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QUESTIONNAIRE

PART ONE

OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

1.1 Introduction

The advancement of women in Botswana can be measured by the extent to which they have been constrained or assisted to develop as individuals as well as members of society at all levels of the household, the community, institutions/organisations, and the nation. At all these levels Botswana women are still subordinate to men as reflected, for instance, in:-

- unequal access to power and decision-making;
- limitations on rights and freedoms which are not imposed on men, particularly the marriage institutions;
- the feminisation of poverty (i.e., women constitute the majority of the poor);
- the incidence and escalation of male violence against women;
- the sexism in educational curricula and the gender stratification of careers;
- unequal employment opportunities and the marginalisation of women in the formal sector; and
- Male control of women's reproductive choices.

1.2 Botswana's priorities

The preparations for the UN Fourth World Conference on Women (1995) which provided an important opportunity to consolidate ongoing efforts to advance the course of women in Botswana. The preparatory activities undertaken by the Botswana Government and Women's NGO's led to a new collaboration between them, which made it possible, after a national consultative process, to identify six out of the twelve critical areas of concern in the Beijing Declaration and Platform of Action as priority national issues. The following are the six critical areas as adopted by Botswana in order of priority:

1.2.1. Women and Poverty, including Women's Economic Empowerment

Women and female-headed households tend to suffer poverty and economic marginalisation more acutely than men and male-headed households in Botswana. A number of factors contribute to the differentials in the experience of poverty and economic advantage. These include legal and cultural conventions that restrict women's access to and control of productive resources. Gendered inequalities also exist in the development of human capabilities (education, skills and information). There are inequalities in access to development programmes and resources, as well as the increasing burden on women of caring for relatives including children, the aged, and terminally ill family members (invalids). This translates to women having lower incomes but more dependants. This situation contributes to lack of development of human capabilities and perpetuates women's poverty in particular, over generations.

The study of poverty and Poverty Alleviation in Botswana, commissioned by the Government in 1996, pointed to an urgent need to address the poverty problem. It stressed, in particular, the issues of skills training, improvements in access to credit for the small producers as well as in the delivery of extension services and increased community participation in planning and implementation of development programmes which seem to have significantly constrained current efforts aimed at poverty alleviation.

The reduction of poverty as it affects women in Botswana requires a strategy and policy environment that recognises that this is a problem with multiple and interlocking causes and that it affects people differently.

1.2.2. Women in Power and Decision-Making

The participation of women in decision-making at all levels of public and private life is important as an issue of human rights as well as for the strengthening of the democratic process. Democracy also requires that all participate in the making of decisions, not only at the national, public level, but at all levels including the so called private sphere of the family, their work place, the school, the club, the trade union or any other organisation.

The reality in Botswana however, is that men wield most of the power at all levels of the society, from their positions as the legal heads of the households, making decisions over family resources, to their strong control over women in public institutions such as Parliament, Cabinet and local government. As of the last general election there are 35 males as opposed to only 8 females in the Parliament whilst in Cabinet there are 13 males in comparison with 4 females.¹ The public service is no exception to this scenario

These power relations are reinforced by the socialisation process, where boy children are socialised into roles which prepare them to exercise power in the family over women, younger children, and productive resources. These socialisation processes take place in different locations, which include the

¹ Please note that in our last report we stated that there were 40 males and 4 females in the parliament while the cabinet had 15 males and only 2 females. Therefore these new figures after the general elections held in October 1999 indicate an increase in these ratios.

home and the school and lead to gender stereotyping which result in under achievement by girls at schools, as well as their concentration in certain traditionally female dominated careers or fields of study.

Legal guarantees of equality are important to ensure that women have documented rights, but these should be accompanied by adequate enforcement mechanisms which women can resort to in cases of violation. In the case of Botswana, there exist a number of laws and practices, which discriminate against women, in spite of the equality provisions of the Constitution.

1.2.3. Education and Training of Women

Botswana's national education vision of social harmony espouses the national principles of democracy, equality, development, social justice, self-reliance and unity. A Gender Education and Training Programme has to be developed whose strategic objectives and actions would encompass the national education vision whilst at the same time keeping in mind Botswana's commitment to the ideal of education as a basic human right.

