



OKAVANGO DELTA FACES A THREAT

- Reacon Africa plans oil and gas drilling operations to commence in December 2020



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E-mail: newsdesk@echo.co.bw

Advertising

Telephone: (267) 3933 805/6
E-mail: sales@echo.co.bw

Sales & Marketing Manager

Ruele Ramoeng
ruel@ymhp.co.bw

Editor

Bright Kholi
kholib@ymhp.co.bw

Head of Design

Ame Kolobetso
ame.kolobetso@ymhp.co.bw

Distribution & Circulation

Mogapi Ketletseng
ketletsengm@echo.co.bw

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YMH Publishing,
Unit 3, Kgale Court, Plot 128,
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Postal address:
P O BOX 840,
Gaborone,
Botswana
Telephone: (267) 3933 805/6.
E-mail: info@echo.co.bw
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Okavango Delta Faces Threat

The Okavango Delta, a world Heritage site and one of the most sensitive ecosystems in the world faces a serious environmental threat if Canadian company Recon Africa goes ahead with its plans to drill oil and gas well in Kavango area.

This has caused great uneasiness among the environmental conservation world, as the area earmarked by the company for fracking sits in one of the biggest conservation Transfrontier areas - The Kavango Zambezi Transfrontier Conservation Areas. There are fears that such a development would have catastrophic impact on the ecological and hydrological functioning of the Okavango Delta downstream.

The move would disturb the environmental ecosystems of the Kavango River, the Okavango Delta and its also feared that it would affect the Tsodilo Hills, also a heritage site. The Okavango River, in the north of the potential fracking zone, is the sole provider of water to the Okavango Delta, Botswana's most visited tourist attraction.

In a statement released recently the company stated that it is a position to "initiate and complete a three well drilling program in the most opportune parts of Kavango Basin, with the initial goal of establishing an active Permian aged petroleum system."

The company's Chief Executive Officer, Scot Evans said Recon Africa has successfully With the very successful completion

of ReconAfrica's recent round of funding of approximately C\$23 million, the Company is now well positioned to begin its evaluation of the Kavango Basin, one of the world's last remaining undeveloped deep sedimentary basins," stated Scot Evans, Chief Executive Officer.

To further show the advancement of the company's drilling plans, Reacon Africa says it will use its 1000 HP Crown drilling rig purchased in Q1 2020, which is completing refurbishment and upgrade by Henderson Rigs in Houston.

"While several months of work was lost due to COVID-19 related shutdowns, work has resumed and on track to complete the refurbishment by October, 2020, where subsequently the rig and all ancillary equipment will be shipped from the Port

of Houston, Texas to the Port of Walvis Bay, Namibia and on to the first of three drilling locations in the Kavango Basin, northeastern Namibia," the statement reads.

The company said it holds petroleum licenses comprising approximately 8.75 million acres in northeastern Namibia and northwestern Botswana.

The project seems to be shrouded in mystery and secrecy as authorities in both countries have remained mum on this developments, but the announcement by the company has triggered an outcry from conservationists in Namibia. The have decried lack of consultation on the proposed project.

They have posited that a project of this magnitude requires process of consultation and an Environmental Impact Assessment to be conducted

before its approved.

Maxi Pia Louis, director of the Namibian Association of Community-based Natural Resource Management Support Organisations (Nacso), is quoted in The Namibian saying the lack of consultation by Recon Africa in the eleven community park concessions included in the alleged prospecting licence area.

"I have no idea about this. It is huge, if there was an environmental impact assessment, I would have known because this is where a lot of our conservation projects are," she says.

The prospective area is also home to Africa's largest migrating elephant herd as well as endangered African painted dogs and sable antelope. It is also a cornerstone of Namibia's tourism economy.





South Africa to allow Travel from all of Africa from October

South Africa will allow travel from October 1, to and from all countries in Africa as well as other countries where levels of COVID-19 infections are not

too high. The announcement was made by President Cyril Ramaphosa as the country moved down to Level 1 last week. For countries outside

Africa, the government will determine whether entry is allowed depending on that country's COVID-19 infection and transmission rate.

Cooperative governance minister Nkosazana Dlamini-Zuma said the government will prepare a list of countries from where travel will be restricted, Dlamini-Zuma said, but did not specify when the list will be published.

"International travel in the continent is allowed to all countries and from all countries," she said. Travellers should have a negative COVID-19 test obtained not more than 72 hours before the date of travel or would have to quarantine.

South African President Cyril Ramaphosa had said on Wednesday the country would open its international borders selectively, as the infection rate has progressively slowed to below 2,000 new cases per day.

At its peak, Africa's most industrialised nation, currently among the world's top ten in terms of total cumulative cases, was recording an average of over 13,000 cases a day in July.

Business travel from high infection countries could be allowed with the approval of the home affairs minister, according to regulations published in the

government gazette on Friday. Only airports in Johannesburg, Cape Town and Durban will be allowed to operate for international flights, the regulations said.

Dlamini-Zuma said the 18 land borders that were partially operational will now be fully opened but that the 35 borders crossings currently closed will remain closed.

"Visa applications in our embassies are now allowed," she said.

South Africa imposed one of the world's strictest lockdowns in March to curb a surge in coronavirus infections. The country's outbreak has claimed over 15,000 lives in the last six months.

The lockdown, which has now been eased, took a huge toll on the economy, especially the mining and tourism sectors, shrinking its size in the second quarter to what it was in 2007 and exacerbating already high levels of unemployment.

(Reuters.)

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WHO encouraged by South Africa’s declining COVID-19 trend

The World Health Organization (WHO) commends the government of South Africa for its determined efforts that have helped to bend the COVID-19 pandemic curve. WHO is greatly encouraged by the ongoing measures to suppress the spread of SARs-COV-2, the virus that causes COVID-19.

To tackle the pandemic South Africa took decisive steps such as instituting response coordination mechanisms at all levels, setting up control interventions for all

critical pillars of response and imposing public health and social measures, including movement restrictions, curfews, closure of businesses, schools and places of worship.

These strong public health measures helped to limit the exponential spread of the COVID-19 pandemic and allowed the country to establish capacities for testing, isolation and treatment of cases and tracing and quarantine of contacts. Over the past weeks,

new COVID-19 infections have been declining.

South Africa is now in the sixth consecutive week of declining number of confirmed cases, currently recording fewer than 2000 cases a day. Two months ago, it was recording about 12 000 cases daily. There has also been a steady drop in demand for hospital beds, ventilators, oxygen and other essential medical needs.

However, with a cumulative 653 000 cases, the country still

accounts for nearly half of all cases in Africa.

“The strong commitment and leadership by the South African government have been and continue to be instrumental in combating the COVID-19 pandemic. Without this dedication we would not be where we are today,” said Dr Matshidiso Moeti, WHO Regional Director for Africa. “The latest trends in South Africa are clearly encouraging. However, we must remain vigilant and be prepared to effectively tackle any resurgence. We are not yet out of the woods and so we must not relax.”

