

BOTSWANA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS

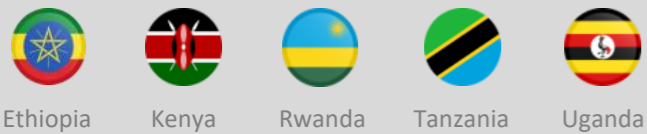


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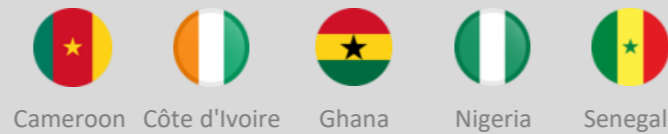


SUB-SAHARAN AFRICA COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



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RESEARCH BACKGROUND AND FRAMEWORK

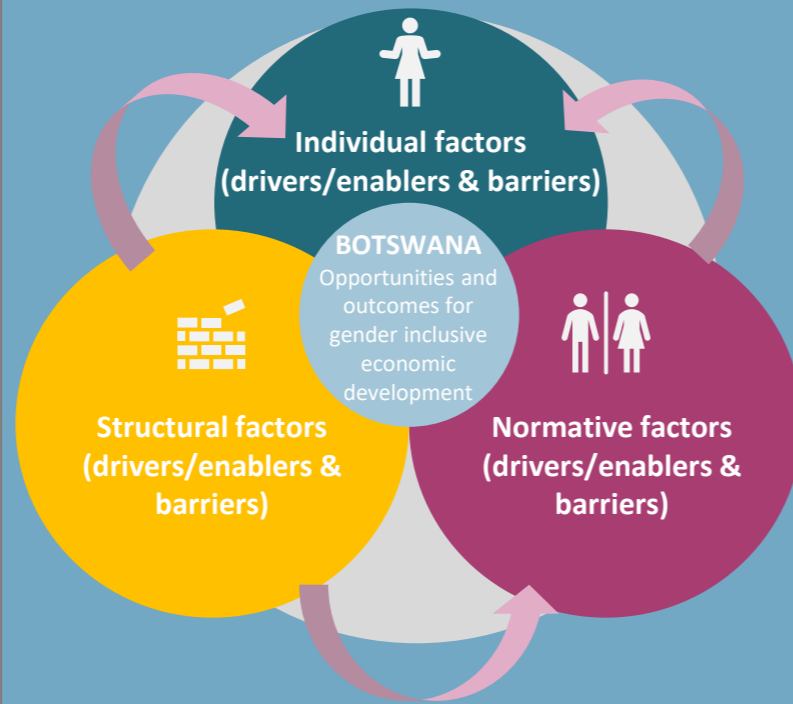


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

RESEARCH FRAMEWORK



The research framework identifies factors that influence women's economic participation at three levels.

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

TARGET SECTOR SELECTION



RESEARCH PROCESS



COUNTRY CONTEXT FOR WEE IN BOTSWANA

Botswana is an upper-middle-income country performing well across income per capita, governance, rule of law and macroeconomic management compared to other SSA countries.



Botswana is endowed with rich natural resources and aims to become a high-income country by 2036



Botswana has made consistent progress in closing the gender gap, particularly in enabling women's education and economic opportunities.

Botswana's population is relatively young and predominantly urban



The population stands at just 2.3 million, a 1.4% increase since 2011. Urban population growth has been facilitated by government policies and investments in infrastructure and employment opportunities.

Botswana falls within the "high human development" category



Botswana ranked 100 out of 189 countries as per the Human Development Index (HDI), 2020, however the country is marked by high levels of inequality and most rural women live below the poverty line.

Employment & economic participation

56% Of women participate in the labour force ⁽¹⁾

78% Of women work in the services sector ⁽²⁾

23% Of women were unemployed in 2020 ⁽³⁾

Demographic trends

31% Of the population is aged under 14 ⁽⁴⁾

2.9 Births per woman in 2022 ⁽⁵⁾

72% Of the population resided in urban areas in 2021 ⁽⁶⁾

Human development

17% Of the population was classified as multi-dimensionally poor in 2015/16 ⁽⁷⁾

22% Of the population has HIV/AIDS, i.e., third highest rate in the world ⁽⁸⁾

74% Of girls of secondary school age were enrolled in 2021 ⁽⁹⁾

Sources and links: (1) World Economic Forum (2022), (2) International Labour Organization (2020) ILOSTAT Data - Country Profiles, (3) International Labour Organization Statistics - ILOSTAT Country Profiles (2020), (4) CIA World Factbook. Botswana Country Profile - People and Society, (5) World Health Organization (2022), (6) World Bank DataBank (2021), (7) OPHI (2020), (8) CIA World Factbook. Botswana Country Profile - People and Society, (9) World Bank DataBank (2021)



COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE



Botswana boasts clear political commitment and strategies to advance gender-equitable outcomes, however gaps in gender-responsive budgeting (GRB) hinder effective implementation of national policies and plans.

Policy environment for women's rights

Botswana's most recent National Development Plan 11 (2017-2023) seeks to ensure gender equality and equity in the socio-cultural, political, economic and legal spheres. However, in the World Bank's Women, Business and the Law Report for 2022, Botswana scores lower than the SSA average with respect to its performance on the life cycle experienced by working women in the country.⁽¹⁾

Spotlight:
BOTSWANA'S WOMEN'S ECONOMIC EMPOWERMENT PROGRAMME
 Botswana's Women's Economic Empowerment Programme, led by the Gender Affairs Department in the Ministry of Nationality, Immigration and Gender Affairs, provides grants to women to start and strengthen income-generating activities.⁽²⁾

Key ratifications & commitments

(View full list of ratifications [here](#))

+ LEGISLATIVE DRIVERS

- The Constitution dictates that all citizens are equal before the law and cannot be discriminated against on race, political party, gender, skin colour, belief or origin
- Global and regional commitments include:
 - Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)
 - Southern African Development Community (SADC) Declaration on Gender
 - Beijing Platform for Action (BPFA) 2019 review entails gender equality measures
- 2020 amendment to the 2015 Land Policy to allow women to own land independently from their husbands
- National Gender-Based Violence Strategy (2015-2020) to eliminate gender-based violence.