Factors that constrain participation of females in education include heavy workload and the expectation to respond to family needs. They also face rigid conditions such as authoritarian spouse control, social expectations regarding motherhood, and unsafe community environment that limit their physical mobility.

It is worth noting that in non- formal education, more women than men are involved in literacy classes, functional literacy projects and distance education. However, the converse is true at senior secondary education and most higher education levels where the majority of those enrolled are male.

In the vocational training institutions, the overwhelming majority of students are male. In 1994, 30% of enrolled students were women. There is a wide gender gap in the area of science and technological careers resulting from cultural barriers which associates science and technology with males while females are associated with the arts and social science based subjects. Therefore this impacts negatively on women's employment opportunities.

1.2.4. Women and Health

Many health conditions that affect women and men are similar but most of these are experienced differently. Health and well being are outcomes of the economic, social, political and cultural contexts in which people lead their lives. Women lack full and equal participation in these institutions, and therefore experience different and additional health barriers to men. For instance, the prevalence of poverty and lack of economic empowerment among women frustrates their efforts to protect and promote their health status and that of their children. Inequality in access to education restricts women's capacity to make informed choices and access available health care services.

Despite the existence of a liberal family planning policy in Botswana with no age restriction to contraceptive services access, contraceptive use among teenagers remains low. This is reflected in the high level of unwanted teenage pregnancies. It is estimated that about 24% of teenagers are mothers in Botswana. In view of the high level of teenage sexual activity, female teenagers remain seriously vulnerable to sexually transmitted diseases including HIV. Available data in Botswana shows that female teenagers are clearly more affected by HIV infection than their male counterparts.

Recent studies have shown that violence against women is rising in Botswana. Resultant physical and psychological injuries remain a neglected area of women's health. It is for these reasons that the strategic objectives with respect to women's health should provide a framework for the gender sensitive health programme goals and strategic interventions.

1.2.5. The Girl-Child

For the girl-child to develop her full potential, she needs to be nurtured in an enabling environment where her spiritual, intellectual, and material needs for survival, protection and development are met and her rights safeguarded. The skills, ideas and energy of the girl-child are vital for the goals of equality, development and peace.

It should be noted that the subject of the girl-child is not addressed separately, because it is a cross-cutting area that is implicit in other areas of women's empowerment. It is therefore an integral component of these other five critical areas of concern.

1.2.6. Violence Against Women, including Human Rights of Women

Violence against women and the girl-child has become recognised universally including Botswana as one of the pervasive social problems, which require urgent attention.

Violence against women and girls in Botswana is a serious concern and an escalating problem, which destroys the emotional, physical and social well being of women and girls. The recent study on the socio-economic implications of violence against women, shows the government's commitment to rooting out this evil from the society. A multi-sectoral plan to implement the recommendations of the study has been developed.

1.3 Major achievements

A major achievement in implementing the National Plan of Action for gender equality and advancement of women has been the adoption of two very important documents. In 1996, Government promulgated the National Policy on Women in Development. This policy attempts to address the situation of women in Botswana in an integrated and multi-sectoral manner. It focuses on areas including;

- Elimination of all negative economic and socio-cultural practices as well as inappropriate laws which will be done through eliminating all forms of inequalities and inequities among women and men.
- Enhancement on women's health which will be achieved through promoting women's health including reproductive health and rights.
- Promotion of education and skills training which will be done by ensuring that education is designed to create gender awareness.
- Promotion of gender awareness in development planning which will be met through ensuring that the needs of women are identified and provided for.

1.3.1 Development of a gender sensitive legal framework.

Also, in the same year, 1996, another milestone in the advancement of women in Botswana was reached with the Government's ratification of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The convention, inter alia, on Women's rights emphasises the need to review all laws and customs in order to remove gender bias. It also emphasises the importance of public human rights education, gender sensitisation and the provision of legal services to assist women whose human rights have been violated. Whilst there has been a continual revision of

pieces of legislation to address gender inequalities in 1997/98 a comprehensive review of all laws affecting the status of women in Botswana was carried out. The study made observations and recommendations for redress.

1.3.2 Elevation of the status of the National Women's Machinery

It is worth noting that in 1996/97 the National Women's Machinery was upgraded to a fully-fledged government department (Women's Affairs Department).

