

BOTSWANA

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

STAKEHOLDER MAPPING: MANUFACTURING SECTOR: TEXTILES AND GARMENTS



STEERING COMMITTEE



SUB-SAHARAN AFRICAN COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



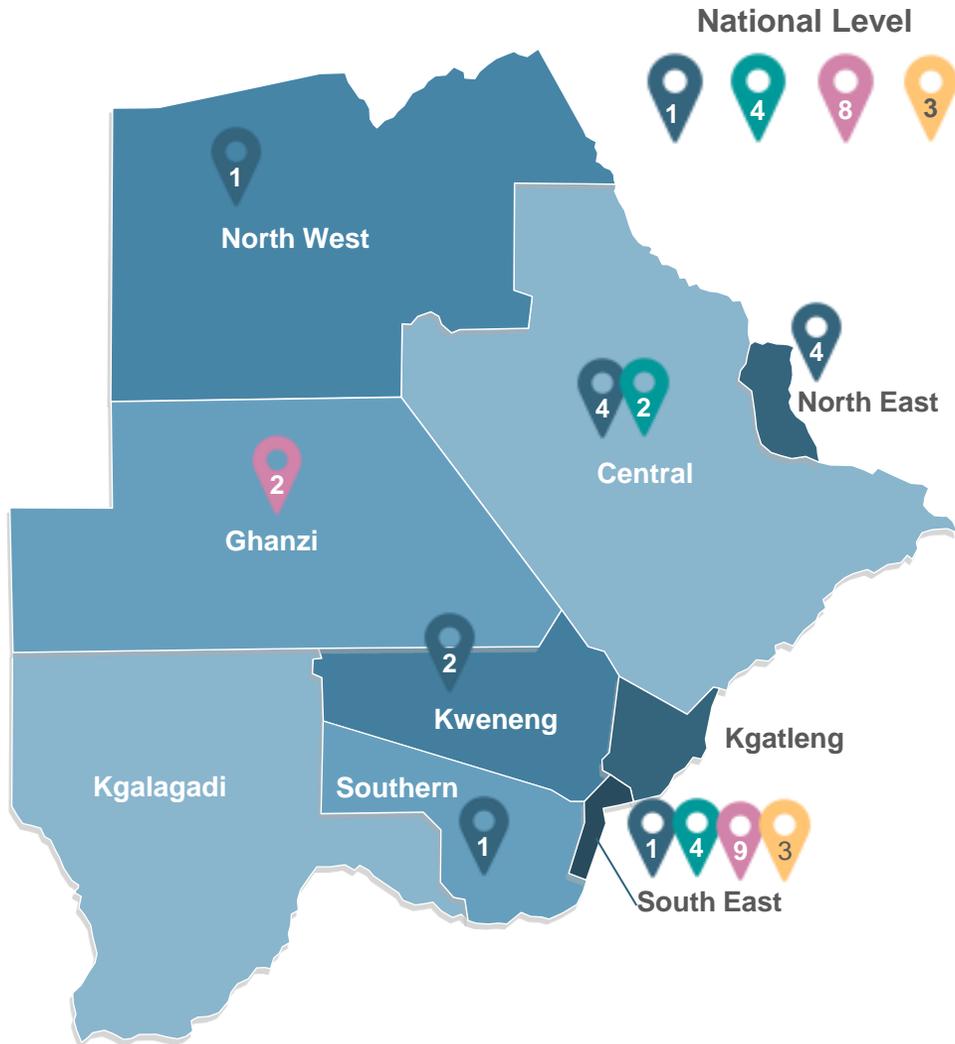
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Botswana's manufacturing sector stakeholders are split between governmental organizations and private sector mainly concentrated in the capital city of Gaborone in South East



District	Stakeholder Type				TOTAL
	Private Company	Associations, Collective, Org	Govt agencies/ dept	NGO	
	19	10	19	6	
National*	1	4	8	3	16
North West	1	-	-	-	1
North East	4	-	-	-	4
Ghanzi	-	-	2	-	2
Central	4	2	-	-	6
Kgalagadi	-	-	-	-	-
Kweneng	2	-	-	-	2
Southern	1	-	-	-	1
South East	6	4	9	3	22
Kgatleng	-	-	-	-	-

