



## **STATEMENT**

**BY**

**MRS SEGAKWENG TSIANE, PERMANENT SECRETARY,  
MINISTRY OF LABOUR AND HOME AFFAIRS  
OF THE REPUBLIC OF BOTSWANA**

**DURING THE 55<sup>TH</sup> SESSION OF THE  
COMMISSION ON THE STATUS OF WOMEN**

**28<sup>th</sup> FEBRUARY 2011**

**NEW YORK**

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STATEMENT

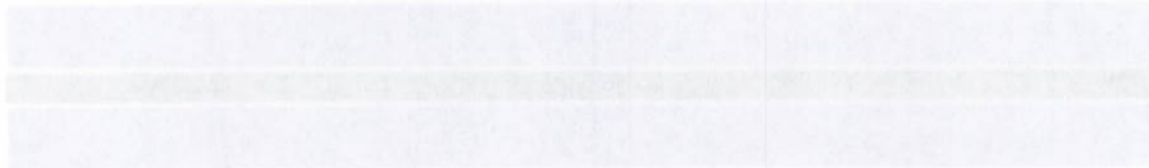
BY

THE SECRETARY FOR  
MINISTRY OF LABOUR AND HOME AFFAIRS  
OF THE REPUBLIC OF BOTSWANA  
DURING THE 25<sup>TH</sup> SESSION OF THE UNITED NATIONS  
COMMISSION ON THE STATUS OF WOMEN

18 FEBRUARY 1972

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in partnership with the Forum for Women Engineers and Girl Scientist in Africa (Forum-WEGA) that is hosted by the University of Botswana on a Girl Scientist Mentorship programme. One of the main objectives of the programme at national level established:-

- secondly, conduct a mentorship programme under the name "Adopt a School" where each woman engineer and technologist is encouraged to take responsibility for at least one secondary school, as a mentor and role model for young female aspiring scientist and engineer. The woman engineer also maintains a close liaison between her adopted school and an engineering industry e.g. mining, geology, diamond cutting and design, telecommunications, etc.

- establish a network of school science clubs which will provide mentoring and handholding programmes for young scientists and technologists.

- A sports and recreation programme for increased learning of science and technology, known as Science Boot Camps are being intensified with a view to expose girl students to science and engineering through fun learning.

- The National Internship programme introduced by His Excellency the President of Botswana has already provided an opportunity for young female university graduates to experience practical transition from university to the world of work.

At the grassroots level, the encouragement of the learning of science and technology by the semi skilled and skilled, several avenues have been opened to expand access for women to science and technology education, primarily, increasing access to skills training and vocational training, the inter community based basic education and skills training, and vocational training schools. In the 1990s Botswana Government through the Ministry of Labour and Human Affairs introduced craft competency based modules and training for interested and semi literate learners. These programmes are mainly designed to help young girls access to artisan skills trades, such as leather work, pottery, woodwork, plantain and machinery repair, and other related skills, to thereby increasing their employability.

It is important to mention that in ICT, where we see an almost equal access to ICT training, there are no gender disparities in terms of qualifications between boys and girls. While boys tend to choose to study computer engineering and software design, girls tend to study in greater numbers network design, systems integration and data management which provides a higher level of expertise in the competitive pay structure between men and women in ICT.

In addition, Botswana Government has during the current National Development Plan (2018-2023) increased financial support to technical and vocational education, including provision of bursaries and student loans with flexible repayment terms as a way of encouraging girls to opt for vocational and technical education as an alternative to university education. Botswana has also made a deliberate decision to build a specialised university of science and technology, to offer degree and post graduate programmes at the Botswana College of Agriculture as well as the establishment of the Innovation, Industry and Food

Research and Technology Centre under the Ministry of Infrastructure, Technology. The expected access, and encouragement of young girls to learn science and technology, including research and innovation...

Mr President,

In terms of public infrastructure, Botswana has developed the National Human Resource Development Strategy, whose implementation is led by a multidisciplinary Council, which I am privileged to be a member of, with special focus on building science and technology. In Botswana, we expect to develop local capacity in research and innovation to benefit humanity.

The legal environment has also been reformed to remove any impediments to gender equality. The Botswana Mines and Quarries Act was amended to allow women as equals to men to work in mines and quarries. The Employment Act was amended to ensure work for women, and rights. Finally, Botswana signed the Decent Work Agenda programme with the ILO on the 17<sup>th</sup> February 2017 which will be implemented through the tripartite structure, thereby ensuring equal access to work, equal pay and social protection for women and men. Botswana will in the implementation of the Programme give the necessary attention to the elimination of gender based stereotypes.

With these remarks, Botswana supports the implementation of the outcome of the 55<sup>th</sup> session of the Commission, as added strength to the Beyond 2025 Agenda and the Millennium Development Goals.

I thank you, Mr President.

Research and Technology Centre under the Ministry of Infrastructural Science and Technology. The expected outcomes of these national initiatives are increased access and encouragement of young girls to learn science and technology, including research and innovation.

Mr President,

In terms of policy infrastructure, Botswana has developed the National Human Resource Development Strategy, whose important policy areas include: a Council, which I am privileged to be a member of, with special focus on building a science and technology human capital in Botswana. In the long term we expect to develop local capacity in research, and to come up with innovations that will enrich humanity.

The legal environment has also been reformed to remove any impediments to gender equality. The Botswana Mines and Quarries Act was amended to allow women as equals to men to work in quarries and underground in the mines. The Employment Act was amended in 2018 to among other things, enhance conditions of work for women and rights. Finally, Botswana is a signatory to the African Union with the ILO on the 17<sup>th</sup> February 2017, which was implemented through the legislative structure, thereby ensuring equal access to work, equal pay and social protection for women and men. Botswana will in the implementation of the Programme give the necessary attention to the elimination of gender-stereotypes.

With these remarks, Botswana supports the implementation of the outcome of the 25<sup>th</sup> session of the [High Level Panel of Experts](#) on the implementation of the 2030 Agenda and the Sustainable Development Goals.

I thank you, Mr President.