1.3.3 Research and documentation

A number of studies have been carried out on the six critical areas adopted by Botswana. For instance, a study on the Socio-economic Implications of Violence against Women was completed in March 1999. A National Gender Programme (NGP) Framework and Plan of Action (POA) have been developed (from 1997-1999) based on the National Policy on Women in Development. The NGP is a long-term vision for Gender and Development in Botswana and the POA stipulates activities that need to be undertaken in the next six years. It also indicates key players, targets and stakeholders in the implementation process.

A consultancy to develop a comprehensive advocacy and social mobilisation strategy for the National Gender Programme has been commissioned with the main objective to develop a comprehensive strategy for consensus building, resource mobilisation, and sustained commitment to the National Gender Programme.. The terms of reference for the study include;

- Identification of key institutions and organisations “whose procedures and activities should embrace gender mainstreaming”.
- Formulation of a lobbying mechanism through which government can play a leading role in the adoption and implementation of the National Gender Programme, and;
- Identification of appropriate communication activities for social mobilisation on the National Gender Programme.

1.4 Constraints

There is a need to note that the National Women's Machinery is new and as such still lacks the critical human and financial resources that would enable it to execute its mandate fully; thus making the POA fully operational. The National Women's Machinery has to prioritise (which is extremely difficult at times) because of these limitations.

The National Women's Machinery has continually supported initiatives to empower communities to take part in the women's issues and also promoting a sense of ownership in gender mainstreaming activities. There should be rigorous information dissemination by the National Women's Machinery therefore there is a need of decentralising the operations of Women's Affairs Department to sustain programmes at district and community levels.

Women's issues are still viewed as the exclusive responsibility of the National Women's Machinery. As such, other extension departments or divisions consider responsibilities in this regard as of secondary concern to their regular work. Therefore cooperation is thwarted, there is no agreement on

respective roles and responsibilities of various government departments. As a result, there are more obstacles in realising national goals for meaningful empowerment of women.

1.5 Gender Equality and Advancement of Women since 1995

1.5.1 Involvement of the NWM in policy development

The attention to gender balancing and advancement of women has improved since 1995 in Government policies. The different government departments have since started to include the National Women's Machinery in the development of their policies to ensure that a gender perspective permeates their policies, examples of such policies include Population Policy, Land Policy, and Sports and Recreation Policy. However, the change has been rather slow. There are only three ministries with Gender Focal Points (GFPs). Among other reasons, this is due to limited knowledge in, and full appreciation for gender mainstreaming. The National Women's Machinery is in the process of conducting training in gender planning for:

- Gender Focal Points and National Council of Women after the full establishment of these structures.
- Other officials and senior staff in the wider government structure
- Members of Parliament, local government authorities, House of Chiefs
- Civil society, private sector, and
- Media

There is however still a need to do more in this regard especially training of the media personnel in order to promote positive reporting of gender issues.

1.5.2 Public Response

The public's perception on gender equality and advancement of women has changed since the UN Fourth World Conference on Women (1995) which was followed by nationwide gender awareness building efforts at grassroots and district levels. General public now views this as a challenge for every person and they are now beginning to grasp fundamental concepts relating to gender equality.

Non-governmental Organisations (NGO's) dealing with women's empowerment have significantly increased in number over the past years. The University of Botswana, Botswana National Productivity Centre, Institute of Development Management are among many institutions which have taken gender equality and advancement of women into consideration and offer training on gender. However, it is worth noting that there is no set standard therefore, there are variations in the quality of training.

1.6 Globalisation of trade

In Botswana, the removal of protectionist trade policies as dictated by the international economic environment may put the majority of local women at a disadvantage. Their commodities would have to compete with high quality products from outside. As a result local female producers would need to price products unprofitably low in order to attract consumers. While competition is ordinarily healthy for quality of products, this is likely to stifle women's

initiative in economic participation, as their access to markets is restricted. This competition might be healthy in the long-run, but in the foreseeable future it does not auger very well with the status of women in Botswana as they need to develop requisite skills and knowledge that should enable them to compete in the global economy.

1.7 Collaboration and Networking

The National Women's Machinery has actively sought to establish partnership within government and the NGOs in order to facilitate the implementation of the National Gender Programme. Through the Women's NGO Coalition different NGOs have taken responsibility for different aspects of the programme. There is a regular NGO/WAD forum for information sharing.