With the declining cases, President Cyril Ramaphosa announced the easing of restrictions from alert level 2 to alter level 1 which means that mass gathering will be allowed indoors from fewer than 50 people to 50% capacity but not exceeding 250 people, overnight curfew hours have been shortened and international travel will be gradually opened to help revive the economy and allow a return to what the president called a “new normal”. However, he emphasized that public health measures including handwashing, wearing masks in public places and physical distancing will remain in force.

“We must do all it takes to stay the course. Even as

the restrictions are being relaxed, preventive measures by individuals are often the critical barrier against COVID-19 infection,” said Dr Owen Kaluwa WHO Country Representative for South Africa. “We will continue to support the national and provincial health departments to develop plans to prevent and mitigate any resurgence until we can overcome this pandemic in South Africa.”

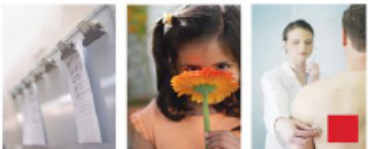
South Africa’s strong health system, research in health science and diagnostic capacity has provided a steady foundation to COVID-19 response in the country and in the region. At the start of the pandemic, South Africa was one of only two countries in Africa able to diagnose the virus. Over the course of the COVID-19 response in Africa, WHO has worked closely with governments to reinforce testing, treatment, tracing of contacts, training health workers as well as helping to procure and ship essential medical equipment and supplies.

President Ramaphosa acknowledged the support of the WHO surge team of experts that has been deployed to South Africa for their contribution in supporting national and provincial efforts in key response areas.



Internal and External Advert

Quality Manager- Life Gaborone Private Hospital



Introduction

A vacancy exists for a **Quality Manager (QM)**, based at **Life Gaborone Private Hospital**, reporting to the **Hospital Manager**. The successful candidate will be the custodian, together with the Hospital Manager, of the Integrated Quality and Environmental Management system and its effectiveness, and for coordinating quality efforts in support of the hospital management team.

Job Purpose

The main purpose of the role of Quality Manager is management of the Quality System in collaboration with various departments within the hospital.

Critical Outputs

Effective building of relationships with internal/external stakeholders:

- Ensure productive working relationships with key internal and external stakeholders (including governmental bodies) by participating in various forums, cross-functional activities and by identifying networking opportunities

Overall management of the Quality Function, through:

- Ensuring that the hospital quality and environmental sustainability objectives are reviewed annually and aligned to the Group objectives
- Communicating the quality and environmental sustainability targets and focus areas to the hospital management and staff and drive projects to achieve these targets together with HOD's
- Generating the hospital quality scorecard and monthly quality reports
- Collating presentations and communicate feedback on trends, risks, incidents and corrective action taken at the hospital Quality Review meetings
- Advising the Engineering /Services Manager on conducting environmental aspect/impact assessments and reporting of environmental incidents
- Partnering with the Infection Prevention Specialist and HOD's to ensure that the correct management and reduction of general and hazardous waste within the hospital and ensure that waste handling meets quality, legal and environmental regulations and standards
- Partnering with the Infection Prevention Specialist/Coordinator to effectively manage the Healthcare Risk Waste management, through implementation and maintenance of processes relating to waste reduction, correct segregation and disposal of waste
- Driving continuous improvement through the Life Healthcare iShift program
- Participation in Patient Experience management (PXM) and CARE program

Effective Deviation Management, through:

- Managing, reporting, investigation and close out of all quality and environmental incidents and deviations to standards in conjunction with the HOD's/Unit Managers
- Manage close out of deviations to standards identified during internal and external audits

Effective management of the InfoQuest data management system, through:

- Training of staff in the use of InfoQuest reporting system
- Ensure all relevant staff has access as needed and checking data for accuracy and reliability
- Ensuring that data is captured accurately and submitted by the specified cut-off dates
- Ensuring that reports are correct, available and utilized effectively
- Measuring performance against the quality objectives, evaluating the results and co-ordinate corrective action where necessary, together with the relevant HOD's

Effective risk identification and management, through:

- Conducting risk assessments on an annual basis, together with HOD's and Unit Managers, in accordance with legal requirements
- Monitoring and review of hazard/risk management quarterly, together with HOD's and Unit Managers
- Monitoring and reporting on the effectiveness of actions taken to mitigate/control risk, together with HOD's and Unit Managers
- Maintaining and updating of Risk register

Effective analyses of data (trending) and management of risks through:

- Ensuring that quality data is accurately recorded, the statistics analyzed and trends identified

Advert template Quality Manager

September 2020

- Ensuring that internal CAR's have been generated based on major trends
 - Monitoring and reporting on actions taken on trends identified through Incident and Alert Management, Patient Experience Management and Customer Relationship Management System
 - Monitoring the effectiveness of correction action
 - Maintaining and updating of CAR register
- Effective Occupational Health and Safety Management, through:*
- Coordinating the hospital Health & Safety Committee meetings
 - Ensuring that all legal appointments are made, staff trained in the requirements of such appointments and legal requirements are adhered to
 - Guiding the Hospital Manager on health and safety related issues in order to ensure that the legal requirements are adhered to for staff safety
 - Coordination of employee injuries and occupational disease reporting - internally and externally
- Emergency planning and disaster management, through:*
- Managing the hospital Emergency and Disaster Plan and practices
 - Coordinating the emergency planning and disaster management plans and ensuring that they are available
- Effective document control, through:*
- Monitoring and ensuring governance of the quality document control processes in the hospital
- Effective participation in internal and external audit processes, through:*
- Planning, coordination and participation in the internal and external audit review process
 - Coordinating and monitoring of corrective actions, monitoring of effectiveness of actions and close out of all non-conformities related to quality with relevant HOD's
- Training of staff:*
- Conduct training within the hospital to ensure that management and staff understand the quality, safety and environmental requirements
 - Induction training conducted using the induction booklet with focus on the legal requirements
- Competencies:**
- | | |
|---|----------------------------|
| • Problem-solving, analysis and judgement | • Building relationships |
| • Resilience | • Customer responsiveness |
| • Verbal & written communication | • Organisational awareness |
| • Influencing | • Monitoring |
| • Action orientation | • Attention to detail |
| • Excellence orientation | • Rule orientation |
- Requirements:**
- Degree in Nursing or Degree in Safety/Quality Management or similar
 - Masters Degree will be an added advantage
 - 3 – 5 years managerial experience
 - Excellent knowledge of Safety and Health legislation
 - Understanding of the private healthcare industry, its challenges and role players would be an advantage.
 - Computer proficiency
 - Current registration with the Botswana Nursing Council or Botswana Health Professions Council

Closing date:

Interested candidates who meet the requirements are invited to apply by forwarding an application letter and a full comprehensive CV by 2nd October 2020 addressed to:
Human Resources Manager
Private Bag BR130
Gaborone
Tel: +267 368 5605
Email: careers.gaborone@lifehealthcare.co.za

Please consider your application as unsuccessful if you do not receive any feedback within 2 weeks from the closing date of this position advertised. Only short listed candidates will be responded to.
For internal candidates - before applying, you are requested to discuss your application with your line manager.
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Namibia to allow international travel, lift COVID state of emergency



The Namibian government said on Thursday it will open up the country for international travel from Sept. 18 as it ends a six-month long state of emergency with the average number of daily coronavirus cases trending downwards.

