



# BOTSWANA WOMEN'S POLITICAL PARTICIPATION (WPP) CROSS GENERATION TRAINING ACADEMY MANUAL



*LOCAL ACTION FOR GENDER JUSTICE!!*

## ACKNOWLEDGEMENTS

This manual has been prepared for the Botswana Women's Political Participation (*WPP*) *Cross-Generation Academies 2021-2022* that will have a strong focus on *Local Action for Gender Justice*. The training forms part of the International Idea-led consortium of six organisations implementing a three-year project on *Enhancing the Inclusion of Women in Political Participation in Africa*, with the support of the Swedish Development Agency, Sida. Gender Links (GL), a Southern Africa NGO based in Johannesburg, with a Botswana and SADC - liaison office in Gaborone, leads the consortium work in Botswana, and contributes to the work in Zimbabwe and Eswatini. The five other organisations in the consortium are FAWE, FEMNET, IFAN - Gender Laboratory, PADARE, and WLSA. These work in the Democratic Republic of Congo, Eswatini, Cote d'Ivoire, Kenya, Senegal, Tanzania and Zimbabwe. The manual draws on a generic manual for the Academies devised by FAWE. It also draws heavily on the Botswana WPP Policy Brief and Situation Analysis researched and written by GL's Botswana consultant and long-time gender activist, Chigedze Chinyepi. GL Gender and Governance Associate Susan Tolmay compiled the content of the manual. GL Special Advisor Colleen Lowe Morna wrote the communications modules and edited the manual. GL Executive Director Kubi Rama provided programme oversight. Sincere appreciation to International Idea partners, especially WPP Programme Officer Sifisosami Dube, for attending the inaugural academy to test the manual in Palapye, Botswana from 8-15 November. The programme in Botswana, which has a strong focus on local government is being anchored by the four "hubs" in GL's Centres of Excellence for Gender in Local Government - Francistown, Moshupa, Lobatse and Maun. Hubs are pioneers in this ten stage programme that have now graduated to become mentors for neighbouring "spoke" councils. They will, among others, continue to host the cross-generation dialogues that will be kick started at the academies that will bring together a mix of new and old women from all political parties ahead of the 2024 elections. Feedback from participants will be used to improve subsequent editions. Thank you in advance to the dozens of women who will use and apply this resource. We hope to meet them again in the next phase as they become political decision-makers. *Pula!*

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## INTRODUCTION

### Background

Women's political representation at national level in Botswana is the lowest in the SADC region with just seven of 64 (11%) MPs being women. At the local government level representation is slightly higher at 18%, but still well below the SADC target of 50%. Rather than progress, the country has seen regression in women's representation since it peaked 1999 at 18% for national and 23% for local government. There has been just a two percent and three percent increase in representation in national and local government respectively since independence in 1974. This situation indicates that there are both barriers to women entering and staying in political decision making positions. Even when women gain representation, it is important to note that their influence is limited due to the centralization of party control in male-dominated political party leadership and gendered norms and procedures in political institutions.

A situation analysis conducted by Gender Links in 2020 found a range of formal and informal barriers to women's WPP in Botswana, including culture, custom, religion and tradition, lack of support, socialisation, the electoral system and lack of a quota, the media, access to finance and resources and violence against women in politics. The situation analysis and policy brief recommend electoral reform and a quota for women in politics in Botswana similar to Tanzania, Zimbabwe and Lesotho as part of the Constitutional Review underway in Botswana.

Following on from the situational analysis and findings Gender Links will conduct five cross-generation academies in the country, starting with two locations - Palapye and Francistown in November 2021. The academies will be week-long sessions aimed at enhancing the inclusion and effective participation of women in political decision-making with a strong emphasis on local

government. The academies will be hosted by "hub" councils in GL's Centres of Excellence for Gender in Local Government. Hub councils mentor neighbouring councils as part of this decade-long programme to promote gender-responsive local governance. The purpose of working closely with the hubs in the Women Political Participation (WPP) programme is to ensure multiplier effects. In the next phase GL will 1. Follow up on the action plans developed during the first phase and 2. Work with II on possible replication of the model through the spoke councils.

### Objectives

The objectives of the (WPP) academy training are to equip women with the necessary skills that will enhance their campaigns and advocate better for political positions and leadership and public life specifically to:

- Work with political parties in identifying likely candidates for the 2024 elections in Botswana among existing and new candidates, using this opportunity to advance buy-in for a quota for women in politics as part of the Constitutional Review under way.
- Kick start the cross-generation dialogues and mentorship programme in Botswana.
- Build the capacity of the younger generation of women to participate more effectively and confidently in politics and transformative leadership positions.
- Improve communication skills on campaign strategies, public relations/speaking and self-branding.
- Understand the political landscape, governance and the political system in Botswana.
- Equip women in politics with skills to conduct rallies.
- Create a strong women's caucus across political parties.
- Ensure women understand and actively participate

in the upcoming constitutional review of Botswana.

