

Newsletter



BOCRA Unveils Visionary 2024 - 2029 Strategic Plan



Embracing Radio's Role in Climate Change



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Struizendam Primary Joins Digital Economy



Ms. Masego M. Jeremiah
Head, Broadcasting & Corporate Communications

Editor's Note

Information and Communications Technologies (ICTs), permeate, affect and impact all facets of life. ICTs impact the young and old; rich and poor; rural and urban; educated and non-educated as well as business. Despite their common usage, they are inherently technical in nature which makes interaction with them not always easy to understand. Therefore, the regulator and all other communications sector key stakeholders have a challenge to grow digital literacy among all demographics of users.

This publication is a presentation of the various activities that BOCRA undertakes from time to time in advancement of its regulatory mandate. The objective of the publication is both information dissemination and consumer education with a view to contribute to user understanding of communications technologies.

We trust that the readership will find the information worthwhile and make suggestions of how it should be enhanced to meet their information needs.

I present the newsletter for the pleasure of your reading.

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A professional photograph of a man with a shaved head, wearing a blue suit, white shirt, and blue patterned tie. He is sitting at a dark wooden desk, looking directly at the camera with a slight smile. His hands are resting on a silver laptop. The background is a blurred office setting with a bookshelf and a framed picture.

FROM THE CE'S DESK

The world is in a rush to leverage digital technologies for socio-economic development. Botswana is pursuing digital transformation with equal measure of urgency. Hence regulation of the communications sector continues to be as exciting as it is challenging. Our regulatory journey has come a long way, in the process, registering more successes than failures. Today Botswana has positioned herself as one with enviable communications environment among its developing world peers. The sector has witnessed significant transformations from traditional communication methods to digitized and digitalized communications platforms. Building on the successes registered to date, the future of regulation seeks to increase access to communications services by having all recognised settlements to

achieve universal connectivity. The vision is to foster an inclusive, resilient, and competitive digital ecosystem that has the potential to empower individuals, businesses, and government entities participating in all the economic sectors of Botswana. Hence realising a digitally enabled society that will participate meaningfully in the global 4IR environment. BOCRA recognises that the future of digital ecosystem is intertwined with a resillaint Cybersecurity envrionment. Hence we are committed to safeguarding Botswana's digital landscape. Through the Computer Security Incident Response Team (CSIRT), we will collaborate with relevant stakeholders to establish a robust cybersecurity ecosystem, promoting trust and confidence in digital services.

Tlokweng Schools Go Digital

In line with the Digital Transformation and Reset Agenda, on Friday 19 April 2024, Four (4) Tlokweng primary schools received donations of ICT laboratories from Botswana Communications Regulatory Authority (BOCRA). Batlokwa National, Botsalano, Mafithakgosi and KgosiKgosi Primary Schools each received 30-seater state-of-art ICT laboratories comprising computers, digital board, server room, office, white board complete with Internet connectivity.

Hon. Thulagano Merafe Segokgo, former M.P. and Minister of Communications, Knowledge and Technology received the P5 Million worth donation on behalf of the schools at a ceremony held at KgosiKgosi Primary School. Hon. Segokgo expressed his satisfaction at the fact that the facilities were a testimony of the Government's commitment of transforming Botswana into a digital economy as championed by Former President H.E Mokgweetsi Eric Keabetswe Masisi in his delivery of the State of the Nation Address (SONA) of November 2023.

Handing over the donations, Mr. Martin Mokgware, BOCRA Chief Executive highlighted that the ICT laboratories were a continuation of BOCRA's commitment to facilitating the education sector with ICT facilities. The initiative dated back to 2018 when BOCRA, through the Universal Access and Service Fund (UASF) provided ICT equipment and Internet connectivity to 68 primary schools in Kgalagadi, Ghanzi and Mabutsane regions followed by 95 primary primary schools in Kweneng District. As part of the initiative, BOCRA sponsored construction of model computer laboratories at Kopong, Ditshegwane and Struizendam villages. Tlokweng laboratories added to the list.

Additional laboratories were still ongoing at Molete village in Goodhope District and Etsha 6 in Okavango District.



Hon. Thulagano Merafe Segokgo
Former Minister, MCKT

Celebrating Digital Innovation for Sustainable Development in Chobe

ICT stakeholders led by the Ministry of Communications, Knowledge and Technology, descended on Pandamatenga village for the commemoration of the World Telecommunication and Information Society Day (WTISD) held on 17 May 2024 under the theme "Digital Innovation for Sustainable Development."

The WTISD is an international commemoration held annually under the auspices of the International Telecommunication Union (ITU), a United Nations agency responsible for the development of communications globally. The day marks the signing of the first International Telegraph Convention and the creation of the ITU. Commemoration of the event is the occasion for the world to celebrate the role of ICTs in the global social and economic sphere. More importantly, it's a reminder for the global community to intensify efforts towards initiatives aimed at closing the digital gap and ensuring inclusive communications for all.

Speaking as the guest speaker during the WTISD, Mr. Mokgethi Magapa, BTC Chairman, highlighted the critical role of digital technologies in addressing the human-wildlife conflict in Chobe, an area renowned for its rich biodiversity and significant economic contributions. He emphasised the government's commitment to place digital transformation at the heart of national development, urging the ICT sector to leverage digital innovations for sustainable solutions.