Festus Mbandeka during the media briefing.

New positive cases have

dropped from a peak of 317 at the end of August to a low of 63 cases on Wednesday, according

to a Reuters tally.

(Reuters.)

President Hage Geingob, during a media briefing, said the government had considered the economic implications of continuing the restrictions and the state of preparedness of its hospitals.

The announcement comes a day after South African President Cyril Ramaphosa said the country would allow international travel

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"Yes, the virus is deadly, however, we are aware that poverty also kills," Geingob said, adding that the state of emergency, which is due to lapse at midnight on Thursday, will not be extended.

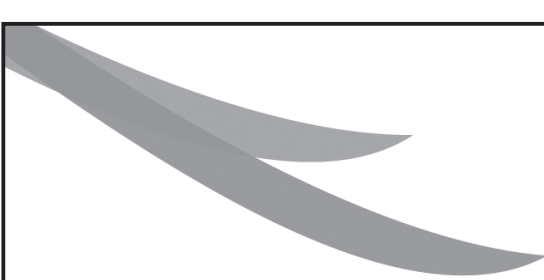
from October and lifted almost all lockdown restrictions with effect from Sept. 21.

Namibia's economy which relies heavily on mining – particularly diamond exports – and wildlife tourism, is expected to contract by a record 7.8% in 2020 after being pounded by the emergency restrictions.

"Yes, the virus is deadly, however, we are aware that poverty also kills," Geingob said, adding that the state of emergency, which is due to lapse at midnight on Thursday, will not be extended.

Travelling in and out of restricted areas including the capital Windhoek and the surrounding towns of Okahandja and Rehoboth will be permitted as a countrywide curfew is lifted, the President said.

Contact sports will be allowed to resume, gambling houses and casinos can reopen and gatherings will be allowed up to either 50% of a venue's capacity or a maximum of 50 people, according to attorney general



INVITATION TO TENDER

BOTSWANA HOUSING CORPORATION

TENDER No. BHC 11-2020/21


CONTRACT C675/26A - CONSTRUCTION AND COMPLETION OF KITCHEN BLOCK WITH ASSOCIATED SITE WORKS AND SERVICES AT DONGA, FRANCISTOWN FOR BOTSWANA DEFENCE FORCE

- The Botswana Housing Corporation invites tender proposals from duly registered companies with **PPADB GRADE D (100% Citizen) Code 01-Building Construction Works and Maintenance Sub Code 01 Building Construction**
- Tender documents containing details of the requirements are available for collection from **Tuesday 1st September 2020** at the following address:


**Procurement Section, Office
Botswana Housing Corporation
Plot 10236/7 Lejara Road, Broadhurst
Gaborone, Botswana**

Business hours are 0730hrs to 1630hrs (Mondays to Fridays)


Telephone: 3605100
- Telegraphic, telephone, facsimile, email or any form of electronic tenders will not be considered.
- Tenders shall be **HAND delivered** to the address stated in (2).
- All tenders must be submitted not later than **0900hrs on Thursday 8th October 2020**
- A non-refundable deposit of BWP560.00 will be required upon collection of the Tender documents. All such payments shall be made by CASH or bank guaranteed cheques in favour of the **Botswana Housing Corporation**.




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Rednest Investment (pty Pty) is a LEA assisted enterprise based at the Francistown Industrial Business Incubator (FIBI). Directed by Mr. Dikgang Mpharitlhe, Rednest Investment specializes in manufacturing of Egg Incubators.

The company enrolled in the LEA Incubation programme in 2017, and has received targeted interventions from LEA to transform the business, including subsidized operational space, Business Management and Technology Coaching; as well as training on various areas including Records Keeping and Entrepreneurship Development among others.

In addition, LEA has nurtured Rednest Investment and facilitated linkages with various markets, as well as business networking through trade fairs and exhibitions in Francistown, Gaborone, Masunga and Selibe-Phikwe.

The business has also been assisted with business plan development to access funds from the Ministry of Youth Empowerment Sport and Culture Development through the Youth Development Fund, and that has enabled the business to expand and create more jobs. As a result, the business expanded and developed new product lines such as hatchers, brooders, and layer cages.

Rednest Investment's main customers include farmers in the poultry industry, schools and Government empowerment programmes. Currently the business has 10 full time employees and engages temporary workers during peak periods.



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"Mogwebi, re go tlhoma kwa pele."



Africa is open for Business

Despite the Covid-19 pandemic, investment opportunities still abound in Africa. Global markets are shifting to South Asia and Africa. “In a sense, Africa is not very far for Asian investors who might be interested in the investment opportunities on the continent,” said Tetsushi Sonobe, dean of the Asian Development Bank Institute (ADBI), at the presentation of the African Development Bank’s (AfDB’s) African Economic Outlook Supplement to Asian audiences

Around 350 participants attended the virtual event, which was co-hosted by the Asia External Representation Office of the African Development Bank. The audience included government officials, representatives from the African diplomatic corps in Asia, development professionals, representatives of civil society, academics and think tanks, students, journalists, and the general public

Sonobe observed that Africa’s GDP growth is projected to quickly rebound in 2021 following steady growth before Covid-19.

He identified some of the potential opportunities highlighted in report: “A large market with a very talented youthful population; a three-trillion-dollar market opportunity through the African Continental Free Trade Area (AfCFTA) agreements; greater manufacturing potential as low-cost manufacturing opportunities continue to move to Africa; improved business environment; and improving macroeconomic governance.”

Khaled Sherif, AfDB’s vice president for regional development, integration and business delivery said despite the pandemic affecting all African economies, its magnitude will vary considerably from country to country, depending on the economic characteristics and initial conditions of the countries.

“This urges us to avoid the one-size-fits-all solution to address the effects of Covid-19 in Africa. For that, the AEO Supplement notes that the continent will need the support and expertise of all. This is an opportunity to enrich the debate on what appropriate measures are needed to support African countries to recover from the pandemic, drawing particularly from Asian experience,” he said.

The policy recommendations of the supplement could be regarded as important opportunities for investments. Participants also observed that although Africa is human-resource-rich, Africa will need to work on closing its infrastructure gap – an issue

the AfDB has made one of its top priorities.

The African Economic Outlook Supplement underlines the urgency to build the resilience of Africa’s healthcare systems and economies to improve countries’ preparedness for future shocks. This means that African countries will need to rethink their current development strategies and priorities, which have clearly


shown their limitations.

