the courses and trainers are accredited by the Botswana Qualifications Authority (BQA). We therefore encourage members to utilize the training levy that they pay to Government for the upskilling of their employees.



Below is a list of upcoming courses:

| MONTH | DATE | COURSE | VENUE |
|-----------|-------------|----------------------------------|----------|
| JULY 2018 | 23rd – 24th | Disciplinary Hearing | Gaborone |
| | 24th – 25th | Emotional Intelligence | Gaborone |
| | 26th – 27th | Business Communication | Gaborone |
| | 26th – 27th | Finance For Non-Finance Managers | Gaborone |

For more information on any training course(s), contact Ms. Maggie Sebege on 395-3459 or email: msebege@bb.org.bw or visit our website at www.bb.org.bw

Know Your Sector -

RETAIL

The retail sector's main objective is to assist members of Business Botswana with any industry specific issues that may be hindering the smooth operation of business in the sector. It is part of the 'Doing Business Committee' which is a partnership between the private sector and officials of relevant Government departments. As with other Business Botswana sectors, it strives to influence policy formulation and reforms to ensure a business friendly environment.

Some of the activities and achievements of the sector include;

Doing Business

Botswana has declined in its rankings on the Doing Business ratings lot still remains to be done.

Government has provided revised timelines on the implementation of many of the reforms stating they had not appreciated the amount of work required for the legislative reforms.

Plastic carrier bag ban

Earlier in the year the Government announced a ban on plastic carrier bags giving very short notice and without consultation. The sector engaged with Government to seek a postponement to enable the sector to prepare for the ban. The government has taken into consideration Business Botswana's plea to extend the ban for six (6) months in order to allow businesses to deplete their stock. The ban will now take effect from 1st November 2018.

Removal of Certification requirements

The issue of certification being required for almost all Government tenders and the arbitrary 3 month expiry of certified documents was raised at sector level and escalated to the High Level Consultative Council (HLCC). After subsequently engaging with PIC force and PSP the number of documents that need to be certified across various ministries has been drastically reduced and the expiry of certified documents has also been removed.

The sector aims to ensure that issues pertaining to doing business in Botswana are fully dealt with in a timeous manner and therefore continues to lobby Government and advocate on issues surrounding the retail sector.

Businesses in the retail industry are encouraged to affiliate with Business Botswana and also to actively participate in sector meetings in order to address all impediments to doing business in their sector.

LEADING ECONOMIC TRANSFORMATION -

Selebi Phikwe Economic Diversification Unit (SPEDU)



The Selebi Phikwe Economic Diversification Unit (SPEDU) is an investment promotion company owned by the Government of Botswana tasked with coordinating investment promotion and economic diversification in the SPEDU Region with its headquarters in Selibe Phikwe. The area has a population of about 200 000, located in the Central District of Botswana and comprising of four (4) geographical areas of Bobirwa, Tswapong North, Sefophe, Mmadinare and Selibe Phikwe town.

The region is an economic zone with the intention to support industrialisation through the economic sectors of Tourism, Manufacturing and Agri-Business. This is in recognition of the inherent comparative advantage of the Region evidenced by availability of ample surface and underground water resources. The Region is the home to five of the country's major dams namely; Thune, Letsibogo, Lotsane, Dikabeya and Dikgatlong Dams. The Region also boasts highly fertile soils and a climate conducive for agriculture, especially horticulture production. The region is strategically located and serves as the gateway into northern side of the SADC Region through well-developed networks of roads, rail, air and commercial boarder infrastructure. It also conveniently connects Botswana with the South African seaports.

SPEDU functions:

- To promote business efficiency and competitiveness in the region
- To promote inward investment and trade facilitation
- To promote employment creation
- To enhance the development and application of skills relevant to employment in the Region
- To further economic development and regeneration of the Selibe Phikwe Region.

For more information about SPEDU and its activities, kindly contact the Head of Corporate Communications, Ms. Shiellah Moribame at smoribame@spedu.co.bw



L-R Policy Advocacy Director, Mr Molobe and Business Development Services Director, Ms Isaacs

BUSINESS BOTSWANA ATTENDED THE 107 INTERNATIONAL LABOUR CONFERENCE (ILC)

In an effort to promote decent work policies and programmes in Botswana, Business Botswana took part in the 107th session of the ILO conference on the 28th May - 8th June 2018 in Geneva. The International Labour Conference is the ILO's highest decision

making body, which brings together the tripartite delegations from the Organization's member States. It also ensures that countries comply with ratified conventions.

Botswana appeared for the first time in front of the Committee of Application of Standards (CAS) in the 106th ILC in 2017 for contravention of convention 87. The CAS made recommendations to the Government of Botswana and were given a deadline of November 2017 to have put in place an action plan that shows the implementation of the recommendations.

Unfortunately Botswana made it again to the list of 24 countries that were to appear before the CAS at the 107th ILC in 2018. The Director, Policy Advocacy, Mr. Dichaba Molobe made a statement at the Committee on the Application of Standards on behalf of Botswana Employers and he stated that the private sector and trade unions are optimistic of the new leadership as he recognizes the role of the tripartite structure and he is willing to work with involved parties on issues of labour. He further cited that the review of the labour laws gave Botswana a chance to align its employment laws and policies with the needs of a modern and competitive economy and Botswana employer continue to be ready and available to work with the government.

In addition, he said the review of the labour laws is not to meet the ILO requirement but to also help keep up with the changes of the labour market and pleaded with the committee to give Botswana more time to address the cast recommendation, assuring the committee that the structure will collectively work together ahead of the Committee of Experts meeting scheduled for November 2018.

POLICY EFFORTS

His Excellency Mokgweetsi E.K. Masisi has assured Business Botswana that the government will spearhead the improvement of doing business in Botswana. This statement was made during the 44th Main High Level Consultative Council (HLCC). He further highlighted below:

a) Ease of Doing Business:

- Botswana position in the doing business ranking has declined from position 21 to 81 out of 190 countries. Private sector and government needs to redouble its effort to attract and make it easier for foreign companies to set up and operate in Botswana.

- Cabinet decided to make adjustments on Botswana's immigration position. Citing that employers, investors who have been struggling with VISAs, permits will now be facilitated with speed and efficiently. The decision aims to address the issue of employment, both for purposes of growth and in order to reduce unemployment.

b) Priority sectors:

In the effort to reduce dependence on the mining sector, the sectors which have assigned priority for development are Tourism, Beef and Finance.



Announcement

RENEWING MEMBERS...

Business Botswana (BB) thanks the 516 companies for renewing their commitment and support to Business Botswana. Our voice is unified with your continued support!!!!

NEW MEMBERS...

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

- **Robust Carriers (Pty) Ltd t/a Robust**
- **Joyces Funeral Parlour**
- **Arablemagic (Pty) Ltd**
- **Dazzle Branding**
- **Masco Holdings**
- **Open Palm (Pty) Ltd**
- **Empire Park Holdings**
- **Manpower Consulting Services**
- **Wired Pay**
- **High Altitudes t/a Altitudes Labour Consultancy**
- **Mountops (Pty) Ltd**
- **Gross Business Systems**

We believe with your support and participation, BB can transform the private sector landscape in Botswana BB 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 3953459 or email: membership@bb.org.bw



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