**Gender diversity in Botswana's commercial banks**  
  
Gender diversity in corporate leadership is a global focus, and many countries are working towards balanced representation of women on boards. In the banking industry, this issue holds significant importance due to its crucial role in promoting gender equality within leadership structures.  
  
Botswana stands out as a progressive country in this regard, boasting an impressive 35% female representation on Boards of Directors in the banking sector (AI Konsult, 2023). This percentage surpasses that of Europe and America, where women hold around 29.8% and 29.7% of board seats in large companies, respectively (European Institute for Gender Equality, 2021; Catalyst, 2021).  
  
Botswana Savings Bank (BSB) leads the way with an outstanding 78% of their Board seats occupied by women, while First National Bank falls behind with only 17% female representation. Interestingly, despite male-dominated boardrooms in the industry, they have made significant strides in appointing women Chief Executive Officers (CEOs).  
  
Currently, women lead 60% of the banking industry as CEOs, and overall, the sector employs more women than men.  
  
This achievement in gender diversity not only demonstrates Botswana's commitment to equality but also highlights the positive impact of diversity on business success. Although there is still progress to be made globally, Botswana's efforts in promoting gender diversity in the banking industry serve as an inspiring example, encouraging greater inclusivity and representation of women in corporate leadership roles.

