



REPUBLIC OF BOTSWANA

Ministry of Labour and Home Affairs

STATEMENT ON THE RECURRENT AND DEVELOPMENT BUDGET PROPOSALS TO THE COMMITTEE OF SUPPLY

ORGANISATION 0400

BY

**MINISTER OF LABOUR
AND HOME AFFAIRS**

HON. MAJOR GENERAL (Rtd.) PIUS MOKGWARE

26TH FEBRUARY 2026

A. INTRODUCTION

1. **Mr. Chairman**, it is my honour to present the Recurrent and Development Budget proposals for the Ministry of Labour and Home Affairs for the 2026/27 Financial Year, for **Organisation 0400** under the Ministry of Labour and Home Affairs.

2. **Mr. Chairman**, allow me to reaffirm my understanding of the status of the economy and appreciate the noble gestures that the Government of Botswana is committed to undertaking to turn around the current situation. the Ministry envisions spearheading reforms aimed at facilitating and contributing to economic recovery, service excellence across the public and private sector as well as improving Botswana's general competitiveness.

3. To achieve this commitment, we will be exploring the following as key drivers:
 - i.) Opening strategic borders for 24-hours with some of our neighbouring countries. This will facilitate movement of travellers, trade movement, goods and services.
 - ii.) Facilitate and strengthening the operation of a 24-hour economy to allow for limitless access to services. This initiative will also grow value chains of businesses and contribute to employment creation, as well.
 - iii.) Engaging with key stakeholders to implement shift work in the public sector, that will reduce fatigue of employees and creating opportunities for employment as well. These interventions will in addition bring efficiency in services and timely issuance of important documents such as; Omang, Work and Residence permits, Visas and birth & deaths certificate. **I must however underline that as we digitise the economy, these initiatives will serve to augment our digital platforms.**

4. **Mr. Chairman,** with the amended Citizenship Act, the Ministry will undertake an assessment and profiling of some of our communities with the intention to remove possibility of statelessness for people whose citizenship may be in doubt, and therefore not able to regularise their status. We note that there are some instances where there are foreigners who are married to Batswana and have been residents in the country for a long time, who may be affected by this situation for many years yet their children, and husbands or wives are Batswana.
5. **Mr. Chairman,** the Ministry holds the solemn responsibility of managing the key life events of every citizen - from birth through to death with highest accountability and honour. This responsibility we hold dear to our hearts and regard it as a privilege to be entrusted with. Just to briefly share the Ministry's portfolio responsibility further, we are also charged with facilitating regular, secure and safe migration, including the orderly movement of people, goods and services into and out of the country thereby promoting economic activity.
6. The Ministry is also mandated to deal with information and records management through the library services and national archives. As the name of the Ministry suggests, we also oversee creation of conducive environment for labour management to ensure decent work and employment creation.
7. **Mr. Chairman,** before I give a detailed request for the budget, I wish to appraise this house with the achievements of the Ministry as facilitated by the budget allocation in the 2025/26 financial year, as well as progress and updates on on-going projects and some initiatives.

B. ACHIEVEMENTS

Legislative Review

8. **Mr. Chairman**, we have made a significant progress putting in place appropriate legislative framework to create a conducive environment for implementing the portfolio responsibility, which I have summarised above.

Citizenship Act

9. The Citizenship (Amendment) Act, 2025; No. 30 of 2025, was passed by Parliament in December 2025 and has been assented to. The Act has been amended to address challenges of statelessness and provide for the acquisition of multiple citizenships as well as to facilitate attracting investors of value. The Ministry is currently finalising the Regulations to operationalise this Act, which will come into effect upon completion of its Regulations during the course of this year.

National Registration Act

10. **Mr. Chairman**, the National Registration (Amendment) Act No 7, 2025 was assented to in March 2025 and commenced in November 2025. Since its commencement, the Ministry has been processing applications for dual citizenship. Consequent to the amendment of the Citizenship Act, the Ministry further proposes for amendment of the National Registration Act to provide for multiple citizenship as well as economic citizenship.

Births and Deaths Registration Act

11. The review of the Births and Deaths Registration Act sought to address emerging challenges as well as to align it to the Children's Act. The Births

and Deaths Registration Act, 2025 was assented to in August 2025. The Act will come into effect during this year once its Regulations are completed.