“Policymakers must seize the new and real opportunities for participation in global value chains, particularly with Asia and within Africa and build the infrastructure needed to encourage large-scale teleworking, e-health, and distance learning architectures for a rapid, resilient, and sustainable recovery in a post-Covid-19 digital world,” said

Chuku Chuku, officer in charge of the bank’s macroeconomic policy, debt sustainability and forecasting division.

“The pandemic notwithstanding, Africa is open to business and we look forward to working with our Asian partners.”

(Bizcommunity.)



INVITATION TO TENDER

BOTSWANA HOUSING CORPORATION

TENDER No. BHC 15-2020/21


CONTRACT C705/1F - CONSTRUCTION AND COMPLETION OF 4NO EXECUTIVE TOWN HOUSES WITH ASSOCIATED SITE WORKS AND SERVICES AT GABORONE ON PLOTS 274 FOR BOTSWANA HOUSING CORPORATION

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Africa’s dilemma: Cheap Smartphones vs High Data costs

By Emmanuel Allotey

Africa has the highest mobile penetration in the world and despite this attainment Africa has the world’s most expensive prepaid mobile data plans. Over the years, the price of smartphones has reduced making it affordable to Africans, however high data costs are preventing

many Africans from being consistently online. The impact of COVID-19 has emphasised the importance of technology and internet connectivity in the fight against the spread of the virus. The impact of COVID-19 on the education system has been devastating, leading to the partial or total closures of schools, universities, and colleges.

The learning function has been migrated online with teachers and students encouraged to interact through technology. The implementation of this initiative has been unsuccessful due to the inherent disparities in the education sector. The Income gap between learners at Private schools and Public or government backed schools

becomes pronounced with the required cost associated with accessing the internet. Learners in poor and rural areas due to affordability cannot access the internet. The biggest driver behind the cost of internet is poor infrastructure. Telecommunication infrastructure in Africa is lacking due to the cost of investment

required to set up core equipment such as fiber optic lines, cell towers, internet routers. A partnership between government and private stakeholders is required to reduce the cost of infrastructure setup. There is a disparity between investment in metropolitan areas compared to rural areas. A joint venture between private and public organisations will reduce the financial burden on individual companies to invest in telecommunication infrastructure. The relatively few internet service providers play a role in the prices charged for data. Regulators need to make it easier for new entrants into the communication industry, creating competition that leads to reduced fees and benefit to customers. Heavy reliance on USSD (Unstructured Supplementary Service Data) a protocol used by GSM cell phones to communicate with their service provider’s computers via text message has created an alternative to using the internet. Customers do not require an internet connection to perform transactions such as send money, pay utility bills and will naturally gravitate to using the cheapest alternative to the internet. Smartphone penetration in Africa has spiked over the past decade, however progress in reducing the cost of accessing the internet has not followed the same trajectory. Data costs continue to remain high and without deliberate intervention by stakeholders this dilemma will continue to prevail.



Starting a Business in Africa: Franchise vs Small Business

By Emmanuel Allotey

Entrepreneurship and Businesses are the driving engine behind economic activity in Africa. Small

and Medium sized enterprises (SMEs) account for about half of global gross domestic product (GDP) and employs over 40% of the workforce in a

nation. Increasingly more and more individuals are opting to start a business, launch new ideas, products or services. However, the challenge they

face is choosing which type of business to start a Franchise or a Small business. Choosing between starting a business or buying a franchise has differing risks and rewards. Higher Success Rate: A franchise is a proven system. All franchisees operate under a common system and get trained about the product line, marketing. Running a small business involves overcoming a lot of hurdles to stabilise the operating rhythm of the business. Brand Recognition: Franchises bring brand awareness with their names from day one. Therefore, customers will know about your products which will increase your sales. Starting a business requires investment in Marketing and brand awareness to increase the visibility of the business which may delay the immediate profitability of the business. Operational Costs: All starting businesses require capital, however there is a fee for buying the franchise and ongoing fees that you need to pay to a franchiser for using the brand name. Decision Making: with Franchises individuals do not have the freedom to change anything in a franchise system. With small business the owner is

in control and can take decisive actions to adapt to the changing operating environment. Innovation and Creativity: starting a business encourages innovation and creativity. If you are a highly creative person full of different ideas and you want to make these ideas a reality through a business. Franchises are standardised ideas that are being reproduced. Business Growth: franchise businesses can grow only up to a certain point but there is no limit to the growth of a small business. Higher Failure Rate: small businesses have a higher failure rate compared to franchise businesses. Statistics show that 25 percent of start-up businesses fail within their first year, 50 percent of the remaining fail within five years and approximately 30 percent of the remaining last ten years. Franchises can also fail, however they receive support from the franchise to prevent immediate collapse. There are rewards and risks when venturing into businesses it is important to undergo comprehensive research of the marketplace before deciding which business to start.



Rethabile Konopo

Stanford GTM – Botswana 2019'

Bosslady in Legal Technology – Ms. Konopo was part of the Stanford Go-to-Market Botswana Program, which forms part of the De Beers Group’s major Social Impact initiative for young entrepreneurs in Botswana.

Rethabile is a Legal practitioner with a Post Graduate Degree in Labour Law and an Honours in Paralegal. She started her own Labour Law Consultancy Firm called Konopo and Partner, originally designed for low income earners in need of legal services.

Subsequent to the GTM program she expanded from offering services to low income earners and pro-bono work, to offering labour advisory for construction companies, fashion institutions,

engineers and other industries. Her pricing model improved, leaving her with a confident feeling not less of a 9 –5 lawyer.

In an interview with Rethabile this week, we have learnt of her exciting journey post the Go-to-Market bootcamp in March 2019. She boasts of how the Stanford bootcamp was rigorous and thought provoking. Rethabile acknowledges that for some time she was shy to admit her business was struggling, until she was in an ecosystem where hustlers were the target market and it was in the same space that she learnt humility and boosted her confidence. Furthermore, she mentions how she gained clarity on the direction she needed to

remodel her brand positioning tactics through the Business Model Canvas presented in the Bootcamp. Rethabile’s biggest takeaway was the pricing model and market research, which enabled her business to flourish.

Ms. Konopo branched into Legal Technology, a platform she describes as the next best solution; providing electronic legal billing tools that monitor all documents which legal practitioners write to ensure fair billing.

Konopo and Partner also introduced a contract software to make contract drafting more affordable and available to people.

During the COVID-19 pandemic Rethabile facilitated a global legal

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LAW, TECHNOLOGY BUSINESS TRENDS

Konopo & Partner
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Law & Tech Summit Botswana 2021 is coming Soon.

design program online, where various legal practitioners around the world attended to engage on vital legal issues worldwide.

During the month of July 2020, she launched the Future Lab Magazine, which is an online platform for subscribers to read about various justice systems, legal solutions, employment acts around the world, case outcomes around the world, pricing strategies, copyright laws and various legal technology trends.

