



GREEN JOBS FOR WOMEN IN AFRICA: BOTSWANA COUNTRY REPORT

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African Development Bank Group
Abidjan 01, Côte d'Ivoire;
Phone (Standard) : +225 2026 3900
Internet: www.afdb.org.

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Executive Summary

As economies resume growth after the shock of the pandemic, will countries take the opportunity to accelerate their transformation to a green economy by creating more green jobs? And will they also use the moment to lift up one of the most disadvantaged sectors of societies and ensure women participate equitably in any new green jobs? Women will not share in new green jobs automatically: it will depend on setting and implanting the right policies, which put environmental resilience and gender equality at the core of national strategies. Promoting green jobs for women is now essential. This report on the potential for green jobs for women in Botswana is one of six country reports¹ prepared as part of a larger study Green jobs for women in Africa that uses regional and country-level data to identify the opportunities which exist for women's participation in green jobs. Such jobs are at the nexus of three transformations: to drive growth in sub-Saharan Africa, green the economy and drive equality and empowerment for women. With green jobs they can be achieved together.

Key findings

- i. Botswana's long-term economic growth, mainly based on diamond exports, is considered a success story. However, the COVID-19 lockdown, and an accelerated decline in diamond demand, led to an economic contraction of nearly 9% in 2020.
- ii. Botswana's policies have long focused on sustainable development and sustainable resource use, which has helped lay a solid foundation for the transition to a green economy.
- iii. The government has identified three key sectors that can contribute to the development of a green economy and have high potential for growth, job creation, and poverty reduction: (1)

¹The six countries are: Botswana, Cameroon, Ghana, Senegal, South Africa and Uganda.

agriculture, (2) livestock, (3) tourism. All these sectors, where women already play major roles, could provide many green jobs for women.

- iv. Key barriers preventing women from accessing green jobs opportunities include: discriminatory laws and customs that limit women's access to and ownership of productive resources, economic activities, access to finance, and limited participation in decision-making. Women are often economically dependent on their partners, and hence struggle to access resources such as land, livestock, or credit from larger financial institutions due to lack of collateral.²

Key recommendations

- i. Promote women agri-entrepreneurs' access to markets to sell their produce and increase their income, by scaling up agricultural productive activities.
- ii. Enhance women's access to credit and capacity-building in business management and technical skills across sectors.
- iii. Simplify tax schemes, provide tax breaks and offer tax advice to women entrepreneurs.
- iv. Promote the formalization of women's cooperatives in the mining sector, given a significant women's work as artisanal and small-scale miners.

1

THE ECONOMIC SITUATION

Through fiscal discipline and sound management, Botswana has transformed itself from one of the poorest countries in the world into a middle-income country over the course of 50 years. Since its independence in 1966, Botswana had one of the world's highest economic growth rates until 2008,³ becoming a noteworthy success story in sub-Saharan Africa.⁴ It created conditions conducive to economic growth including an accommodative monetary policy, initiatives to improve the business climate, and the strategies laid out in the 11th National Development Plan (2017) to diversify both production and exports away from mining and into other growth-enhancing and job-creating sectors.⁵ Until 2017, Botswana has been growing more modestly, primarily due to a downturn in the global diamond market, although water and power shortages have also played a key role. Botswana's GDP shrank by 8.9% in 2020 due to the effects of the COVID-19 pandemic. Its mining output dropped significantly as demand for diamonds decreased further, while non-mining output also shrank. Trade, construction, manufacturing, hospitality (hotels and restaurants), and transport were the sectors most affected.⁶ However the prevalence of HIV/AIDS in the population is also among the highest in the world and threatens to undermine the country's economic gains.

²<https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/BW.pdf>

³Central Intelligence Agency (CIA). 2020. World Year Factbook.

⁴World Bank. <https://www.worldbank.org/en/country/botswana/overview#1>.

⁵African Development Bank. 2020a. African Economic Outlook 2020. <https://www.afdb.org/en/documents/african-economic-outlook-2020>.

⁶African Development Bank. 2021. African Economic Outlook.

2

GREEN GROWTH IN BOTSWANA

2.1 Botswana's strategies, policies and programmes to promote green growth

Botswana organized one of Africa's first multi-stakeholder workshops to explore the concept of the green economy in depth and map out what a transition to a green economy would entail for the country.⁷ Botswana had already been pursuing good governance and sustainable growth on the basis of prudent economic management. It had invested its mining revenues in human and physical capital including health and education infrastructure, the establishment of social safety nets, and the wise use and conservation of natural resources and biodiversity in and beyond protected areas. The building blocks for sustainable development are prominent in Botswana's Vision 2016⁸ document, having been gradually constructed through various policies and strategies – notably the National Conservation Strategy (1987), the National Policy on Natural Resources Conservation and Development (1990), the National Strategy for Poverty Reduction (2003), the Strategy for Economic Diversification and Sustainable Growth (2008) as well as in various national development plans. However, key economic issues persist, such as environmental pricing, incentives, fiscal policy, and defining the private sector's role in sustainable development.