There is an ongoing training and capacity-building initiatives to train selected individuals from various government departments, the private sector, NGOs and CBOs. Training programmes range in duration from one week to four months. The basic aim has been to provide participants with knowledge and skills that should facilitate the inclusion of a gender perspective into organisations' policies, programmes and activities.

There is an expanding network of national and local women's and human rights organisations that continues to look for oppurtunities to implement strategies around the six critical areas of concern for Botswana. Progress has been slow registered due to constraints encountered.

PART TWO

FINANCIAL AND INSTITUTIONAL MEASURES

2.1 Resource Allocation

The Women's Affairs Department is mandated by Government to handle all issues relating to women including equality and women's advancement and is operating on a recurrent budget of about P6.6 million. There has been an increase in the amount of money allocated to women-specific policies/programmes since 1995. The National Women's Machinery falls under the Ministry of Labour and Home Affairs. In 1998/99 the Ministry and the National Women's Machinery were respectively allocated 5% and 1% of the total national budget.

At the moment very few government ministries have an allocation for women's programmes. As a result the National Women's Machinery is responsible for almost all activities in this area. With the minimal resources currently at the disposal of the Department only a small portion of this requirement can be met in most cases, only in part.

Additional to the regular allocation of financial resources by Government, the National Women's Machinery has received support from:

- **Swedish International Development Agency (SIDA)**- funded the comprehensive review of all laws affecting the status of women in Botswana and also funded a study tour to Sweden. The National Women's Machinery has also undertaken a number of training activities supported from this source. The Women's NGO Coalition has been funded from this source to support activities of various women's NGOs.
- **Government of Botswana/ United Nations Development Programme** support to the National Gender Programme. The programme support document for this project was signed in June 1997. Support provided in this project, focuses on gender capacity-building and training, advocacy, lobbying, IEC and social mobilisation, research and development of information management systems, policy and programme development, as well as, regional cooperation.
- **UNIFEM**
Various projects aimed at empowering women economically have benefited from this fund.

The National Women's Machinery as a policy formulation and coordinating agency is not ordinarily in the mainstream of implementing programmes and activities in gender related issues. Implementors of policies/programmes include government departments, the private sector, women's NGOs, CBOs and women's groups. These implementing agencies do require varying forms and degrees of support. Many need some funding to take aspects of the National Plan of Action (NPA) to their constituencies. Unfortunately this is still to happen at a level significantly high to make a positive impact on the lives of Botswana women, particularly those in the rural areas where the majority of the poor female-headed households are found. There is therefore, a need to rationalise resources, as a major portion of the current support is temporary.

2.2 Institutional measures

The NGOs play a very important role in planning and shaping the follow-up activities aimed at making the NPA a reality. The National Women's Machinery and the Women's NGO Coalition hold forums on a regular basis to share information and ideas on women's issues. The fact that the National Women's Machinery is not decentralised makes the NGOs role quite significant as they work with the communities at the grassroots level as implementation partners.

The formulation of an NGO policy is at an advanced stage. This is in view this important role played by these organisations in the development of the country. Furthermore, under the National Development Programme, a Multi-Purpose and Information Centre which is to be located in Gaborone is at its design phase.

The formation of a National Council on Women (NCW) is at an advanced stage. The Committee will include academic institutions and a cross section of the Botswana society. Immediately following the establishment of NCW, thematic sub- Committees will be formed to serve as technical committees on the six critical areas of concern as espoused in the NPA.

There is an effort by the National Women's Machinery to come up with Gender Focal Points in government ministries and departments. While this is still at infancy stage, there are some ministries that have established functions to ensure that gender is consistently mainstreamed into their policies and programmes.