Magapa, underscored the importance of inclusivity in digital transformation, with a focus on the SmartBots Village Connectivity project aimed at enhancing digital access across Botswana, with emphasis on the need for a collective effort towards a knowledge-driven economy, ensuring no one is left behind in the digital revolution.

The event concluded with an appreciation for the ICT sector's contributions and donations, which are pivotal in driving the digital agenda forward. Preceding the main commemoration was a Kgotla meeting held at Pandamatenga Kgotla on 16 May 2024 to apprise the Pandamatenga and surrounding communities on Government ICTs programmes as they relate to the Chobe region.

Addressing the Kgotla meeting on behalf of the Minister was Mr. Tefo Modise Sethare, BOCRA Board Chairman, who encouraged the communities to embrace ICTs reminding them that there were already 170 online Government services that were meant to improve service delivery. He emphasised that as tourist destination, Chobe would benefit immensely from the use of ICTs. He further apprised communities of other government projects in the ICT space including the 16000 kilometres optic fibre cable that has linked more than 200 villages.

BOCRA Unveils Visionary 2024 - 2029 Strategic Plan



BOCRA Board Members, from left to right; Dr. Bokamoso Basutli, Mr. Tefo Modise Setlhare (Board Chair), Mr. Martin Mokgware (BOCRA Chief Executive), Ms. Kago Mmolawa (Vice Chair), Dr. Mokaedi Monnane Monnane, Ms. Senwelo Modise, Ms. Tsholofelo Bogosi

Taking a bold step toward a digitally empowered Botswana, the Botswana Communications Regulatory Authority (BOCRA) unveiled its 2024-2029 Strategic Plan at its Head Office Auditorium in July 2024. The launch, attended by key industry stakeholders, reaffirmed BOCRA's commitment to transforming the nation's communications landscape.

Hon. Thulagano Merafe Segokgo, Former Minister of Communications, Knowledge & Technology, graced the event alongside BOCRA Board, Executive Management and staff. Ms. Kago Mmolawa, BOCRA Board Vice Chairperson, opened the proceedings by emphasising the collective responsibility in achieving Botswana's digital transformation goals. "The world today is driven by technology that no one has the ability to predict where it is going", she observed.

Mr. Martin Mokgware, BOCRA Chief Executive, followed with an insightful overview of the communications market, chronicling the achievements and challenges that BOCRA has encountered over the previous strategic plan periods. Mokgware's market positioning presentation paved way for the Board Chairman, Mr. Tefo Setlhare to speak in detail to the vision of the board as encapsulated in the 2024-2029 Strategy under launch.

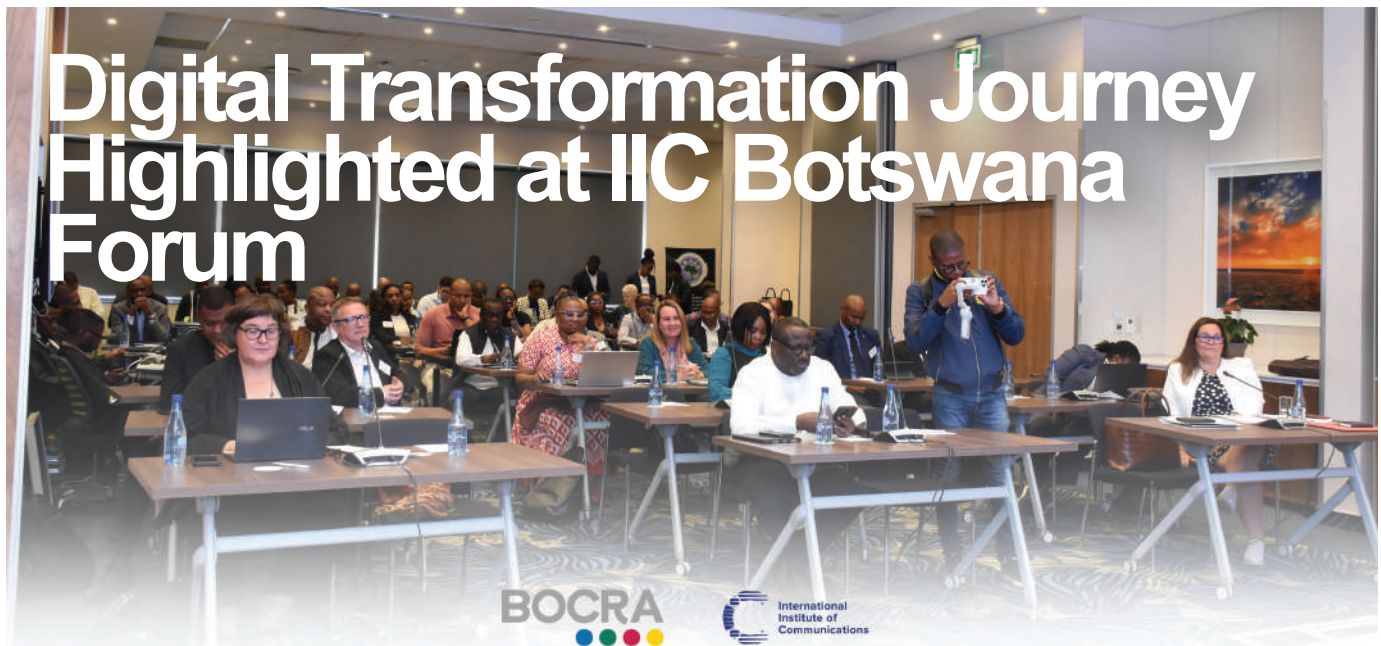
In his keynote address, the Chairperson, outlined the organization's strategic vision and mission: to foster a digitally

