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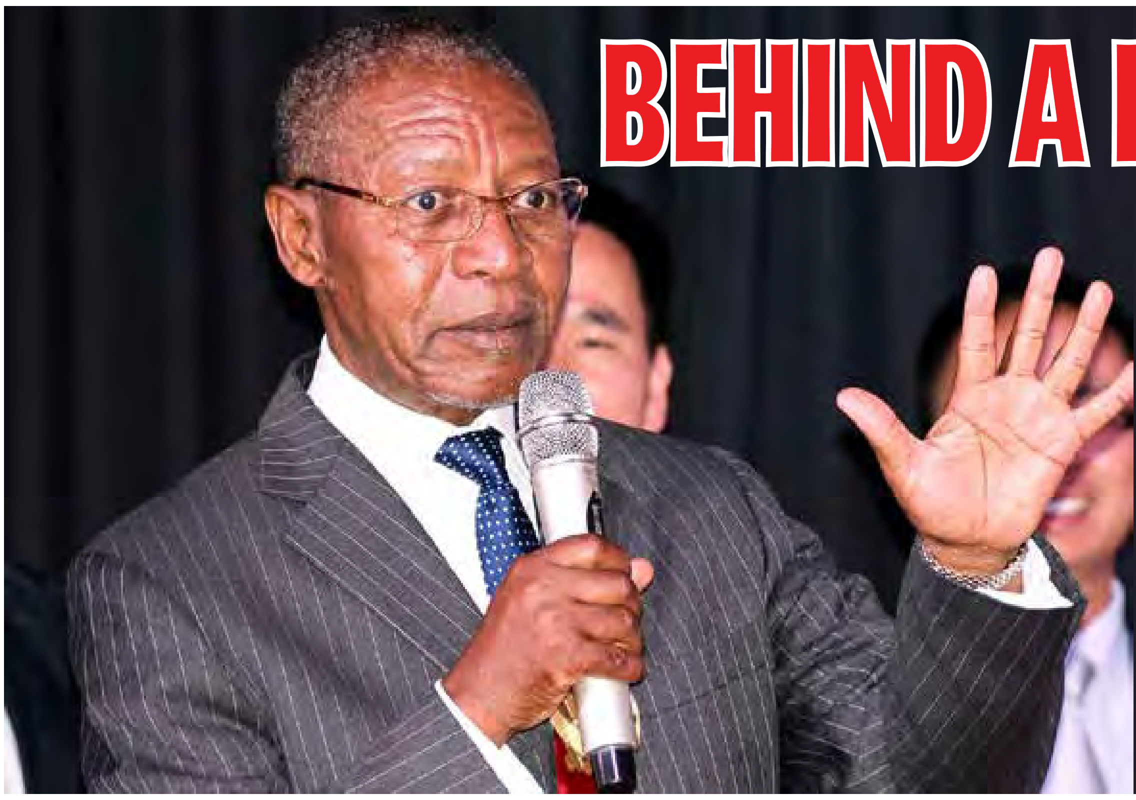
ISSN 1682-6507

JULY 24-30 2026 | Tel: 2232 1414 | www.publiceyenews.com | EST.1997 | Vol 29 No 30



# BEHIND A LOST NATIONAL HYDROPOWER OPPORTUNITY

# Behind a lost national hydropower opportunity

- A tale of bureaucratic tragedy and a lost decade
- Why the pumped storage project proposed by Basotho entrepreneurs failed, and how an American-backed project now aims to succeed

TEBOHO KHATEBE MOLEFI and MOTSAMAI MOKOTJO

MASERU - In a corner of the Credit Union House in Maseru, Thabo Makara and Ben Sebatane, directors of Mookoli Creative Solutions, still keep a stack of yellowed correspondence.

Those letters record a fouryear struggle – a Basotholed effort to turn Lesotho's 'white gold' into export revenues from electricity – that quietly died in a maze of bureaucracy.

On June 4 this year, the government signed a binding agreement with the American company Convalt Energy to build a 1 200 MW pumpedstorage hydropower plant and an AI data centre at Kobong Dam in Mokhotlong District, with a total investment of approximately US$6.2 billion – a figure approaching three times Lesotho's annual GDP.