Married Persons Property Act

12. **Mr. Chairman**, the Ministry is currently reviewing the Married Persons Property Act to provide for the validation of instruments that were not issued, unregistered, lost, or destroyed. The Bill is scheduled to be presented during the July session of Parliament. In addition, the Ministry has engaged the Attorney General to consider instituting court proceedings to facilitate couples whose instruments were not issued, unregistered, lost, or destroyed so that they are not affected by the undefined status of their marriage regime in undertaking developments or engaging in any activity that requires such instruments.

Employment and Labour Relations Act

13. The Employment and Labour Relations Act No. 27 of 2025 (ELRA) has been passed by Parliament and assented to. The development of Regulations is on-going and it is aimed for finalisation before the end of March 2026 to pave way for its implementation. In order to address timely resolution of disputes, the Act provides for the establishment of an Independent Dispute Resolution structure known as the Mediation and Arbitration Commission. The Commission will operate independently from Government.
14. **Mr. Chairman**, this Act further introduces the establishment of social dialogue structures. These structures are; the Employment and Labour Relations Council, which will amongst others determine minimum wages, the Mediation and Arbitration Commission which will be responsible for dispute resolution, and Mediation and Arbitration Board which will oversee the functions of the Commission. The law promotes the formation of joint

Industrial Councils which support sectoral bargaining to enhance industrial harmony in the country.

National Occupational Safety and Health Policy

15. **Mr. Chairman**, this house approved the Policy in August 2025 and implementation is on-going. The Policy provides strategic direction for the prevention of workplace injuries and diseases and the promotion of safe and healthy working environments.

National Migration Policy

16. **Mr. Chairman**, migration whether internally or externally, is an integral part of development in any set up. In recognition of this fact, the Ministry advanced the development of the first ever, National Migration Policy for the country. The policy framework is currently being considered at executive level and it is our hope to have it endorsed before end of this financial year. The policy will serve as an overarching framework for coordination of migration governance to ensure safe, orderly and regular migration.

National Productivity and Competitiveness Policy

17. **Mr. Chairman**, the National Productivity and Competitiveness Policy and Strategy were approved by Parliament in July 2025, paving way for implementation. The purpose of this Policy is to provide a framework for addressing national productivity and competitiveness challenges in a holistic and coordinated manner in alignment with the National Development Plan 12, Botswana Economic Transformation Programme (BETP) and other strategic national, regional and global frameworks.

C. UPDATE ON PROGRAMMES, PROJECTS AND INITIATIVES

Digitalisation

18. The digitisation of Ministry functions including, online registration of Births and deaths, marriages, change of surname, Government appointment management, societies management, automation of labour administration, enhancement of National Archives Records Management System - Application Programming Interface (NARMS-API) are completed and will be ready to go live as soon as the 1- Gov platform takes off.

Digital ID Initiative

19. **Mr. Chairman**, the Electronic Identification System, prioritised for implementation during the 2025/26 financial year under a Public Private Partnership (PPP) model, has now evolved into a broader **Digital ID initiative** as one of the BETP prioritised projects. The programme aims to deliver a unified, secure, and citizen-centric digital infrastructure, integrating digital ID, national e-wallet, and e-government services. To guide implementation, the Government has engaged the African Legal Support Facility under the African Development Bank as a Transactional Advisor, with the final roadmap and recommendations for its implementation expected before end of March 2026.

Productivity Initiatives

20. In pursuit of improving competitiveness within the Agricultural sector, the Ministry supported a comprehensive Agriculture Productivity Research initiative during the 2025/26 financial year. I am pleased to report that the study has now been completed and recommendations will be shared with stakeholders.

Civil and National Registration

21. **Mr. Chairman**, the Ministry has encountered service delivery challenges, particularly in the application and issuance of identification documents. To address these, we are undertaking a series of reforms, including the digitalisation of services and strengthening of performance monitoring mechanisms. Furthermore, the National Registration (Amendment) Act of 2025 introduces provisions for the use of Passports and Driver's Licenses **only during the period when identity cards are being replaced**, ensuring continuity of services and convenience for citizens.

Registration of Societies

22. **Mr. Chairman**, the Ministry continues to strengthen its regulatory and supervisory framework, with a particular focus on protecting Societies (non-profit organizations - NPOs) from abuse for terrorism financing, in line with the Financial Action Task Force (FATF) standards. The Ministry has addressed Technical Compliance deficiencies which has led to the upgrading of Recommendation 8 from Non-Compliant (NC) since inception to Largely Compliant (LC). The Ministry conducted a Terrorism Financing Risk Assessment of Non-Profit Organizations in 2025.