enabled economy and regulate an inclusive communications sector. He highlighted that at the core of the strategy are five key pillars, each designed to strengthen Botswana's digital ecosystem: enhancing competition and affordability through dynamic regulation, improving access and economic empowerment for citizens and businesses, promoting a secure and localised cyberspace to strengthen national digital resilience, fostering a diverse and sustainable corporate culture to drive innovation and developing human capital to ensure long-term industry growth.

Guided by its core values of excellence, proactiveness, integrity, and a people-centric approach, BOCRA aims to drive innovation, inclusivity, and customer satisfaction in Botswana's communications sector.

Mr. Setlhare explained that the key goal of the new strategy is to elevate BOCRA's regulatory maturity from Generation 3 to Generation 4. This shift focuses on integrated regulation that aligns with national economic and social policy objectives, ensuring a more adaptive and forward-thinking approach.

Through this ambitious roadmap, BOCRA is set to drive Botswana's digital transformation, positioning the country as a regional leader in communications innovation.



Digital Transformation Journey Highlighted at IIC Botswana Forum



*Hon. Thulagano Merafe Segokgo
Former Minister, MCKT*



*Mr. Martin Mokgware
Chief Executive, BOCRA*



*Mr. Tefo Modise Sethlare
Board Chair, BOCRA*



*Mrs. Tebogo Mmoshe
Director, Licensing, BOCRA*

The International Institute of Communications (IIC) Botswana Forum, held in Gaborone from September 10 to 12, 2024, brought together key stakeholders to discuss the future of digital communications and the progress of Botswana's communications sector. The event featured insightful remarks from prominent leaders, emphasizing the country's commitment to digital transformation and its alignment with global development goals.

The International Institute of Communications (IIC) is an independent, global organization that brings together key players from the media, telecommunications, and technology sectors to discuss and debate policy issues related to industry convergence, particularly focusing on regulation and societal impact. Founded in 1969, the IIC provides a neutral platform for regulators, competition authorities, global operators, and end-user representatives to engage in dialogue on critical policy matters. It boasts a diverse membership from various sectors and operates on a global scale, hosting events and research initiatives. The IIC also conducts research and publishes reports on trends and policy developments, adapting its focus to include emerging issues like digital platforms, data privacy, and artificial intelligence. The 2024 Forum was hosted by Botswana.

Mr. Tefo Modise Sethlare, Chairperson of BOCRA, welcomed attendees to the forum, which started with a pre-conference roundtable for regulatory authorities titled "Best Practice Regulation for the Digital Era." He underscored Botswana's rich natural resources, including diamonds and wildlife, and emphasized the country's shift towards a digitally enabled economy. Mr. Sethlare expressed gratitude to the IIC for hosting the forum in Botswana and for appointing BOCRA members Ms. Tebogo Moshe and Ms. Masego Jeremiah to its administrative structures. He highlighted the forum as an opportunity for exchanging ideas on the digital economy and invited attendees to explore Botswana's natural beauty.

Mr. Martin Mokgware, Chief Executive of the Botswana Communications Regulatory Authority (BOCRA), underlined the significant strides made in Botswana's communications sector since its liberalization in 1996. He noted the remarkable progress in mobile technology, with 4G services now covering 98% of the population and mobile broadband subscriptions reaching 2.9 million. However, he also pointed out the slower growth in fixed telephony, postal, and broadcasting subsectors, and the challenges posed by cybercrime, high ICT input costs, and competition from global players. Mr. Mokgware emphasized the importance of making discussions relevant to developing countries like Botswana.

In his address, Hon. Thulagano Merafe Segokgo, Former Minister of Communications, Knowledge and Technology, reiterated Botswana's commitment to digital transformation and alignment with global and regional development goals. He highlighted the country's Vision 2036, which aims to transition Botswana to high-income status through digital transformation and mindset change. The Minister acknowledged the challenges in the local digital space, including cybercrime and competition from global players, and expressed hope that the forum would address these issues.

The IIC Botswana Forum served as a platform for stakeholders to discuss and address the challenges and opportunities in the digital communications sector, reinforcing Botswana's commitment to becoming a digitally enabled economy. It also convened regulators and policymakers from Africa, the Caribbean, and Europe to discuss policy challenges such as new media, media literacy, AI, connectivity, and infrastructure security.



Molete Satellite School Launch Marks a Milestone in Botswana's Digital Transformation



Hon. Thulagano Merafe Segokgo
Former Minister, MCKT



Kenaleone Fankie Motsaathebe
Chair, Goodhope District Council



Mr. Fredrick Molatedi
Goodhope District Council



Kgosi Quinton Botiki Motshegare
Deputy Chief (Barolong)



On October 16, 2024, Molete Village in the Goodhope District witnessed a significant event with the official launch of Molete Satellite School. The ceremony was graced by various dignitaries, BOCRA staff, including Molete and Mokatako communities, students and Goodhope District Council staff. The event highlighted Botswana's commitment to digital transformation and universal connectivity.