LEGISLATIVE BARRIERS

- Botswana has yet to signal commitment to addressing women's unpaid domestic work and care burden to promote women's participation in the labour market
- Botswana is yet to ratify the ILO Convention on Violence and Harassment in the workplace (C190), which places an obligation on governments and employers to ensure that workplaces are safe and that member states develop programmes and policies to tackle gender-based violence in the workplace.

POLICY SUCCESS CASE:
Botswana Government Update on Implementation of Commitments to Eliminate Gender Inequality 2017

"To strengthen the Women's Economic Empowerment Programme, Botswana committed additional resources in 2017/2018 by increasing the budget from USD2.5 million to USD5.5 million (up 63.6%). In addition, a Women's Business Directory was developed to facilitate women entrepreneurs' access to available markets."⁽³⁾

Legislative environment for women's rights

Botswana as a constitutional democracy guarantees equal fundamental rights and freedoms for all its citizens.

Spotlight:
 The Citizen Entrepreneurial Development Agency (CEDA) manages a Women's Business Directory to facilitate women's access to available markets.⁽⁴⁾

Sources and links: (1) World Bank Group (2022), (2) Republic of Botswana (2019), (3) UN Women 2017, (4) Republic of Botswana (2019)



NORMATIVE FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN BOTSWANA



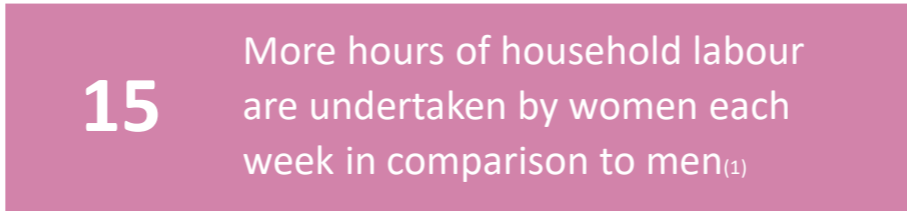
Whilst normative factors including unpaid care work, weak decision-making power and gender-based violence against women prevail, a shift is possible thanks to key initiatives targeting men and boys.

TACKLING THE ROOT CAUSES OF GBV

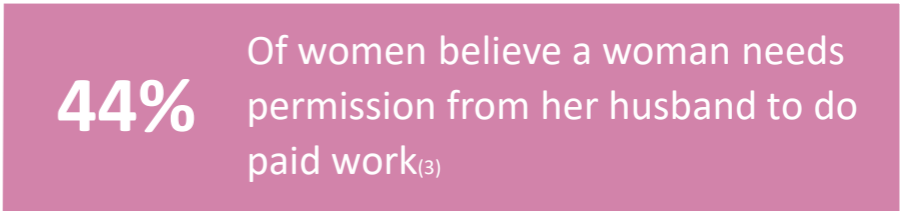
Key initiatives are seeking to tackle the root causes of gender-based violence in Botswana, including through interventions targeting men and boys.

- Long-term programme-based support from the United Nations Population Fund (UNFPA working in Botswana since 1971) promotes the involvement of men and boys in sexual and reproductive health issues and GBV prevention.
- At the country level, a “Men in the Kitchen” programme has been introduced by Men and Boys for Gender Equality (MBGE) to engage boys in roles traditionally perceived to be undertaken by women.
- The programme MenCare encourages men to adopt non-violent fathering and caregiving perspectives. This is relevant as young mothers complain of being abandoned by the fathers of their children.

Traditional gender roles and norms lead to inequitable division of labour. In many communities, women are primarily in charge of the household and agriculture. Besides, high prevalence of HIV/AIDS exacerbates women's domestic and care work burden.



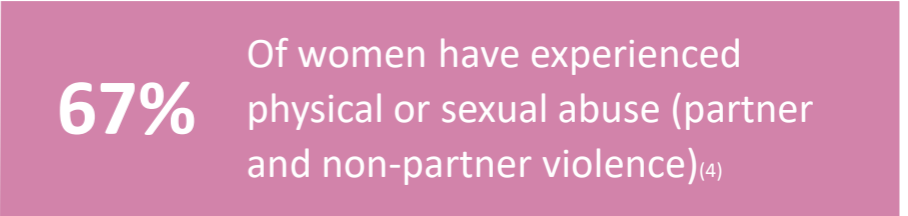
Decision-making norms appear to be governed by patriarchal values. Men wield most of the power at all levels of the society and continue to dominate decision-making at the household, community and societal levels.



Women are under-represented in national decision-making forums. Although women constitute 55% of voters, the share of women in elected political positions remains low, with no signs of improvement.



Gender-based violence restricts women's economic opportunities and potential, while gender assessment suggests that increased economic autonomy among women may result in increased experiences of gender-based violence among women.






Sources and links: (1) Ntshwarang, P. N., Maundeni, T., Kgwatalala, D., & Seboni, N. M. (2018), (2) IDRC (2021), (3) & (4) United Nations Development Programme (2021)



INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN BOTSWANA



Programmes aimed at developing women's entrepreneurial skills and supporting girls in STEM activities help contribute to women's financial awareness, with great opportunity to enhance WEE