*Note: *National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.*

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Manufacturing Sector

National level stakeholders in Botswana's Manufacturing sector



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education, training



Financial/Non-financial
support, funding



Lobbying/Bargaining/
Syndication



Policy, Advocacy,
Research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
The Textile and Clothing Institute of Botswana (TCIB)	Professional organisation providing courses developed by clothing industry professionals, aiming to empower candidates with the knowledge and skills required for them to thrive in the Textile and Clothing Industry	✓		✓	✓			✓	<ul style="list-style-type: none"> 99% of the students enrolled are women; targets women for enrolment Associated with Botswana Textile and Clothing Association, Botswana Qualifications Authority (BQA) 	www.tcib.bw
Botswana Craft	National collective established by the Botswana Development Corporation to develop the rural based handicraft industry of the country	✓	✓					✓	<ul style="list-style-type: none"> Employs over 40 citizens and indirectly creates work for numerous rural craft producers in the country Mostly works with rural women weavers Associated with Botswana Development Council, Ngamiland Basket Weavers Trust (NBWT), Hospitality and Tourism Association of Botswana (HATAB) 	www.botswanacraft.bw
Women in Business Association (WIBA)	Industry association promoting the participation of women in the economy through advocacy, training, mentoring and linkages	✓		✓		✓	✓	✓	<ul style="list-style-type: none"> Helps women in business support activities Associated with Business Botswana, Botswana Exporters and Manufacturers Association 	www.wiba.co.bw
Botswana Textile and Clothing Association (BTCA)	Collective association promoting the development of a globally competitive and sustainable textile and clothing sector within Botswana	✓	✓	✓					<ul style="list-style-type: none"> Encourages equal participation in sectoral development Associated with the Trade Hub 	www.btca.org.bw
Department for Co-operatives Development (DCD)	Government body encouraging the formation of cooperative societies by providing information on policies and facilitating registration of societies	✓	✓				✓		<ul style="list-style-type: none"> Associated with Botswana Cooperative Association 	
Botswana Investment & Trade Center (BITC)	Government body involved in export promotion and trade development, encouraging investment and expansion in Botswana	✓	✓		✓		✓		<ul style="list-style-type: none"> Offers services to mainstream society Associated with Botswana Export Development and Investment Authority 	www.bitc.co.bw
Ministry of Investment, Trade and Industry (MITI)	Government body diversifying and growing the economy, creating wealth and employment to ensure prosperity	✓			✓		✓		<ul style="list-style-type: none"> Promotes Investment and development of sustainable industries and trade regardless of gender Associated with Business Botswana, Go Botswana, Botswana Exporters and Manufacturers Association and Government Ministries 	www.mti.gov.bw

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Manufacturing Sector

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Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education, training