2.2 Key sectors with green jobs potential

According to Business Botswana,⁹ investment opportunities for green jobs exist in a number of sectors: agriculture, livestock (cattle, dairy farming, pork production) and tourism (agritourism, ecotourism, and cultural tourism).

2.2.1 Agriculture

Botswana's arable land is roughly 0.7% of the country's total area.¹⁰ The majority of the population lives in rural areas and depends on agriculture both for subsistence and for their livelihoods. Botswana's challenging climatic conditions and poor soils make most of the country's land unsuitable for crop production, except for the eastern part of the country.¹¹ More women than men are engaged in crop production because they own more arable land than men do (57.6%, compared to 41.6%), even though their plots tend to be the smaller ones. In the crops value chain, women are responsible for planting/sowing seeds, weeding, harvesting, processing and post-harvest handling, while men are responsible for land preparation, checking equipment and ploughing. Botswana is

⁷<https://www.environmental-mainstreaming.org/conferences.html>, <https://www.greeneconomycoalition.org/news-and-resources/national-vision-green-economy-emerges-botswana>.

⁸ <https://paris21.org/sites/default/files/3144.pdf>

⁹ www.Gobotswana.com/sectors.

¹⁰ World Atlas. www.worldatlas.com.

¹¹ Food and Agriculture Organization (FAO). 2018. Botswana: National gender profile of agriculture and rural livelihoods. <https://www.fao.org/3/I8704EN/i8704en.pdf>.

often forced to import food from countries such as South Africa, as the agriculture sector faces significant challenges: soil erosion, over-reliance on traditional agricultural methods and perennial droughts. To combat these challenges, the Botswana Government has invested in research on soil conservation and developing climate-resilient grain varieties. There is clear potential to create green jobs in organic fertilizer and pesticide production, eco-labelling and certification, water harvesting and drip-irrigation, tree planting, soil management and erosion control.

2.2.2 Livestock

Livestock accounts for roughly 80% of the country's agricultural sector, mostly focused on cattle which, according to several estimates, may outnumber people in the country by two to one. Green job potential includes non-invasive greener pasturing and local fodder production. Dairy farming has been identified as a potential area of growth and investment although the cost of feed is a critical challenge, which also creates an investment opportunity for domestic feed production that could give rise to green job opportunities for women. Botswana is also a net importer of pork products which creates opportunities to invest in pig rearing, focusing on local ecological pork production, slaughter facilities, and grain/feed production. There is also the potential to create green jobs in improved feed management by storing animal feeds, making better use of the feed available, growing suitable grass varieties, collecting livestock manure to apply to fields, and gradually switching to livestock species that are better adapted to water scarcity and resistant to disease and pasture management.¹²

2.2.3 Tourism

Botswana boasts a variety of stunning sites that attract large numbers of tourists each year.¹³ Tourism is an essential source of foreign exchange earnings, as many people in Botswana are engaged in tourism-related jobs, including cattle farming and agriculture, to produce food for the hospitality industries. In recognition of the significant role played by the tourism sector in growth and employment creation, the government continued to create an enabling environment for investment and operations of tourism businesses.¹⁴ The rationalization of land acquisition processes through the land banking system and the introduction of permanent licences are among the initiatives which make it easy to do business in the sector and has resulted in the exponential growth of bed and breakfast businesses.

Botswana's ecotourism policies have won praise.¹⁵ In the 1980s the government began developing high-revenue, low-volume tourism, with local communities benefiting directly from income-generating activities, including lease fees paid by lodges and safari operators. Conservation policies are designed to protect the continent's wildlife. For example, in 2014 commercial hunting

¹²<https://openknowledge.worldbank.org/bitstream/handle/10986/22983/Gender0in0clim0riculture0sourcebook.pdf?sequence=1&isAllowed=y>

¹³ Ibid.

¹⁴ Government of Botswana. 2016. National Development Plan 2017-2023.

¹⁵<https://www.bookallsafaris.com/all/d/africa-and-the-middle-east/botswana>

was banned.¹⁶ There is wider potential to create green jobs in eco-tourism ventures such as tour providers, environmentally-friendly hotels and homestays, organic food sellers and restaurants and promoting resource efficiency (energy, water) across ecotourism micro and small-sized enterprises.