<p>Advancing women micro-entrepreneurs' skills</p> <p><i>In 2020 De Beers Group, Botswana's diamond mining conglomerate, launched a programme to support women in villages with UN Women and the Ministry of Gender Affairs.</i></p> <p><i>Investing USD0.6 million, the programme targets women micro-entrepreneurs in the Okavango Delta and Kweneng district with capacity-building programmes to equip women with business and technical skills and access to markets.</i></p> <p><i>It also includes a focus on building life skills and improving confidence to support decision-making, communications and negotiations.⁽¹⁾</i></p>	<p>Key education initiatives targeting girls⁽²⁾</p> <p>Stepping Stones International (SSI) The programme serves orphaned and vulnerable adolescents and their caregivers through a year-long, after-school day programme including STEM activities (Science, Technology, Engineering and Mathematics) to empower girls and to help young people develop design-processing skills.</p> <p>No Sugar Young 1ove is an NGO working towards improving girls' education in Botswana. With a focus on health and education, its "No Sugar" programme educated girls about HIV and the dangers of engaging in transactional sex. The course reached out to 350,000 students in 350 schools across the country. The programme helped reduce adolescent pregnancy rates by up to 40% in its intervention area.</p>	<p>Human capital</p>  <p><i>Botswana ranks 22nd out of 146 countries for gender equality in educational attainment according to the World Economic Forum's Global Gender Gap Index 2022. In contrast with much of Sub-Saharan Africa, Botswana has achieved gender parity in education.</i></p>	<p>90%</p> <p>Of women are literate⁽³⁾</p>
		<p>Financial assets</p>  <p><i>Due to traditional and cultural practices favouring men, many women still face challenges in accessing credit. Rural women need access to training to help grow their business, as limited financial knowledge is a key obstacle among women-run businesses.</i></p>	<p>52%</p> <p>Of women have formal bank accounts⁽⁴⁾</p>
		<p>Productive assets</p>  <p><i>Women's land ownership in Botswana is higher than many countries in SSA although women's land is often less valuable due to historic gender inequalities in inheritance practices, coupled with women's more limited access to economic capital.</i></p>	<p>49%</p> <p>Of urban houses are purchased by women⁽⁵⁾</p>

Sources and links: (1) Benton, D. (2020), (2) The Borgen Project (2018), (3) World Economic Forum (2022), (4) UN Capital Development Fund (UNCDF) (2021), (5) Republic of Botswana (2019)



FOCUS SECTORS FOR WEE

The agriculture sector remains a significant source of livelihoods for Botswana's population, especially those in rural areas. Livestock accounts for the majority (80%) of income from agriculture, compared to 20% of income from crops. The most common animals reared are goats and cattle, followed by chicken.

National frameworks and policies for the agricultural sector

- The Revised National Policy on Agricultural Development (NPAD)
- The 11th National Development Plan (2017-2023) highlighted opportunities in beef, horticulture, dairy, piggery, goat, poultry, and leather
- The National Export Strategy (2019-2024) prioritises agricultural products, as well as meat and leather products



Key challenges for the agriculture sector

- 1 Access to essential services for production in rural areas is hindered by a lack of clustering of agricultural production centres.
- 2 Sector heavily dependent on rainfall and vulnerable to the impacts of climate change; women are particularly vulnerable as they are more focused on small-scale horticulture production.
- 3 Most small and medium-scale farms rely on traditional farming methods, while agricultural transport and logistics infrastructure is limited.
- 4 Agricultural inputs are expensive and increase costs.

Spotlight: PROTECTION FOR DOMESTIC PRODUCERS

Agricultural production is not led by market demands but by food security needs. In addition, most local agricultural or livestock production is concentrated in markets that are protected through import quantity restrictions, import taxes, or the banning of imports. These include horticultural produce (temporary import ban), chicken meat (complete import ban), grains (quantity restrictions), and ultra-high temperature (UHT) processed milk (high tax).



ECONOMIC CONTRIBUTION

2%

Agriculture sector contribution to GDP, 2020 (1)

IMPACT ON LIVELIHOODS

37%

Of women in rural areas rely on incomes from agricultural activities (2)

ANIMALS REARED

1.2 million

Goat population, 2019 (3)

1 million

Cattle population, 2019 (4)

500,000

Chicken population, 2019 (5)