- Develop individual Action Plans as well as a plan for a mentorship programme between younger and more seasoned women politicians.

### Background

Gender Links is part of the International Idealised consortium of six organisations implementing a three-year project on: ***Enhancing the Inclusion of Women in Political Participation in Africa***. The five other organisations in the consortium are FAWE, FEMNET, IFAN - Gender Laboratory, PADARE, and WLSA. The consortium focuses on eight African countries namely Botswana, Democratic Republic of Congo, Eswatini, Cote d'Ivoire, Kenya, Senegal, Tanzania and Zimbabwe.

The three key components of the project in Botswana are 1) conducting a Situation Analysis of Women's Political Participation 2) Conducting inter-generation dialogues based on this Situation Analysis and 3) Women Political Participation (WPP) Academy, under which the dialogue sessions are implemented. The three-year project is funded by the Embassy of Sweden in Ethiopia, with the overall goal to increasing the political representation and participation of women in the SADC region and in Africa in line with the Maputo Protocol of 2003, the revised SADC Protocol on Gender and Development of 2015, various sub-regional protocols and standards and the Sustainable Development Goals (SDGs).

Gender Links has carved a niche in the area of governance in local government and for the past ten years has been working with Local Government Councils and providing comprehensive data on women's representation, participation and impact in local government in Southern Africa. The Centres of Excellence (CEO) in Gender Mainstreaming in Local Government has been running in Botswana since 2016 working with 32 councils, eight urban and 24

rural, providing sustained interventions that bring together policy, implementation and capacity building through on-the-job training, monitoring and evaluation and sharing good practices.

The COE has evolved into the Hub and Spoke model which further seeks to promote sustainability of the COE model through turning seasoned and committed COEs into champions of the process through peer learning and sharing. The Hub and Spoke Model is one of mentorship, where Councils which, have over the years, demonstrated sustained commitment to mainstreaming gender mentor Spoke Councils in strengthening gender-responsive governance. In Botswana there are four hub and eight spoke councils. Gender Links will focus the academies on WPP at local government level, as the entry point for women into politics.

### Methodology

The training will run for one week, covering five modules based on, consortium partner, Forum for African Women Educationalists (FAWE) WPP Academy manual which has been customised to Botswana situation with the assistance of GL's Governance Associate and Special Advisor who co-authored and edited the Africa WPP Barometer. The adapted modules for Botswana are:

- Module 1: Introduction to Politics and Governance Political System in Botswana
- Module 2: Women in Elections. Political Positioning Campaign Fundraising
- Module 3: Communication skills, Public Relations and Branding
- Module 4: Transformative Leadership for women in politics
- Module 5: Action Planning

The programme includes presentations by facilitators, debates, cross-generation dialogues, mock political rallies, media and live radio show. Participants will be trained on all social media

platforms to be able to use social media in their campaigns and self-branding. Senior government officials and an International Idea representative will attend the opening sessions.

Seasoned politicians will share their experiences on their political journey and commit to mentor the young aspiring politicians. The cross-generation dialogue will be an opportunity of

peer to peer learning irrespective of their party affiliations. Participants will produce a written profile and one-minute video of self-profiling and branding.

Each module is made up of various tools and resources which will be used to apply your experience and to learn by doing.

	<p><b>Case study:</b> The best learning builds on actual experiences. Some case studies are iconic and bear full mention. Others may soon become dated or might not be relevant to all readers. The handbook shares examples but also encourages users to find their own case studies.</p>
	<p><b>Definitions:</b> Define new words and terms that you will be learning as you work through the manual. There is also a glossary at the end of the manual.</p>
	<p><b>Discuss:</b> Whether in the newsroom, a training class or alone, solutions and insights come through discussion. There is no wrong or right way, but there are certainly better and worse ways of doing things. Discussion leads to better solutions.</p>
	<p><b>Exercise:</b> Get you doings things yourself and in groups.</p>
	<p><b>Quick facts:</b> Facts today will change tomorrow. This handbook is not overladen with facts that can easily be looked up by the reader as and when needed. However, the handbook has some quick facts where these help to explain current realities and prompt us to think about how we can approach things differently.</p>
	<p><b>Apply:</b> How will you put this information to use?</p>
	<p><b>Additional resources:</b> Each one of these topics is the subject of a book all on its own. Resources and links at the end of each chapter provide options for additional reading and depth.</p>