

FINAL REPORT

Botswana: Country Gender Profile

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Japan International Cooperation Agency
Public Policy Department

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Botswana

Summary

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Summary of Country Gender Profile in Botswana (2009)

Current Situation of Women in Botswana

In Botswana, even having attained high economic development after the independency, the persistence of income inequality and poverty among women remain important areas of concern. Violence against women, the most singular findings of the study area that VAW in Botswana is a substantial problem and there are three out of five women have been a victim of violence. As far as the women's participation in decision making at all levels of public and private life, in Botswana, men wield most of the power at all levels of the society from the position as the legal head of households making decision over family.

Government Policy on Gender

National Policy for Women's Empowerment and Gender Equality of Botswana is addressing National Unity, Development and Self-Reliance, and in conjunction with the planning principles of rapid economic growth, sustained development, and social justice, government is taking steps to enhance women's participation and involvement in national development.

National Machinery

The WAD is a key department in the Ministry of Labour and Home Affairs. However, the Ministry has not mainstreamed gender in its 2001-2006 Strategic Plan. There are a few challenges in WAD in order for them to attain their goals.

Situation of Women/Gender in Education

In Botswana, female enrolment is generally greater than that of males at primary and junior secondary school levels. However, at the senior secondary level, female enrolment begins to decrease.

Situation of Women/Gender in Health

Botswana's rapid economic growth contributed to health sector. However there are some challenges such as teenage pregnancy, the side effect of the abortion and HIV/AIDS.

Government of Botswana set up policies to improve the negative health issues of women.

Situation of Women./Gender in Agriculture, Forestry, Fisheries

It is estimated that there are 50-60% female-headed households (FHHs) in rural Botswana. Available data suggest about 50-65% in villages (of populations of 500 and higher) and 25-40% in RAD settlements (with considerable variation between them). Although statistics argue that FHHs in rural areas are no poorer than male-headed ones, most are probably just as poor.

Situation of Women/Gender in Economic Activities

Females are increasingly dominating in most industries, the largest being hotels and restaurants at 74.3% followed by private households with 71.4%. Female unemployment is much more than men accounting for 59. Women accounted for 60.5% of the informal sector employees, and most of these (60.3%) women are self-employed both with and with no employees.

List of Abbreviations
(Botswana)

AfDB	African Development Bank
BCW	Botswana Council of Women
BIDPA	Botswana Institute for Development and Policy Analysis
BOCCIM	Botswana Confederation of Commerce, Industry and Manpower
BOCONGO	Botswana Council of Non-Government Organisations
BNCW	Botswana National Council on Women
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CIDA	Canadian International Development Agency
CGC	Career Guidance and Counselling
CJSS	Community Junior Secondary School
CPC	Crime Prevention Committee
CSO	Central Statistics Office
DC	District Commissioner
DPSM	Department of Public Service Management
FAO	Food and Agricultural Organization, UN
FAP	Financial Assistance Program
GAD	Gender And Development
GFPs	Gender Focal Points
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
ILO	International Labour Organization
IEC	Information, Education and Communication
MLGLH	Ministry of Local Government, Housing and Land
MLHA	Ministry Labour and Home Affairs
MOH	Ministry of Health
NORAD	Norwegian Agency for International Development
NGO	Non Governmental Organization
NIR	National Institute for Research, University of Botswana
NGM	National Gender Mainstreaming
PACT	Peer AIDS Counselling and Training
STD	Sexually Transmitted Diseases
S&CD	Social and Community Development Department
SADC	Southern Africa Development Community
SS	Senior Secondary School
UB	University of Botswana
UNDP	United Nations Development Programs
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNHCR	United Nations High Commissioner for Refugees

UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
VAW	Violence Against Women
VDC	Village Development Committee
VHC	Village Health Committee
WAD	Department of Women's Affairs
WAR	Women Against Rape
WILDAF	Women, Law, and Development
WLSA	Women and Law in Southern Africa
WHO	World Health Organization
WDR	World Development Report