Financial/Non-financial
support, funding



Lobbying/Bargaining/
Syndication



Policy, Advocacy,
Research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
Department of Trade and Consumer Affairs (DTCA).	Government body promoting the growth and development of internal trade, fair business practices and consumer protection and welfare through formulation of policies and legislation	✓	✓				✓		<ul style="list-style-type: none"> Associated with Botswana Bureau of Standards (BOBS), Local Enterprise Authority (LEA), Botswana Investment and Trade Centre (BITC) etc. 	www.mti.gov.bw
BOTSWANA Young Women Christian Association	Religious not-for-profit membership group seeks to empower women and youth founded on Christian principles	✓		✓				✓	<ul style="list-style-type: none"> Provides employable skills training to women and also entrepreneurship skills training Associated with Commonwealth of Nations Network 	www.botswanaywca.com
Thusang Basadi	NGO mandated to alleviate poverty, economically empower women and work towards financial inclusion	✓			✓			✓	<ul style="list-style-type: none"> Provides credit programmes for women-owned businesses and business management training Promotion and providing finance to low-income active women Mobilizes women through village leadership programmes Associated with Ministry of Gender Affairs 	www.wfhb.org.bw
Naga Earth	Private company / boutique, bath and body brand, that manufactures a range of natural bath and body products, including personalized guest amenities for lodges	✓	✓					✓	<ul style="list-style-type: none"> Female owned company Associated with AsanaBW, Kalahari Chocolate 	
Department of Industrial Affairs (DIA)	Government body responsible for facilitating industrial development in the country through economic diversification, employment creation, support for local industries and local entrepreneurship etc.	✓	✓				✓		<ul style="list-style-type: none"> Held a SheTrades workshop for women; limited gender activity observed Associated with Botswana Bureau of Standards (BOBS), Local Enterprise Authority (LEA), Botswana Investment and Trade Centre (BITC) etc. 	www.gov.bw/ministries/ ministry-investment- trade-and-industry
Department of International Trade (DIT)	Government body responsible for trade policy formulation and its implementation, import control, trade negotiations as well as implementation of international trade agreements	✓	✓				✓		<ul style="list-style-type: none"> Limited gender activity seen Associated with Special Economic Zones Authority (SEZA), Botswana Development Corporation (BDC), Botswana Trade Commission (BOTC) 	www.mti.gov.bw
Economic Diversification Drive Unit (EDDU)	Government body coordinating the efforts aimed at diversifying the economy's growth and income in a way to ensure equal dependence on all sectors	✓	✓				✓		<ul style="list-style-type: none"> Limited gender awareness activities seen Associated with Citizen Entrepreneurial Development Agency (CEDA), Competition and Consumer Authority (CCA), SEZA etc. 	www.gov.bw

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Manufacturing Sector

National level stakeholders in Botswana's Manufacturing sector

 Technical assistance/operational support  Manufacturing, supplying, trade activities  Capacity building, education, training  Financial/Non-financial support, funding  Lobbying/Bargaining/Syndication  Policy, Advocacy, Research  Women-centric provision(s)/operation(s)										
Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
										
Doing Business and Investment Unit	Government body responsible for the coordination of all efforts aimed at improving ease of doing business and competitive environment in Botswana, including ensuring that the regulatory framework is supportive and conducive to investment, trade and industrialisation	✓	✓					✓	<ul style="list-style-type: none"> Limited gender awareness activities observed Associated with Companies and Intellectual Property Authority (CIPA), CEDA, CCA, SEZA and BDC 	www.mti.gov.bw
Botswana Exporters and Manufacturers Association - BEMA	NGO addressing issues related to the manufacturing and export in Botswana through empowering members by providing network, trade opportunities and facilitation	✓	✓						<ul style="list-style-type: none"> Incorporates exporters & manufacturers, service providers and individuals in the country Manufacturing business membership organization; not gender aware Associated with IICCI (Indian Importers Chambers of Commerce and Industry) 	www.bema.co.bw
Botswana Federation of Trade Unions (BTFU)	This organisation is the national trade union federation for Botswana				✓	✓	✓		<ul style="list-style-type: none"> Low data availability 	
Botswana Textile, Manufacturing and Packaging Workers Union (BOTEMAPAWU)	A trade union that represents, unites, and bargains for workers of Botswana		✓		✓	✓	✓		<ul style="list-style-type: none"> Affiliated with BTFU Low data availability 	

