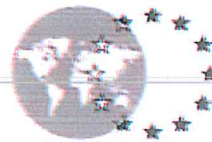


The Director-General



Secretary General

## **Gender Action Plan III – 2021-2025 Country Level Implementation Plan – CLIP Botswana**

### **1. Context for EU action gender equality and women's empowerment in the country**

The Global Gender Gap Report 2021 (GGGR) ranks Botswana 71<sup>st</sup> out of 156 countries worldwide, scoring 0.701 on the scale of 0 (absolute disparity) to 1 (absolute parity). Botswana is ranked 12<sup>th</sup> amongst Sub Sahara Africa Countries., Results by sub-index are as follows:

- Political empowerment 135<sup>th</sup>
- Economic participation & opportunity 16<sup>th</sup>
- Health & survival: a joint position 1 with several other countries: but it should be noted that with a maternal mortality rate of 162/100000 births, there is a lot that still needs to be done on this front.
- Education attainment a joint position 1 - Significant strides have been made to ensure gender parity at the education level. The female literacy rate in Botswana currently stands at 91%, an increase from 87.8% in 2010. In 2015, the share of girls enrolled in secondary schools and tertiary institutions was 65% and 28% respectively.

According to the Global Gender Gap Report (GGGR 2021) of the World Economic Forum (WEF) published in March 2021, closing the global gender gap would take 135.6 years (due to the impact of the COVID-19 pandemic) – a huge step backwards in comparison with 99.5 years as per the GGGR 2020.

Over the years, Botswana has signed and ratified several international conventions that address issues affecting women. These include:

- The 1986 African Charter on Human and Peoples' Rights;
- The 1996 Convention on the Elimination of All Forms of Discrimination against Women;
- The 1997 SADC Declaration on Gender and Development; and
- The 2000 Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.

Reducing GBV is a priority of the Botswana Government. The National Policy on Gender and Development (2015) aims to achieve this by increasing access to services and improving the quality of services for survivors of GBV. This policy is designed to address the social inequities that still survive and also have an economic impact. Priority areas include poverty prevention and economic development, social protection, the promotion of democracy, freedom from violence and the protection of vulnerable groups. Recognising the importance of gender equality and legal involvement lends credence to the cause and serves to empower women in Botswana.

“Prosperity for all”, is the slogan for Botswana's Vision 2036, which is complementary to Africa's Agenda 2063, a socioeconomic-focused initiative. Vision 2036 is a legislative movement aimed at developing the Republic economically, socially and administratively. “Botswana will be a society where all men and women

have equal opportunity to actively participate in the economic, social, cultural and political development,” the Vision 2036 declaration explains. Gender equality is central to the success of its overall goal of putting Botswana on the economic map. Vision 2036 lays out the development aspirations of Botswana and commits to “...empower women and make deliberate efforts to end gender discrimination and gender-based violence”.

The Department of Women’s Affairs in the Ministry of Nationality, Immigration and Gender Affairs aims to bridge the gap between men and women and economically empower women to become self-reliant, thereby reducing their poverty. The Gender Affairs Department has sanctioned programs dedicated to the coordination and development of gender equality throughout the republic. The Women’s Economic Empowerment Programme and the Women’s Grant are two such examples. These agendas provide seed money for women’s groups to help jumpstart women-led small business projects.

The benefits of these efforts are yet to reach women in the informal sector, especially those in rural areas. In general, harmful gender norms and discriminatory practices make it difficult to operate a business as a woman in Botswana and most women-led businesses are established out of necessity rather than opportunity.

Women’s participation in the political system remains low and is still far from the target set by SADC. Women are very active in the civil service, including at senior levels (46%), but rarely stand for office. Of those who stand, many lose either within their parties or in the elections. Traditional values hamper women in reaching decision-making positions in politics. Other major reasons are lack of resources and harassment, including sexual harassment, of female candidates.

In the October 2019 elections, only three women were directly elected to the 57 seats in Parliament. Four more women entered Parliament as specially elected MPs, proposed by the President. The new cabinet comprised four female ministers (out of 18) and two female assistant ministers (out of six). After several reshuffles, women are represented as follows as of April 2021: 1 minister and 2 assistant ministers as well as 5 female MPs, all from the ruling BDP.

The legal system also discriminates against women. Justice for victims of abuse and GBV relies on the will and effort of the survivor. Asserting and exercising one’s rights requires resources and information and women do not always have these readily available.

Botswana’s natural resources are well-managed but there is room for improvement in the context of sustainability. Challenges include poor policy coherence and weak implementing authorities. Botswana also has a shortage of serviced land, with women being the most affected demographic group.

In terms of green transition and digital transformation, women do not have sufficient access to technical, land, and financial resources for both mitigation and adaptation. In terms of digital transformation, women need to have the skills necessary to keep pace with reforms towards e-government, e-economy and e-society in their role as consumers, workers and business owners.