23. The findings of the assessment indicate that the NPO sector presents a low terrorism financing risk within Botswana. This implies that Botswana has made significant progress in addressing the deficiencies identified with regard to Recommendation 8 specifically for NPOs (Societies).

Migration

24. **Mr. Chairman**, the SADC Protocol has eased movement between Botswana and neighbouring states, reflecting the region's commitment to enhancing people-to-people interaction and reducing mobility barriers, which in turn

promotes trade as envisioned in the SADC Treaty. To that effect, we will be engaging our neighbouring countries on extending border operations to 24 hours for the following prioritised border posts; Tlokweng, Pioneer Gate, Ramokgwebana, Martins-drift and Kazungula Bridge.

Creation of Sustainable and Decent Employment

25. To ensure effective coordination, implementation, monitoring and evaluation of employment creation initiatives by sectors, a Multi-Sectoral Employment Committee has been established to monitor job creation across all sectors of the economy. The Ministry has also developed a framework for submission of returns on employment by both private and public sector where organisations and businesses will indicate employment levels, wages, professional trades, presented as locals and foreigners in their work places.
26. **Mr. Chairman**, the Ministry has further made a deliberate decision to take advantage of available job opportunities in the international Labour Market, through establishment of strategic partnerships. In this regard, we are finalising a number of Memorandums of Agreement and/or Memorandum of Understanding (MoA / MoU) with some countries and international companies, to create employment opportunities for Botswana. We are confident that this will alleviate the high unemployment rate in our country and expose Botswana to the international labour market.
27. **Mr. Chairman**, we have also revised the Guidelines for the National Internship Programme, to provide for Technical and Vocational Education and Training (TVET) graduates, placement of Interns in the private sector and internationally.

Monitoring Compliance to Labour Laws

28. To ensure fair labour practices and decent work in the workplace, the Ministry continues to intensify compliance to labour laws and provide critical information on issues of national concern, such as child labour, human trafficking and forced labour. The development of the National Action Plan on Eradication of Child Labour is ongoing and at validation stage.
29. **Mr. Chairman**, following the enactment of the Employment and Labour Relations Act, there is need for capacitation and strengthening of the labour Inspectorate in the Ministry. The new Act has introduced new provisions that will require more resource to ensure compliance to Labour Laws and implementation of the **National Action Plan on eradication of Child Labour**.

Administration of Worker's Compensation

30. The Ministry continues to receive compensation claims for occupational diseases and fatalities; permanent, partial and temporary disabilities, which reflect the significant human and economic impact of workplace risks and underscore the urgent need to strengthen occupational health and safety systems.

Compensation of Botswana Ex-Miners from The South African Mines

31. **Mr. Chairman**, the Ministry is collaborating with Tshiamiso Trust, a South African appointed agency for administering compensation for occupational diseases sustained by Botswana who are ex-miners from the South African Mines. In addition, the Ministry has started payments of pensions for the same groups in collaboration with Mineworkers Provident Fund Administrators. Currently, a total of **One Hundred and Nineteen Million**

Pula (P119,000,000) has been paid to **1,744** former Gold mine workers as compensation out of **3,822** examined miners for occupational diseases.

32. Furthermore, a total of **Seventy-Seven Million, Three Hundred and Fifty-Four Thousand, Seven Hundred and Six Pula (P77,354,706)** have been paid to **744** ex-Miners as Pension benefits from the Mineworkers Provident Fund. Both exercises are continuing with identification of such miners across the country followed by appropriate compensation or pensions, as may be determined.

Library Services and Programmes

33. Libraries plays a pivotal role in social change and the sustainable development through the provision of equitable information access, supporting economic empowerment and inclusivity of communities. Library programmes support character building and the promotion of the culture of reading and writing amongst our society. Additionally, as part of its obligation to preserve and grow national literary heritage (local content), the Ministry distributes International Standard Book Numbers (ISBNs) to writers and publishers to facilitate legal publication of library materials.

D. STATUS ON THE IMPLEMENTATION OF DEVELOPMENT PROJECTS DURING THE 2025/26 FINANCIAL YEAR

34. **Mr. Chairman**, regarding development projects performance for the period under review, I wish to report as follows:

Computerisation Projects

35. The Ministry has successfully developed the **National Archives and Records Management System (NARMS)** using a phased approach, which I am pleased to say that the last Phase of the system is live. The Ministry is currently rolling out **(NARMS: Records Management Unit (RMU) Sub-System)** to selected Government Ministries and Departments. This system will pave way for proper filing and organised government records management.