PART THREE

Critical areas of concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (indicate any targets and strategies set and related achievements.	Examples of obstacles encountered	Lessons learned	Commitment to further action/new initiatives
<p><i>i. Women and Poverty, including Economic Empowerment of Women</i></p>	<ul style="list-style-type: none"> ▪ Joint programming and implementation with NGO's/CBO's and women's groups through sub-contracting them to carry out a number of projects aimed at empowering women: Example: Kgetsu Ya Tsie Project- where women harvest and process veld products. This group of women also uses the Gramen Bank model for small loans for women's economic empowerment activities in their community. 	<ul style="list-style-type: none"> ▪ Limited skills in project management. ▪ Limited financial support. 	<ul style="list-style-type: none"> ▪ Need to develop requisite skills in order for projects to be sustainable. 	<ul style="list-style-type: none"> ▪ Continually assist women in engaging in projects that will empower them economically. ▪ Remove all legal provisions and practices which discriminate against women. ▪ Increase women's training and employment opportunities to reduce their dependency on men. ▪ Conduct regular poverty assessment and monitoring exercises.
	<ul style="list-style-type: none"> • National Women's Exposition- this is an annual women's fair that seeks to expose women's activities in the area of economic empowerment. The fair also exposes women entrepreneurs to a wider market during the period of the exposition. Examples of items exhibited include processed foods, metal works, art & painting, manufactured goods e.t.c 	<ul style="list-style-type: none"> ▪ Community mobilisation with a centralised department is problematic. 	<ul style="list-style-type: none"> ▪ Decentralisation of the department is necessary 	

<p>ii. Women in Power and Decision Making</p>	<p><i>Political Power Sharing</i></p> <ul style="list-style-type: none"> ▪ Formation of Botswana Caucus for Women in Politics (1997) ▪ Workshops for women political candidates. ▪ Women’s manifesto (by Emang Basadi Women’s Association) and regular articles in the print media leading to the General Elections towards the end of 1999. <p><i>Private, Public Sectors, NGOs/CBOs</i></p> <ul style="list-style-type: none"> ▪ Training for women in positions of power and decision-making in the civil service/private sector, NGOs and Parastatals such as directors and managers. <p><i>Pilot project</i></p> <ul style="list-style-type: none"> ▪ Gender mainstreaming pilot with the Directorate of Public Service Management to ensure that women are visible in positions of power and decision-making. 	<ul style="list-style-type: none"> • Different political orientation. • Cultural barriers • Illiteracy (30% of adult population) • Limited circulation • Limited resources ▪ Absence of a comprehensive training plan. • Communication problems which stifle the level of participation. 	<ul style="list-style-type: none"> • Decentralise functions of the Caucus • More political education needed • Diversification of information dissemination methods ▪ Decentralisation of gender training so that resources are not pooled to one organisation. ▪ Need to intensify follow up action. 	<ul style="list-style-type: none"> ▪ Formulate Policy regulations and procedures laying down the requirement that at least one third of senior positions, bodies, boards, councils and other decision- making bodies in the government, parastatals and private sectors be held by women. ▪ Restructure and streamline recruitment procedures. ▪ Need to train more government officials on gender mainstreaming.
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<p>iii. Education and Training of Women</p>	<ul style="list-style-type: none"> ▪ Revised National Policy on Education (1994) which inter-alia provides all Batswana children with ten years of basic education and also introduces pre-vocational skills such as computing and technical fields. ▪ Policy on Vocational Education and Training- this places a special emphasis on the participation of marginalised groups including women. ▪ Gender sensitisation directed towards increased participation of females in education and training. Examples include career guidance and counseling by the Ministry of Education, and; ‘Discovering Her Future’ programme (NWM/MOE). ▪ Review of curriculum materials for gender sensitivity. 	<ul style="list-style-type: none"> ▪ Teenage pregnancy ▪ Gender stereotypes ▪ Attitudes ▪ Cultural barriers ▪ Traditional practices ▪ Cultural barriers ▪ Gender stereotypes. ▪ Cultural barriers 	<ul style="list-style-type: none"> ▪ Re-enrolment of dropouts. ▪ Prevention of teenage pregnancies through counseling initiatives by YWCA & Peer Approach to Counseling by Teenagers(PACT) ▪ Deliberate action to counter the gender biased social expectations ▪ Need to provide Gender Training particularly for lecturers at tertiary level. ▪ Gender training for providers of counseling. ▪ Gender training for teachers, instructors, lecturers 	<ul style="list-style-type: none"> ▪ Support of pre-service and in-service education programmes that tackle issues of gender. ▪ Breaking down of gender stereotypes and patriarchal ideologies ▪ The development of a gender sensitive curriculum including instructional materials at all levels of education.
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iv. Women and Health	<p>Following the adoption of the Primary Health Care Policy the following achievements have been made;</p> <ul style="list-style-type: none"> ▪ Collaboration involving Ministry of Health (MOH), women's health NGO's & WAD to conduct workshops as part of health education efforts, these include occupational health matters. 	<ul style="list-style-type: none"> ▪ Inadequate participation of males in women's health issues. ▪ Limited resources ▪ Lack of follow up. 	<ul style="list-style-type: none"> ▪ Need to involve men in women's health issues ▪ More resources should be mobilised ▪ Strategies should be in place for follow up. 	<ul style="list-style-type: none"> ▪ Develop and strengthen programmes specific and sensitive to the health needs of women, and in particular adolescents, post-menopausal and elderly women. ▪ Support and strengthen coordination of women's health services in the public, private and NGO sectors. ▪ Develop HIV prevention activities based on the Botswana Multi-sectoral Second Medium Term Plan & the National AIDS Policy
	<ul style="list-style-type: none"> ▪ Efforts by the MOH include the Safe Motherhood initiative, Maternal & Child Health Care, Women & AIDS and Home Based Care. The government has set aside resources to implement the prevention of mother-to-child transmission of HIV programme. 	<ul style="list-style-type: none"> ▪ Cultural barriers resulting in limited enjoyment of reproductive rights by women. ▪ Attitudes ▪ Insufficient knowledge base. 	<ul style="list-style-type: none"> ▪ Need to create an enabling environment through revised health related laws and procedures to give women more enjoyment of their health rights. 	