1. Basic profiles

1-1 Socio-Economic Profile

Socio-economic profile							Ref.
Social indicators							
<u>International development indicators</u>	Human development index*		Gender-related development index*		Gender empowerment measurement (Value)*		1)
	1991	0.63	0.846		12.1		
	2002	0.58	NA		10.0		
<u>Demographic indicators</u>	Total (millions)		% of urban population		Population growth rate (%)	Total fertility rate (%)	2)
		% of female population		% of female population			
	1998	1,588(000)	49.4	45.0	NA	3.4	
	2006	1,773(000)	52.7	59.6	1.90	3.17	
	Life expectancy		Households number by head of households (HH)				2)
		Male	Female	Total	Male-headed	Female-headed	
	1998	59.6	64.5	NA	NA	NA	
	2006	48.8	60.0	11,760	53.4	46.6	
Economic indicators							3)
		GDP/Capita	Growth rate of real GDP	GDP implicit deflator*	Gini index*	Aid/GNP	
	1991	\$4,690	8.3 (70-90)	NA	58.4	NA	
	2002	\$8,170	4.8 (90-06)	NA	57.8	NA	
<u>Public sector expenditure by sectors</u>	Health	Education	Social welfare	Defence	Gender	Others	3)
	% (1995-2005)	(1995-2005)	(1995-2005)	(1995-2005)	(1995-2005)		
	2005	5	26	NA	8	NA	
	%	NA	NA	NA	NA		
	/GDP	/GDP	/GDP	/GDP			
<u>Industry /GDP</u>	Agriculture	Industry	Service	Others			
	%	%	%	%			
	NA	NA	NA	NA			
<u>Labour indicators</u>	Total No.		Unemployment no and rate		Minimum wage		
	Male	Female	Male	Female	Male	Female	
	No	518,733	634,495	50,833	63,209	NA	4)
	2006	64.1	50.5	15.3	19.7	-	-
<u>Employment rate (YEAR)</u>	Agriculture	Non-agriculture					
		Industry	Service	Others			
	Total (2006)	161,367	81,896	295,887			4)
	% of female population	39.0	34.0	27.0			
Approaches to gender issues							
<u>Ratification and signature of international laws</u>						Year	
Beijing Declaration and Platform for Action						1995	
Convention of Elimination of All Forms of Discrimination against Women (CEDAW)						1996	
SADC (Southern African Development Committee) Declaration on Women' Rights						1997	
<u>Women in decision-making (% of female population)</u>							
Government	In parliament	17		Private sector	Board members	16	5)
	Ministers	29			Head of companies	16	
	Deputy ministers	33			Directors	57	
<u>Policy of gender</u>						Year	
Policy on Women in Development						1995	6)
<u>Laws of gender</u>						Year	
The Marriage Act						NA	7)

Socio-economic profile		Ref.
The Abortion; Penal code Amendment	NA	
<u>Public organization of gender</u>		
Name of the national machinery	Women's Affairs Department, Ministry of Labour and Home Affairs	

Note: Refer to the definitions for the words attached with *

1-2 Health Profile

Health Indicators							Ref.
Prevalence of health services	No. of Hospital beds per 1,000 persons	% of physicians per 1,000 persons					3)
	336	30.1					
Infant mortality rate	Total			Female			3)
	2006	90/1000			NA		
Under-five mortality rate	Total			Female			3)
	2006	124/1000			NA		
Prevalence and death rates associated with tuberculosis	2003	Total		Female			3)
		4,859			2,184		
Prevalence and death rates associated with infectious diseases		Total		Female			3)
		14,622			7,436		
% of vaccinated (1 year old)	BCG	DPT	Polio	Measles			3)
	99	98	97	90			
Reproductive health	Contraceptive prevalence rate		Rate of births attended by trained personnel		Amnesia prevalence among pregnant women		3)
	48.0		94.0		NA		
	Maternal mortality ratio		Total fertility rate		Average age of first marriage		
	2005	380/100,000	2.8		NA		
Nutrition	Children under weight for age (& aged under 5)		Oral re-hydration therapy use rate		Iodine deficiency		3)
	2006	13	5		34		
Community health service	Access to safe water			Access to adequate sanitation			3)
	Total	Urban	Rural	Total	Urban	Rural	
	2004			NA	NA	NA	
%	95.0	100.0	90.0	42.0	57.0	25.0	
HIV/AIDS	HIV prevalence, aged 15-49yo				% of population aged with comprehensive knowledge of HIV/AIDS		3)
	Total	Male	Female		Male	Female	
			Pregnant women				
	2005						
%	24.1	NA	NA	NA	33	40	

1-3 Education Profile

Education Indicators								Ref.
Education systems	Primary	776	Secondary	278	Tertiary	51	1)	
Adult literacy rate (Over 15yo)	Total	94.0	Male	92.0	Female	96.0	1)	
Primary education								
Net enrolment rate		Total	Male	Female			1)	
	2006	NA	85.0	84.0				
Progression rate		Total	Male	Female				
	2006	NA	83.0	86.0				
Drop-out rate		Total	Male	Female				
Secondary education								
Net enrolment rate		Total	Male	Female			1)	
	2006	NA	57.0	62.0				
Progression rate		Total	Male	Female			1)	
	2006	NA	36.0	44.0				
Drop-out rate		Total	Male	Female				
		NA	NA	NA				
Tertiary education								
Net enrolment rate		Total	Male	Female			1)	
		NA	NA	NA				
Progression rate		Total	Male	Female				
		NA	NA	NA				
Drop-out rate		Total	Male	Female				
		NA	NA	NA				
Tertiary level enrolment by field of study by gender	Education	Arts	Social science	Engineering and Technology	Medicine	Business & Management		
		NA	NA	NA	NA	NA		

Note: Refer to the definitions for the words attached with *

Reference:

- 1) Botswana Human Development Report 2005
- 2) Botswana Demographic Survey 2006
- 3) UNICEF Statistics in Botswana (Web)
- 4) 2005,6 Labour Force Report
- 5) Gender Disaggregated Data Report
- 6) Policy on Women in Development
- 7) Gender Mainstreaming; A Participant's Resource Book

2. General Situation of Women and Government Policy on Gender

2-1 General Situation of Women in Botswana

General Situation of Women in Botswana

- 1) In Botswana, even having attained high economic development after the independency, the persistence of income inequality and poverty among women remain important areas of concern.
- 2) According to the survey which WAD conducted on violence against women, the most singular findings of the study area that VAW in Botswana is a substantial problem and there are three out of five women have been a victim of violence.
- 3) As far as the women's participation in decision making at all levels of public and private life, in Botswana, men wield most of the power at all levels of the society from the position as the legal head of households making decision over family.

