

Decent Work Agenda in Botswana: Strides and Challenges

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Abstract:- The Decent Work Agenda (DWA) in Botswana provides a comprehensive framework designed to promote fair labour practices, enhance worker rights, and foster sustainable economic growth. This article analyses the progress achieved in executing the decent work agenda, focusing on enhancements in labour standards, gender equality and inclusion, and capacity building and training. Furthermore, it illustrates the ongoing challenges that delay progress, including elevated unemployment rates, informal employment, and migration and labour rights. The analysis utilises multiple policy recommendations, highlighting the necessity of reinforcing labour rights and protections, advancing skills development, and improving stakeholder involvement in policy formulation. Addressing these challenges and leveraging existing successes will enable Botswana to develop a more inclusive labour market that adheres to the principles of decent work, thereby enhancing the nation's long-term economic sustainability and social equity. The findings highlight the significance of a collaborative approach among government, civil society, and the private sector to effectively implement the decent work agenda, ensuring it yields measurable benefits for all workers in Botswana.

I. INTRODUCTION

The challenging conditions associated with contemporary labour markets have sparked interactions about creating more fair workplaces. The Decent Work Agenda (DWA), which is endorsed by the International Labour Organization (ILO), is a critical framework for the promotion of equitable labour standards in the context of the evolving global labour markets. The first overview of it was given to the 87th session of the International Labour Conference in 1999 (Ghai, 2003). The agenda strives to promote sustainable economic development and improve social justice by highlighting the significance of rights at work, including the right to association and collective bargaining.

Improving work conditions and promoting social justice are the goals of the Decent Work Agenda Country Programme (DWCP). In doing so, it sets up a systematic framework for national priorities and pinpoints the objectives of each country's ILO members. Ensuring productive and equitable job opportunities is a vital component of national development policies, which is why the agenda encourages decent work. By making it easier to

follow labour norms and creating a setting where fair employment practices can flourish, it also fortifies workers' rights. The goal of the DWCP is to increase workers' access to benefits by fostering long-term job prospects, with an emphasis on populations that are neglected like women, youth, and people with disabilities (ILO, n.d.). In order to successfully handle labour market difficulties, it promotes social conversation and collaboration among governments, employers, and workers' organisations. Sustainable development goals, which aim to ensure that all people have access to decent work, full employment, and economic growth, are in line with the program's broader international obligations.

In the early 2010s, Botswana made substantial progress toward ratifying the Decent Work Agenda, which is a component of its dedication to the International Labor Organization (ILO) framework. In 2011, Botswana's first Decent Work Country Programme (DWCP) was approved, and it covers the years 2011–2015. Employment, social security, and workers' rights were some of the primary goals of this program. The Botswana Decent Work Country Programme (BDWCP) for 2020–2024 was signed on February 18, 2020, and it is the succeeding program. This demonstrated Botswana's dedication to the Decent Work Agenda, which aims to improve working conditions and create sustainable jobs (ILO, 2020).

II. PILLARS OF THE DECENT WORK AGENDA

The agenda is built upon four strategic pillars that serve as the foundation for its implementation and objectives:

➤ *Employment Creation*

This pillar demonstrates the value of creating adequate employment opportunities to ensure that all individuals can secure productive work with fair pay. The DWA promotes policies aimed at enhancing job creation, especially in sectors capable of employing significant numbers of workers, including youth and marginalised populations. Sustainable economic growth is intrinsically connected to the provision of decent employment, which is crucial for alleviating poverty and inequality (Ruggiero et al., 2014).

➤ *Rights to Work*

The second pillar highlights the promotion and protection of fundamental workplace rights, which includes the right to freely chosen employment, the right to organise and engage in collective bargaining, and the eradication of

forced and child labour. This principle emphasises the importance of treating all workers with dignity and respect while protecting their rights within the workplace. The DWA aims to improve global labour standards, promoting an environment in which workers may exercise their rights free from discrimination or retaliation (Ruggiero et al., 2015).

➤ *Social Protection*

The third pillar promotes comprehensive social protection systems that ensure security and support for workers and their families across their entire life. This consists of access to healthcare, unemployment benefits, pensions, and various forms of social insurance. The DWA highlights the importance of social protection in improving the quality of life for workers and their families, as well as its significant role in fostering social cohesion and stability within communities (Ferraro et al., 2018).