What very few people know is that as early as 2010, a consortium of Basotho entrepreneurs had put forward an almost identical proposal - a 1 000 MW pumpedstorage scheme at Ha Thibeli on the Katse Dam.

Why did that Basotholed project never materialise?

Former PM Pakalitha Mosisili

**Chapter One: A Basotho dream**

On January 5, 2011, the consortium comprising Mookoli Creative Solutions and Sikulu Piping Supplies wrote to then prime minister, Pakalitha Mosisili, expressing strong interest in developing the Ha Thibeli pumpedstorage hydropower project. This was no flybynight proposal.

The consortium had assembled engineering teams from Europe and the United States and undertook to bear all upfront costs, including the feasibility study, without any financial contribution from the government of Lesotho.

On May 20 the same year, Sixtus Tohlang, Head of the Lesotho Electricity Generation Authority (LEGA), wrote to the consortium setting out two core requirements - secure a market for the electricity to be generated, and secure funding for the project. The consortium moved swiftly.

They attracted serious interest from several large industrial electricity consumers in South Africa, including Sasol, which expressed a clear willingness to buy clean power.

An international financial institution also sent a letter of intent indicating it would provide financing provided government support was secured.

On August 22, 2011, the consortium reported to the prime minister that market demand had been locked in, funding channels were open, and the technical team was in place.

As a gesture of good faith, the consortium offered the government a 30 percent share of net profits and promised to transfer the project to the government free of charge once the buildoperatetransfer (BOT) arrangement had been fulfilled.

Everything seemed ready. All that was missing was a letter of intent.

**Chapter Two: The bureaucratic labyrinth**

That letter, however, became the entry point to a labyrinth.

The prime minister's office forwarded the proposal to the Ministry of Natural Resources. The ministry passed it to LEGA. Tohlang of LEGA expressed satisfaction and promised to submit the proposal to cabinet for approval. And then – nothing happened. On April 2, 2013, the newly appointed head of the Ministry of Energy, Meteorology and Water Affairs responded to the consortium, candidly admitting: "This is the first time that I and Mr Lesoma see these documents."

That statement meant that for more than a year, the consortium's meticulously prepared proposal – complete with market interest letters, financing commitments, and technical team credentials – had never reached the decisionmakers.

The consortium directors were baffled. They had met every condition set by LEGA, received verbal assurances, but never obtained a signed memorandum of understanding or letter of intent. On February 7, 2014, the Principal Secretary of the Ministry, Emmanuel Lesoma, wrote to Mookoli Creative Solutions saying "we have not been able to understand the precise request" and inviting them to make a presentation at the ministry.

By that time, three full years had passed since the consortium's first approach.

On April 25, 2014, the consortium faced an even greater embarrassment during a meeting with the Energy Department: the government team was "not properly informed on the purpose of the meeting," causing the Basotho entrepreneurs humiliation in front of their foreign partners.

In a subsequent letter, the consortium described it as an unnerving experience.

In an internal government document, the then Minister of Energy, Meteorology and Water Affairs, Timothy Thahane, listed the conditions that would need to be met to move the project forward: sediment management of the upper reservoir, a power purchase agreement with Eskom or large clients, a financial model with costperkWh assumptions, an environmental certificate, land acquisition and compensation, and government shareholding negotiations.

The list was long – but the consortium never received an official response on whether those conditions had been met, what else was required, or where the approval process stood.

**Chapter Three: The 'White Gold' that was forgotten**

Lesotho, lying entirely above 1 000 metres in altitude, is one of the most important water sources in Southern Africa. National dams not only supply the country with electricity but also deliver water to South Africa's economic heartland – Gauteng, the province that contains Johannesburg and Pretoria. Water is what Basotho call "white gold."

The Mookoli/Sikulu consortium saw a clear vision: use the Katse Dam as the lower reservoir, build an upper reservoir at Ha Thibeli, and convert national water resources into 1 000 MW of dispatchable power through pumpedstorage technology. This was not a fantasy.

Technical studies for the second phase of the Lesotho Highlands Water Project had already confirmed that the Kobong pumpedstorage option was technically feasible and capable of exporting 1 000 MW of peaktime electricity.

The consortium's offer was remarkably generous: all upfront investment borne by the consortium; 30 percent of net profits to the government of Lesotho; the project transferred to the government free of charge after the BOT period; and a willingness to provide technical and financial assistance for similar projects if required.