v. The Girl-child	<ul style="list-style-type: none"> UNICEF/Ministry of Education: Pilot project for girls to continue formal education during pregnancy. 	<ul style="list-style-type: none"> Cultural barriers Attitudes 	<ul style="list-style-type: none"> Important to work with the local community prior to embarking on projects to dispel misconceptions and misinformation when the project is implemented. 	<ul style="list-style-type: none"> If successful, the project will be implemented at national level.
	<ul style="list-style-type: none"> Workshops to raise public awareness on issues relating to the socialisation of girls & boys for different gender roles in society. 	<ul style="list-style-type: none"> Limited resources Attitudes of parents and teachers Resistance to change. 	<ul style="list-style-type: none"> Continued efforts to build gender sensitivity of parents and teachers necessary. 	<ul style="list-style-type: none"> Continuous training and awareness building.
	<ul style="list-style-type: none"> National Youth Policy has been promulgated by Government. 	<ul style="list-style-type: none"> Cultural barriers Limited resources 	<ul style="list-style-type: none"> Need for public awareness building on Youth Policy Need to mobilise additional resources to implement the Youth Policy 	<ul style="list-style-type: none"> National plan for the youth being developed.
	<ul style="list-style-type: none"> Review of career guidance to encourage females to opt for male dominated careers. 	<ul style="list-style-type: none"> Cultural barriers Gender stereotypes Attitudes of teachers and parents. 	<ul style="list-style-type: none"> Gender sensitisation training needed for the community as a whole. 	<ul style="list-style-type: none"> Development of gender sensitive materials for career guidance at all levels of education.

	<ul style="list-style-type: none"> ▪ Clinic facilities opened for young people by a local NGO (Botswana Family Welfare Association) to discuss their sexuality without fear of being found out by parents. 	<ul style="list-style-type: none"> ▪ Cultural barriers 	<ul style="list-style-type: none"> ▪ Need to encourage youths especially females to take advantage of such facilities. 	<ul style="list-style-type: none"> ▪ The project will be replicated in rural areas.
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vi. Violence Against Women, including Human Rights	<ul style="list-style-type: none"> ▪ Police Taskforce on Violence Against Women and Girls studied the extent of violence against women in Botswana and what the police force is doing to address this problem. 	<ul style="list-style-type: none"> ▪ Under reporting by victims ▪ Medical Records not accurate. ▪ Data not gender disaggregated 	<ul style="list-style-type: none"> ▪ Intensify public gender sensitisation ▪ Information recorded to be gender disaggregated. 	<ul style="list-style-type: none"> ▪ Recommendations of the report to be implemented
	<ul style="list-style-type: none"> ▪ Training of the Police Force personnel on how to handle cases of domestic violence. 	<ul style="list-style-type: none"> ▪ Slow response and low level officer participation. 	<ul style="list-style-type: none"> ▪ Promote participation of decision-making personnel in the police force. 	<ul style="list-style-type: none"> ▪ Include Gender Training on the regular police force training curriculum.