➤ *Social Dialogue*

The final pillar highlights the significance of fostering dialogue among governments, employers, and workers. Effective social dialogue is vital for addressing labour market challenges and promoting collaborative relationships among stakeholders. The DWA promotes the creation of consultation and negotiation mechanisms, which can enhance working conditions, improve labour relations, and develop more effective policies that address the needs and aspirations of all stakeholders (Thomas & Turnball, 2017).

III. RELEVANCE OF DECENT WORK AGENDA

Given that it tackles pressing issues that have arisen as a result of globalisation, advances in technology, and evolving work trends, the Decent Work Agenda (DWA) is very relevant to the modern labour market. The ongoing challenge of unstable employment is one of the primary reasons for the DWA's relevance. A significant percentage of workers are currently experiencing unstable employment conditions, inadequate wages, and restricted access to social protections as a result of the increase in the gig economy and informal work arrangements. According to research, these problems cannot be solved without adhering to the principles of decent work, which promote social security, safe working conditions, and fair compensation. Cieslik et al., 2022; Fabio and Maree (2016). Workers' rights and equitable treatment must be protected through policies, and the DWA offers a framework to achieve what is necessary in these non-standard employment contexts (Shaikh, 2023; Burchell et al., 2013).

Additionally, the DWA is becoming increasingly in line with the SDGs, specifically Goal 8, which highlights the promotion of inclusive and sustained economic growth, full and productive employment, and decent work for all. Sustainable development and poverty alleviation policies must prioritise decent work, as highlighted by this alignment (Mațcu-Zaharia, 2024; Frey & MacNaughton, 2016). These wider development objectives can only be realised through the promotion of economic resilience and equity in society through the incorporation of decent work principles into

national and international policy frameworks (Ruggiero et al., 2014; Olabiyi, 2022).

It is essential for governments, businesses, and workers to collaborate in order to handle the challenges of modern employment relations; which is why the DWA's emphasis on social dialogue is especially relevant in today's labour market. Strengthening labour standards and working conditions through productive social dialogue is essential for cultivating an efficient and productive workforce. Gonese, 2023). When faced with the difficulties brought about by new technologies and changing labour market dynamics, the DWA recommends putting in place consultation and negotiating procedures (Hauf, 2015).

This article examines the influence and challenges faced by the Decent Work Agenda (DWA) in Botswana since its first ratification in 2011 through a review of available literature, including government reports, academic papers, and publications from the International Labour Organization (ILO).

IV. BOTSWANA'S EMPLOYMENT LANDSCAPE

The employment landscape in Botswana is shaped by a complex interaction of economic growth, educational attainment, and structural challenges that affect labour market dynamics. The nation has undergone notable economic expansion, frequently characterised as a "African success story," primarily attributed to its diamond revenues. Nonetheless, this growth has not been uniformly advantageous, as unemployment continues to exist as a significant issue, especially among youth and women (IFPRI, 2017; Matandare, 2018)). The unemployment rate in Botswana displays significant trends, highlighting gender disparities in labour market participation, particularly affecting young women (Matandare, 2018).

The educational status of the workforce is a critical factor influencing employment opportunities in Botswana. Increased educational attainment is associated with improved employment opportunities and higher earnings, especially within the public sector in comparison to the private sector (Siphambe & Tlhobogang, 2010). Despite the growing number of graduates, a discrepancy exists between the skills obtained through education and the requirements of the labour market. The skills gap has prompted demands for reforms in vocational education and training to enhance the alignment of educational outcomes with market requirements (Pheko & Molefhe, 2016; Hamaluba, 2023). The vocationalization of education is crucial for providing youth with relevant skills, which enhances employability and addresses unemployment challenges (Hamaluba, 2023).

Rural-urban migration represents an important feature of Botswana's employment landscape. Numerous individuals relocate to urban regions seeking improved employment prospects, influenced by the difficulties of the rural economy, typically marked by low agricultural productivity and vulnerability to climate change (Gupta, 2014; Bunting et al., 2013). Urban centres provide a wider

array of employment opportunities; however, they encounter challenges including heightened job competition and resource strain resulting from migrant influx (Gupta, 2014).

Additionally, the influence of globalisation and technological advancements has altered the labour market, presenting both opportunities and challenges. The emergence of information and communication technologies has enabled new employment and entrepreneurial opportunities, especially for the youth (Pheko & Molefhe, 2016). This has resulted in heightened competition and an increased need for ongoing skill development to maintain relevance in a rapidly evolving job market.

