

## Republic of Botswana



### About Botswana

**Capital City:**

- Gaborone

**Monetary Unit:**

- Botswana Pula (BWP)

**Major Languages:**

- English, Setswana

**Main Exports:**

- Diamonds
- Copper
- Nickel
- Textiles

### Our Immigration Services in Botswana

**Business Travel** – Guidance and assistance with visa applications filed with the Ministry of Foreign Affairs via its Embassies & Consulates abroad

**Work & Residency Permits** – For foreign nationals seeking to enter Botswana to engage in gainful employment

**Applications for Short-Term Work Permits** – For foreign nationals seeking work authorization in connection with contracts of six weeks or less

### The Economy of Botswana

Home to over 2 million people, Botswana has transformed itself from one of the poorest countries in the world to a middle-income country, largely owing to the effective use of revenues from mineral resources following the discovery of large diamond reserves. By one estimate, it has the fourth highest gross national income at purchasing power parity in Africa, giving it a standard of living around that of Mexico and Turkey. It is a member of the World Trade Organization, a member of the Southern African Customs Union (SACU), an economic grouping free of tariffs that also includes South Africa, Namibia, Lesotho and Swaziland. It is also a member of the Southern African Development Community (SADC), which has a market of more than 200 million people.

The Heritage Foundation ranks Botswana's economy as the 40th freest in the 2011 Index. It is ranked second out of 46 countries in the Sub-Saharan Africa region. Botswana's economic progress since its independence is one of the few success stories of the African continent. Botswana seeks to further diversify its economy away from minerals. Foreign investment and management are welcomed. Botswana has abolished foreign exchange controls, has a low corporate tax rate, and no prohibitions on foreign ownership of companies.

Botswana's leading trade partners are the European Union (EU), other SACU nations, and Zimbabwe. The government of Botswana has increased economic integration with the SADC. With recurrent drought and only 5% arable land, Botswana imports much of its food and other basic needs, primarily through South Africa. Indirectly, the United States accounts for a sizeable portion of Botswana's imports (manufactured goods) and exports (diamonds).

Sources: <http://tinyurl.com/855hshx>;  
<http://tinyurl.com/2479qn>

For detailed information about Botswana's Economic Outlook, visit: <http://tinyurl.com/6nc55p4>

### Business Travel to Botswana

Foreign nationals who wish to travel to Botswana for business should ensure their passports are valid for at least six months from the intended dates of stay, contain at least two blank visa pages, and are in possession of a round trip ticket. Citizens of a variety of nations, including Brazil, Canada, Mexico, and the U.S. are not required to secure a visa in advance of entry to Botswana for routine business trips of up to 90 days. Further, all Citizens of Commonwealth countries do not require visa except those from Bangladesh, Ghana, India, Nigeria, Pakistan, and Sri Lanka.

For those who require a visa, continuous and ordinary visas for Botswana are available for entry to engage in certain business and tourism activities including attending conferences and engaging in business meetings that will benefit the foreign entity outside of Botswana.

A full list of visa exempt countries, which mainly includes the African and European nations, can be found by visiting the Botswana Foreign Ministry web site at: <http://tinyurl.com/7ndbseg>

### Living in Botswana

Botswana is in south-central Africa, bounded by Namibia, Zambia, Zimbabwe, and South Africa and protects some of Africa's largest areas of wilderness. It boasts the largest inland delta in the world and dedicates forty

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percent of its land to national parks and game reserves. The Kalahari desert, home to a dwindling band of Bushman hunter-gatherers, makes up much of the territory and most areas are too arid to sustain any agriculture other than cattle.

Thirty six years ago Botswana had only six kilometers of paved roads. The country now boasts a network of modern roads covering an area over 7000 kilometers. An "inner circle" highway connecting all major towns and district capitals is completely paved, and the all-weather Trans-Kalahari Highway connects the country to Walvis Bay in Namibia. A fiber-optic telecommunications network has been completed in Botswana connecting all major population centers. The Civil Aviation Authority of Botswana (CAAB) has been established as a regulator of the air transport services to further enhance the transport system.

## Botswana Work Permit Process

- 1 Advertisement of the job opportunity within the local labor market followed by application with the District Labour Office
- 2 If approved by the Commissioner of Labour & Social Security, application for work & residence permit
- 3 Once approved and if required, visa application at Consulate abroad

### How Goel & Anderson can assist your organization in Botswana

Organizations that wish to employ foreign workers abroad require an immigration service provider with a record of successfully coordinating and delivering global, business immigration services for multinational organizations. Goel & Anderson practices exclusively in the field of immigration to assist your company with the recruitment, hiring, and retention of foreign workers across the globe, including Botswana. We understand that time and resources are valuable to your business and that staffing an international project can be critical to your business' reputation and success. We are committed to efficiently delivering business immigration solutions that combine broad global coverage with a depth of local expertise.

We carefully select co-counsel who share our service and compliance-oriented approach to meet the needs of organizations doing business in the global marketplace. Our Global Immigration Practice group and local counsel work closely together to ensure comprehensive business coordination and seamless delivery of services. Our immigration services include end-to-end processing, including: Work &

### Botswana Business Culture

Botswana shares common business and social practices with South Africa. When dealing with foreigners, most Botswanans shake hands while maintaining eye contact and smiling. Some women do not shake hands and merely nod their head, so it is best to wait for a woman to extend her hand. There is no set protocol with the giving and receiving of business cards but it is always advisable to give and receive cards with the right hand.

For an initial meeting it is best to dress conservatively. For men this traditionally means dark-colored conservative business suits, and for women, elegant business suits or dresses. Business attire is becoming more informal in many companies, however, and in subsequent meetings dress may be less formal.

With headquarters outside of Washington, DC in Reston, Virginia and operations in Pune, India, Goel & Anderson is an immigration firm that is international in scope and personal in nature. We are known as a firm that is highly professional and also highly human. We offer clients extensive experience and a comprehensive understanding of all areas of business, employment, and family-based immigration law worldwide.

For more information about our Global Immigration Practice and services, please contact Jill Marie Bussey at [jill.bussey@goellaw.com](mailto:jill.bussey@goellaw.com) or +1 703.796.9881.

\*Goel & Anderson, LLC does not engage in the practice of law within India. All services in India are provided by our affiliate, G&A Immigration Services Private Limited.

The information contained in this document is intended for informational purposes only, is general in nature, and does not constitute legal guidance.

Residence Permit application preparation and filing; detailed guidance on the visa stamping and post-entry process; and tracking key expiration dates. Personal representation at the Botswana Embassy or Consulate abroad and local immigration offices may be available.

Generally, only locally registered entities may sponsor foreign nationals for work permits in Botswana. Thus, if your company's office in Botswana anticipates engaging foreign talent, an early analysis of immigration options and strategies, as well as a thorough understanding of the sponsorship obligations, will better position your project for success. We also understand that despite careful planning, emergent issues can arise. We are well positioned to assist your business to address unexpected business requirements. Because global immigration matters do not occur within a vacuum and the law is infrequently static, we seek local experts who may also assist with a range of related legal services, including corporate formation, contracts, employment agreements, licensing, and transactions and who will advise of changes in policy and procedures.



Innovative Approaches to Immigration Law

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