### **Civic space**

The National NGO Policy (2012) provides for a ‘coordinated approach to the implementation of the national development plans and priorities as well as enhancing communication and partnerships between government and CSOs’

In keeping with the centrality of consultation in Setswana culture, Government engages CSOs at different fora to hear their views. The Botswana Council of Non-Governmental Organisations (BOCONGO) was established in 1995 ‘to coordinate the work of Non-Governmental Organisations (NGOs)’. The NGO Council established with the support of the European Union in 2014, is a ‘multi-stakeholder platform composed of Government, Private Sector and NGO representatives. Its mandate is to coordinate the implementation of the NGO Policy with particular reference to the improvement of dialogue and partnership between Government and NGOs towards the achievement of the national development goals’.



The role of CSOs is largely to support the Government in implementing its development programmes especially social policy issues, such as service delivery in the health and education sectors. There has been little engagement on issues of governance, democracy and human rights.

There is an overall opinion that there is no shrinking civic space in Botswana. However, CSO practitioners note that ‘it is difficult to get official information, at times government officials do not share information which they have and are able to share’. There is no freedom of information legislation, this results in CSOs having to rely on civil servants being ‘civil’ with regard to sharing information.

Botswana Civil Society is weak, it does not use its space, fails to use available opportunities and does not coordinate itself. Inadequate and ineffective use of civil society space may be attributed to a ‘weak’ civil society. A strong and vibrant civil society engaged in a diverse range of public activities is essential for a healthy democracy, allowing Botswana society to articulate its concerns to all levels of government.

Major challenges include CSO non-compliance with the legal administrative requirements; lack of accountability of CSOs to their own constituencies and lack of CSO unity and solidarity. These weaken the CSO position in society.

## **2. Selected thematic areas of engagement and objectives**

In relation to the programming 2021-27, to reach GAP III targets, EUDs need to ensure that at least 85% of all new actions will have gender equality as a significant (Gender Marker 1) or principal objective (Gender marker 2) in each priority area/ sector of the MIP.<sup>1</sup>

The selected MIP priority areas are

### **Priority area 1: Green Transformation**

Indicative sectors:

- Sustainable energy
- Biodiversity conservation, climate adaptation and sustainable tourism
- Circular and green economy, including waste management

### **Priority area 2: and Economic Diversification and Jobs.**

Indicative sectors:

- Investment promotion and trade
- Digital Transformation
- Skills Development

Some funds have been set aside for CSO activities under the MIP. These together with funding from the Human Rights and Democracy and the CSO-LA programmes will contribute to a three-pronged approach: gender mainstreaming, targeted actions and policy and political dialogue. Additional flagship initiatives such as support to the review of the National Gender policy, development of a National Gender Equality Strategy, support toward the finalisation a national GBV referral strategy or the strengthening of a national gender database could also be funded under the Cooperation Facility, with a view to strengthening cooperation with the Botswana government.

The overall objective of the EU Delegation to Botswana and SADC for gender equality and women. Empowerment is to strengthen the partnership with the Botswana government on Gender equality. This will be achieved through policy dialogues, capacity development and outreach on the GAP III with key stakeholders including the National Gender Machinery, civil society, including academia, the private sector as well as trade unions. This will be undertaken together with EU Member States.

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<sup>1</sup> The OECD gender markers G1 and G2 will be applied: for G1 each action should include at least one specific objective on gender equality complying with and/or including targeted actions (OECD gender marker G2).

## **PART I - Institutional and strategic objectives and indicators**

### **1. Gender mainstreaming of all actions and targeted actions**

- Gender specific and/or sex-disaggregated indicators are systematically used.

### **2. Strategic engagement at country level**

- GAP III implementation is informed by sound gender profiles and framed in “country-level implementation plans”.
- Gender perspective is integrated in Working Better Together approaches and in broader coordination
- Political, security and sectoral policy dialogues integrate a gender perspective.

### **3. Strategic engagement at regional or multi-country level**

- All EU actions implemented at regional level are gender-mainstreamed.

## **PART II**

### **Thematic areas of engagement**

#### **Ensuring freedom from all forms of gender-based violence**

- Women, men, girls and boys, who experience gender-based violence have increased access to essential services.
- Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence.
- Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes.