V. IMPACTS OF DECENT WORK AGENDA IN BOTSWANA

➤ *Improved Labour Standards*

In Botswana, the adoption of this agenda has catalysed efforts to enhance labour standards, particularly through the incorporation of ILO conventions into national legislation and policies (Hauf, 2015). One of the most notable impacts of the decent work agenda in Botswana is the strengthening of labour rights and protections. The government has made strides in aligning its labour laws with international standards, which has resulted in improved working conditions for many employees. For instance, the ratification of key ILO conventions has facilitated the establishment of minimum wage laws and regulations governing working hours, thereby enhancing job security and worker welfare (Maji, 2019). This alignment with international labour standards has also fostered a more equitable labour market, reducing instances of exploitation and discrimination, particularly among vulnerable groups such as women and migrant workers (Siphambe & Tlhobogang, 2010).

Furthermore, the decent work agenda has prompted increased stakeholder engagement in labour policy formulation and implementation. Labour organisations, civil society, and government bodies have collaborated to create frameworks that prioritise decent work principles, leading to more inclusive and participatory decision-making processes (Kalusopa & Ngulube, 2012). This engagement has not only improved transparency but has also empowered workers to advocate for their rights, resulting in a more robust labour movement in Botswana. The emphasis on social dialogue has been instrumental in addressing grievances and fostering a culture of mutual respect between employers and employees (Ruggiero et al., 2015).

Additionally, the focus on decent work has spurred initiatives aimed at enhancing the quality of employment in Botswana. Programs designed to promote skills development and vocational training have been implemented, enabling workers to access better job opportunities and improve their employability (Burchell et al., 2013). This investment in human capital is crucial for sustaining economic growth and ensuring that the benefits of development are equitably shared among all segments of society (Graham et al., 2017). As a result, the decent work agenda has not only contributed to improved labour

standards but has also played a vital role in promoting social cohesion and economic resilience in Botswana.

➤ *Gender Equality and Inclusion*

The Botswana Decent Work Country Programme (BDWCP) aims to establish sustainable employment opportunities for young women and men, targeting gender disparities in the labour market. This has resulted in greater representation of women in leadership positions within the public sector, illustrated by recognized appointments such as the Minister of Finance and the Chief Registrar of the High Court. The Decent Work Agenda encompasses policies that acknowledge unpaid care work, including paid maternity leave, aimed at reducing the domestic responsibilities that disproportionately impact women. Legislative frameworks such as the Economic Inclusion Act (2022) facilitate affirmative action job placements and promote women's economic empowerment. The program aims to formalise informal employment, which frequently lacks protections and benefits, thereby enhancing working conditions and ensuring equitable wages. The BDWCP enhances social protection systems by increasing access to healthcare and financial security measures, thereby providing better support for women, especially single parents or caregivers.

The emphasis on gender equality within the decent work agenda has also led to increased awareness and advocacy around issues affecting women in the workplace. Civil society organisations and labour unions have played a vital role in raising awareness about gender-based violence, harassment, and discrimination, pushing for stronger protections and enforcement of labour rights (Htun & Weldon, 2010). This advocacy has resulted in more robust legal frameworks and policies that protect women from exploitation and ensure their right to work in safe and dignified conditions.

One of the critical impacts of the decent work agenda in Botswana is the increased focus on women's rights and empowerment in the labour market. The government has recognized the importance of addressing gender-based discrimination and has taken steps to promote women's participation in various sectors, particularly in leadership roles (Bauer, 2011). For instance, policies aimed at increasing women's representation in decision-making positions have been implemented, fostering an environment where women's voices are heard and considered in policy formulation (Bauer, 2011). This shift is essential for creating a more inclusive labour market that reflects the diverse needs of the population.

Furthermore, the decent work agenda has highlighted the importance of economic empowerment for women, recognizing that gender equality is not only a matter of rights but also a critical factor for economic growth and development. By promoting women's access to decent work opportunities, Botswana can harness the full potential of its workforce, leading to increased productivity and economic resilience (Alwago, 2023). This approach aligns with the United Nations Sustainable Development Goals (SDGs),

particularly Goal 5, which aims to achieve gender equality and empower all women and girls.