[General situation]

Since attaining democracy, Botswana made substantial achievements in economic development. Despite this development, the persistence of income inequality and poverty among women remain important areas of concern. This situation implies that the growth benefits have not sufficiently trickled down to distribution suggest that the distribution has become skewed over time. Estimates obtained from the 1985/86 Household Income and Expenditure survey indicate that 55% of the rural households were below the poverty datum line. Income levels were generally found to be considerably lower among the rural population and among female-headed households. Nearly 40% of women were found to earn less than P100 (US\$13)per month in cash and in kind income as compared with about 25% for men¹.

[Violence against women in Botswana²]

The national machinery for gender mainstreaming, which is Women's Affairs Department of Ministry of Labour and Home Affairs, conducted in 1999 a study on Violence against Women (VAW) in the country. The most singular findings of the study area that VAW in Botswana is a substantial problem and there are three out of five women have been a victim of violence³.

The table below illustrates the relative perception about VAW in the community by age. 'Severe beating,' 'rape or sexual assault by other males,' 'verbal/emotional abuse,' and 'social/economic abuse' are perceived as the most commonly occurring types of VAW by all age groups. However, with the exception of 'sexual assault or rape by other male' the 12-15 age group generally perceive that might be expected the adult respondents perceive 'social and economic abuse' as a greater

¹ Policy in Women and Development, 1995

² Report on the Study on the Socio-economic Implications of Violence Against Women in Botswana, 1999

³ Ibid.

problem than the 12-15 years. The younger age group, compared to those 31+ years, perceive ‘sexual harassment’ occurring more frequently.

As for the variable in settlement type, respondents in the urban areas tend to perceive all forms of VAW as occurring more frequently than those respondents in the rural areas. There are some exceptions, notably ‘social and economic abuse’ and ‘incest.’ The differences in perceptions about the frequency in incest clearly reflect the fact that it is considered taboo, normally associated with traditional rural areas, and not usually openly spoken about. The difference in the perceived frequency of ‘sexually assault of rape by other partners’ in part reflects the level of awareness and understanding of this kind of violence in rural areas.

Table Percentage about the Frequency of VAW in the Community by Age, Settlement type and Employment Status

Variable	Age				Settlement Type			Employment Status	
	12-15	16-30	31-45	46-	Urban	Semi-Urb	Rural	Employed	Unemployed
VAW									
Mild clap	17.3	21.7	19.4	21.6	22.7	13.3	27.1	18.6	9.9
Severe beating	43.5	54.2	53.4	55.4	50.8	62.6	46.7	44	23.6
Murder/Suicide	14.1	24.6	24.3	19.4	22.6	25.5	17.8	24.9	12.4
Sexual harassment	20.1	29.1	15.0	15.1	30.4	22.3	14.5	21.2	8.3
Sexual assault/Rape by partner	6.5	22.7	18.7	15.8	30.4	18.6	10.1	8.3	8.3
Sexual assault/Rape by other male	53.3	47.3	40.8	43.2	30.4	62.8	37.1	53.9	28.9
Sexual exploitation under 16s	33.2	36.9	23.3	25.2	30.4	32.8	27.6	33.2	18.2
Incest	15.8	21.2	19.4	21.6	30.4	28.2	7.4	17.1	12.8
Verbal/emotional abuse	39.7	49.3	41.5	42.4	30.4	37.8	45.6	38.8	19
Social/economic abuse	38.6	47.8	51.9	56.1	30.4	50.0	57.1	38.3	23.1

Source: Report on the Study on the Socio-economic Implications of Violence Against Women in Botswana, 1999

[Low women’s representation in key decision making positions in the government]

As far as the women’s participation in decision making at all levels of public and private life, in Botswana, men wield most of the power at all levels of the society from the position as the legal head of households making decision over family.

The table in the next page illustrates the presentation of women and men in governmental organizations higher positions in Botswana. Half of the total of board members constitutes females. Out of 10 parastatals 1 is female whereas 255 of heads of departments are female. Overall, the parastatals decision makers are represented by 30% female and 70% male.

Political Position by Gender in 2002 in Botswana

Category	Women	Men	Total
Board Members	29	58	87
Head of the Public Company	1	9	10
Deputy Heads of the Parastatals	2	1	3
Heads of the Departments	13	38	51
Total	45	106	151
%	30	70	100

Source: Gender Disaggregated Data Report, 2002, WAD

In the same vein, women constitute 14% of the private sector boards and 57% of females are heads of the departments. Most heads of the company, 86%, are male. Overall, the gender composition at decision –making level is 27% female and 73% male.