Electronic Identification System (Biometric Identity Card)

36. **Mr. Chairman**, as mentioned earlier, this project has not progressed due to change of scope to a broader digital identity ecosystem.

Infrastructure Projects

Establishment of Dobe Border Post

37. **Mr. Chairman**, construction of the Dobe Border Post between the Republic of Botswana and the Republic of Namibia which experienced implementation delays following the termination of the initial construction contract, is now at 75% and the process of identifying the new contractor to complete the outstanding works is at advanced stage for re-engagement. The completion of this infrastructure development will facilitate Tourism, Trade, our people and the Namibians movement in the north region.

Construction of the Mogoditshane Community Library and Cultural Centre.

38. The Ministry has completed construction of Mogoditshane Community Library and Cultural Centre, this financial year, through a Public- Private Partnership between the Government of Botswana and the Robert and Sara

Rothschild Family Foundation. The project commenced in March 2025 and completed in November 2025.

E. 2026/2027 FINANCIAL YEAR BUDGET REQUESTS

39. **Mr. Chairman**, I now turn to request budgetary provisions under the Ministry for the Financial Year 2026/27 for both Recurrent and Development Expenditure. I am requesting a total of **Nine Hundred and Seventy-Three Million, One Hundred and Sixty-Eight Thousand and Six Hundred and Fifty Pula (P973,168,650)** for the Recurrent Budget and **Seventy Million, One Hundred and Nineteen Thousand, Eight Hundred and Sixty-Two Pula (P70,119,862)** for the Development Budget.

RECURRENT BUDGET

40. **Mr. Chairman**, the budget will cater for personnel emoluments, allowances (Employees' salaries) and other operational expenses. The detailed budget allocation requisition follows thus:

0401 - Headquarters - P126,230,840

41. I request an amount of **One Hundred and Twenty-Six Million, Two Hundred and Thirty Thousand, Eight Hundred and Forty Pula (P126,230,840)** be allocated under Headquarters. The budget allocation is for, among others, personnel emoluments, disbursement to Botswana National Productivity Centre (BNPC) subvention and Non-Governmental Organisation Council (NGOC), payment of service charges, maintenance of buildings, as well as payment of office rentals.

0402 - Department of Immigration and Citizenship - P362,304,030

42. **Mr. Chairman**, an amount of **Three Hundred and Sixty-Two Million, Three Hundred and Four Thousand and Thirty Pula (P362,304,030)** is requested for this Department. The budget is to cater for among others, personnel emoluments, procurement of passport booklets, payment of computer systems maintenance such as Immigration and Citizenship System (ICS) and maintenance for Passport and Border Control System (PBCS); as well as costs associated with repatriation of irregular migrants.

0411 - Department of Civil and National Registration - P108,505,050

43. A provision of **One Hundred and Eight Million, Five Hundred and Five Thousand and Fifty Pula (P108,505,050)** is requested to cover, among others, the cost of production of the National Identity Cards (Omang), maintenance of Births and Deaths Registration System (BDRS) and National Identification System (NIS).

0413 - Department of Labour and Social Security - P76,373,980

44. **Mr. Chairman**, I request an amount of **Seventy-Six Million, Three Hundred and Seventy-Three Thousand, Nine Hundred and Eighty Pula (P76,373,980)**. The funds will be used for payment of subscriptions at various Labour and Industrial Relations Organisations, payment of sitting allowances of boards, as well as the fight against child labour, Human Trafficking and forced Labour.

0414 - Department of Occupational Health and Safety - P16,528,340

45. An amount of **Sixteen Million, Five Hundred and Twenty-Eight Thousand, Three Hundred and Forty Pula (P16,528,340)** is

requested to cover costs associated with workplace safety and inspections as well as health and hygiene audits.

0416 - Botswana Public Service College - P40,985,570

46. **Mr. Chairman**, I request an amount of **Forty Million, Nine Hundred and Eighty-Five Thousand, Five Hundred and Seventy Pula (P40,985,570)** to cater for the College's institutional and operational running expenses.

0417 - Department of Productivity and Competitiveness - P10,647,480

47. **Mr. Chairman**, I request an amount of **Ten Million, Six Hundred and Forty-Seven Thousand, Four Hundred and Eighty Pula (P10,647,480)** to cater for rolling out the National Productivity and Competitiveness Policy and carry out National Productivity initiatives.