Yet after four years, the reply was silence.

**Chapter Four: The arrival of the American company**

On June 4 this year, the government of Lesotho signed a binding agreement with the American company Convalt Energy. The scale of the Kobong Hydropower and AI Data Centre project is striking: at least 1 200 MW of renewable hydro capacity, coupled with up to 4.6 GW of solar generation and 4 GWh of battery storage, all dedicated to powering a green AI data centre.

The investment, about US$6.2 billion, is the largest single foreign direct investment in Lesotho's history. The US Embassy in Maseru said the project would generate significant American manufacturing exports while creating local jobs, clean energy, and economic development opportunities.

The project is expected to generate more than US$200 million in US exports of turbines, electrical equipment and data centre technology.

Energy and mining minister, Lejone Mpotjoane, confirmed to Forbes Africa that feasibility studies are underway and expected to be completed by mid2017. The project will "link hydropower with a hyperscale data centre in the mountains." Because Lesotho is high and cool, data centre operating costs will be lower than in Pretoria, South Africa.

*Story continues to page 04…*

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|---|---|---|---|
| FRI 7/24 | 16° -3° | Plenty of sun<br>Night: Hazy | 0% |
| SAT 7/25 | 20° -2° | Hazy<br>Hazy | 0% |
| SUN 7/26 | 20° 0° | Hazy<br>Hazy | 0% |
| MON 7/27 | 20° 1° | Hazy<br>Hazy | 1% |
| TUE 7/28 | 18° 3° | Plenty of sunshine<br>Mainly clear | 1% |
| WED 7/29 | 16° -2° | Occasional afternoon rain<br>Clear | 55% |
| THU 7/30 | 19° -2° | Hazy sunshine<br>Mainly clear | 0% |


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# Behind a lost national hydropower opportunity

*Story continues from page 02...*

**Chapter Five: Comparing the two projects**

A sidebyside comparison of the Mookoli/Sikulu consortium's Ha Thibeli proposal and Convalt Energy's Kobong project reveals a sobering contrast:

- **Scale:** the local project was 1 000 MW; the American project is 1 200 MW of hydro plus 4.6 GW of solar. The American project is larger, but the difference is not enormous.
- **Model:** the local project was pure pumpedstorage generation; the American project is an "hydro + AI data centre" complex – using clean power directly to drive highvalue digital infrastructure, bypassing grid constraints.
- **Investment:** the local project was selffinanced by the consortium; the American project is US$6.2 billion in external investment.
- **Returns:** the local project offered the government a 30 percent share of net profits plus eventual transfer; the American project's fiscal terms have not yet been disclosed, but given its size – almost three times Lesotho's GDP – the economic multiplier effect could be substantial.
- **Speed:** the local project stalled from 2011 to 2014; the American project went from initial contact to signing in just a few months.

The most fundamental difference is this: the local consortium faced a bureaucracy that was slow, poorly coordinated, and indecisive; the American company faced a government machine that was highlevel driven, crossdepartmentally coordinated, and quick to decide.

King Letsie III personally participated in talks with Convalt Energy board member Richard Gephardt. During the four years of the local project, the consortium's letters were passed from desk to desk, never reaching the true decisionmakers.

**Chapter Six:** Lost opportunities

What was the cost of the Mookoli/Sikulu consortium's failure?

First, time. The period from 2011 to 2014 was a golden window for Lesotho to push energy independence. South Africa's Eskom had not yet erupted into its fullblown crisis, and global enthusiasm for clean energy investment was high. If the Ha Thibeli project had been approved then, Lesotho could today be a net electricity exporter.

Instead, in 2024 Lesotho imported 438 GWh of electricity – 45 percent of national consumption of 970 GWh. After the 'Muela hydropower plant was shut down in 2024, Lesotho Electricity Company had to import all its power from Eskom and Mozambique.

Second, trust.

Basotho entrepreneurs brought international partners to their own country, offered a zerocost, highreturn proposal for national development – and were repeatedly rebuffed by the bureaucracy.

This not only crushed domestic entrepreneurial spirit but also sent a dangerous signal to international investors: in Lesotho, business logic may not overcome bureaucratic inertia.

Third, sovereignty.

