

## WOMEN IN MANAGEMENT: THE CASE FOR BOTSWANA

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### ABSTRACT

The Study aims to share information on the employability of women in management in Botswana. It was motivated by the problem of lack of commonly available information about the ratio of women to men in decision-making positions. Three questions guided the investigation conducted over a period of four weeks:

- i. What is the proportion of women to men in management positions?
- ii. From general observation, it seems women in decision-making positions are fewer than men. Why is this the case?
- iii. What policies are in existence to rationalise allocation of management positions?

To respond to the questions, data were collected using: document analysis and questionnaires with officers purposively sampled from four main players: the public sector, parastatals, the private sector, and organised groups (e.g. trade unions and non governmental organisations). Essentialist and social construction theories guided data collection. Analysis of data involved interpretation of statistics and views solicited from participants. Two key findings were that: a) the proportion of men in decision-making positions remains higher after almost 50 years of independence. Secondly, there is a conscious effort at statutory level to ensure inclusion of more women. Based on the findings, the study came up with recommendations and one of them was that apart from having in place policies, which are conducive to elevation of women, there should be more conscious effort to expose more women to open and distance learning higher education programmes that will make them more competitive.

**Keywords:** Decision-making positions, management, empowerment, gender mainstreaming.