Within a period of 2 weeks, the magazine had gained 900 subscribers from all over the world and she hopes to bring more legal writers together to publish on her platform.

#WOMANONAMISSION

AFRICAN SPORTS BRIEFS

Zambian second hand motor dealers seek tax exemption

The Motor Dealers Association of Zambia has asked government to consider tax exemption for second hand motor dealers to help them remain afloat during the covid-19 pandemic period.

Association Vice Chairperson Kelvin Chilambwe says local car dealers are facing serious challenges during this period as they are no longer able to sell the commodities profitability.

Chilambwe says the high taxation slapped on the dealers by government through Zambian Revenue Authority-ZRA- has made it difficult for many dealers to remain in business.

Meanwhile, Chilambwe has also asked government to consider the local car importers with a stimulus package as the sector contributes significantly to the growth of the national economy.

(Phoenix News)

UNDP demands release of its members

The United Party for National Development (UPND) has demanded for the immediate and unconditional release of Party Deputy Secretary General for politics, Patrick Mucheleka and two others from police custody.

Mucheleka alongside National Youth Information and Publicity Secretary Samuel Ngwira and Lukashya constituency by-election Campaign Manager Elias Mubanga were arrested yesterday and charged aggravated robbery, theft and damage to public property after storming a national registration cards center of the ongoing periodic issuance of NRCs in Kasama.

UPND Spokesperson Charles Kakoma says the desperation from the ruling Patriotic Front (PF) to remain in power is worrying and might lead to chaos.

He said in a statement that the party finds the grounds on which its officials have been arrested to be fake and unreasonable because the trio was merely trying to unearth and bring to light the continued issuance of NRCs to foreigners and underage children.

Kakoma notes that it is sad to have a country where the ruling elite are swift to unleash the police on innocent citizens by slapping them with flimsy, trapped-up and politically motivated charges such as aggravated robbery.

He wondered what legacy President Edgar Lungu wants to leave behind adding that he should not take the peace that Zambia has enjoyed for granted as the country heads to the 2021 tripartite elections.

(Phoenix News)

"The Future of Work: The COVID_19 Aftermath"

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Mining sector vital To Green industry

Back in May 2019, the World Bank launched its Climate-Smart Mining initiative. It was the first fund dedicated to making mining for minerals climate-smart and sustainable. It came as little surprise to those in the mining sector that a global institution brought the issue to the fore, however over a year on the question remains whether mining can truly be a “climate smart” sector

Climate solutions, like solar energy, wind energy and electric vehicles, depend on rare earth elements. These so-called green tech metals have unique qualities, such as their magnetism, that make them very difficult to substitute with other elements.

Our growing demand for green solutions and green technologies introduces a parallel demand for the very materials to make them. A low carbon future will be significantly more mineral intensive, with a recent report finding that the production of graphite, lithium and cobalt, could increase by nearly 500% by 2050, to meet the growing demand for clean energy technologies.

While demand for these minerals and metals grow, it represents a challenge. How can climate smart mining practises that mitigate the impact on vulnerable communities and the environment be implemented? A shortage of these materials caused either by not mining them quickly enough to meet global demand or due to market monopolisation

could seriously hold back the development and roll out of low-carbon technologies.

My country, Zambia, should interest anyone that is committed to a transition towards clean energy and a greener future. The Zambian mining sector is one of the most prolific cobalt and copper produces on the planet, and the metal is increasingly relied upon by the renewable energy sector. Copper is central to wind power generation, which currently requires an average of 450 kilotons of copper per year and this is expected to increase to 600 kilotons per year by 2028. Future requirements for renewable energy are likely to mean larger wind turbines, more solar power and more electric vehicles – all of which rely heavily on copper due to its high conductivity and durability.

One way in which the Zambian sector is taking the lead is through using renewable energy to power mining efforts and working to reduce the amount of energy and water consumed in the production of copper. Access to reliable and cost-effective forms of energy is a strategic priority for the global mining sector and accounts for up to 11% of global energy use. Where traditionally the sector has relied on conventional fossil-based fuel sources, it has not always been practical. The more remote the mine, the more likely off-grid power solutions are required. It has become clear that renewable

energy sources offer a long-term solution.

While the importance of these metals for a greener future are clear, the answer cannot solely be ever-increased mining. Instead, we must consider re-use wherever possible. Copper and rare earth metals are hard to substitute, and their re-use is dependent on recycling. Given opening new mines is a lengthy process, a robust global recycling infrastructure is vital.

Forest-smart mining through the prevention of deforestation and supporting sustainable land-

use practices have also been put forward as way to improve the sector’s climate smart approach. Where best practise exists in this regard, improvement is needed in order to share knowledge about the best available technologies, and widespread adoption of these by the mining industry globally. For example, the re-purposing of old mines that are still perfectly workable but require the deployment of new technologies, must be considered.

At the same time, a more diverse supply of the metals that are crucial to low-carbon

technologies is needed. It means incorporating both small and large-scale operations while allowing miners greater control over revenue and access to markets. Small-scale African mining operations are vital in these efforts, while at the same time having the local knowledge and greater appreciation of the natural environment.

In a world increasingly focused on driving forward renewable energy and clean technologies, it is absolutely vital that green tech metals are sourced sustainably and responsibly across the world. The mining sector is vital to green industries, and if the sector does not adopt a sustainable approach, we risk solving climate change by creating new environmental problems.

(Bizcommunity.)



IDM launches Food Preparation Workshops

Press release
September 2020

The Institute of Development Management (IDM) has unveiled a new product to the market. The Culinary Arts Cooking Workshops provide households and aspiring entrepreneurs the opportunity to learn basics of professional cooking as well as sharpen their skills in the kitchen.

The one day workshops, which are conducted by renowned IDM Culinary Arts Consultant Chef Thuto Masala who is also the President of Botswana Chefs Association have attracted people from different walks of life to up their skills and improve the meals they offer their families and clients alike.

“Training is designed for ordinary people wanting to learn the basics of preparing well-planned and carefully thought-through eateries for their families. The product, which is the latest in the Institute’s offering and is specially designed to create harmony and affection within families, also helps beginners to warm up to the kitchen,” explained Chef Masala.

He says they have special packages for gentlemen, ladies, house-helpers and even children. “We also give aspiring entrepreneurs the opportunity to learn the basics to establish a start-up or sharpen their skills”.

For her part, IDM Country Director, Dr Onalenna Seitio-Kgokgwe says the product was designed after the Institute conducted needs assessment and received positive feedback from people on the need to be capacitated.

“They told us that today’s family setting requires both men and women to have the knowledge to prepare meals for their loved ones. We also learnt that food is one of the important aspects unifying families, hence the need to make its preparation exciting,” she said.