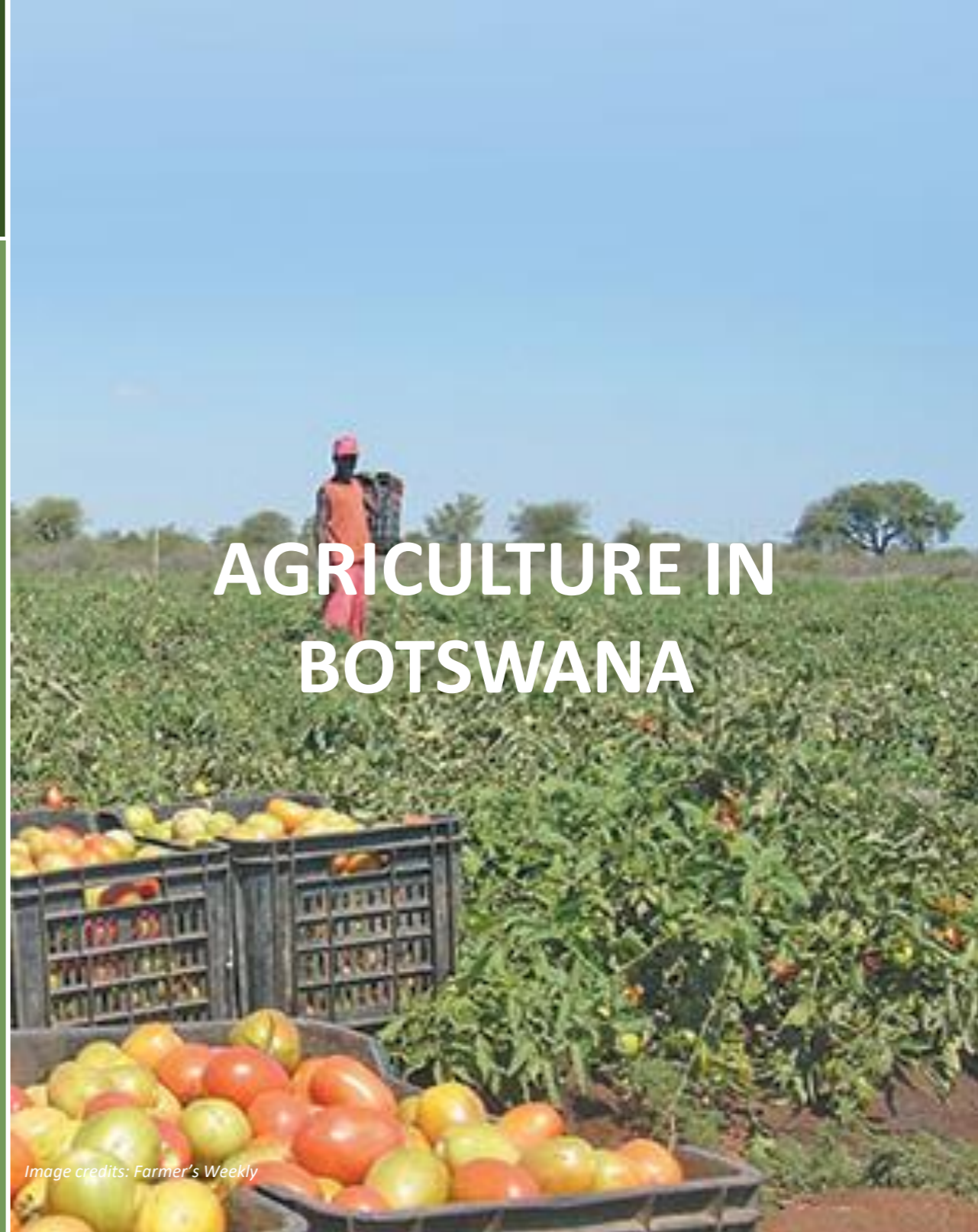


Image credits: Farmer's Weekly

Spotlight: Horticulture

Vegetable production makes up 83% of horticulture-cultivated land. Import restrictions have been protecting the domestic market since 2019, and the country is now self-sufficient for 60% of required horticultural products. Generally, women dominate small-scale horticulture production, while men engage in livestock production.



Image credits: Ministry of Agriculture

Women are central to food production and food security in Botswana

Botswana imports US\$30 million of horticultural products to meet local demand⁽¹⁾

SECTOR CHALLENGES

- Substantial fluctuations in horticulture production volumes and prices due to changing seasons and extreme weather conditions
- Low technology adoption (such as greenhouse farming)
- Small farms rely on hired machinery for tillage, ploughing and harrowing needs, and use hand-held tools for other activities (chemical spraying)
- Entirely dependent on irrigation
- Small-scale horticulture depends on rainwater and water from rivers (work done by women)
- Access to water is generally a challenge, thus leading to low land utilisation.



Post-harvest activities and processing are limited to large farms entailing cleaning, sorting and packaging. Botswana lacks post-harvest infrastructure including pack houses and chilling facilities.



There are no large-scale processors; however, there are some SMEs producing pickles and pastes, using a combination of local and imported fruit and vegetables to adapt to seasonal supply variations of local horticulture.



Sales of horticultural produce are generally done through retail grocery chains, which have been setting up direct links with farmers. Hawkers (typically women) also play a small but important role, serving key segments of the population.

SPOTLIGHT – LAND MANAGEMENT AND EMPLOYMENT

Botswana's land tenure system allows for affordable land leases of over 50 years for horticulture farms. Although new horticulture farms are being established, and there is land reserved for horticulture development, much of the land allocated to horticulture is underutilised.

When land is utilised, it is often managed by part-time farmers, reducing potential productivity. The majority (90%) of horticulture farms are owned by part-time or absentee farmers, which can reduce farm performance.

Many of these small or medium-sized producers are not profitable. There is also an acute shortage of labour in agriculture, as farming is not seen as an attractive employment opportunity by local job seekers.



Women are central to food production and food security in rural Botswana, investing more time and resources than men. Few people are formally employed in agriculture, and most formal employees are men.



Spotlight: Poultry

The poultry sub-sector achieved national food self-sufficiency status by 2015, following two decades of growth. An import ban on chicken meat led to increased production, but also led to the market being concentrated in the hands of a few large producers. Women are often responsible for small livestock and indigenous chickens.



Women own chickens, as well as poultry holdings, on a small scale

Women keep chicken for meat, and they also sell them to meet family needs

WOMEN'S REPRESENTATION

37% Of poultry holdings were owned by women in 2019 (1)

32% Of all poultry were owned by women in 2019 (2)



Commercial production started in the 1980s and is concentrated in urban and peri-urban areas. The main chicken meat producers are vertically integrated with direct links to supermarkets, butchers or local stores with meat delivered daily.



Small-scale indigenous chicken farmers do not participate in commercial trade or have access to the primary poultry retail market (supermarkets). Indigenous chicken rearing is a key activity undertaken by many rural women to support their households' livelihoods and food security.



Women can combine poultry rearing with other income and household tasks and sell produce on doorsteps, which does not require storage, refrigeration and processing

Spotlight: Government intervention to support the sub-sector

Government measures include a 35% livestock drought feed subsidy and other Ministry of Agricultural Development and Food Security's initiatives focused on small-scale poultry producers. The government is working with the Competition Authority to address the dominant vertical integration of the poultry value chain by large farms, and some initiatives have included easing of import restrictions on feed for small-scale producers, as well as clustering production.



WOMEN'S ROLES IN THE POULTRY SUB-SECTOR

Women are more likely to be engaged in the poultry sub-sector than in other forms of livestock production. Men own more cattle, sheep and goats than women, while women are more often responsible for small livestock and indigenous chickens. Similarly to the horticulture sub-sector, most temporary workers in the poultry sub-sector are women, and they are typically employed at slaughter time. Conversely, a small-scale study in the poultry value chain found that most retail or farm employees, as well as input dealers were men (5).



A study in two villages in Chobe district (northern Botswana) found that most people, especially women, keep chickens for meat and sell them to meet family needs (6). Money is used to pay for groceries (including fruit and vegetables), school fees and supplies, transport fees, and health services, or to buy other small livestock (goats and sheep) to provide milk during droughts.



SECTOR SIGNIFICANCE



25,000 tonnes

Broiler meat volume produced in 2020-21 (3)

6 million

Table eggs produced in 2020-21(4)

The textiles and garments sub-sector represents a priority within manufacturing. Production relies on both large manufacturers and informal MSMEs, however there is a skills shortage. Hence, the first textile training institute – Textile and Clothing Institute of Botswana (TCIB) – was set up in 2016 to address this issue.