In his remarks, Hon. Thulagano Merafe Segokgo emphasized Botswana's pledge to achieve meaningful universal connectivity by the end of 2024, under the ITU's Partner to Connect initiative. He highlighted the importance of preparing children for a digital future and how the Molete project aligns with Vision 2036, which aims for sustainable development across various sectors. The collaboration between BOCRA, the

Universal Access and Service Fund (UASF), and the Goodhope District Council was praised for its role in this digital transformation journey. Hon. Segokgo also stressed the importance of cybersecurity, urging the community to safeguard their personal information against cybercrime.

Mr. Martin Mokgware, Chief Executive of BOCRA, provided insights into the project's specifics. He detailed the construction of classroom blocks with ICT labs, funded by the UASF, and the significant upgrades in network connectivity and internet access in the Goodhope District. Mokgware highlighted the broader impact of BOCRA's initiatives, including the provision of ICT gadgets to disadvantaged communities and the expansion of 4G network coverage to rural areas. He also mentioned the

successful collaboration with the then Ministry of Basic Education and Skills Development to provide laptops for government schools, enhancing digital education.

The launch of Molete Satellite School is a testament to Botswana's dedication to digital transformation and universal connectivity. With the support of various stakeholders, including BOCRA, UASF, and the Goodhope District Council, the project promises to equip the children of Molete with the necessary skills for a digital future. The event, which also featured a project brief by Ms. Gabatwesepe, and a vote of thanks by Hon. Kenaleone Fankie Motsaathebe, marks a significant milestone in the nation's journey towards achieving Vision 2036.

WORLD TV DAY 2024

“Television Connecting The World”

Television has long been recognized as a powerful medium that not only entertains but also shapes perceptions and connects communities across the globe. Celebrating World Television Day under the theme “Television Connecting the World” on the 21st of November 2024, the Botswana Communications Regulatory Authority (BOCRA) hosted a special event at Mogoditshane Senior Secondary School. The venue was buzzing with excitement as industry leaders, stakeholders, and licensees came together to celebrate the incredible impact of television on people’s lives.

In her keynote address, Ms. Masego Mohwasa from Ytv, highlighted television’s role in preserving culture, educating the youth, and promoting innovation. Ms. Mohwasa is a Motswana with extensive experience in the industry, and she emphasized the importance of storytelling in providing courage, hope, and a sense of belonging. She likened television to the fires we used to gather around, reflecting society’s complexities, triumphs, and struggles. Through her journey, she highlighted that she has witnessed firsthand the dedication and belief in the power of stories that drive the industry.

Ms. Mohwasa’s speech addressed the responsibility of ensuring diverse stories are told, challenging the status quo, and inspiring action. She went on to share personal challenges she faced as a woman in the industry, underscoring the importance of resilience and authenticity. A humorous anecdote about a technical difficulty on set illustrated the value of finding joy even in chaos. Mohwasa concluded with a call to the next generation of creators to take up storytelling tools and continue building the legacy of television. She also shared inspirational quotes from George Gerbner, Oprah Winfrey, and Shonda Rhimes, emphasizing the impact and potential of television to not just change the world but to imagine a better one. The attendance of a diverse group of stakeholders and licensees, created an opportunity for networking and collaboration. The day was filled with insightful presentations, exhibitions, interactive sessions and entertainment by the students, all designed to foster dialogue and innovation within the industry.



Botswana Embraces DIGITAL EVOLUTION

On October 9, 2024, Botswana celebrated World Post Day under the theme “150 Years of Enabling Communication and Empowering Peoples Across Nations.” This year’s commemoration was held in Tonota, it brought together government officials, postal industry leaders, and community members to honor the role that postal services play in communication and economic growth. Additionally, the event also highlighted the continued evolution of postal services in the digital age.

Mr. Martin Mokgware, Chief Executive of the Botswana Communications Regulatory Authority (BOCRA), spoke of the historical significance of World Post Day, which marks 150 years since the founding of the Universal Postal Union (UPU). He emphasized the critical role that postal services have played in the development of global economies and human communication. However, he also acknowledged the challenges posed by modern digital communications, which necessitate the reinvention of traditional postal services to ensure their survival and relevance in the digital age. Mr. Mokgware stressed the importance of leveraging digital services and investing in cybersecurity to address these challenges and maintain the sector’s competitiveness.



Mr. Itseng Kwelagobe
Secretary General, Botswana
National Commission for UNESCO

Struizendam Primary School Joins the Digital Economy



Mr. Martin Mokgware
Chief Executive, BOCRA

On Friday 24 February 2025, Struizendam Primary School received a state-of-the-art computer laboratory from Botswana Communications Regulatory Authority (BOCRA) to enhance its learning environment. The newly built computer laboratory that cost P2, 834, 461.58 to construct and equip, is complete with Local Area Network, 40 student tablets, 10Mbps dedicated Internet connectivity and an IT Officer for support and maintenance as well as to facilitate digital literacy among the school community.