Manufacturing Sector

Regional level stakeholders in Gaborone and Francistown



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education, training



Financial/Non-financial
support, funding



Lobbying/Bargaining/
Syndication



Policy, Advocacy,
Research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
NORTEX (PTY) LTD	Private company in Francistown manufacturing designed towel products and offering a broad range of terry towels, napkins, and beach towels	✓	✓	✓				✓	<ul style="list-style-type: none"> Employs 480 women; 99% women staff employed Associated with Botswana Export Development and Investment Authority (BEDIA), BITC 	www.gobotswana.com/nortex-pty-ltd
B&M GAMENTS (PTY) LTD	Private company in Francistown manufacturing T-shirts and men's undergarments	✓	✓					✓	<ul style="list-style-type: none"> Company is foreign-owned, women-owned Associated with BEDIA Exports about 85% of its garments 	www.gobotswana.com/bm-gaments-pty-ltd
Department of Women's Affairs (Ministry of Labour and Home Affairs)	Government body promoting the enhancement of women's status, integration in the national development process and guarantees the welfare and reasonable representation, operating in Gaborone	✓		✓				✓	<ul style="list-style-type: none"> Education, training, women's health, women development, economic empowerment of women relevant to a great degree Associated with United Nations Population Fund (UNFPA) 	
Women's NGO Coalition	A network of NGOs operating in Gaborone that aims at women's empowerment through solidarity, lobbying and advocacy	✓		✓		✓	✓	✓	<ul style="list-style-type: none"> Lobbying and advocacy on issues affecting women Associated with the Botswana Council of Non-Governmental Organisations (BOCONGO) 	
Segolame Baipoledi	Private company in Gaborone manufacturing school uniforms. Founder is a woman entrepreneur	✓	✓	✓				✓	<ul style="list-style-type: none"> A staff of all women; offers training to integrate them to the technical aspect of business Works with selected schools in the region, who refer to her shop for school uniforms 	
Moseti Phokoletso	Private company in Gaborone with an informal setup run from home, manufacturing clothing and textiles. Founder is a woman entrepreneur	✓	✓					✓	<ul style="list-style-type: none"> Employs and supports several female workers, also allowing them to bring their children to work Has a supplier base for raw materials Operates in close vicinity to a textile hub, ensuring easy access to raw materials 	

Manufacturing Sector

Regional level stakeholders in Gaborone and Francistown



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education, training



Financial/Non-financial
support, funding



Lobbying/Bargaining/
Syndication



Policy, Advocacy,
Research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities							Key relationships and strengths	Website
ERNO MANUFACTURING CO	Private company in Francistown, manufacturing protective wear, corporate wear, school wear and ties	✓	✓					✓	<ul style="list-style-type: none"> Owned by a woman Associated with BITC 	www.gobotswana.com/erno-manufacturing-co
Research Statistics and Policy Development Unit	Government body operating in Gaborone conducting research and policy analysis as well as develop economic policies and strategies for the Ministry	✓	✓				✓		<ul style="list-style-type: none"> Limited gender awareness activities observed Associated with BOBS, LEA, BITC, CEDA 	www.gov.bw/ministries/ministry-investment-trade-and-industry
BOTEX WEAVING MILLS (PUMA BOTSWANA)	Private company in Francistown manufacturing acrylic fibre blankets	✓	✓	✓					<ul style="list-style-type: none"> Limited gender awareness activities seen Associated with BITC Produces polyester knitted blankets for African export markets 	www.gobotswana.com/botex-weaving-mills-puma-botswana
Javeria Garments	Private foreign-owned company operating in Gaborone, manufacturing comforters, blankets and bedsheets	✓	✓						<ul style="list-style-type: none"> Limited gender awareness activities seen Associated with BITC 	www.javeria.net
PREMIER CLOTHING (PTY) LTD	Private company operating in Gaborone manufacturing head protection, hand protection, body protection, foot and fall protection wear	✓	✓						<ul style="list-style-type: none"> Limited gender awareness activities seen Associated with Botswana Bureau of Standards (BOBS) Part of men's clothing manufacturing industry in Botswana 	www.premier.co.bw
JUSTIN MANUFACTURERS	Private domestically-owned company operating in Francistown, manufacturing protective wear clothing	✓	✓						<ul style="list-style-type: none"> Limited gender awareness activities observed Associated with Botswana Export Development and Investment Authority Protective wear is primarily for the mines; they export only 10% of their goods manufactured 	www.gobotswana.com/justin-manufactures

Manufacturing Sector

Regional level stakeholders in other regions across Botswana

 Technical assistance/operational support  Manufacturing, supplying, trade activities  Capacity building, education, training  Financial/Non-financial support, funding  Lobbying/Bargaining/Syndication  Policy, Advocacy, Research  Women-centric provision(s)/operation(s)										
Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
										