	<ul style="list-style-type: none"> ▪ Rape Law reviewed (1998) to include more stringent rape sentences and also for trials to be held in camera. 	<ul style="list-style-type: none"> ▪ Low public awareness 	<ul style="list-style-type: none"> ▪ Need to intensify public training especially on laws that have been amended. 	<ul style="list-style-type: none"> ▪ Conduct public awareness workshops to disseminate information on laws that affect women.
	<ul style="list-style-type: none"> ▪ Study on the socio-economic implications of violence against women. 	<ul style="list-style-type: none"> ▪ Attitudes ▪ Cultural barriers ▪ Reluctance on the part of victims to come out openly about VAW. 	<ul style="list-style-type: none"> ▪ Need for having tools of collecting data to establish the extent and continually monitor the situation of VAW. 	<ul style="list-style-type: none"> ▪ A multi-sectoral plan to implement recommendations of the study has been developed.

<p>vii Other Critical Areas of Concern</p> <p>Women and the Media</p>	<ul style="list-style-type: none"> ▪ Gender sensitisation workshops for media personnel within government and in the private sector. ▪ Women and the Media Network has been formed. 	<ul style="list-style-type: none"> ▪ Slow response and low level participation. ▪ Low level of skills in gender sensitive reporting 	<ul style="list-style-type: none"> ▪ Intensify advocacy and lobbying. ▪ More gender sensitisation and training for media personnel 	<ul style="list-style-type: none"> ▪ Include Gender Training on the regular training curriculum for media courses.
<p>Women and the Environment</p>	<ul style="list-style-type: none"> ▪ Joint programming with Environment-based NGOs, particularly addressing women's issues ▪ Economic activities by women: Harvesting veld products in a sustainable manner. 	<ul style="list-style-type: none"> ▪ Unreliable climatical conditions ▪ Low management skills within small rural women's groups 	<ul style="list-style-type: none"> ▪ Promote supplementary economic activities. ▪ Need to embark on essential skills development programme. 	<ul style="list-style-type: none"> ▪ Support multi-faceted rural women's programmes. ▪ Adult achievers Programme for women entrepreneurs.
<p>Women in Armed Conflict</p>	<ul style="list-style-type: none"> ▪ Office of the President ensures that refugees receive among others, education and health services. 	<ul style="list-style-type: none"> ▪ Disruption due to need to settle in other countries 	<p>-</p>	<p>-</p>

<i>Institutional Mechanisms</i>	<ul style="list-style-type: none"> ▪ NWM elevated to fully-fledged department. ▪ Strong collaboration and joint programming with women's NGOs 	<ul style="list-style-type: none"> ▪ Inadequate staffing and financial resources ▪ Resources ▪ Insufficient requisite skills among women's NGOs personnel. 	<ul style="list-style-type: none"> ▪ Need to increase both human and financial resources of the NWM. ▪ Need to mobilise additional resources for joint implementation of the NGP. ▪ Need for more skills-based training to increase women's NGOs capacity to manage projects. 	<ul style="list-style-type: none"> ▪ Capacity-building programme for the NWM ▪ Continued resource mobilisation and capacity-building efforts to support women's NGOs and groups that are 'sub-contracted' to implement aspects of the NGP.
	<ul style="list-style-type: none"> ▪ Establishment of the National Council on Women and its Sub-committees 	<ul style="list-style-type: none"> ▪ Bureaucratic procedures. <p>Ill-distribution of gender aware citizens across the country, resulting in difficulties in geographical representation of members.</p>	<ul style="list-style-type: none"> ▪ Strengthen advocacy and lobbying for gender issues. <p>Could develop a quota system to ensure operational capacity is not negatively affected.</p>	<ul style="list-style-type: none"> ▪ Training and capacity-building for the National Council on Women and its Sub-committees.

Botswana's vision for women's advancement and equality for women in the new millennium

The Government of Botswana is committed to ensuring that Botswana women and men actively participate in national development through meaningful contribution in the economy, socio-cultural activities, political power-sharing and the creation of an enabling environment that is free from gender discrimination. The comprehensive review of laws that discriminate against women is expected to trigger a process that will systematically ensure a removal of law-related barriers that have constrained women's free participation and limited their choices and opportunities for self development and national contribution.