Private Sector Position by Gender in 2002 in Botswana

Category	Women	Men	Total
Board Members	20	122	142
Head of the Company	5	32	37
Heads of the Departments	94	166	260
Total	119	320	439
%	27	73	100

Source: Gender Disaggregated Data Report, 2002, WAD

2-2 Government Policy on Gender

Government Policy on Gender

- 1) National Policy for Women's Empowerment and Gender Equality of Botswana is addressing National Unity, Development and Self-Reliance, and in conjunction with the planning principles of rapid economic growth, sustained development, and social justice, government is taking steps to enhance women's participation and involvement in national development.
- 2) In 1997, the government reviews all the relevant laws to promote the legal protection of women.

[Government Policy and Development Plan on Women]

The Botswana's national policy and development plan are as follows:

Policy Principles⁴

In consonance with the national principles of Democracy, National Unity, Development and Self-Reliance, and in conjunction with the planning principles of rapid economic growth, sustained development, and social justice, government is taking steps to enhance women's participation and involvement in national development.

Goals

- Elimination of all negative economic and socio-cultural practices as well as inappropriate laws
- Enhancement on women's health.
- Promotion of education and skills training
- Promotion of gender awareness in development planning

[On-going activities on gender main-streaming]

The main national gender machinery, Department of Women Affairs (WAD) is implementing gender-mainstreaming by positioning gender focal points in ministries. However, according to WAD, it is extremely difficult since the WAD's status, as a department under Ministry of Labour and Home Affairs, is still weak to put the policy into implementation.

[Gender related laws and regulations]

In 1997, the government carried out a review of all laws that negatively affected the status of women.

⁴ Policy on Women in Development, WAD, 1995

GAD related laws and regulations

Laws and regulations	Year	Content
The Marriage Act (CAP 29:01)	1997	To improve the status of women in marriage
The Married Person's Property Act 8CAP 29:03)	1997	To secure women's ownership on property
The Abortion: Penal Code Amendment (CAP 08:01)	1997	To consider the abortion practice of women
The Deeds Registry Act (CAP 33:03)	1997	To secure women's freedom of recognition of registration
The Administration of Estates Act (CAP 31:01)	1997	To secure women's rights of ownership on estates
The Employment Act (CAP 47: 01)	1997	To secure equal employment opportunity of women as a labour force
The Deserted Wives and Children Protection Act (CAP: 28:03)	1997	The secure the protection of deserted wives from any violence from partners
The Matrimonial Clause Act (CAP 29:06)	1997	To secure the equal rights on marriage of women
The Adoption Act (CAP 28:01)	1997	To promote adoption rights of women
The Abolition of Martial Power Act (2004)	2004	To secure the rights of women in marriage

Source: Gender Mainstreaming; a Participant's Resource Book, 2007

2-3 National Machinery

National Machinery on Gender

- 1) In Botswana, the national gender machinery is considered as “an integrated package” of structures located a various levels of state, civil society and within the statutory bodies.
- 2) The WAD is a key department in the Ministry of Labor and Home Affairs. However, the Ministry has not mainstreamed gender in its 2001-2006 Strategic Plan. There are a few challenges in WAD in order for them to attain their goals.

[National Machinery on Gender Issues]

In Botswana, the term national gender machinery refers to “an integrated package” of structures located a various levels of state, civil society and within the statutory bodies⁵. The main actors of national gender machinery are as follows⁶;

- The Women’s Affairs Department (WAD), Ministry of Labour and Home Affairs
- The Botswana national Council on Women (BNCW) and its subcommittees
- The Gender Focal Points in ministries
- The Women’s NGO Coalition

However, the government primary machinery is WAD. The WAD helps all organizations with their gender work; it is basically to advance gender equality.

Other bodies or organizations that support the work of the National Gender Mainstreaming (NGM.) are listed below;

- Government ministries such as Ministries of Education, Health and Agriculture
- Botswana Council of Non-Government Organisations (BOCONGO)
- Some women’s organizations which are not members of the Women’s NGO coalition
- Donors such as UNDP, UNICEF, UNFPA, DFID, etc

[The Structure and main activities as of WAD]

The main activities of WAD are as follows:

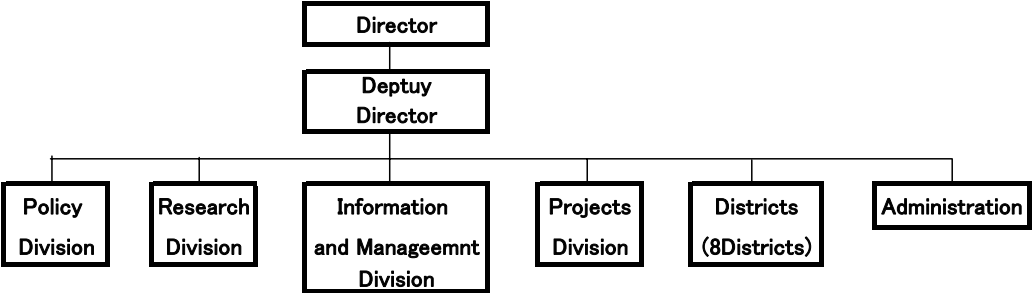
⁵ Report on a Study to Assess Capacity Needs of the national Machinery for Gender Equality of Botswana, SADC Secretariat , 2004