The workshops include learning how-to:

Make Breakfast & Brunch (Separate sessions for gentlemen and ladies); entrepreneurs; corporate teams; individual groups etc

Make special Pasta meals; making Pasta out of flour

Bake different types of cake, baking for beginners; baking cup cakes

Making creative canapés (snacks/finger-foods)

Meat grilling, marinades, stocks & sauces, and many more



2020 – The Year of Uncertainty!



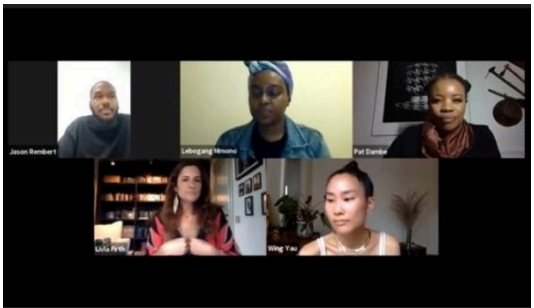
Amidst the global pandemic and the world economic downturn; Alumni of the Stanford Go-to-Market Program (GTM) have taken a stand and found this time to be an opportunity for them to put all learnings from the GTM Botswana bootcamp to action.

Lebogang Mmono – CEO of Just Ginger who was in the first Cohort of the Stanford program, a partnership between De Beers Group and Stanford Graduate School of Business in 2018, speaks about her business journey navigating through 2020.

In an interview with Lebo this week, she shared how difficult it has been for

her company to flourish, as most of her revenue streamed from events and bulk orders for corporate events. She has had to cut down on staff and do everything herself with just 3 people remaining.

Nonetheless, in this period, Lebo has come up with 3 new product lines of ginger. She now has multiple flavours available; such as blue citrus and pink chai, she has an alcoholic beverage which is a blend of Gin and ginger, as well as a low sugar ginger option as a healthy alternative for consumers. As soon as the 2nd lockdown



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was lifted in Botswana, Lebo launched the new flavours and sold out instantly.

In addition to the success of the launch, Lebo was invited to speak on a webinar with Livia Firth of EcoAgeTV along with De Beers Global Sightholder Sales Vice-President, Corporate Affairs and Government Relations Pat Dambe on the topic **Diamonds, Fashion and Sustainability**.

Following the discussion on EcoAgeTV, Lebo expressed that “considering that Just Ginger is an environmentally conscious brand, I walked away with a lot of insight regarding the importance of mindful supply chain choices. If we are to be fully environmental and socially sustainable, we have to make sure that all our suppliers, partners and collaborators are also deliberately mindful of their environmental and social impact”.

Just Ginger is set to expand operations by opening up for export out of Botswana, through another local business – Skymart, an e-commerce platform for vendors to sell and deliver their products. Skymart is also an alumni of the Stanford Go-to-Market Program, from the 2nd cohort in 2019.

Synergies of this nature enhance the entire objective of having the program offered in Botswana.



Planting Trees Against Climate Change



By Ryan Blumton

Founder of Climate and Life, Seloilwe Seloilwe has kick started an initiative to plant 200 trees in schools around Maun to commemorate National Tree Planting Day, hosted by the North West district under the theme 'Forest Restoration: a path to recovery and well being.'

Seloilwe is an accredited trainer in youth participation and an avid climate change activist.

Climate and Life is a youth owned green enterprise that raises awareness about environmental opportunities and risks, and lobbies and influences policies for sustainable energy and climate friendly economies.

This initiative gives the youth a platform to participate and influence others to be involved in environmental issues. Tree planting will be conducted throughout September in Maun and in the surrounding areas tree planting will take place in October and November.

The main event will take place at Khoemacau mine in Toteng on the 28th November 2020.

"I was inspired to engage in tree planting because of the Youth Against Global Warming Week initiative I proposed earlier in the year. Tree planting was one of the activities we would have done, to be executed by the last week of June but we were interrupted by the Covid-19 pandemic," Seloilwe said.

The initiative is done in partnership with the Department of Forestry and Range Resources, which will be providing the technical advice and 200 seedlings of the *Diospyros mespiliformis*, which is the tree of the year for this year's National Tree Planting Day.

The tree is an evergreen tree found mostly in Africa's savannas. This tree is known as African ebony and Jackalbessie in Afrikaans. Planting these trees is intended to combat climate change.

"We are partnered with Maun technical college environmental club, which consists of youth including the coordinators of the club. We are in talks with the Maun technical college to sign a memorandum of understanding that will outline how we are

going to work together to bring this project to fruition. We are in the process of finalizing memorandums of understanding with other stakeholders in Botswana."

Seloilwe and his organization are supported by Botswana's main climate change response organization, which is the Department of Meteorological services.

"Climate change denial is a problem, we need more education when it comes to the topic of climate change. For some it is

not that they do not believe this problem is real, but they are instead worried that some of the policies to mitigate climate change may hurt business. Some capitalists are more concerned with profits than climate change affecting future generations. The problem persists because business interests take precedence over protecting the planet," Seloilwe reiterated.

Regarding the problem of water scarcity Seloilwe proposed a legislative solution.

"Right now I have written a letter to our Member of Parliament Dumelang Saleshando urging that we need to plant more trees, yet while we are planting these trees the problem is lack of water as Botswana is an arid country. So I have requested Saleshando to put forth a motion in parliament to subsidize Botswana who purchase water tanks so that more Botswana can own these tanks in order to harvest rainwater," he said.





Tour Operator Rides 1000 kms To keep jobs Amidst Covid-19

By Ryan Blumton

The effects of the COVID-19 pandemic in the tourism industry has been devastating and has led to its near collapse. Many travel and tourism operators around the country have serious the serious challenge to keep staff on the payroll and to avoid layoffs due the which would lend further damage to the economy.

However, for Big Ride Botswana, a safari operation that specialises in horse back

Safaris in the Okavango Delta, the operators has to keep its employees on the payroll as well as its 40-horse fed.

This prompted Ride Botswana founder David Foot to initiate is an epic horse ride around the heartland of Botswana’s tourism area. The Big Ride is an expedition. Foot is the lead rider for the entire journey, of over 1000km.

“Ride Botswana is a safari operation specializing in safaris on horseback in the Okavango and Makgadikgadi.

With the overnight collapse of tourism to Botswana due to the Coronavirus pandemic we decided we needed to do something to ensure we could continue to feed our team of 40 horses, continue to pay our loyal staff and in the long term continue to keep our company afloat so we can continue to support the local communities we work with,” Foot has noted.

Foot came up with the idea that if they challenged themselves to ride over 1000 km around northern Botswana, they could

hopefully seek financial support and sponsorship from friends, family and in particular past



clients.

Foot explained that he was inspired by one horseback journey of more than 700 kilometers that took place in the 1990’s from Francistown to Gumare and that many years ago people would drive cattle on horseback from Maun to Livingstone in Zambia. He however did not believe that the particular route he and his team were taking had been done before.

“We set off from Maun on 3rd August and took 13 days to ride 440km to Kazungula. We passed through Shorobe, Sankuyo, Mababe and then all the way to the Chobe River along the eastern boundary of the Chobe National Park. This first leg of the journey went very well – I think because we and the horses were keen and fresh!” Foot said.