Kgetsi ya Tsie Tswapong Hills Women's Resource Enterprise Community Trust (KyT)	Collective local community organisation in Lerala, assisting rural women to empower themselves, both socially and economically, by more effectively organising their entrepreneurial activities, based on sustainable management of natural resources	✓	✓					✓	<ul style="list-style-type: none"> Aims at enhancing the capacity of KyT women in packaging and competitive marketing of veld products especially the morula products Women owned, only employs women; current membership is 832 women operating in 26 hill villages in Central Botswana Associated with Limpopo River Basin Program (RESLIM), Southern Africa Region Environmental Program (SAREP) and Kalahari Conservation Society 	www.gobotswana.com/kgetsi-ya-tsie-pty-ltdwww.kgetsiyatsie.org
African Wax Prints BW	Private company in Tonota, a group of local seamstresses who are creating beautiful and unique items of clothing for customers around the world	✓	✓	✓				✓	<ul style="list-style-type: none"> Has a female leader and owner Employs only local seamstresses and women, providing training for them Associated with Sprint Couriers Produces African printed clothing, headwraps, neckpieces, chair, upholstery, shoes, bags and accessories 	www.TheO.com
Matthan Jewellery Collection	Private female-owned jewellery manufacturing company operating in Maun and Palapye	✓	✓					✓	<ul style="list-style-type: none"> Leader supports women entrepreneurship, empowerment and mentorship Associated with Lionesses of Africa 	www.explorebotswana.info/matthan-jewel/
Kenole Molefhi	Private company operating informally in Molepolole creating wedding attires, suits, dresses and school winter clothing	✓	✓	✓				✓	<ul style="list-style-type: none"> Women-owned with all-women staff No formal partnerships, except for stores she sources material from 	
FRANCISTOWN KNITTERS (PTY) LTD	Private company operating in the Northern part of Botswana, manufacturing industrial wear, school wear and sportswear	✓	✓	✓				✓	<ul style="list-style-type: none"> 99% of the staff members are women Associated with the BITC 	

Manufacturing Sector

Regional level stakeholders in other regions across Botswana



Technical assistance/
operational support



Manufacturing, supplying,
trade activities



Capacity building,
education, training



Financial/Non-financial
support, funding



Lobbying/Bargaining/
Syndication



Policy, Advocacy,
Research



Women-centric
provision(s)/operation(s)

Stakeholder	Brief description	Core activities						Key relationships and strengths	Website	
Street Cobbler	Private company operating in Molepolole, manufacturing and servicing shoes and other accessories	✓	✓					✓	<ul style="list-style-type: none"> Female owned company Associated with Citizen Entrepreneurial Development Agency 	
Botswelelo Centre	Cooperative in Thamaga manufacturing a wide range of handcrafted pottery products	✓	✓					✓	<ul style="list-style-type: none"> Most of its employees are women Arts and Craft division of the center is run by local women Associated with Village Development Committee 	
Marine Garments	Private export-oriented company operating in Mogoditshane, producing clothing and employee workwear, with apparel customisation services from design to distribution	✓	✓					✓	<ul style="list-style-type: none"> Employs totally 600 workers, more than half of which are women Female-owned business enterprise Associated with BITC, Business Botswana (BB), Botswana Export and Manufacturers Association (BEMA), Botswana Textile Manufacturers Association, Local Enterprise Authority (LEA), and the Ministry of Trade and Industry Has export agents based in South Africa 	www.marine.co.bw
KINGS LEATHERWORKS	Private company operating in Central District (Letlhakane) producing shoes and other leather products such as belts and accessories	✓	✓	✓					<ul style="list-style-type: none"> Limited gender awareness activities observed Associated with BITC 	www.gobotswana.com/kings-leatherworks
Thapelo Otsoeng	Private informal business operating in Lobatse, manufacturing leather and leather goods such as bags, shoes and accessories	✓	✓						<ul style="list-style-type: none"> Limited gender awareness activities seen Associated with Botswana Meat Commission 	