GREEN JOBS OPPORTUNITIES FOR WOMEN

According to official statistics,¹⁷ agriculture, forestry and fisheries formally employ 56,000 people, 22.8% of whom are women. Investments in arable agriculture are expected to stimulate private sector development, create employment, develop value-added opportunities, enhance food security and, ultimately, exports. The food processing sector could provide sustainable and green job opportunities for women. For example, tomato paste production is an existing opportunity, utilizing surplus tomato production, and it opens the way to other food packing opportunities. Sustainable agriculture and recyclable packaging also could provide opportunities for women by greening production methods.

The gender dynamics of forestry in Botswana are unclear, but women of the Baswara ethnic group dominate product gathering in the veldt that consists mainly of harvesting wild fruits and herbs, but they also collect firewood and work in plant nurseries.¹⁸ Nearly all small-scale horticulture production is women's domain.¹⁹

3.1 Livestock

In Botswana, livestock assets are especially socially prestigious and provide food, draught power, manure, skin, hide, cash, security, social and cultural identity, a medium of exchange and means of savings. The ratio of male to female ownership of cattle holdings is 3 to 1, for chickens is 2 to 1, but the ratio of population of animals owned by male to female is 5 to 1.²⁰ As women are fully engaged in livestock production, the adoption of greener production methods could create more jobs for women. Women could access green jobs in improved feed management by storing animal feeds, making better use of available feed, growing suitable grass varieties, collecting livestock manure to fertilise fields, gradually switching to livestock species that are better adapted to water scarcity and more resistant to disease and engage in pasture management.²¹ There are also opportunities for women to engage in sustainable and ecological poultry production.

¹⁶ Drughi O. 2018. The positive and negative impacts of ecotourism on African wildlife. <https://www.bookallsafaris.com/news/impact-ecotourism-african-wildlife>.

¹⁷ Statistics Botswana

¹⁸ Food and Agriculture Organization of the United Nations. 2018.

¹⁹ Ibid.

²⁰ <http://www.lrrd.org/lrrd20/10/olad20156.htm>

²¹ <https://openknowledge.worldbank.org/bitstream/handle/10986/22983/Gender0in0clim0riculture0sourcebook.pdf?sequence=1&isAllowed=y>

3.2 Tourism

The accommodation and food sector employs almost 26,000 people in Botswana, 70% of whom are women.²² About 38% of Botswana's land area is devoted to national parks, reserves and wildlife management areas.²³ The country is also the last stronghold for a number of endangered bird and mammal species, including the wild dog, cheetah, brown hyena, cape vulture, wattled crane, kori bustard, and Pel's fishing owl. Ecotourism, nature-based tourism and agrotourism therefore offer significant green job opportunities for women. Overall, ecotourism has proved to be a pathway that can lead to improved livelihoods and promote biodiversity conservation at the same time. Post-pandemic, the sector's expansion may create green jobs for women in the form of entrepreneurship and community-based tourism initiatives, including as climbing guides, park rangers and protected areas managers.

TABLE 1

Good practices and examples of women's access to green jobs in Botswana

Sector	Good practices/examples
Natural Resources	<p>The basket-making industry in the Okavango Delta area has always been led by women, who are skilled producers of traditional baskets. The earliest initiatives to organize producers and encourage them to start making baskets for sale engaged with women, presumably in recognition of their position as custodians of the art. Another example is pottery production in Thamaga village. This establishment focused on textile arts and crafts before moving towards pottery when the other products were not selling well.²⁴ The Lentswe-la-Oodi Weavers project is another example of how women's craft-based businesses have been organized and women have been helped to go into business. The business was started in the early 1970s by a Swedish couple and is now owned by the women who design, weave and sell colourful tapestries and other woven goods.²⁵</p> <p>In the Tswapong area in Eastern Botswana, 26 villages formed a women's community-based trust involved in the management of natural resources. The trust, called Kgetsi yaTsie, assists rural women's economic and social self-empowerment by organizing their entrepreneurial activities based on sustainable management of natural resources.²⁶</p>
Energy	<p>Eunice Ntobedzi is a woman entrepreneur, director and owner of EmPowered FinTech, which provides financial services that enable communities without banking services to access reliable, affordable, and clean energy through Sandico Botswana, an energy service company developing decentralized off-grid community-scale solar photovoltaic Energy Hubs in the South African Development Community region. She is also the innovator of a mobile/cloud-based energy management platform. Ntobedzi believes that access to clean energy also will significantly improve women's health by removing household exposure to the health risks of smoky fuels. She is also a lecturer at Francistown College of Technical and Vocational Education, has hired female engineers in the solar panel business and is a proponent of women's education in science, technology, engineering, and math fields.²⁷</p>

²² Statistics Botswana.