National frameworks for the textiles and garments sector



- Botswana can also export textiles and apparel to the US under the African Growth and Opportunity Act (AGOA) trade act
- Under the Everything but Arms (EBA) trade scheme, goods are exported to the European Union (EU)
- The government and Botswana Investment & Trade Centre (BITC) promote local supply of manufactured goods
- The Economic Diversification Drive (EDD) reserves procurement for local manufacturers, while the Local Procurement Scheme (LPS) focuses on supporting marginalised groups in business

Key challenges for the textiles and garments sector

- 1 The textiles and clothing industry relies on the imports of raw materials
- 2 Inefficient production in the face of competitive international markets, including large Asian countries where the sub-sector is well-established

Spotlight: Citizen Entrepreneurial Development Agency (CEDA)

The government has specifically created programmes and invested to support the textiles and garments sub-sector. This includes the establishment of the Citizen Entrepreneurial Development Agency (CEDA), which provides support across sectors. In manufacturing, CEDA supports the establishment and/or acquisition of enterprises (including in textiles and garments), through loans.



ECONOMIC CONTRIBUTION

5.2%

Manufacturing sector contribution to GDP in 2019 (1)

7%

Manufacturing sector's share of employment in 2019 (2)

US\$6.3m

Textile exports in December 2021 (3)



Image credits: Business In BOTSWANA

Women in textiles & garments

The textiles and garments sub-sector is typically a recruiter of female workers, although leadership positions are dominated by men. Low wages and long working hours are often key characteristics of employment conditions at local companies.



Image credits: Apparel Resources

Living and working conditions across the sub-sector are reportedly poor

Overall, textile factories tend to not have any specific gender-related policies

WOMEN'S REPRESENTATION

5,509

Women worked in textile manufacturing in 2011 compared to 2,091 men⁽¹⁾

EMPLOYMENT TRENDS



- Employees in the industry generally have low skill levels, limited levels of education and receive low wages



- Women factory workers in the sub-sector typically work long hours for low pay, insecure contracts with limited benefits



- Weavers and tailors are typically women and reportedly earn less than those who work with leather (typically men).

Spotlight: Textile and Clothing Institute of Botswana (TCIB)

- TCIB is the first ever vocational training centre focused on providing courses developed by clothing industry professionals to empower trainees with the knowledge and skills required to thrive in the sub-sector.
- TCIB delivers short courses, diplomas and certified courses.
- Some TCIB courses offer time flexibility, which may be helpful for women balancing household responsibilities and/or a job with the learning of a new textile/garment skill.



“Low wages, particularly for women, despite the long working hours, discourage talented females from starting their own business or seeking employment in the sub-sector.”

– Private Sector Representative

Women are hired as low-skilled labourers because they are perceived to be more loyal, committed and easier to supervise than men.

CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE



At a structural level, greater focus on designing and implementing gender-focused policies, whilst facilitating women's access to land ownership can help achieve WEE

Progress has been made to support women through gender empowerment programmes at the national level, notably through the lens of financing, training and productivity for women. Enhancing gender-equality strategies would considerably help drive women's empowerment across sectors.

Key drivers

Sector-level success cases

The **Gender Affairs Department's women's empowerment programmes** and the **Poverty Eradication Programme** by local governments provide grants and technical support to women's NGOs and CSOs that work with women farmer groups or cooperatives.⁽¹⁾



1. The **Alternative Packages Program (APP)** provides financing, training and equipment to micro-businesses and agricultural activities including poultry rearing. Most beneficiaries have been women, as they are overrepresented in informal businesses.

2. The **Livestock Management and Infrastructure Development (LIMID)** programme by the Ministry of Agricultural Development and Food Security, promotes food security by increasing productivity of cattle and small stock rearing. Livestock (including Tswana chickens) are provided to resource-poor farmers, and women have been more likely to benefit from this programme than men.

3. **Agricultural subsidy schemes** are available to women and include support for arable farming, small livestock farming, poultry projects and horticulture.

1

MORE SUPPORTIVE POLICY ENVIRONMENT FOR WOMEN'S LAND RIGHTS

2

GOVERNMENT-LED PROGRAMMES SUPPORTING WOMEN FARMERS

Key barriers

1

LACK OF GENDER-DISAGGREGATED DATA AND GENDER ANALYSIS BY SECTOR

2

INSUFFICIENT CONSIDERATION OF GENDER WITHIN SECTORAL POLICIES

3

CUSTOMARY LAW CONTINUES TO DISCRIMINATE AGAINST WOMEN IN LAND RIGHTS

4

MOST TEXTILE FACTORIES / COMPANIES LACK GENDER-RELATED POLICIES

Most women in Botswana remain hindered by gaps in labour laws and gender discrimination stemming directly from customary law. For example, according to a survey conducted with textile and clothing companies of Gaborone, although 87% of employees in textile sector are women, only 24% are in management level⁽³⁾.

Sector-level examples of barriers

LIMITED GENDER ANALYSIS

Despite being in development since 2003, the Agricultural Gender Policy is yet to be introduced. This contributes to lack of suitable support for women's full and equitable participation in the agriculture sector and relevant sub-sectors ⁽²⁾.



TEXTILE SECTOR LACKS GENDER POLICIES

Textile factories tend not to have any specific gender-related policies. According to a study conducted with industries of the sector, no companies have any documented policy addressing gender-based discrimination or gender issues ⁽³⁾.

Sources and links: (1) Republic of Botswana (2019), (2) FAO (2018), (3) Ranthokwane, K. (2015)





Targeted interventions to prevent gender-based violence (GBV) against women, specifically at the household level, are key to achieving WEE and should include efforts to lighten the burden of unpaid care on women

Preventive initiatives to tackle gender-based violence are needed in combination with social protection measures in relation to women's heavy care responsibilities. At the household level, key interventions highlighting the benefits of shared responsibilities for both genders rank as key strategies to achieve women's economic empowerment in Botswana.