After a couple days rest at Bakwena Lodge, Foot and his team started south along the international boundary with Zimbabwe (known as Hunters Road) to Nata. This took them 12 days and 350km.

“Despite receiving wonderful help from Wild tracks, Eco Lodge in Pandamatenga, Pandamatenga farming community and Elephant Sands Camp this second leg was much tougher. The horses and ourselves were getting more tired and we had to send one horse home as it had stood on a wire nail.”

“The journey has been an incredible experience. We have travelled through some very wild, inhospitable, dry areas of the country at a slow pace, so we have had time to really appreciate it. We have seen some amazing wildlife including riding past lions on a couple of occasions and met some wonderful people who have all been friendly, helpful and supportive.”

Foot has taken the journey accompanied by his staff. Those who had stayed behind in Maun assist with resupplying the expedition group at predetermined rendezvous points.

“I have had a top-class support team and so as the leader I have just allowed them to focus on the operational side allowing myself to focus on the health and welfare of the horses”.

Foot outlined the remainder of the trip saying, “We still need to travel around the Makgadikgadi Pans and then up the Boteti River towards home so we hope to finish by the end of September by which time I am estimating we would have completed 1300km.”

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Oghiabekhva makes history in UEFA Women’s Champions League

Arsenal striker Pierre-Emerick Aubameyang has signed a new three-year deal, the Premier League club said on Tuesday, ending speculation over a potential exit as he entered the final year of his contract.

Aubameyang’s decision to stay with Arsenal will be a major boost to manager Mikel Arteta who said he wanted to build the squad around the Gabon international after they won the FA Cup last month.

“Signing for this special club was never in doubt,” Aubameyang said in a statement. “It’s thanks to our fans, my teammates, my family and everybody at this club that I feel like I belong here.

“I believe in Arsenal. We can achieve big things together. We have something exciting here and I believe the best is to come for Arsenal.”

British media reported Aubameyang’s new contract makes the 31-year-old one of the highest earners at the club alongside midfielder Mesut Ozil.

Aubameyang’s return of 72 goals for Arsenal in 111 appearances since his arrival in 2018 has made him a vital member of the squad, with the striker even taking the captain’s armband in the second half of the season last year.

With Arsenal in danger of missing out on European football for the first time in 25 years following an eighth-placed league finish, Aubameyang led from the front to help Arteta’s side win the FA Cup and qualify for the Europa League.

The striker scored twice in the semi-final victory over Manchester City and repeated his heroics in the final in a 2-1 comeback win over Chelsea.

Aubameyang ended last season as the club’s top scorer with 29 goals -- which included 22 in the league, one goal shy of Golden Boot winner Jamie Vardy. He was also the only Arsenal player named in the Team of the Year.

“It was important for Pierre-Emerick to stay with us... He’s an important leader for the team and a big part of what we’re building,” Arteta said.

“He wants to be up there with the best players in the world and leave his mark. He can achieve that here.”

Aubameyang’s contract extension follows the addition of Chelsea winger Willian to Arsenal’s ranks after the Brazilian became a free agent as well as defender Gabriel Magalhaes from French side Lille. (Reuters.)

KHAN Agj

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE

CASE NO. CVHGB-004021-19

In the matter between:

ODIRILE NGWEBULA

And

PK CONNECTIONS (PROPRIETARY) LIMITED
t/a EXECUTIVE MOTORS CLUB

PLAINTIFF

DEFENDANT

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to a Judgment of the above Honourable Court the following moveable property of the Defendant will be sold by public auction by **DEPUTY SHERIFF OMPHEMETSE PETER KAISARA** to the highest bidder as follows:

DATE OF SALE

: FRIDAY 30TH OCTOBER, 2020

TIME

: 10.30 A.M

VENUE

: BROADHURST POLICE STATION, GABORONE

PROPERTY TO BE SOLD

: VOLVO S60 2.0T SEDAN GOLD IN COLOUR REGISTRATION NO. JG 49VP GP; SAMSUNG LCD; SAMSUNG HOME THEATER; HP LAPTOP; CANON PRINTER; 2 PIECES SOFAS; DEFY FRIDGE; DEFY MICROWAVE; DSTV DECODER; 3 BAR STOOLS; 2 X DOUBEL BED; WALL MIRROR.

TERMS OF SALE

: CASH OR BANK GUARANTEED CHEQUE.

DATED AT GABORONE THIS 17TH DAY OF SEPTEMBER, 2020.

DEPUTY OMPHEMETSE PETER KAISARA
c/o YANDANI BOKO LAW FIRM
Plaintiff’s Attorneys
Plot 27190 Block 3
Opp Itumeleng Primary School
P. O. Box 522AAH CBD,
GABORONE (YB/rv/588)

IN THE MAGISTRATES COURT FOR THE DISTRICT OF
GABORONE HELD AT VILLAGE

CASE NO: CCMVL – 000441-19

In the matter between:

GIBRALTA (PTY) LTD
AND

GOLDEN RULES MINISTRIES (PTY) LTD
ERNEST CANDY MOKIBELO

PLAINTIFF

1ST DEFENDANT
2ND DEFENDANT

SUBSTITUTED SERVICE (ORDER 8 RULE 4)

TO: GOLDEN RULES MINISTRIES, a religious society duly registered in terms of the Laws of Botswana, with its place of operations situate in Botswana, and having capacity thereof to sue and be sued in its own name and whose address for purposes of this suit is P O Box 3619, Gaborone. With further and better particulars unknown to the Plaintiff. (herein called the ‘1st Defendant’).

AND TO: ERNEST CANDY MOKIBELO, an adult male, resident in Botswana, of full legal capacity to sue and be sued in his own names, whose address for purpose of this suit is P O Box 3619, Gaborone, Gaborone West with further and better particulars unknown to the Plaintiff. (Herein called the ‘2nd Defendant’)

TAKE NOTICE that by summons issued out of this court, you have been called upon to give notice within 7 days after publication hereto, to the CLERK OF COURT and to AJAYI LEGAL CHAMBERS, the Plaintiff’s Attorneys, of your intention to defend (if any) in an action wherein GIBRALTA (PTY) LTD of c/o AJAYI LEGAL CHAMBERS, OFFICE 20B, PLOT 5648, CRAFT MARKET, BROADHURST INDUSTRIAL, P.O.BOX 228 ABG, SEBELE, GABORONE, claims:

Payment to the Plaintiff by the 1st and 2nd Defendants of the total sum of P35 371.83; Costs of suit; Interest thereon at 10% per annum; Further and/or alternative relief.

TAKE NOTICE FURTHER that if you fail to give such notice, judgment may be granted against you without further reference to you.

DATED AT GABORONE ON THIS 14TH DAY OF SEPTEMBER 2020.