➤ *Capacity Building and Training*

The BDWCP is aimed at skills development to generate sustainable employment opportunities, especially for youth and women. The approach is tripartite, that includes government, employers, and workers' organisations to develop relevant and effective training programs. The program enhances the capacity of local business support service providers to train semi-formal businesses, ensuring compliance with industry standards and regulations. Specialised training programs, such as DREAMS, empower marginalised groups, including women and youth, while ensuring equal opportunities for both girls and boys in emerging fields. The initiatives seek to rectify skills mismatches in the labour market and improve employability. The BDWCP attempts to build a competitive business environment and empower marginalised groups, thereby ensuring equal opportunities for all genders.

One notable initiative is the Botswana National Literacy Programme (BNLP), which was introduced to improve adult literacy and provide basic skills necessary for employment. Although initially focused on literacy, the program has evolved to address functional literacy needs, thereby enhancing the employability of participants (Oats & Gumbo, 2019). This initiative is crucial, as it targets adults who may have missed formal education opportunities, equipping them with essential skills for the labour market. Moreover, partnerships between educational institutions and the private sector have been fostered to enhance the relevance of training programs. These collaborations ensure that the skills taught in vocational and technical training programs align with the needs of employers, thereby improving job placement rates for graduates (Pheko & Molefhe, 2016). For example, the University of Botswana has engaged in partnerships with various organisations to develop curricula that reflect current industry standards and practices, thereby enhancing the employability of its graduates.

Additionally, the government has established various vocational training centres that offer skills development programs tailored to the needs of specific industries. These centers focus on equipping individuals with practical skills in sectors such as agriculture, tourism, and construction, which are vital for economic diversification (Pheko & Molefhe, 2016). For instance, training programs in construction aim to improve safety and operational skills, aligning with the International Labour Organization's (ILO) decent work principles. Furthermore, continuous professional development and lifelong learning initiatives have been emphasised to ensure that the workforce remains competitive in a dynamic labour market. Programs aimed at upskilling existing workers, particularly in healthcare and technical fields, have been implemented to address the challenges posed by technological advancements and changing job requirements (Peluso et al., 2018; Rajeswaran & Ehlers, 2014). These initiatives not only enhance individual career prospects but also contribute to overall

economic growth by fostering a skilled and adaptable workforce.

VI. CHALLENGES OF THE DECENT WORK AGENDA IN BOTSWANA

➤ *High Informal Employment*

The prevalence of informal employment in Botswana presents considerable challenges to the decent work agenda, which seeks to ensure that all individuals have access to decent and productive employment under conditions of freedom, equity, security, and human dignity. Informal employment is widespread in Botswana, especially among the youth, and is typically marked by low wages, insufficient job security, and restricted access to social protections. The situation is worsened by structural economic issues, such as trade liberalisation and labour market adjustments, which have resulted in a transition from formal to informal employment sectors, consequently reducing overall productivity (McMillan & McCaig, 2019).

Research suggests that the informal sector in Botswana plays a vital role in the economy; however, it is frequently linked to reduced productivity compared to formal enterprises. The transition of workers from formal to informal employment is associated with trade liberalisation policies that unintentionally promote this shift, leading to a decrease in overall labour productivity, especially within the manufacturing sector (McMillan & McCaig, 2019). This shift impacts economic output and perpetuates cycles of poverty and unemployment, particularly among vulnerable groups, including youth and women (Sechele, 2015; Pheko & Molefhe, 2016).

Youth unemployment represents a significant challenge in Botswana, given that many young individuals are confined to informal employment due to inadequate skills and opportunities. Research indicates that unemployed youth or those in informal work face adverse effects on their mental health, such as low self-esteem and social isolation (Karugaba et al., 2022). The government has sought to mitigate these issues through diverse youth development programs designed to improve employability and entrepreneurship; nonetheless, the efficacy of these initiatives is constrained by limited access to resources and training (Pheko & Molefhe, 2016).

Moreover, the informal sector frequently lacks the regulatory oversight typical of formal employment, resulting in uncertain working conditions. Individuals engaged in informal employment generally lack access to benefits like health insurance and retirement plans, thereby increasing their vulnerability (Sechele, 2015). The lack of comprehensive labour laws and protections for informal workers in Botswana underscores the necessity for policy reforms aimed at bridging the divide between the informal and formal sectors, thereby ensuring access to decent work opportunities for all workers (Matandare, 2018).