Key drivers

- 1 GBV PREVENTION AND RESPONSE
- 2 TACKLING WOMEN'S UNPAID CARE AND WORK BURDEN
- 3 NORMS-BASED INTERVENTIONS FOCUSED ON THE HOUSEHOLD LEVEL

Sector-level success cases

- 1 GBV prevention and response initiatives to re-orientate men and support women
- 2 Tackling women's unpaid care and work burden, for example, through the provision of social protection to support care responsibilities
- 3 Norms-based interventions focused on the household level to re-orientate men and women on the benefits of shared household responsibilities, among others.

Key barriers

- 1 GENDER DIVISION OF LABOUR AND OWNERSHIP RESTRICT WOMEN TO LOWER-VALUE ACTIVITIES
- 2 INTIMATE PARTNER VIOLENCE (IPV)
- 3 HIGH PREVALENCE OF HIV/AIDS INCREASES WOMEN'S DOMESTIC & CARE WORK
- 4 RESPONSIBILITIES FOR SUPPLY OF WATER & WOOD CREATES EXTRA UNPAID BURDEN
- 5 WOMEN ARE UNDER-REPRESENTED IN LEADERSHIP POSITIONS

The traditional gender-based division of labour and burden of unpaid care continue to hinder women's representation in leadership roles and therefore impact their chances of economic empowerment.

Sector-level examples of barriers

RURAL WOMEN ARE VULNERABLE TO IPV

Loss of livelihoods due to climate change and environmental degradation lead to increases in factors that trigger gender-based violence, such as alcohol and substance abuse, or social isolation. Women's limited control over income and constrained access to alternative sources of income in rural areas makes them vulnerable to economic violence. Men often claim women's *Ipelegeng* income and use it to buy alcohol.⁽¹⁾



WOMEN ARE RESTRICTED TO LOW VALUE ACTIVITIES

Cattle ownership reflects higher social status than chicken ownership. Chickens feature in low-value domestic subsistence, and gender roles in livestock rearing reflect women's less dominant roles in society. As women's activities tend to be devalued (e.g., care work), this allows for household resources (financial, or in-kind, such as water) to be directed towards male activities and livelihoods, especially in times of economic uncertainty.⁽²⁾



CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Government-led, gender-focused initiatives, in connection with training and productivity and combined with improved access to land ownership and business skills, form successful strategies towards WEE

Government initiatives involving women have proven successful in enhancing the reach of sectoral strategies towards increasing productivity. Additionally, agriculture services centers are key to facilitate credit funding via financial institutions, and therefore key to achieve women's economic empowerment.

Core driver:

THE PRESENCE OF WOMEN EXTENSION WORKERS CAN INCREASE WOMEN'S PARTICIPATION IN FARMERS' GROUPS

Sector-level success cases

Extension services, managed by Department of Extension Services Coordination, focus on the commercialisation of agriculture and the adoption of innovative and productive technologies. Extension training is available on livestock, but not as much for horticulture. Since 2008, the government has implemented the Integrated Support Programme for Arable Agriculture Development (ISPAAD), aimed at improving extension outreach, increasing grain production, promoting food security and facilitating access to inputs and credit.



As part of these efforts, women extension workers were hired, which led to an increase in women joining farmers' groups. An evaluation of the programme suggests that 60% of beneficiaries were women, and that 63% were 50 years old and above. Youth participation remains low with only 8% of beneficiaries aged 18-29. ISPAAD has also established 15 Agricultural Services Centres, providing inputs and draft animal power, as well as facilitating a credit fund through the National Development Bank (NDB). The most recent iteration of ISPAAD is set to be implemented in 2022/2023.⁽¹⁾

Key barriers

- | | | |
|--|--|---|
| <p>1 WOMEN HAVE LOWER ACCESS TO PRODUCTIVE LAND AND AGRICULTURAL INPUTS</p> | <p>2 MEN DOMINATE IN LARGE-SCALE AND MORE LUCRATIVE SALES AND MARKETS</p> | <p>3 LIMITED BUSINESS SKILLS AND RELIANCE ON BASIC FARMING PRACTICES</p> |
| <p>4 LOW SKILLS LEVELS, LIMITED EDUCATION LEVELS AND LOW WAGES</p> | <p>5 LIMITED ACCESS TO CREDIT FOR SMALL- AND MEDIUM SCALE FARMERS</p> | <p>6 MANY GOVERNMENT EFFORTS ARE NOT ACCESSIBLE AS WOMEN LACK COLLATERAL</p> |

Across sectors, women are often excluded from developing skills, training schemes, financial products and government support due to low ownership of land and collateral. These aspects later impact their ability to earn higher wages to sustain their livelihoods, and therefore hinder their long-term economic prospects.

Sector-level examples of barriers

- | | | | |
|---|--|---|--|
| <p>LIMITED ACCESS TO CREDIT</p> <p>Access to credit is limited for small- and medium-scale farmers, which hinders improvement in productivity and quality, as farmers are unable to scale up. Lack of resources also means that farmers are unable to invest in modern farming technology and bear the cost of buying their own equipment.⁽²⁾</p> | | <p>WOMEN MAY NOT ACCESS HELP</p> <p>Many existing government efforts are not accessible for women due to their more limited access to and ownership of collateral and resources. Some government schemes have land ownership as requirements. This presents a barrier for women who do not own land. Technical support and training in food processing may also require capital.⁽³⁾</p> | |
|---|--|---|--|

Sources and links: (1) Farmers' Review (2021), (2) Finmark Trust (2021), (3) FAO (2018)



IMPLICATIONS & PROPOSED RECOMMENDATIONS




Improving Botswana's existing gender-related commitments and introducing favourable policies towards women in key sectors such as agriculture and manufacturing will be key to enhancing the country's future economic growth.