Hon. David Tshere
Minister, Ministry of Communications and Innovation



Struizendam Primary School Polka Dance Group

Officiating during the handover ceremony, Hon. Shawn Nthlaile, Assistant Minister of Communications and Innovation who performed the handover on behalf of the Minister, Hon. David Tshere said;

"Through this ICT laboratory, we are opening doors to countless opportunities for these young learners. The facility will serve as a hub of creativity, innovation, and learning, where students will not only acquire essential digital skills but also develop critical thinking, problem-solving, and collaboration abilities that are vital in today's world".



Mr. Lewis Thupa
District Commissioner, Kgalega

Hon. Nthlaile added that the initiative dovetailed with the Millennium Development Goal No.2 on Achieving Universal Primary Education which required the Botswana primary schools education to evolve to be relevant to the 21st century learners. Speaking during the occasion, Ms. Lenah Babeile, Struizendam Primary School head, praised the relationship the school has with BOCRA which followed adoption of the school in 2015. She said that BOCRA supported the school for such important activities, as study camps, educational excursions, prize giving ceremonies and even uniform items such as school shoes.



Ms. Lenah M. Babeile
School Head, Struizendam P.S.



Mr. Martin Mokgware, BOCRA Chief Executive added his voice by highlighting that the school was adopted following the Adopt-A-School initiative. He underlined that in providing the facility, BOCRA intended to make a positive contribution to ICT literacy and usage of ICTs in the country by targeting the youth who are the main consumers of digital technology.



Prayer by Parent
A Digitally Connected Nation

The Struizendam Primary School computer laboratory was delivered under the BOCRA Corporate Social Investment initiative that aimed at facilitating internet connectivity for primary schools to enhance education. The laboratory added to similar facilities built for other primary schools including Molefe Primary School in Kopong, Ditshegwane Primary School, Molete Satellite Primary School (Goodhope District) and the four Tlokweng primary schools of Batlokwa National, Botsalano, Mafithakgosi, and Kgosi Kgosi. More laboratories will be built for other schools around the country.



Mr. Cecil Masaga
Deputy Permanent Secretary, MCI



Hon. Shawn Nthlaile
Assistant Minister, Ministry of Communications and Innovation



Bridging the Digital Divide

Launch of ICT Laboratory in Etsha 6 Primary School



On January 31, 2025, Etsha 6 Primary School proudly received a newly built state-of-the-art ICT laboratory courtesy of the Botswana Communications Regulatory Authority (BOCRA). The handover ceremony attracted various stakeholders, including government officials, representatives of the education sector, members of Etsha 6 school community and community leaders, who all united in their commitment to advancing digital literacy in schools.

Mr. Itumeleng Batsalelwang, Chairman of the Universal Access and Service Fund (UASF), gave the donor's remarks on the project, in which he stated that the initiative was part of a broader project by the Botswana Communications Regulatory Authority (BOCRA). He further highlighted that the initiative aimed to enhance ICT literacy among the youth by providing high-speed internet connectivity and ICT equipment to primary schools. He added that, since its establishment in 2014, the UASF has been instrumental in extending communication services to underserved areas, significantly improving the sector's development. With specific reference to the Etsha 6 laboratory construction project, Mr. Batsalelwang mentioned some of the challenges it faced. Despite challenges such as limited availability of quality bricks, the Chairman highlighted that the project was completed within budget and on time, marking a significant step towards digital education in Botswana.

Hon. Shawn Ntlhaile, M.P., Assistant Minister of Communications and Innovation, in his keynote

address highlighted the transformative role of ICTs in the Fourth Industrial Revolution (4IR). He emphasized the importance of investing in digital education for young people, referencing President Gideon Boko's call for prioritising ICT investments to drive innovation and economic growth.

The newly constructed lab, costing over P2.8 million, is equipped with 40 desktop computers and high-speed internet connectivity, aimed at empowering students with essential digital skills and enhancing teachers' professional development. The initiative aligns with the Millennium Development Goal No. 2 of achieving universal primary education and represents a collective effort by BOCRA, UASF, and Ngami District Council to bridge the digital divide in remote areas.

The Etsha 6 Primary School ICT laboratory was then officially launched by Hon. David Tshere M.P., Minister of Communications and Innovation. The launch marked a significant milestone in Botswana's journey towards digital education. By providing state-of-the-art facilities and high-speed internet connectivity, BOCRA and UASF empowered the next generation with the tools and skills necessary to thrive in the digital economy. The initiative not only bridged the digital divide but also fostered innovation, creativity, and critical thinking among young learners, ensuring that no one was left behind in the Fourth Industrial Revolution.





Celebrating under the theme “Radio and Climate Change” the village of Tshesebe was graced by the presence of radio stations such as RB 2, Duma FM, The Cross, Yarona FM, Gabz FM and UB Radio as well as government officials, BOCRA staff and executive management, village leaders, members of the community and students, at the 2025 World Radio Day. Speaking at the commemoration, Mr Martin Mokgware, BOCRA Chief Executive said;

“For many years, Botswana’s radio broadcasting market has been dominated by five FM stations: Radio Botswana, RB2, Yarona FM, Gabz FM, and Duma FM. Despite this, there has always been demand for additional FM radio licences. As the regulator, we were unable to meet this demand due to technical constraints. I am pleased to announce that after years of discussions, we are now in a position to welcome more participants into the FM broadcasting sector including community radio. We have now introduced the sixth player being UB radio and we will be licensing more.”