➤ *Migration and Labour Rights*

Migration and labour rights constitute significant challenges to the decent work agenda in Botswana, especially as the nation navigates the complexities of managing labour migration while guaranteeing that all workers, including migrants, experience fair and equitable working conditions. The migration of individuals into Botswana, especially from neighbouring nations such as Zimbabwe, is primarily motivated by economic prospects and established social networks. These migrants frequently encounter unstable working conditions, exploitation, and discrimination, which compromise the principles of decent work established by the International Labour Organization (ILO) ("Realising the Right to Dignity of Zimbabwean Woman Migrants in Botswana: A Practical Approach", 2023; Campbell & Crush, 2015).

The legal and regulatory framework governing labour migration in Botswana presents a significant challenge. Migrants often engage in informal sectors characterised by inadequate protection of labour rights, resulting in exploitation and abuse. Migrant workers often face obstacles to gaining fundamental rights, including fair wages, safe working environments, and social protections ("Realising the Right to Dignity of Zimbabwean Woman Migrants in Botswana: A Practical Approach", 2023; Moroka & Tshimanga, 2010). The absence of a comprehensive migration policy intensifies these challenges, leaving migrants in vulnerable circumstances without adequate legal support to assert their rights (Mlambo, 2018). This situation is especially troubling for women migrants, who encounter additional gender-based challenges in the workplace, such as harassment and limited access to resources ("Realising the Right to Dignity of Zimbabwean Woman Migrants in Botswana: A Practical Approach", 2023).

Furthermore, the cultural and social dynamics in Botswana contribute to the marginalisation of migrant workers. Xenophobia and discrimination toward migrants create systemic barriers that hinder their full participation in the labour market (Campbell & Crush, 2015). Social exclusion impacts not only migrants but also has wider economic implications, as it restricts the potential contributions of a substantial portion of the workforce (Mlambo, 2018). The relationship among migration, labour rights, and social acceptance is essential for developing an inclusive labour market that adheres to the decent work agenda.

The ILO's decent work agenda emphasises the significance of providing all workers, irrespective of migration status, with access to satisfactory working conditions. This includes the promotion of fair treatment, sufficient compensation, and social protections (Rantanen et al., 2020). Current realities in Botswana reveal a substantial disparity between these ideals and the actual experiences of numerous migrant workers. Addressing these challenges calls for a collaborative approach involving government, civil society, and international organisations to formulate and execute policies that safeguard workers' rights,

encourage social dialogue, and cultivate an inclusive labour market (Adhikari, 2023; Ruhs, 2016).

➤ *Economic Diversification*

Economic diversification in Botswana poses a significant challenge to the decent work agenda, primarily due to the country's heavy reliance on diamond mining as the cornerstone of its economy. While Botswana has experienced substantial economic growth driven by its diamond resources, this dependence has created vulnerabilities that threaten sustainable development and employment opportunities (Besada & O'Bright, 2019; Muth, 2021). The need for diversification is underscored by the depletion of diamond resources and fluctuating global prices, which have prompted calls for a more varied economic base to ensure long-term stability and job creation (Badimo, 2023; Matandare et al., 2021).

The lack of diversification has implications for labour rights and decent work conditions. As the economy remains concentrated in the extractive sector, job creation in other industries has lagged, leading to high unemployment rates, particularly among youth and women (Phiri et al., 2022; Matandare, 2018). This situation is exacerbated by a skills mismatch, where the education system does not adequately prepare graduates for the demands of a diversified economy, resulting in a workforce that is ill-equipped to transition into emerging sectors (Malefane, 2022). Consequently, many individuals remain trapped in low-paying, informal jobs that lack the protections and benefits associated with decent work, perpetuating cycles of poverty and inequality (Besada & O'Bright, 2019; Muth, 2021).

Moreover, the government of Botswana has recognized the importance of diversifying the economy to enhance resilience against external shocks and to create a more inclusive labour market. Initiatives aimed at promoting sectors such as agriculture, tourism, and manufacturing have been introduced, yet progress has been slow (Manwa & Manwa, 2014; Magole, 2011). For instance, while tourism is touted as a potential growth area, the sector has not yet reached its full potential in terms of employment generation and economic contribution (Manwa & Manwa, 2014). Similarly, small, micro, and medium enterprises (SMMEs) are seen as vital for economic diversification and job creation; however, they face numerous challenges, including access to finance, market barriers, and inadequate support systems, which hinder their growth and sustainability (Mutoko, 2015; Muchuchuti & Mahambo, 2020).