When local capital had both the ability and the will to develop national resources, the government failed to provide the necessary policy support.

In the end, the same resource – the pumpedstorage potential of Kobong – was taken up by an American company.

This is not to say that foreign investment is bad; it is to say that an opportunity that could have been Basotholed, generating more value for Basotho, was squandered. Minister Mpotjoane confirmed that Lesotho still imports more than half of its electricity.

Total installed generation capacity is about 105 MW, while peak demand is about 209 MW.

According to World Bank data, Lesotho's electricity supply gap is over 100 MW.

If the Ha Thibeli project had been approved in 2011, Lesotho could today have 1 000 MW of selfgeneration capacity – enough not only to meet domestic needs but also to export to South Africa.

That would mean not only hundreds of millions of dollars in foreign exchange each year, but also energy security – no longer at the mercy of Eskom's loadshedding and tariff hikes.

**Chapter Seven: Lessons and reflections**

Whether Convalt Energy's Kobong project will ultimately succeed remains uncertain. Convalt is a relatively young company; its largest completed project to date is an 8 MW facility in India.

The feasibility study, environmental assessment, and financing arrangements are still pending, and construction is not expected to begin before 2029.

The project also faces the challenge of connecting the data centre to submarine cables – Lesotho is landlocked and has no direct access to any submarine fibreoptic link.

But one thing is certain: this US$6.2 billion project has reached the signing stage because it has received the highest level of political support. That is a telling footnote – that in Lesotho, a project's success often depends not on its commercial merit, but on whether it can penetrate the thick fog of bureaucracy.

The experience of the Mookoli/Sikulu consortium raises a troubling question - if Basotho themselves cannot develop their own resources in their own country, then to whom does Lesotho's 'white gold' truly belong?

On August 22, 2011, the consortium wrote to the prime minister: "We felt it was proper and befitting that we should provide you with a report on how far we have progressed in conceptualising this very important project."

Fourteen years have passed. That report was never formally answered.

# Policing pledge

## LMPS, US Embassy renew partnership to rebuild public trust

BOKANG MOSHOESHOE MAPHIKA

MASERU – The Lesotho Mounted Police Service (LMPS) has made a firm commitment to rebuild public trust and strengthen accountability through a renewed partnership with the United States Embassy in Maseru, declaring that the future of policing in Lesotho must be anchored in integrity, professionalism, and genuine service to the nation.

Speaking at a high-level event marking the collaboration, Deputy Commissioner of Police Dr Mahlape Morai described the initiative as far more than a formal agreement between two institutions. She characterised it as a profound recommitment by the police service to serve Basotho with honesty, transparency, and respect – principles she insisted must guide every interaction between officers and the communities they are sworn to protect.

"Today, the Lesotho Mounted Police Service answers that question not with promises, but with a renewed sense of purpose and an unwavering commitment to this nation," Dr Morai declared, her words carrying the weight of an institution seeking to turn a new page in its relationship with the people of Lesotho.

The deputy commissioner articulated a vision for policing that represents a fundamental shift in philosophy and practice.

She stressed that under the renewed partnership, policing would be guided by principles rather than power, accountability rather than convenience, and service rather than self-interest.

This transformation, she emphasised, is essential if the LMPS is to earn back the confidence of the people it serves. "We encourage Basotho to expect more from their police service. Demand integrity, demand professionalism and demand accountability from us," Dr Morai urged, directly addressing citizens who have long called for meaningful police reform.

The partnership with the United States Embassy is expected to bolster community policing initiatives, strengthen institutional capacity, and promote greater public confidence in the police service as it continues its reform and modernisation efforts. These reforms come at a critical juncture for Lesotho, where questions about police conduct and effectiveness have dominated public discourse in recent years.

Dr Morai was careful to emphasise that public safety cannot be achieved by the police alone, stressing that responsibility rests with all members of society.

"Public safety is not manufactured inside police stations," she observed. "It is a shared accomplishment between communities and the police service, built on trust rather than suspicion, partnership rather than distance, and hope rather than fear."

The deputy commissioner expressed profound gratitude to the United States Embassy for its continued support, describing the partnership as an investment not merely in programmes or institutions, but in the very ideals that give those institutions legitimacy.