Mr. Itseng Kwelagobe, Commissioner General-UNESCO delivered a message from UNESCO Director-General in which he highlighted that the role of radio cannot go unnoticed, especially in spreading awareness, connecting communities,

and empowering action against the climate crisis.

“Together, we can amplify voices and drive change for a sustainable future”,
He added.

Honorable David Tshere, Minister of Communications and Innovation delivered an insightful address emphasising the crucial role of radio in addressing the challenges of climate change. He urged radio stations to continue building on the trust they have earned over the years, ensuring that their audiences can rely on them for accurate, timely, and impactful reporting on the ever-evolving climate crisis.

In today’s digital age where information is at people’s fingertips and misinformation and disinformation can easily be spread, traditional mediums like radio remain relevant and the village of Tshesebe will get an opportunity to verify information consumed on social media from radio as expansion of private radio stations was launched during the commemoration. The community also got an opportunity to experience real life radio and engage with accurate and impactful climate change information.



Mr. Martin Mokgware
Chief Executive, BOCRA



Kgosi Motlotlegi Matsapa Khachana III
Tshesebe



Mr. Itseng Kwelagobe
Secretary General, Botswana National Commission for UNESCO



Entertainer

Mrs. Kelly Ramputsa-Tiale
Station Manager, UB Radio

Yarona FM Presenters



Duma FM Presenters



Cross FM Presenters



Gabz FM Presenters



UB Radio Presenters



Youth Representative



BOCRA & BTC Hackathon

Driving Innovation in Botswana's Agriculture Sector

In a bid to promote innovation, sustainability, and productivity within Botswana's agriculture sector, the Botswana Communications Regulatory Authority (BOCRA), through the Universal Access Service Fund (UASF) and in collaboration with Botswana Telecommunications Corporation (BTC), hosted a Hackathon aimed at tapping into the creativity of young innovators. The Hackathon was conducted under the theme: "Data-Driven Solutions for Sustainability and Productivity in e-Agriculture."



A call for applications was advertised widely across social media platforms with a closing date of January 15, 2025. After thorough assessment and evaluation, ten outstanding applicants were shortlisted to participate in the competition. On February 6, 2025, BOCRA and BTC invited the shortlisted finalists to present their innovative proposals at BTC Headquarters.

The event culminated in an award ceremony held on February 7, 2025, at the BOCRA Auditorium, where the top ten finalists were recognized for their exceptional proposals. Attendees included the UASF Board Chairman, the BOCRA Chief Executive, the BTC Acting CEO, and members of the BOCRA Executive Management Team.

The grand prize winner received P50,000 and development support valued at P300,000.00. Moreover, the winning team of the Hackathon will receive additional support and funding from both BOCRA and BTC. The support will include: Incubation, training and subsistence. Equipment and Hosting. Commercialisation Assistance.

Runner-ups were also rewarded for their impressive efforts:

- Second Place - **P30,000**
- Third Place - **P20,000**
- Fourth Place - **P10,000**
- Fifth Place - **P5,000**

In addition to the cash prizes, all ten finalists were granted one year of internet connectivity, further enabling them to develop and enhance their innovative projects.

2024 CORPORATE AWARDS WINNERS



Elizabeth Masithe

Elizabeth Masithe originally from Ramotswa and married in Mogapi village, has been a cornerstone of BOCRA since joining the organization as an Executive Secretary on November 1, 2000. Popularly known to her colleagues simply as MmaTsheko, she holds immense institutional memory as she joined the Regulator at its infancy when it was still Botswana Telecommunications Authority (BTA).

She has therefore served under all the three Chief Executives that the Regulator has had to date. Her unwavering dedication to professionalism and her exemplary embodiment of BOCRA's values have earned her the esteemed Living the Values Award, a recognition she treasures as a testament to her hard work and commitment. Inspired by her deep faith in God, the soft spoken Elizabeth consistently strives for excellence in all aspects of her career. She credits her personal and Christian values for seamlessly aligning with BOCRA's principles, making her a natural fit for this honor. Overcoming challenges with grace, such as dealing with customers, she emphasizes the importance of calmness, active listening, and understanding.

Elizabeth attributes much of her success to the support of her director and colleagues, whose mentorship and collaboration have been instrumental in her journey. Winning this award has bolstered her confidence and enriched her career story, motivating her to aspire for even greater achievements.

Outside of her professional life, Elizabeth is passionate about farming, cooking, and evangelizing. She cherishes time spent with her family and grandchildren, finding joy and balance in these moments. Her advice to others is simple yet profound: "Be self-motivated and positive. Stay true to yourself, set boundaries, and remain steadfast in your values."

Elizabeth extends heartfelt gratitude to her colleagues and leadership at BOCRA, acknowledging the lessons, skills, and emotional intelligence she has gained over the years. Her journey exemplifies the power of faith, dedication, and teamwork in achieving success. Elizabeth will finally be retiring from work this year after 25 years of glorious service to communications regulation.