²³ Botswana also has one of the world's largest intact inland deltas, the Okavango; the world's second largest game reserve, the Central Kalahari Game Reserve; the Makgadikgadi, an uninhabited salt pan that is the size of Portugal; and the prolific wildlife of the Chobe National Park.

²⁴ Moswete, N., Lacey, G. 2015. 'Women Cannot Lead': Empowering Women Through Cultural Tourism in Botswana. *Journal of Sustainable Tourism* 23(4).

²⁵ https://www.researchgate.net/publication/240263464_Case_Study_of_the_Oodi_Weavers_of_Botswana_Challenges_to_Sustainability_in_Southern_Africa

²⁶ https://www.researchgate.net/publication/291385222_Ecotourism_development_and_female_empowerment_in_Botswana_A_review

²⁷ <http://www.waafrikaonline.com/2017/05/africans-you-should-know-q-with.html>

4

ENABLING FACTORS FOR AND BOTTLENECKS TO WOMEN'S PARTICIPATION IN THE GREEN ECONOMY

4.1 Enabling factors

- Botswana has achieved gender parity at the primary, secondary and tertiary levels of education, and the most recent available adult literacy rate (2013) was 86.7% for people aged 15 years and above (87.5% among females and 86.1% among males).²⁸
- In March 2015 the government approved the National Policy on Gender and Development, fully highlighting the importance of gender equality.²⁹ Its priority areas include poverty prevention and economic development, social protection, the promotion of democracy, freedom from violence, and the protection of vulnerable groups. Similarly, Botswana's Vision 2036,³⁰ states: "Botswana will be a society where all men and women have equal opportunity to actively participate in the economic, social, cultural and political development."³¹
- In 2020 the 2015 land policy³² was amended to equalize men's and women's rights to land ownership, giving married women the right to own land. Previously, married women were eligible to own land only if their husbands did not.
- The Women's Economic Empowerment Programme and the Women's Grant provide seed money for women's groups to help jumpstart women-led small business projects.

4.2 Bottlenecks

- About 39% of the national population lives below the poverty line, but for women the rate is 51.5% showing a disparity still remains. Major health issues faced by women include breast and cervical cancer as well as HIV/AIDS, where prevalence rates in Botswana are among the highest in the world, and are higher among females (21%) than among males (18%).
- Discriminatory legal provisions remain in Botswana, constraining women's freedom of movement, affecting women's pay and decisions to work. Sons and daughters do not have equal rights to inherit assets from their parents, and while the law mandates the valuation of non-monetary contributions it further restricts women's access to assets. The law does not clearly prohibit discrimination in employment based on gender, or sexual harassment in employment, and does not mandate equal remuneration for work of equal value. Moreover, there is no maternity or paternity leave mandated by law.³³

²⁸ <https://data.worldbank.org/indicator/SE.ADT.LITR.ZS?locations=BW>

²⁹ <http://www.gov.bw/en/Ministries--Authorities/Ministries/Ministry-of-Labour--Home-Affairs-MLHA/Ministers-Speeches/THE-NATIONAL-POLICY-ON-GENDER-AND-DEVELOPMENT/>

³⁰ <https://www.statsbots.org.bw/sites/default/files/documents/Vision%202036.pdf>

³¹ <https://www.vision2036.org.bw/human-and-social-development>

³² <https://www.news24.com/news24/africa/news/botswana-opts-to-make-land-owners-of-wives-with-new-law-20200917>

³³ <https://wbi.worldbank.org/content/dam/documents/wbi/2022/snapshots/Botswana.pdf>

- Cultural limitations that restrict women's mobility in certain regions pose serious risks of gender-based violence incidents. In 2013, almost 70% of women in Botswana reported experiencing some form of gender-based violence in their lifetimes; 30% had experienced such violence in the preceding 12 months.³⁴

5

SUMMARY OF GREENING OPPORTUNITIES, WOMEN'S CURRENT PARTICIPATION IN GREEN JOBS, OBSTACLES TO GREATER PARTICIPATION, AND RECOMMENDATIONS

TABLE 2.