"To the United States Embassy, I extend our deepest appreciation for your enduring partnership. This is far more than an investment in programmes or institutions. It is an investment in the ideals that give those institutions legitimacy. It gives courage to integrity and strength to accountability," she concluded.

Dr Morai added that true partnerships leave institutions stronger, communities more confident, and nations better prepared to protect both their freedom and peace – a vision that resonates deeply in a country navigating complex governance challenges.

Acting Deputy Chief of Mission at the United States Embassy in Maseru, Monica Schneider, reaffirmed America's steadfast commitment to supporting the Lesotho Mounted Police Service. She underscored that effective policing depends fundamentally on public trust, respect for human rights, and strong cooperation between law enforcement agencies and the communities they serve.

Schneider noted that the partnership reflects shared values of justice, transparency, and the rule of law, adding that stronger institutions contribute to safer communities and a more secure future for Lesotho. The United States, she confirmed, is proud to partner with the LMPS in strengthening professional policing, improving accountability, and supporting programmes that enhance public safety across the kingdom.

The renewed collaboration signals a new chapter for the police service, with both partners expressing optimism that the initiative will yield tangible improvements in policing standards and community relations.

As Lesotho continues its journey toward stronger democratic institutions, this partnership stands as a testament to the power of international cooperation in advancing the principles of justice, accountability, and public trust that are essential to any thriving democracy.

# Request For Proposal (RFP)

In our commitment to help Basotho owned businesses thrive, FNB Lesotho invites locally registered and qualified **security technology service providers** to submit proposals for **DVR /NVR monitoring, CCTV maintenance and support** across the bank infrastructure.

## Scope of Services

There are a total of **59 DVR/NVR** across on-site and off-site locations; the appointed service provider shall be responsible for the provision of comprehensive DVR/NVR monitoring, maintenance, and support services across the Bank's CCTVs. This shall include, but not be limited to:

a) 24/7 remote and on-site and off- site monitoring of DVR/NVR systems
b) Preventative maintenance of all CCTV equipment and associated infrastructure
c) Corrective maintenance and repair services
d) Emergency call-out services for critical incidents
e) System health monitoring and performance management
f) Regular reporting to the Bank's IT team
g) CCTV Monitoring Platform Access

## Mandatory requirements

a) Company profile
b) Company registration certificate
c) Company Extract
d) Copy of tax clearance certificate
e) Trading license
f) Certified I.D copies of Directors and Shareholders
g) Reference letters from at least 3 clients
h) Organogram
i) Technicians' Certifications
j) Proposed monitoring methodology
k) Detailed Cost Breakdown indicating the proposed cost structure:
    i. Off-site ATMs annual monitoring cost
    ii. On-site annual monitoring cost
    iii. Cost per DVR monitoring

## Submission

Interested service providers are requested to submit the following:

- All documents outlined above
- Submissions in PDF format
- Subject line: **Request for Proposal – CCTV Monitoring and Maintenance**

All documents must be submitted to **fnblesothoprocurement@fnb.co.za** on or before **07th August 2026** by 17:00.
**No hand deliveries and late submissions will be accepted.**

## Disclaimer

The Bank's procurement committee will conduct an evaluation of the submissions provided by each supplier. The evaluation will be in the Bank's sole discretion. The Bank may require a supplier to submit further information if deemed necessary.

The Bank's procurement committee will, In line with bank's commitment to support local Basotho owned businesses, give first preference to 100% Basotho-owned companies that meet the mentioned criteria.

FNB Lesotho reserves the right, at its sole discretion, to accept or reject any proposal, request clarification or additional information, or discontinue the process without appointing any service provider.

# Lesotho unveils transformative CPD framework to professionalise teaching

## Ministry launches nationwide programme to boost teacher standards and learner performance

'MATHATO SEBOKA

MASERU – In a landmark move aimed at revitalising the country's education sector, the Ministry of Education and Training (MoET), through its Teaching Services Department (TSD), has officially launched the Continuous Professional Development (CPD) Framework.

The initiative, unveiled at Lerotholi Polytechnic on Wednesday, represents a significant milestone in strengthening the teaching profession and raising education standards across the mountainous kingdom. The CPD Framework establishes a structured, nationally coordinated system designed to empower every teacher to grow professionally, stay abreast of current educational practices, and receive formal recognition for their knowledge, skills, and experience. The launch comes at a critical juncture when concerns over declining learner performance have prompted urgent action from education authorities.