⁶ Report on a Study to Assess Capacity Needs of the national Machinery for Gender Equality of Botswana, SADC Secretariat , 2004

Mission: to create a gender sensitive environment conducive to the promotion of equality between women and men through mainstreaming gender in all policies and programs.

Vision: to be a model organization in advocating and promoting gender equality and empowerment of women for sustainable development through a culture of service excellence

Function and Mandate: Facilitation, support, coordination, development and monitoring of gender sensitive policies and programs



WAD Organization Structure as of March 2009

Source: WAD office

[Challenges of WAD]

The WAD is a key department in the Ministry of Labor and Home Affairs. However, the Ministry has not mainstreamed gender in its 2001-2006 Strategic Plan. And though the WAD is instrumental to the realization of gender equality, the aims of the Ministry do not reflect a commitment to strive to achieve this development target. One of the reasons of this problem is that there is no effective high level structure in government which oversees, facilitates and coordinates the work of the WAD and its collaborators. Moreover, there is not inter-Ministerial Committee on Gender and Development makes it difficult to coordinate and strengthen gender mainstreaming efforts in a holistic manner in the public service. Government and the Women’s NGOs dimply treat the WAD as he NGM but the WAD is not getting high level support to elevate the goal of gender empowerment to a key national priority⁷.

WAD has been suffering from constant under-staff and lack of gender specialists. In Botswana, according to WAD, there are only five gender specialists, whose education level is Master’s degree in any gender related area. Among those, one is a gender focal point in Ministry of Finance and two are under internship, and in WAD there are only 2 specialists. Accordingly the capacity in policy making, project planning and implementation as well as monitoring and evaluation of WAD is low and it is identified that they need more experts in gender issues and also capacity development of existing staff⁸.

⁷ Report on a Study to Assess Capacity Needs of the national Machinery for Gender Equality of Botswana, SADC Secretariat , 2004

⁸ This is based on the interview of WAD by the consultant of JICA.

3. Current Situation of Women by Sector

3-1 Education

Education

- 1) In Botswana, female enrolment is generally greater than that of males at primary and junior secondary school levels. However, at the senior secondary level, female enrolment begins to decrease.
- 2) The government set up Education policy which considered gender equality.

[The situation of women in education]

In Botswana, female enrolment is generally greater than that of males at primary and junior secondary school levels. However, at the senior secondary level, female enrolment begins to decrease. The reasons for this are better performance of boys at examinations which forms the basis for senior secondary school selection and the higher rate of drop-out of girls due to teenage pregnancy⁹. With respect to tertiary education, access from secondary school to university has increased tremendously. Female enrolments have increased to more than 50% in 2004, in particular, in the arts and social sciences areas.

Enrolment at All Levels by Sex 2004

Level of Education	No. of Male	No. of Female	Total	% of Female
Primary Schools	166,973	166,403	330,376	49.5
Secondary Schools	75,252	81,534	156,786	52.0
Second level, Teacher Training Colleges	628	898	1,526	58.8
Second Level, Vocational and Technical Training	6,882	4,251	11,133	38.2
Third level, College of Education	770	1,032	1,802	57.3
Third level, College of Agriculture	819	359	1,178	43.8
Third level, University of Botswana	7,757	7,871	15,623	50.4
Total	259,081	259,348	518,429	50.0

Source: Central Statistics Office, Web site

[Gender consideration policy in education]

Based on the fact above, the government set up a policy on gender equality in this area as follows:

- 1) To ensure that education system is designed to create gender awareness
- 2) To enhance coordination and implementation capacity by providing well trained and experienced personnel to deal with gender issues

⁹ Policy on Women in Development, 1995

- 3) To promote education and skills training of girls/women in a variety of non-traditional career opportunities
- 4) To encourage female students through positive action to take science subjects and enrol in vocational training institutions
- 5) To promote access by women on training programs at different levels, including types of skills and the range of methods and appropriate technologies

3-2 Health

Health

- 1) Botswana's rapid economic growth contributed to health sector.
- 2) However there are some challenges such as teenage pregnancy, the side effect of the abortion and HIV/AIDS..
- 3) Government of Botswana set up policies to improve the negative health issues of women.

[General health situation of women¹⁰]

Botswana's rapid economic growth contributed to health sector. In the process females as a group made a remarkable gain in life expectancy at birth which now stands at 67.1% years as against 63.3 years for males according to the 1991 census. Other indicators of success in health provision for women include the fact that by 1988, about 90% of pregnant women attended antenatal clinic; 77% had deliveries supervised by a trained person; 71% of the mothers attended the posit natal clinic, and contraceptive prevalence had reached 32%, while total fertility rate stood at 5.05 in 1991 from a level of 7.01 in 1981.