0418 - Department of Employment Services - P111,977,530

48. An amount of **One Hundred and Eleven Million, Nine Hundred and Seventy-Seven Thousand, Five Hundred and Thirty Pula (P111,977,530)** is request to cater for payment of internship allowances, activities on creation of awareness for job seekers' opportunities and employability trainings.

0420 - Botswana National Archives and Records Services - P29,946,990

49. **Mr. Chairman**, I request an amount of **Twenty-Nine Million, Nine Hundred and Forty-Six Thousand, Nine Hundred and Ninety Pula (P29,946,990)**. The budget is for maintenance of air-conditioning and

refrigeration equipment used for preservation of archival records, personnel emoluments and other operational expenses.

0421 - Botswana National Library Services - P89,668,840

50. I request an amount of **Eighty-Nine Million, Six Hundred and Sixty-Eight Thousand, Eight Hundred and Forty Pula (P89,668,840)**. The budget is for purchase of Library Books, payment of service charges as well as catering for other operational expenses.

DEVELOPMENT BUDGET

51. **Mr. Chairman**, the 2026/27 Development Budget proposal for the Ministry is **Seventy Million, One Hundred and Nineteen Thousand, Eight Hundred and Sixty-Two Pula (P70,119,862)**. This budget is allocated to complete ongoing projects as follows:

12061 - MLHA Computerisation - P42,019,862

52. I request a budget provision of **Forty-Two Million, Nineteen Thousand, Eight Hundred and Sixty-Two Pula (P42,019,862)** for Computerisation projects. Major projects budgeted for under this programme include the Electronic National Identification System (Biometric Omang) at an amount of **Thirty-One Million and Seven Hundred Thousand Pula (P31,700,000)**.

53. The remaining balance will be shared amongst the following projects; Development of a Library Management System amounting: **Two million and Twenty-Four Thousand Pula (P2,024,000)**; Computerisation of Records Management System (NARMS)- **Two Million, One hundred and Ninety Five, Eight Hundred and Sixty Three Pula (P2,195,863)**; Automation of Labour Administration Function – **One Million and One**

Hundred Thousand Pula (P1,100,000); Local Area Network Upgrade at **One Million and Five Hundred Thousand Pula- (P1,500,000)** and procurement of Audio Visual Equipment - **Two million Pula (P2,000,000)**. The programme seeks to automate manual functions such as the labour administration function, the National Library Service and Records management to improve efficiency in service delivery. The Ministry Local Area Network (LAN) will also be upgraded to facilitate functionality of the systems under this budget.

12062 - MLHA Consultancies - P3,600,000

54. **Mr. Chairman**, a budget proposal of **One Million and Five Hundred Thousand (P1,500,000)** to develop a **National Archives and Records Management Policy** and **Two Million and One Hundred Thousand Pula (P2,100,000)** to conduct a feasibility study that will guide the Establishment of the Social Security Scheme which will cushion workers during times of loss on income and financial support beyond their era of employment without leaving anyone behind.

12063 - MLHA Infrastructure Development - P24,500,000

55. A budget proposal of **Twenty-Four Million and Five Hundred Thousand (P24,500,000)** is being requested to complete ongoing infrastructure projects. Out of this amount, **Twelve Million and Five Hundred Thousand Pula (P12,500,000)** provision will cater for the procurement of new lifts (elevators) and installation of CCTV cameras and biometric access to the building. **Ten Million Pula (P10,000,000)** is proposed for completion of remaining works and retention for the contractor, electrification, water connection and reticulation of Dobe Border Post and furnishing of the offices. The remaining **Two Million Pula**

(P2,000,000) is required for a feasibility study on Offsite Business Continuity Production Centre.

F. CONCLUSION

56. **Mr. Chairman**, this concludes my presentation of the 2026/27 Recurrent and Development Budget proposals for the Ministry. I therefore request that the sum of **Nine Hundred and Seventy-Three Million, One Hundred and Sixty-Eight Thousand and Six Hundred and Fifty Pula (P973,168,650)** under the Recurrent Budget for **Organisation 0400** be approved and stand part of the **Schedule of the Appropriation (2026/2027) Bill, 2026 (Bill No. 1 of 2026)**; and that the sum of **Seventy Million, One Hundred and Nineteen Thousand, Eight Hundred and Sixty-Two Pula (P70,119,862)** for the Development Budget for **Organisation 0400** be approved and stand as part of those estimates for the Financial Year 2026/27.
57. **I therefore, move accordingly.**
58. **I thank you, Mr. Chairman.**