AJAYI LEGAL CHAMBERS
PLAINTIFF’S ATTORNEYS
OFFICE 20B, PLOT 5648, CRAFT MARKET
BROADHURST INDUSTRIAL
P O BOX 228 ABG, SEBELE
GABORONE

HONOURABLE JUSTICE MOROKA

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT FRANCISTOWN

CASE NO. CVHFT-000486-14

In the matter between:

MASTER FARMER FEEDS (PTY) LTD

And

CHOPIWA HOLDINGS (PTY) LTD t/a MAKORO CHICKENS
MOSHE BAGWASI
SEFALANA MODISE

Plaintiff

1st Defendant
2nd Defendant
3rd Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to the Judgment granted by the above Honourable Court the following property will be sold by **DEPUTY SHERIFF STANLEY S. MBOLAI** by public auction to the highest bidder as follows:

DATE OF SALE:

29th October 2020

VENUE:

Makoro Chicken Farms, Palapye

TIME:

9:30 am

TERMS OF SALE:

Cash or bank guaranteed cheques

PROPERTY TO BE SOLD:

A certain piece of land being Tribal Grant No. 74 MMQ situated in the Ngwato Tribal Area in the Makoro Area measuring 9.7619 HA in the Central District, the Chicken Farm comprises of 4 chicken houses, toilets, offices, borehole, security fence and the farm is electrified with some improvements therein.

DATED AT GABORONE ON THIS 14TH DAY OF SEPTEMBER 2020

Deputy Sheriff Stanley S. Mbolai
Tel: 4925987 / 71635200
c/o RAHIM KHAN & COMPANY
Plaintiff’s Attorneys
Office # 1, Plot 50362
Showgrounds Office Park
P O Box 1884, Gaborone
Tel. No. 3188988/9
Fax No. 3188951/990
E-mail: gnanyaro@rahimkhan.co.bw
[GAN/sm/MAS33/0002]

RAHIM KHAN
& COMPANY

ATTORNEYS

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE

CVHGB-001227/19

In the matter between:

BRYTE RISK SERVICES BOTSWANA formerly
ZURICH INSURANCE COMPANY BOTSWANA LIMITED
And

ISLAND PANEL BEATERS AND METAL FABRICATORS (PTY) LTD

Plaintiff

Defendant

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a judgment granted by the Honourable Court, the following movable property of the above-named Defendant will be sold by auction by Deputy Sheriff STANLEY MBOLAI to the highest bidder in the manner hereinafter set out:

DATE OF SALE:

16th October 2020

TIME:

10:30 hours

VENUE:

Broadhurst Police;

PROPERTY TO BE SOLD: 6 Office Chairs, LG Computer Set, Computer stand, LG Monitor, Office Table, Side Table, Compressor v-0.1718, book shelf, Nissan Cab star Truck (Green) Registration Number B536 AWX

CONDITION OF SALE: Strictly Cash or Bank guaranteed cheques.

DATED AT GABORONE ON THIS 16 DAY OF SEPTEMBER, 2020

DEPUTY SHERIFF MOITSHEPHI BEAST MARUMOLWA
Tel: 76610406/77875850
C/o SALBANY & TORTO ATTORNEYS
Plaintiff’s Attorneys
Plot 54354, Unit 101
Central Square
Central Business District
P. O. Box 599, Main Mall
GABORONE
Tel. No. 3903685

Salbany & Torto

attorneys, notaries & conveyancers

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Victor Gomes: Refereeing is a Passion



For South African referee Victor Gomes, refereeing is not a job, but a passion and a hobby, one which he has enjoyed doing since he was 14 years old.

“For me, this is not a job but it’s a passion and I am very passionate about it. I love refereeing and it makes it very easy for me. It is a lifetime commitment,” Gomes said.

The 37-year old has been a FIFA/CAF Elite Referee for the last nine years, and it has been a journey of resilience, hard work and commitment, seeing him officiate slightly more than 250 top flight matches.

Just like every budding young man growing up, Gomes, who was born to Portuguese parents in South Africa was an ardent football lover. His brothers played football while his father who comes from the football mad Portuguese island of Madeira absolutely loved the beautiful game.

“I used to play football for a local team in the regional FA as a right back but to be honest, I wasn’t really a good player.

I used to love refereeing and at times, I would beg my coach to let me referee and that’s when I realized refereeing was in my blood,” Gomes narrates. The passion was catalysed in 1998 as he watched the FIFA World Cup in France. While everyone else concentrated on seeing the players showcase their magnificent talent, Gomes was looking elsewhere; it was the men in the middle and those running the lines that excited him the most.

“I was really excited by that and I contacted the local FA to ask how I could get involved and that’s how I started. I did level one and two as a start then I was given some games as an assistant referee. As I progressed, I did more games and courses and progressed over the years,” Gomes says.

He kept his eyes on the prize, working hard and impressing at every match and at the age of 28 in 2011, he was handed the top most recognition, the FIFA/CAF badge. Gomes has gone on to officiate numerous Total CAF Champions League and Total CAF

Confederation Cup matches, the Total Africa Cup of Nations in Equatorial Guinea 2015 and Egypt 2019, the Total Under-17 Africa Cup of Nations Gabon 2017 and the 2019 FIFA Under-17 World Cup in Brazil. This is in addition of many other matches in the South African top flight as well as AFCON and World Cup qualifiers in the continent.

“It has been a very interesting journey and I am really happy with how things have gone for me. I am grateful for the people who have supported me to be here today,” Gomes says.

The father of two admits it has not been a bed of roses trying to balance everything around his life. Apart from being a top African referee and a family man, Gomes also runs businesses in South Africa. He owns a plastic manufacturing company as well as a water processing plant.

“I would not be where I am today if it was not for the support of my family,” Victor Gomes.

All this he says takes so much of his time and most often, counts himself lucky if he finds some bit of time to rest and have a

social life.

“It is definitely not easy but I am happy because I am blessed with a very good support structure. I have family, friends and workmates who play an important role in supporting me. If you are to succeed you must have a very good foundation,” he explains.

“In my business, I have a partner who does things when I am not around and also thanks to technology, you can always make things move when you are not around. With refereeing comes a lot of travelling and you are away for so much time, but having people to support you is important,” further adds Gomes.

He says what has stood for him in striking a neat balance between all three is discipline and proper time management.

He explains that he has had to train at night sometimes just to ensure everything around him runs seamlessly. His wife, he says, has been a core part of his career.

“I would not be where I am today if it was not for the support of my family. My wife has been my pillar of strength and my best critic. She watches all my matches and if I falter, she is always the first to tell me ‘hey my friend, you need to pick up your socks’. She has been supportive,” notes Gomes.

The 37-year old was for some weeks away from his family, when he remained in the Premier Soccer League (PSL) bio-secure bubble as the South African top tier run its final lap after the four-month stoppage caused by the COVID-19 pandemic.



“I used to play football for a local team in the regional FA as a right back but to be honest, I wasn’t really a good player.