[Challenges in women and health]

Despite these impressive indicators of progress in the health situation of women, there are several challenges. These are:

1) High teenage pregnancy

According to the Botswana Family Health Survey of 1988, nearly 50% of 19 years olds were either pregnant or mothers. Teenagers account for 18% of all birth but they are less likely to be in stable unions and more likely to seek illegal abortions since 85% of their pregnancies are unplanned. The proportion of teenagers who were mothers increased from 15% in 1971 to 18% in 1991. This early child bearing encourages the school drop-out phenomenon and acts as a barrier to the educational and career advancement of women.

2) The abortion

Teenagers account for 28% of all maternal deaths in Botswana. In particular teenage mother face a risk of pregnancy-related disability or death that is 60 times higher for women aged 20-35 years.

3) HIV/AIDS

¹⁰ Policy on Women in Development, 1995

A major threat to women's health and survival is the rapid spread of AIDS. By mid^1993, about one out of five pregnant women in Gabarone and one out of three under 30 years were found to be more often pregnant and more infected with HIV than women over the age of 30.

[Government Policy]

The following items are national policy on gender and health;

- 1) To promote women's health, including reproductive health and rights.
- 2) To promote the health of mothers and children by improving the quality of excising Mother and Child Health and family planning services and their utilization.
- 3) To promote programs and activities with a view to reducing the incidence of teenage pregnancy, high maternal mortality and thereby minimise their negative impact on the status of women.
- 4) To promote community participation especially male involvement in health and health related activities particularly on maternal morbidity and mortality.
- 5) To introduce special family planning services for the youth, men and the working population.

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

It is estimated that there are 50-60% female-headed households (FHHs) in rural Botswana. Available data suggest about 50-65% in villages (of populations of 500 and higher) and 25-40% in RAD settlements (with considerable variation between them). Although statistics argue that FHHs in *rural* areas are no poorer than male-headed ones, most are probably just as poor.

[Situation of rural women¹¹]

Some 48% of rural households and 55% of rural inhabitants in Botswana are poor or very poor. Data show that poverty is most acute in the smallest (low-status ethnic group) settlements, and decreasing in the larger rural population settlements (villages and towns). A 1996 IFAD poverty assessment notes that the greatest poverty is among ethnic groups such as the Basarwa, who live mainly in Remote Area Dweller (RAD) settlements and cattle posts, but are also present in villages, especially around the perimeter. RAD households are still highly dependent for their survival on rapidly depleting natural resources of wildlife and vend foods and products.

The Main Arguments for Targeting Women

In rural Botswana, there are two main arguments for targeting women:

1) The high number of female-headed households.

It is estimated that there are 50-60% female-headed households (FHHs) in rural Botswana. Available data suggest about 50-65% in villages (of populations of 500 and higher) and 25-40% in RAD settlements (with considerable variation between them). Although statistics argue that FHHs in *rural* areas are no poorer than male-headed ones, most are probably just as poor.

2) The Village versus RAD Settlement Decision in Targeting to Rural Women

Poverty-oriented development initiatives may be faced with a choice between targeting to women in villages and targeting to the poorest women, who are to be found in the Remote Area Dweller (Bushmen) settlements. RADs are usually remote, isolated settlements with poor road access and a highly marginalized population. Quite often the settlements are socially divided, with conflicts arising between various ethnic minorities and between the hunter-gatherer people and invading cattle herd owners or managers (cattle herds are often actually owned by the urban elite). These factors make any development initiative in the settlements extremely difficult.

¹¹ Botswana: An argument for targeting rural women in Botswana, IFAD, 2007 (Web site)

3-4 Economic Activities

Economic Activities

- 1) Females are increasingly dominating in most industries, the largest being hotels and restaurants at 74.3% followed by private households with 71.4%.
- 2) Female unemployment is much more than men accounting for 59%
- 3) Women accounted for 60.5% of the informal sector employees, and most of these (60.3%) women are self-employed both with and with no employees

[Employment opportunities]

In Botswana, currently employed persons totalled 539,150 of which 281,762 were males and 257,388 (47.7%) females. The main industrial employers were agriculture (29.9%) wholesale and retail trade (14.4%), public administration (11.2%), education (8.0%), and manufacturing (6.7%). Foreign missions were the least with 895 employees representing 0.2% of the total employment. The latter happens to be employing fewer persons because the number only included Botswana working in these foreign missions, while diplomats and their families were excluded¹².

Females are increasingly dominating in most industries, the largest being hotels and restaurants at 74.3% followed by private households with 71.4%. Females in education, finance, wholesale and retail trade and health employment all accounted for more than 60% each. Males dominated in industries such as mining (88.0%) followed by construction 883.8%). Significant numbers of males were also recorded in industries such as transport and communication (65.4%), water and electricity (63.1%), real estate (61.6%) and agriculture (61.2%).