CROSS-SECTORAL PROPOSED RECOMMENDATIONS






Proposed recommendations are aimed at policymakers, financial institutions, community leaders, programmers and researchers engaged in WEE- focused programmes and initiatives

Proposed Policy/Advocacy Recommendations

<p>Address key policy gaps to women’s economic empowerment</p> 	<ul style="list-style-type: none"> Introduce initiatives targeted at reducing the gender pay gaps, e.g., mandatory reporting for public and private sector entities Improve legislation around prevention of GBV, e.g., ratify ILO Convention on Violence and Harassment in workplace (C190) and amend legislation to include criminalisation of marital rape
<p>Improve the implementation of existing WEE-related commitments, legislation and programmes</p> 	<ul style="list-style-type: none"> Support implementation of national policy level initiatives and commitments towards WEE at district level. Prioritise reporting of results and progress through community accountability Leverage and improve on WEE and employment programmes.
<p>Advocate to remove gender-based barriers to finance and promote women-friendly financial services</p> 	<ul style="list-style-type: none"> Promote gender-friendly financial products to marginalised women, e.g., low-interest and collateral-free credit Engage women in the design of financial products and services

Proposed Programming Recommendations

<p>Work with and grow women entrepreneur networks to build social, human and economic capital, and tackle normative barriers</p> 	<ul style="list-style-type: none"> Promote and support women-led and women-run trade unions and formal networks in women-dominated sectors Support coordinated efforts targeting women SMEs in informal sector – increased access to social protection initiatives, etc.
<p>Work with large employers to promote gender-sensitive and safe workplaces</p> 	<ul style="list-style-type: none"> Strengthen organisational internal gender capacity to improve gender-related knowledge, attitudes, skills of staff, etc. Promote use of gender and GBV risk assessment tools and work with companies to assess risks
<p>Address inequitable intra-household dynamics, norms and gender-based violence</p> 	<ul style="list-style-type: none"> Cooperatives and other socioeconomic models should consider household approaches that explicitly stimulate discussions, promote gender-equitable attitudes and norms and support families to negotiate about gender roles and norms Support livelihoods and economic empowerment initiatives

Proposed Research, Monitoring and Evaluation Recommendations

	<p>Commission research to address research gaps including studies to understand the impact of existing programmes on WEE outcomes and gender-disaggregated data on ICT use in Botswana.</p>
	<p>Include measures of key factors enabling or constraining WEE including gender-specific measures focused on women’s capabilities and agency, household relations and gender norms and attitudes.</p>
	<p>Disaggregate results by gender and include disaggregated targets. Programmes and research should be further disaggregated by income, age, disability, migratory status and geographic location.</p>
	<p>Commission mixed-methods research on unpaid care and domestic work, impact of COVID-19, GBV, and economic violence to understand how and why change happens, and to understand women’s lived realities through participatory qualitative research.</p>
	<p>Monitor, track and mitigate against any signs of potential backlash during programme implementation, including increased rates of violence against women</p>





SECTOR-LEVEL PROPOSED RECOMMENDATIONS*

Strengthening sectoral commitments to gender equality and supporting holistic interventions at both the household and community levels will be key to achieving WEE

Recommendations for the agriculture sector

- 1 Strengthen the sector's commitment to gender equality; for instance, by improving gender responsiveness of extension services
- 2 Address gender inequities in access and ownership of land and resources
- 3 Support livelihood and skills-based interventions with gender-transformative interventions at household and community levels
- 4 Strengthen and invest in women's cooperatives and collective activities to improve social and economic capital
- 5 Facilitate women's access to finance through training and better products and services
- 6 Support household- and community-level interventions addressing women's unpaid care and domestic work burdens
- 7 Focus on research to fill evidence gaps and build on evidence of what works

Recommendations for the textiles and garments sector

- 1 Strengthen the manufacturing industry commitments to gender equality
- 2 Support holistic skills-based programmes for entrepreneurs in the sector
- 3 Work with employers to promote gender-sensitive and safe workplaces
- 4 Address research gaps and build evidence of what works

APPENDIX

APPENDIX

Detailed sector-level strategies for proposed recommendations – Agriculture sector (1/2)

1. Strengthen the commitment to gender equality within the sector

- Work with relevant ministries and agencies (such as the Ministry of Agricultural Development and Food Security, GEAD and the National Food Technology and Research Centre) to build gender capacity and a systematic approach to gender mainstreaming in policies, plans and programmes.
- Strengthen gender approach in implementation of existing programmes, such as ISPAAD, AAP, LMID or Ipelegeng. This should include support with promoting the collection, monitoring and analysis of gender-disaggregated data for agriculture value chains including horticulture and poultry.
- Work with relevant ministries and agencies to ensure agriculture sector programmes and schemes (such as the FAP and ALDEP II), target and are accessible for women farmers, by adjusting requirements to not inherently discriminate against women who generally have limited access to land, assets and capital.
- Work with the government and relevant bodies to improve the gender responsiveness of extension services. Support initiatives to recruit women as extension agents, and integrate gender considerations within extension training, or create training targeted to women farmers, including using digital platforms to achieve scale.
- Facilitate dialogue between different agriculture sub-sectors such as horticulture and livestock to support improved clustering of gender-responsive agricultural initiatives. This should include a focus to improve access to essential services in rural areas.
- Promote better agricultural practices and climate resilience by tailoring information campaigns and training to women in collaboration with government, NGOs and other sector stakeholders. For example, extend and expand coverage of existing programmes and efforts such as the backyard garden initiative and other efforts to improve local irrigation and climate change adaptation.

2. Address gender inequities in access and ownership of land and resources

- Support initiatives strengthening women's access to formal land titling, coupled with community-level interventions to raise awareness of women's rights to land with women and local duty bearers.
- Work with the national and local governments, and community structures to support mechanisms to ensure that women's legal rights to land and joint ownership are enforced.

3. Support livelihood and skills-based interventions coupled with gender-transformative interventions at the household and community levels to increase women's economic, social and human capital

- Invest in time-saving technologies and innovations, especially in poultry and horticulture, specifically targeted at women.
- Support initiatives that tackle harmful norms around division of labour, intra-household decision-making and control over income at the household and community level (e.g., community dialogues coupled with gender-transformative couples' interventions with livestock keeping and horticulture farming households).
- Invest in skills-building programmes for better livestock management practices and better agricultural practices, improved occupational safety and business skills. This could include NGO and private sector business incubation, as well as training and mentorship programmes to empower women and help women increase their business skills and knowledge. Focus should be on programmes that adopt a holistic approach with a combination of skills training, reorientation and empowerment of potential women entrepreneurs to mitigate restrictive cultural and social beliefs.
- Promote peer-learning approaches facilitating networks of women farmers, to expand and replicate effective climate-smart agricultural practices.
- Target initiatives at supporting women with opportunities to move from subsistence towards commercialisation of their livestock and horticulture production and/or diversification of economic activities including value addition and processing activities based on market analysis.
- Support women hawkers and small traders in horticulture with holistic skills-based programmes including a focus on business skills, greater access to information and facilitating access to capital.
- All interventions should encourage and support women farmers to move up the value chain as far as possible to obtain greater financial returns for their businesses.