The challenge of economic diversification is further complicated by governance issues and the need for effective policy frameworks that support inclusive growth. The Botswana government has sought to engage with the private sector to foster diversification, but the legitimacy and effectiveness of these partnerships have been questioned (Conteh, 2010). Without a robust governance structure that prioritises diversification and equitable labour practices, the decent work agenda will continue to be undermined.

VII. POLICY RECOMMENDATIONS

➤ *Foster Stakeholder Engagement in Policy Development*

Several initiatives need to be put into place in Botswana to create decent employment policies. These cover a wide range of activities, such as creating official platforms for multiple stakeholders, improving communication and transparency, assessing stakeholder needs, training and capacity building, promoting inclusive participation, using technology to engage, and monitoring and evaluating results. Incorporating multiple viewpoints into policymaking is a goal of these initiatives, which also seek to encourage conversation and the exchange of best practices (Ruggiero et al., 2015). Stakeholders can be made to feel appreciated and included in the policymaking process by frequent consultations and updates. By conducting stakeholder needs assessments, we can better understand the unique challenges faced by various groups and devise targeted solutions to fill in the gaps in the labour market. Participants in training programs can get the skills necessary to actively participate in meetings and represent their interests in negotiations. In conclusion, technological advancements allow for the possibility of remote consultations and the provision of immediate response on legislative proposals.

➤ *Strengthen Social Protection Systems*

Unemployment benefits, health insurance, pensions, and maternity leave are all parts of social security that Botswana should incorporate into law. All workers, even those in informal professions, should be able to access social protection benefits, and this law should be in line with ILO standards. If Botswana is sincere about helping its citizens, it needs to ensure that its social protection programs extend coverage to those who work in the informal sector, on short-term contracts, or in the gig economy. Ensuring enough support for clients requires social protection services to be of high quality and in order to find weaknesses and enhance social protection systems, they should be evaluated regularly (Hauf, 2015,). Workers must be able to easily access their entitlements through social protection programs, which requires more public awareness of these programs and their availability. A unified framework that promotes decent work and connects social protection benefits to labour market participation can be achieved through the integration of employment laws with social protection. Enhancing the effectiveness and inclusivity of programs, empowering marginalised groups, and prioritising their needs in policy creation can be achieved by adopting a human rights-based approach to social protection. In order to determine how well social protection systems perform, it is crucial to set up a solid system for evaluation and monitoring.

➤ *Strengthening Labour Rights and Protections*

The ratification and implementation of important ILO conventions should be Botswana's top priority in order to strengthen labour rights protections for all workers, especially those from marginalised groups. By expanding the number of inspectors and making sure they get enough training, the government can make sure that workers are following the rules when it comes to working conditions.

Improving workplace conditions requires promoting union rights and collective bargaining. To effectively combat workplace harassment and discrimination, anti-discrimination rules should take into account concerns of gender, racism, and disability (Ruggiero et al., 2014.) Workers' rights necessitate a more expansive system of social security benefits. Workers must be educated on their labour rights in order for them to be able to fight for those rights. If we want to know how well labour rights regulations are working, we need to set up a solid monitoring and assessment system. Policy changes can be informed by regular evaluations, which also make sure that labour rights laws are relevant to the evolving labour market.

VIII. CONCLUSION

In conclusion, Botswana's decent work agenda is an essential foundation for tackling the labour market's complex issues and building on progress towards better working conditions and rights. Strengthening worker rights and protections, fostering stakeholder participation, and promoting economic diversification are vital as Botswana navigates the difficulties of a fast shifting economic landscape. This article's suggestions highlight the importance of all-encompassing policies that strengthen social protection systems, empower disadvantaged groups in the workplace, and conform to international labour norms. By putting these concerns first, Botswana can build a labour market that is more welcoming to all workers, which will boost the economy and guarantee that everyone has a chance to advance professionally and personally. Furthermore, economic diversification is becoming more and more important as the nation confronts the foreseeable problems of falling diamond income. Investments in the agricultural, tourist, and industrial industries can open up new possibilities for bolstering the economy and creating jobs. Botswana can strengthen its economy and make it less dependent on any one resource if it encourages innovation and makes use of the potential of small, medium, and micro businesses (SMMEs). A joint effort by Botswana's public, commercial, and nonprofit sectors is necessary to realise the decent work agenda's potential. Botswana can create a future where decent work is a reality for all its residents by collaborating to overcome current inequities and advance equitable labour standards.

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