Occupation by Race and Gender, 2003

Industry	Total		
	Total	Male	Female
Total	539,150	281,762	257,388
Agriculture	161,367	98,805	62,561
Mining and Quarrying	14,173	12,457	1,716
Manufacturing	35,973	16,010	19,962
Electricity and Water	4,163	2,626	1,537
Wholesale and Retail Trade	77,401	27,924	49,478
Hotels and Restaurant	14,667	3,770	10,898
Transport and Communication	16,050	10,496	5,406
Finance	8,424	3,018	5,406

¹² 2005/06 Labour Force Report

Industry	Total		
	Total	Male	Female
Real Estate	25,255	15,554	9,701
Public Administration	37,348	22,312	15,036
Local Government	22,809	12,227	10,582
Education	43,245	15,182	28,063
Health	14,002	5,393	8,609
Other Community	10,554	5,213	5,342
Private Households	25,235	7,208	18,027
Foreign Mission	895	456	439

Source: 2005/06 Labour Force Report

[Women and unemployment]

The total unemployed population was 248,812 out of which 114,042 or 45.8% is actively seeking work. The rest 54.2% of unemployed population are not active in job seeking. The table below illustrate the currently unemployed, who is seeking jobs by gender. There are more women who would like to work but cannot find jobs.

Unemployment Population who are Seeking for Job by Gender 2006

Total	Male	Female
114,042	50,833	63,209

Source: 2005/06 Labour Force Report

[Informal Sector]

There are 77, 392 informal sector employees enumerated during the survey. The majority (50.8%) are self-employed without employees, followed by paid employees and unpaid family helpers with 22.0 and 16.3% respectively. Women accounted for 60.5% of the informal sector employees, and most of these (60.3%) women are self-employed both with and with no employees¹³.

¹³ 2005/06 Labour Force Report

4. Gender issues which should be particularly taken into consideration in future JICA and other donors/NGOs' intervention in the country.

- 1) The national machinery for gender issues is Women Affairs Department, under Ministry of Labor and Home Affairs. The department does not have strong mandate in all the ministries, which hinders for them to take into account gender policy in projects by implementing agencies.
- 2) In Botswana, there are only 5 gender specialists¹⁴, who have master's degree in gender study. In the department, there are only 2 specialists. In University of Botswana, they are searching for assistance in order for them Center of Gender Studies for the research and training. This under staff and lack of skilled staff in gender issues makes it difficult for the department and government itself to promote gender mainstreaming and they need capacity development of HR in this area.

¹⁴ Women Affairs Department interview results

5. On-going Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
Women / General					
Women's Studies as a Catalyst for Change	UNESCO, Association of Commonwealth Universities	UNESCO, Association of Commonwealth Universities	2009-	N/A	Study on gender issues in Botswana
Gender Mainstreaming In Botswana	Botswana Caucus for Women in Politics (BCWP) Botswana National Council on Women (BNCW) Gender Programme and Policy Committee, University of Botswana UNIFEM UN-ECA The Commonwealth Secretariat SADC Gender Unit Women's NGO Coalition Women's Affairs Department (WAD)	Botswana Caucus for Women in Politics (BCWP) Botswana National Council on Women (BNCW) Gender Programme and Policy Committee, University of Botswana UNIFEM UN-ECA The Commonwealth Secretariat SADC Gender Unit Women's NGO Coalition Women's Affairs Department (WAD)	1997-	N/A	Gender mainstreaming promotion
Education					
N/A					
Health / Medicine					
Strengthening Capacity for Gender Sensitive Multi-Sector Response to HIV and AIDS in Botswana	UNDP, UNICEF and WHO	UNDP, UNICEF and WHO	2003-2006	N/A	Women and HIV/AIDS prevention in Botswana
Agriculture, Forestry, Fishery					
NA					
Economic Activities					
Leather	GOB, UNDP	GOB, UNDP	2001-	N/A	Promotion of

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
programme					production of leather products
Tourism Development programme	GOB, UNDP	GOB, UNDP	2001-	N/A	Upgrade of the statistics to a tourism satellite account (TSA)
Information and Communications Technology	GOB, UNDP	GOB, UNDP	2001-	N/A	Poverty reduction by ICT
Others					
Environment Support Programme (ESP)	GOB, UNDP	GOB, UNDP	2005-	4,715,716	Environmental conservation programme
United Nations Framework Convention on Climate Change (UNFCCC)	GOB, UNDP	GOB, UNDP	2005-	450,000	Capacity building of the National Climate Change Committee (NCCC)