4. Strengthen and invest in women's cooperatives and collective activities to improve women's social and economic capital

- Address women's reduced access to markets, agricultural inputs, information and training, by creating and leveraging women's cooperatives and farmers' groups. Create direct linkages to domestic buyers of horticulture and poultry products, including supermarkets.
- Improve women's collective storage and general post-harvest handling practices, including improving access to affordable and efficient storage and cooling facilities, while exploring opportunities for collective processing. This can be done through new or existing women's cooperatives and associations, or by working with local communities to establish infrastructure and facilities for fresh food storage at village level, at markets and for transport (cold), that is accessible and affordable for women and cooperatives.

Detailed sector-level strategies for proposed recommendations – Agriculture sector (2/2)

5. Facilitate women's access to finance through training and better products and services

- Develop and trial tailored financial products for women in the sector utilising mobile money, and tailor communication and marketing strategies to reach women livestock owners and keepers.
- Provide financial support to women in the sector, in particular time-saving technologies and labour-saving tools (e.g., to facilitate weeding and transplanting), livestock ownership, livestock-specific credit schemes and livestock insurance.
- Provide financing to support access to quality inputs and access to agricultural technologies and innovations (including climate-resilient and time-saving technologies).
- Provide financial products that support food security, such as crop insurance.
- Organise basic financial awareness and literacy courses for women via small local cooperatives or women empowerment groups.
- Gather and spread information about available financial programmes for women and supporting programmes, targeting the most marginalised women including through local grassroots organisations.

6. Support household- and community-level interventions addressing women's unpaid care and domestic work burdens

- Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women (e.g., through baseline research and participatory action research).
- Support and promote labour- and time-saving innovations and technology.
- Work with the private and public sectors to ensure that women have improved access to energy, water, sanitation and hygiene (WASH) facilities.
- Support normative initiatives addressing women's unpaid care burden in their households by promoting equitable distribution of household tasks.

7. Focus on research to fill evidence gaps and build on evidence of what works

- Liaise with relevant ministries to undertake a gender analysis of government sector-specific initiatives and plans.
 - Use the results to advocate for better integration of gender analysis and targeting.
- Promote gender analysis of key programmes, initiatives and actors. This is to address crucial knowledge gaps on if and how these have targeted, reached or benefited women. Research can look at key actors, such as BOHOCO, or key schemes, such as CEDA-subsidised finance schemes, Ministry of Agricultural Development and Food Security support to cooperatives, or horticultural incubators.
- Commission and undertake research with diverse groups of marginalised women (e.g., young women, widows and women with disabilities) to understand and address different barriers women face, and to gather more information on women's roles, particularly in horticulture.
- Monitor and mitigate against any signs of backlash (especially gender-based violence) due to interventions that may challenge traditional gender norms.
- Ensure meaningful participation of women farmers in design of all interventions, including through participatory and action research methods.

Detailed sector-level strategies for proposed recommendations – Textiles & garments sector

1. Strengthen the manufacturing industry's commitment to gender equality

- Advocate with government for improved gender-responsive policies in the sector, including upholding women's labour rights and health and safety.
- Work with government to improve implementation of policies and laws in relation to labour rights and decent work, and advocate for ratification of the ILO Violence and Harassment Convention (C190).
- Advocate with government for improved gender-responsive policies in the sector, including upholding women's labour rights and health and safety.
- Support the implementation and monitoring of gender commitments of value chain actors, particularly working with international buyers and improving due diligence requirements and processes.
- Support and build on initiatives that promote mutual accountability and transparency in the sector, involving government regulators, factories, buyers and consumers.
- Support implementation and improvement of social security mechanisms for textiles and garments workers.
- Support women's leadership in the sector. Implement initiatives to support women in supervisory and management roles in key sector players (government regulators, buyers, etc.).

2. Support holistic skills-based programmes for entrepreneurs in the sector

- Partner with institutes such as the TCIB to offer discounted or fully-subsidised training programmes for rural and marginalised women.
- Link trained graduates with mentors and apprenticeships.
- Provide seed funding and link to accessible financial products for women to establish and grow their businesses.

3. Work with employers to promote gender-sensitive and safe workplaces

- Facilitate effective engagement with employees and key stakeholders on gender issues, and work with employers to learn about and adopt gender-sensitive policies and provisions ensuring non-discriminatory recruitment and promotion practices, allowing flexible work arrangements, offering extended maternity and paternity leave, enforcing sexual harassment disciplinary processes, ensuring gender-equal remuneration, and safe and affordable transport.
- Gender commitments should include gender-sensitive policies, staff training, setting-up of anonymous grievance reporting mechanisms, establishment of gender committees where women are represented, and health and safety policies.
- Leverage existing international standards and benchmarks, such as the World Benchmarking Alliance's Gender Benchmark, to incentivise companies to improve their commitments on gender.
- Support employers to undertake gender-based assessments and develop gender-related targets and plans.
- Implement initiatives to support (the advancement of) women in supervisory and management roles.

4. Address research gaps and build evidence of what works

- Commission and undertake research on women's working conditions and broader needs in the textiles and garments sub-sector.
- Commission and undertake research to understand women's experiences and challenges in the textiles and garments sector, including working conditions and economic opportunities, and barriers including gender-based violence and harassment (GBVH).
- Commission and undertake research with marginalised groups (such as women with disabilities) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment, as well as related outcomes linked to experience of gender-based violence and sexual and reproductive health, to provide an accurate picture of the impact of any intervention on women's lives.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

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