#### **Activities**

- Support projects aimed at fighting against gender-based violence towards women and children, which has been exacerbated by the pandemic
- Collaboration with UN and other development partners on activities aimed at preventing GBV
- Collaboration and partnership with National Gender Machinery on specific actions

#### **Promoting economic and social rights and empowering girls and women**

- Increased access for women, in all their diversity, to decent work, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems
- Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy
- Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys

#### **Activities**

- Support actions aimed at promoting the participation of women in the labour market and female entrepreneurship
- support the equal participation of boys and girls in education, especially TVET

#### **Promoting equal participation and leadership**

- Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights
- Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered at community and individual levels – through civic education, media, education and culture at all levels



- Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership

#### Activities

- Support actions aimed at equal participation and leadership
- Support organisations such as MISA Botswana to have a gender category in their annual awards
- community engagement and Civic education on gender equality to counter gender-based discrimination
- Increase the visibility of the EU Delegation and MS embassies as a champion of gender equality

### **Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation**

#### **Climate change and environment**

- Women and girls addressing climate change in their daily lives and preserving the natural environment are recognised and valued.
- Women increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy.

#### Activities

- Actions to support to a more favourable environment for women entrepreneurs that will also benefit women-led businesses in green or circular economy

#### **Digitalisation**

- Women, men, girls and boys are equally provided with and using equally public digital literacy

#### Activities

- to develop and test a Digital Business Package for Women Entrepreneurs in Botswana
- develop a National Innovation Capability Framework
- *Potential for synergies, cooperation, partnerships, training and joint implementation with EU Member States and other EU actors.*

There are only two EU Member States in country: France and Germany. Germany has only one bilateral project with Botswana in the education sector while France is currently implementing gender related projects under the Piscpa programme. The French also host an annual International Women's Day event. We will continue collaborating in the gender sector and where possible have joint actions.

- *In what way civil society will be included in the design, implementation and monitoring*

When designing this CLIP, consultations were held with CSO's working in gender, governance and on human rights issues:

- 'Gender Elders' - Directors of the main Gender implementing CSO's;
- Gender Dialogue (nominally co-chaired with the Gender Affairs Department in the Ministry of Immigration, Nationality and UNDP). The objective of the meetings is to bring together stakeholders to discuss gender issues and map a way forward regarding partnerships. Stakeholders highly welcome the initiative.
- Botswana Council of NGO's (BOCONGO) Thematic Sectoral Committee Chairpersons and secretaries (this includes the labour movement, Academia & private Sector); BOCONGO District structures
- As well as young people from various Youth Organisations.

These consultations were held in parallel with those for the EU Civil Society Roadmap. The CLIP will be shared at a UN Gender Focal Point meeting in August 2021 and a validation session will be held with the Gender Dialogue in October 2021.

Dialogue and cooperation with Gender, LGBTIQ and Human right's organisations will continue and the EU will continue leading the coordination of the Gender Dialogue Group. The Delegation will continue supporting CSO's actions through calls for proposals by availing a proportion of funds for organisations advancing women's and girls' rights and by supporting capacity of and networking among relevant CSOs to advocate and lobby for women's rights. The women's movement needs to be strengthened to be able to interact with government structures and lobby for and support relevant policies.

The EU Member States (in country), Gender Dialogue group, Gender Affairs Department and Development Partners will also be instrumental in the monitoring and evaluation of this CLIP.

### ***3. Targeted action(s) supporting gender equality and women's empowerment***

Gender specific projects will continue to take place under thematic budget lines such as EIDHR and CSO-LA. We have intensified our support for the fight against Gender-Based Violence, (GBV), which had increased during the COVID-19 pandemic. There are currently five ongoing EIDHR projects for a total budget of EUR 872,425.00. Two of the projects were signed in the wake of the COVID-19 pandemic to support victims of gender-based and domestic violence and defend the rights of marginalised groups: The project signed with the Botswana Gender-Based Violence Prevention and Support Centre will enable BGBVC to address the escalating problem of domestic violence in Botswana by providing community care services to GBV victims, provision of clinical services, counselling, temporary and emergency shelter and a well-functioning referral system for legal and social assistance. The Botswana Centre for Human Rights, DITSHWANELO project aims at supporting human rights defenders and vulnerable groups, including women, in Botswana during the COVID-19 crisis by providing legal, medical and psycho-social support to vulnerable groups like persons in places of detention, refugees, undocumented migrants and indigenous peoples.

Gender Links collaborated with their implementing Partners Men and Boys for Gender equality to include COVID19 messages in 30 Monna Tia (Real Men) Radio drama episodes aired on Radio.

Two EIDHR projects implemented redirected some activities in response to the pandemic. Humana People to People (HPP) engaged in Public Awareness and education activities on COVID 19 in three districts of Botswana. The activities include: Documenting COVID 19 related GBV cases; Provision of Psychosocial support to GBV cases; Support Contact tracing of person exposed to COVID 19 by those found positive.

#### **3.1 The National gender machinery will be supported as follows:**

- The review of the Gender Based Violence Strategy
- Development of a Gender Equality Law
- Development of a National Gender Data Collection and Reporting tool – there is need to ensure the availability of quality data on different forms of gender-based violence to inform laws, policies and programmes.
- Capacity-building on Gender and Development especially Gender Mainstreaming at the Department of Gender Affairs
- Support to reviving the draft National GBV Referral system
- Support to the newly formed Department of Gender and Child Protection at the Botswana Police

3.2 The two EU Member States in country, France and Germany, are members of the Gender Dialogue. We will continue collaborating in the area of Gender. Gender related projects information will be shared and they will be invited to be part of the team during projects are monitoring.