Lesego Maungwa

Lesego Maungwa of Mochudi, joined BOCRA's Finance Department in September 2022 as an aspiring Chartered Accountant. Her dedication and hard work during the financial year 2022-2023, earned her the prestigious Chief Executive's Award, a recognition she views as both a motivation and encouragement for her professional journey ahead.

Currently pursuing her Botswana Institute of Chartered Accountants (BICA) qualification, Lesego strives to reflect the competencies of a seasoned Chartered Accountant in her work. She believes that her commitment to excellence, combined with the experience gained throughout her professional journey, has been instrumental in her achievements.

Beyond her professional pursuits, Lesego enjoys reading and cherishes quality time with her family. Her advice to others aspiring for similar success? "Dedication and commitment in every task, no matter how small, are key. Always give your best and seek opportunities to learn."

With this recognition, Lesego is driven more than ever to contribute meaningfully to BOCRA and achieve her career aspirations.



Lebang Kesiametswe

Lebang Obvious Kesiametswe, a dedicated Telecommunications Engineer in BOCRA's Licensing, Networks and Quality of Service Department, has been honored with the Best Performing Employee of the Year Award. Since joining BOCRA in 2021, Lebang has exemplified consistency, passion, and excellence in his field, earning this recognition as a testament to his outstanding contributions.

Lebang's milestone achievement includes presenting his research on the effects of vandalism and theft on site equipment quality to a departmental stakeholder workshop. His insights not only resonated with industry professionals but also contributed to Botswana's representation in ITU Study Group 12.

Motivated by his belief in the transformative power of digital innovation, Lebang balances technical expertise and data analysis to enhance telecommunications services across Botswana. He attributes his success to supportive colleagues and supervisors, continuous learning, and his faith in God.

Outside work, Lebang enjoys organizing events, playing football, and being actively involved in his church community. His advice to aspiring professionals is clear: "Be consistent, stay curious, take initiative, and let your work speak for you."

With this award, Lebang is poised for even greater achievements, driven by his vision of making a lasting impact in the telecommunications industry. He also expressed his gratitude for the recognition and for the opportunity to be part of a team that values hard work and people. "This award is not just for me it's for every colleague who has collaborated with me" he concluded.



Keamogetse Mmokele

Keamogetse Mmokele who originates from Kanye is an ICT and Telecommunications Analyst in the Licensing Department at BOCRA. She has been a driving force for innovation since joining the organization in April 2015. Keamogetse's dedication and outstanding contributions have earned her the prestigious Chief Executive's Award, acknowledging her exceptional performance and transformative impact.

This recognition comes as no surprise, given Keamogetse's instrumental role in licensing Non-Geostationary Satellite (NGS), a groundbreaking technology that poised to revolutionize Botswana's internet landscape. Her commitment to innovation extends beyond the digital realm, as evidenced by her project management skills in the construction of a primary school for Molete village—a milestone initiative ensuring students from Molete no longer have to do a daily 12 kilometers round trip on foot to access education.

Despite encountering challenges such as regulatory barriers and bureaucratic delays, Keamogetse's perseverance and collaborative approach have been key to overcoming obstacles and driving these projects to success. She credits her director, Ms. Tebogo Mmoshe, and the Strategy and Projects Director, Mr. Thapelo Mogopa, for their mentorship and guidance throughout her journey.

Looking ahead, this award fuels Keamogetse's ambition to tackle complex challenges, lead innovative projects, and make lasting contributions to BOCRA and beyond. Her advice to aspiring professionals? "Dedication and teamwork are vital. Embrace challenges as opportunities to grow and leave a positive impact." Beyond her professional endeavors, Keamogetse is passionate about making a difference in her community, with a special focus on initiatives that blend innovation and sustainability.





The Hidden Costs of Poor Work-Life Balance: How It Affects Your Mental Health and Productivity

By: Topo Boitumelo Tsietsi-Makula

In today's fast-paced world, achieving a healthy work-life balance has become increasingly difficult. The pressure to meet deadlines, exceed expectations, and remain constantly available has blurred the lines between work and personal life. However, when work consistently takes priority over well-being, it can have serious consequences on mental and physical health, relationships, and overall productivity.

Poor work-life balance occurs when work demands interfere with personal time, leaving little room for relaxation, hobbies, family, or self-care. It often results from excessive workloads, unrealistic expectations, job insecurity, or a workplace culture that glorifies overworking.

There are several factors that may contribute to an unhealthy work-life balance, including:

- *Working late or taking work home which reduces time for rest and personal activities.*
- *Pressure to meet deadlines or achieve unrealistic goals which leads to stress and exhaustion.*
- *Constant emails, messages, and calls that make it difficult to disconnect from work.*
- *Some companies encourage overworking, making employees feel guilty for taking breaks or vacations.*
- *Fear of job loss or the need for extra income forces individuals to work longer hours.*

We cannot however ignore the fact that there is an impact on our mental health as a result of poor work-life balance. Chronic stress from an imbalanced work-life dynamic can lead to anxiety, depression, and burnout. Employees who feel constantly overwhelmed may struggle with motivation, focus, and job satisfaction. When work consistently encroaches on personal time, stress levels rise. The inability to disconnect from work-related tasks can lead to chronic stress, which can manifest as anxiety. Persistent stress can also contribute to feelings of restlessness, irritability, and difficulty concentrating. A poor work-life balance can lead to emotional exhaustion and feelings of helplessness, which are key contributors to depression.