Greening opportunities matrix for women in Botswana

Sector	Greening opportunities	Women's current participation in green jobs (examples)	Obstacles to greater participation	Recommendations
Sustainable agriculture	<p>Botswana is 50% self-sufficient in horticulture.</p> <p>Botswana is a net food importing country and there is potential to increase domestic production of basic food, such as cereals (grain, sorghum, and maize) which can create green jobs opportunities in food processing.</p> <p>Horticulture packaging, certification and bulk sales to domestic and international markets could also provide green jobs opportunities – for example, tomato paste, forest-based products and fishing and fish processing.</p>	<p>Some 3.7% of women work in agriculture, compared to 10.6% of men.</p> <p>More women than men are engaged in crop production. Women own 56.7% of arable land.</p> <p>Nearly all small-scale horticulture is in women's hands.</p> <p>Women of the Baswara ethnic group predominate in gathering forest products.</p> <p>The majority of subsistence fishers in the Okavango Delta are women.³⁵</p>	<p>Women's land plots are smaller than those owned by men.</p> <p>Limited agricultural skills, capital, and knowledge of markets.</p> <p>Harsh climate and poor soil quality make most of the country unsuitable for crop production.</p> <p>Women own only 25% of boreholes.</p>	<p>Improve women's access to credit and training.</p> <p>Increase the number of female extension workers.</p> <p>Provide funding and technical training for better integration of women in value-added activities and integration in the value chain.</p>

³⁴<https://www.bw.undp.org/content/dam/botswana/docs/Gov%20and%20HR/GBV%20Indicators%20Botswana%20report.pdf>.

³⁵ www.gobotswana.com.

TABLE 2 (CONTINUED):

Greening opportunities matrix for women in Botswana

Sustainable animal husbandry	<p>Dairy farming. Fodder for cattle.</p> <p>Domestic feed production, improved feed management by storing animal feeds, making better use of available feed. Expanded rawhide processing.</p> <p>Sustainable and ecologic poultry production and pig rearing.</p> <p>Collection of livestock manure to apply to fields Gradual switch to livestock species that are adapted to water scarcity, more resistant to disease and pasture management.</p>	<p>The livestock sector contributes 80% to Botswana's overall agricultural sector.</p> <p>Marked gender differences in ownership of different livestock animals.</p> <p>Mostly women own small livestock, such as poultry. Mostly men own cattle, goats, sheep, and donkeys. Relatively equal ownership of pigs.</p>	<p>Women own less livestock than men: the ratio of male to female ownership of cattle holdings is 3 to 1, for chickens is 2 to 1, and the overall ratio of population of animals owned by male to female is 5 to 1.</p> <p>Constraints to access finance include preconditions and procedural requirements laid out by financial institutions.</p> <p>Limited access to training opportunities.</p>	<p>Improve women's access to credit and training that adds value along the value chain. Introduce simplified borrowing and collateral requirements that take into consideration aggregate savings and insurance products.</p> <p>Bring organizational support to women operators for production, processing, transportation, commercialization, storage, and marketing.</p> <p>Facilitate access to training and literacy for women in associations or groups in green sectors.</p>
Sustainable tourism	<p>The tourism sector (agritourism, ecotourism, cultural tourism) has a high potential to improve the livelihoods of local communities by creating jobs and other income-generating activities.</p> <p>In cultural tourism and nature-based tourism: potential ecotourism sites include national parks, reserves, and world heritage sites.</p> <p>The government aims to create an enabling environment for investment and operations of tourism businesses.</p> <p>The rationalization of land acquisition processes through the land banking system and the introduction of permanent licences have resulted in exponential growth of bed and breakfast businesses. 38% of total land area is devoted to national parks, reserves, and wildlife management areas.</p> <p>Botswana has the world's largest intact inland delta, the world's second largest game reserve, huge uninhabited salt pans, prolific wildlife, and is the last remaining habitat of many endangered bird and mammal species.</p>	<p>Women constitute 70% of the labour force in the food and accommodation sectors.</p> <p>In eastern Botswana 26 villages have formed a women's community-based trust, Kgetsi yaTsie, for the sustainable use and management of natural resources.</p>	<p>Lack of access to credit, and poor sector-specific skills led to failures in ecotourism, according to a 2016 study.³⁶</p> <p>Aside from ecotourism venues, severe resource scarcity has negatively impacted women's income-generating opportunities– for example, firewood, mopane worm and palm leaves for basket making.</p>	<p>Stakeholders in tourist destinations, including service providers, need to take a joint approach to capacity-development and support women to access technical green jobs in the sector.</p> <p>Enhance women's access to credit, including for women's groups.</p> <p>Provide business skills training to address lack of skills necessary for the tourism sector.</p>

³⁶https://www.researchgate.net/publication/291385222_Ecotourism_development_and_female_empowerment_in_Botswana_A_review

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AFRICAN DEVELOPMENT BANK GROUP

Africa Natural Resources Management & Investment Centre

Avenue Jean-Paul II -01BP 1387,
Abidjan - Côte d'Ivoire

ecnr_info@afdb.org
www.afdb.org

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