Below are ongoing gender projects funded by EU Member States:

#### France

- Eliminating Violence and Economic exclusion Aggravated by COVID (EVEEC) For Young Women & LGBTIQ+ Youth. This action is implemented by Success Capital. It aims at curating digital tools including an indigenous post-COVID-19 podcast series and evidence-based feminist economy solutions for vulnerable and marginalized groups. It also has a multi-pronged advocacy initiative component.
- WoMen Against Rape (WAR) is implementing A re chengcheng banana! (youth lets change) – Sexual and Reproductive Health is our Right. Implementing two Wards in Maun, the action focuses on training and supporting 10 community Sexual and Reproductive Health (SRH) activists aged 19-24 yrs. Their task is to effect change in the SRH behaviour, SRH service utilization, intimate relationships and GBV of youth in the community.
- Socio economic empowerment of marginalized women in Mabutsane District is implemented by Humana People to People. The action aims to help marginalized women to start self-help projects and foster their socio-economic empowerment using GROW (Grass Roots Building Our Wealth), a community programme to create awareness for the need for self-empowerment such as joint micro-savings schemes, running income generating activities and fighting root causes of GBV.
- Stepping Stones International is implementing the action 'Freedom from Fear: building resilience against GBV' Its main aim is to develop an sms platform for reporting GBV so as to provide 24h service and improve skills of providers.
- Women's empowerment through community development in the rural San Bushmen villages of Bere and Kacgae. The impoverished San communities of the Kalahari not only have a wealth of cultural knowledge but traditions in sustainable management of their natural resources. Set within an important wildlife area crucial to threatened species like cheetahs, the villages of Bere and Kacgae have the potential to safeguard large habitats for wildlife, while empowering their villagers through eco-tourism and cultural tourism incentives, but at present they lack the skills to initiate such projects. This action is implemented in the Gantsi District by Cheetah Conservation Botswana.

#### Germany

- Implemented by the GIZ, the Strengthening Employment-Relevant TVET interventions project urges partners and stakeholders to refrain from any kind of gender based violence and ensure a safe and non-violent learning environment. The project carried out a specific gender analysis in the TVET sector in Botswana and shared the main findings with the main stakeholders in the TVET sector, ministries and policy decision makers, NGOs and the civil society, other development partners, embassies and the EU.
- The CESARE/ Economic Empowerment of Woman project is supporting a consultancy that will review existing policies as well as available financial products in the SADC region, give recommendations for policy review and develop products tailored for female customers.
- TVET II supports the equal participation of boys and girls in TVET.

#### **4. Engage in dialogue for gender equality and women empowerment**

Going forward, dialogue with the National Gender Machinery will be strengthened, especially on policy issues. Interaction with the Botswana Police Service and the Inter-Ministerial Gender Committee will also be strengthened so as to ensure free flow of communication on issues of mutual interest.

Quarterly Gender Dialogue meetings will be held in the framework of the CSO Roadmap. The gender dialogue membership includes CSO's working on Child protection, Feminism, Gender-based violence, Economic empowerment, LGBTIQ, Women in construction, youth etc. The UN and EU Member States are members. From time to time players such as Statistics Botswana and SADC are invited to address specific issues.

Dialogue at the Policy and Political levels will be continued with the relevant Ministries as well as the First Lady, Mrs Jane Masisi, who is actively engaged in ending GBV.

## 5. Outreach and other communication / public diplomacy activities


The EU and MS will coordinate on media campaigns. Media campaign activities on relevant International Days can potentially be implemented as a team Europe Initiative. These include;

- International Day of Women and Girls in Science
- World Day on the fight against sexual exploitation
- International Women's Day
- Girls in ICT Day
- International Day of the Girl Child (11/10)
- The UNSCR 1325 Anniversary (31/10)
- 16 Days of Activism to End Gender-Based Violence (25/11))

## 6. Technical Facility and/or financial resources allocated to support GAP III implementation

An allocation of EUR 2 million from the MIP is earmarked for CSO activities. Part of this will be used towards the implementation of the GAP III. The Technical Facility will be used to support for gender-related technical assistance. Additional funding will be sourced from the Human Rights and Democracy and CSO country allocations. Gender will be mainstreamed in both PA 1 and PA2 of the MIP and that those funds will also benefit women (e.g.: on digital skills, entrepreneurship, there will be targeted actions for women).

Date: 30/07/2021.

Signature by Head of Delegation: .....  
P.O.   
Jan SADEK