The constant pressure to perform at work, combined with neglect of personal needs, can result in a diminished sense of purpose and overall dissatisfaction with life. Burnout will also become inevitable. Burnout is a state of emotional, physical, and mental exhaustion caused by prolonged work-related stress. It

often leads to feelings of detachment, reduced motivation, and decreased performance. Individuals experiencing burnout may struggle with decision-making, lack of creativity, and difficulty finding joy in their work and personal lives.

Spending too much time on work can negatively affect relationships with family and friends. Missed events, lack of communication, and emotional exhaustion create distance and misunderstandings. Ironically, overworking often leads to diminished productivity. Exhaustion and mental fatigue reduce concentration, creativity, and efficiency, leading to more mistakes and lower work quality.

Luckily there is a solution to improving work-life balance for both the employees and the employers:

For Employees

You need to understand and realise that you are the only one that can control who you give access to your personal space and how you do it. You must set boundaries and avoid checking emails or taking work calls outside of your work times. It is important that you prioritise self care and make time for hobbies, exercise, and relaxation to recharge mentally and physically. Taking regular breaks and using vacation time prevents burnout and boosts productivity. If work is overwhelming, discuss concerns with a manager or supervisor.

For Employers

It is of utmost importance that you promote a healthy work culture where you encourage employees to take breaks and avoid glorifying overworking. If possible, offer flexible work options to allow remote work, flexible schedules, or shorter workweeks when possible. It is important that you provide mental health support such as employee wellness programs, counselling, and stress management resources which can improve well-being. Over and above, recognise your employees' efforts by acknowledging hard work and offering incentives that will boost morale and motivation.

Final Thoughts

A poor work-life balance can have lasting negative effects on both individuals and businesses. Prioritizing well-being, setting boundaries, and fostering a supportive work culture are essential steps toward achieving a healthier, more fulfilling life. After all, success isn't just about working harder—it's about working smarter while taking care of yourself.



Garlic Parmesan Cheeseburger Bombs

Source: Pinterest

Garlic Parmesan Cheeseburger Bombs are the ultimate comfort food, combining the rich flavors of seasoned ground beef, gooey cheese, and aromatic garlic. Encased in fluffy biscuit dough and topped with a sprinkle of parmesan, these savory bites are perfect for any occasion—from game nights to family dinners.

Prep Time: 15 minutes | **Cook Time:** 15 minutes
Category: Appetizer | **Method:** Baking | **Cuisine:** American

Serving Size: 1 serving

Ingredients

- 1 lb ground beef (80/20)
- 4 garlic cloves, crushed
- 1 cup shredded mozzarella or cheddar cheese
- 1 can (16 oz) refrigerated biscuits
- 1/2 cup grated parmesan cheese
- 1 tsp Italian seasoning

Instructions

- Preheat your oven to 190°C.
- In a skillet over medium heat, cook ground beef and crushed garlic until browned; drain excess fat.
- Stir in Italian seasoning and shredded cheese until melted.
- Flatten each biscuit into a circle about 4 inches wide.
- Place two tablespoons of the beef mixture in the center of each biscuit circle, fold over edges, and seal.
- Arrange on a greased baking sheet and bake for 12-15 minutes until golden brown. Sprinkle with parmesan before serving.

Notes

- Use fresh herbs for enhanced flavor.
- Customize fillings by adding veggies or different cheeses.
- Ensure not to overfill biscuits to prevent bursting during baking.

NUTRITIONAL VALUE PER SERVING	
Calories	120
Sugar	0g
Sodium	450mg
Fat	10g
Saturated Fat	4g
Unsaturated Fat	5g
Carbohydrates	14g
Fiber	0g
Protein	9g
Cholesterol	40mg

AFFIRMATIONS

1. I am capable of handling any challenge that comes my way.
2. I have the skills and abilities to be successful in my career.
3. My abilities are constantly expanding and evolving.
4. I am worthy of success and respect.
5. Today, I will take risks and step outside my comfort zone.
6. I am open to new opportunities and willing to try new things.
7. I am flexible and adaptable to change.
8. My work is a valuable contribution to the world.
9. My opinion matters, and I will share it confidently.
10. I communicate openly and honestly with my coworkers.
11. I am confident in my ability to contribute to this team.
12. I am not afraid to take the lead when necessary.
13. I handle criticism well and use it as motivation to improve.
14. I can handle this new challenge.
15. I am capable of more than I give myself credit for.
16. Positive changes are happening in my career.
17. I am precisely where I am supposed to be.
18. I attract abundance and prosperity into my life.
19. Gratitude is the key that opens all doors to abundance.
20. I am the creator of my own reality, and I choose to manifest the best for myself.

Source: Pinterest



SECURE YOUR DATA

Lock it, and keep it right

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The background of the entire page is a complex, abstract network of thin grey lines connecting numerous small, dark grey circular nodes. These nodes are scattered across the white background, creating a dense, interconnected web that resembles a digital or communication network. The density of the connections is higher in some areas and lower in others, giving it a dynamic, organic feel.

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