6. Gender Information Sources

6-1 List of Organizations related to Gender

Name of Organization	Area of Specialization	Activity	Contact
Government Organization			
Women's Affairs Department	Overall gender	Gender mainstreaming	Thusanyo House, 288 Old Lobatse Road, Private Bag 00107 Gaborone Ph#: (267) 312-290 Fax#: (267) 311-944
International Organisation			
United Nations Development Fund for Women (UNIFEM) -	Regional gender mainstreaming that covers Angola, Botswana, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Botswana, Seychelles Islands, Botswana, Swaziland, Tanzania, Zimbabwe	Gender mainstreaming	Takura House, 67/69 Union Avenue Harare, Zimbabwe Ph#: 263 4 792 681 Fax#: 263 4 704 729
UNDP Botswana	Overall development	Gender mainstreaming in Botswana	P.O. Box 54, Gaborone, Botswana 267 Ph#: (267)352-121 Fax#: (267)356- 093 Email: fo.bwa@undp.org Web site: www.undp.org/rba/
NGOs			
Botswana Women's NGO Coalition	The main goal of the WNGOC is to facilitate effective coordination and collaboration of the activities of member organizations aimed at the advancement of women in the country, particularly rural women for the promotion of equality, development and peace.	Gender organisation coordination	Private Bag 00342, Gaborone, BW Ph#: +267 585004/5 Fax#: +267 584685 Email: womens_ngo_coa@info.bw Website: http://www.womenscoalition.org.bw/index.htm
Metlhaetsile Women's Information Centre Molao Lesedi Centre for Human Rights	The organization's aims are to provide legal education and support to Rural women; to lobby and advocate for law reform through parliament and through the courts.	Human Rights/Political Status of Women, Conflict Resolution and Peace Building, Interfaith Dialogue, Refugees, Disarmament	Privat Bag 42 Mochudi, Botswana Ph#: 267 377239 Fax#: 267 377195 E-mail: mwic@bc.bw
Women Against Rape (WAR)	The main activities include providing education, counselling, legal support and moral support to raped women. The organization have campaigned for medical evidence to be provided	NA	Policy/Government, Girls/Youth Education, Human Rights, Indigenous Women PO Box 319, Maun,

Name of Organization	Area of Specialization	Activity	Contact
	by nurses in village clinics where there are no medical doctors in rape cases, as well as lobbied for harsher sentences for rapists. Issues: Reproductive Rights, Sexuality, Violence Against Women,		Botswana Ph #: 267 550865

As of March 2009

6-2 List of reports and references related Gender

Title	Author	Publisher/Source	Year
General Statistics			
Survey of Employment and Employees	Central Statistics Office	Central Statistics Office	2007
2005/6 Labor Force Report	Central Statistics Office	Central Statistics Office	2008
June 2008 Formal Employment Statistics	Central Statistics Office	Central Statistics Office	2009
Botswana Demographic Survey 2006	Central Statistics Office	Central Statistics Office	2006
Education and Training			
NA	NA	NA	
Health and Medicine			
NA	NA	NA	
Agriculture, Forestry and Fisheries			
NA	NA	NA	
Economic Activities			
NA	NA	NA	
Social/Gender Analysis			
Gender mainstreaming	Staff of Women' Affair Department	Women' Affair Department	2007
Gender mainstreaming Facilitator's Guide	Staff of Women' Affair Department	Women' Affair Department	2002
Gender Disaggregated Data Report	Staff of Statistics, Botswana	Statistics, Botswana	2008
National Gender Programme Popular version	Staff of Statistics, Botswana	Statistics, Botswana	1999
Short Term Plan of Action National Gender Programme	Staff of Statistics, Botswana	Statistics, Botswana	1999
The 4 th United National World Conference on Women The platform for action	Women's NGO Coalition, and Department of Non Formal Education	Women's NGO Coalition, and Department of Non Formal Education	1996
Gender/Women Studies as a Catalyst for Change	Staff of Statistics, Botswana	Statistics, Botswana	2007
Botswana Local Government Gender Action Plan Manual (Power point and document)	University of Botswana	University of Botswana	2009
The Courier	The Magazine of Africa	The Magazine of Africa	2009
GPPC Gender Study Centre Workshop Report	University of Botswana	University of Botswana	2004
Report on a Study to Assess Capacity Needs of the national Machinery for Gender Equality of Botswana	Sadc Secretariat	Sadc Secretariat	2004
Gender Analyst of Perceptions and Attitude of Learners and Personnel of Vocational Training and Work-Based Learning Organizations in Botswana	Women' Affair Department, UNDP	Women' Affair Department, UNDP	2005
Gender and Women in Politics Programme for Sadc Parliaments	SDAC Parliamentary Forum	SDAC Parliamentary Forum	2007
Policy on Women in Development	Women' Affair Department	Women' Affair Department	1995

Title	Author	Publisher/Source	Year
National Gender Programme Framework	Women' Department Affair	Women' Affair Department	1998
Report on the Study on the socio-Economic Implications of Violence Against Women in Botswana	Women' Department Affair	Women' Affair Department	1999
Others			
SALGA(Botswanan Local Government Association) Governance Framework	Staff of SALGA	SALGA	2008

7. Definitions

<Technical Terms>

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

<Indicators>

Inflation rate

Instead, GDP deflator is used.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

Total fertility rate

Average number of children whom a woman delivers in all her life

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after birth

Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

Enrolment ratio of primary and secondary school

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.