Addressing a gathering of educators, policymakers, and development partners, Minister of Education and Training, Professor Ntoi Rapapa, confirmed that the framework would benefit approximately 15 000 teachers nationwide. He revealed that the development of the initiative was financed to the tune of M1.3 million by the Global Partnership for Education (GPE), with additional technical support from UNICEF and the Lesotho Council of Non-Governmental Organisations.

"I want to extend our gratitude to GPE for supporting us, and to UNICEF and the Lesotho Council of Non-Governmental Organisations for their invaluable assistance in helping develop the framework," Professor Rapapa stated.

"This investment reflects our collective commitment to transforming education in Lesotho."

The minister emphasised that the framework is designed not merely as a policy document but as a catalyst for meaningful reforms within the education sector. He announced that all newly recruited teachers would now undergo a comprehensive induction programme before assuming their duties.

"New teachers must fully understand what is expected of them by the Teaching Service Commission, the Office of the Minister, and the Principal Secretary before they begin their duties," Rapapa explained.

"This induction will ensure our educators enter the classroom with clarity about their professional responsibilities and the standards they are expected to uphold."

In a particularly significant announcement, Professor Rapapa confirmed that the government is working towards fully operationalising the Teaching Council, which has already been established by law. The council will be vested with the authority to issue and revoke teachers' professional licences, marking a fundamental shift in how the profession is regulated.

"Teaching must become a fully professional profession," the minister declared emphatically.

"Teachers will be issued with professional licences, and where a teacher falls below the required professional standards, that licence may be withdrawn - even though the teacher still holds an academic qualification. This is the established practice in other professions, and it is time teaching received the same professional recognition and accountability."

The ministry has positioned the framework as a bold demonstration of its commitment to quality teaching and improved learning outcomes for every Mosotho child. Among its key benefits are the renewal of teaching licences through the teaching council, compliance with regional and international teacher standards and competencies, and the recognition of prior learning to acknowledge teachers' existing expertise.

Addressing the teaching fraternity directly, Professor Rapapa urged educators to embrace the framework wholeheartedly.

"To our teachers, this is your framework. You were consulted extensively for your inputs during its development. So embrace it - your growth is the nation's growth," he said.

The minister further invited teaching training institutions to align their programmes to become accredited providers of CPD, ensuring a seamless integration between pre-service training and ongoing professional development.

'Maneo Motopi, from the Ministry's Human Resources Department of Training and Development, provided further context on the rationale behind the framework's development. She identified the alarming decline in learners' academic performance as a primary driver for the initiative, noting that this year's highest district pass rate stood at just 67 percent.

"One of the contributing factors to this decline is the lack of continuous professional training for teachers," Motopi explained. "We cannot expect our teachers to deliver excellence when they are not provided with ongoing opportunities to enhance their skills and knowledge."

Motopi also highlighted the urgent need to align Lesotho's teaching standards with regional and international benchmarks.

"As a profession, we want to align with regional and international standards, and we had to pull up our socks to ensure that teachers perform well," she stated.

The official further underscored the technological gap between teachers and students as a pressing concern.

"Our children are advanced technologically - they have access to things like Artificial Intelligence and other digital tools. In many cases, students were more advanced than teachers, which creates tension between them. This framework will help teachers become advanced in these areas too," Motopi said.

The CPD Framework will ensure teachers receive ongoing professional development, which is expected to improve teaching quality and ultimately raise learner performance across the country. Motopi revealed that extensive consultations with teachers had informed the framework's design.

"We have consulted the teachers and asked them the areas that they need to be trained on. Now we have structured the framework looking at the challenges that teachers have mentioned," she confirmed.

The launch of the CPD Framework is expected to promote a culture of lifelong professional learning among teachers while strengthening accountability, professional standards, and the overall quality of education in Lesotho.

# Digital vaults of history

## ESARBICA charts Africa's archival future as 15 nations confront tech revolution

BOKANG MOSHOESHOE MAPHIKA

MASERU — In a landmark gathering that could reshape how Africa preserves its collective memory, experts from 15 Eastern and Southern African nations have convened in Lesotho to confront a pressing question - how can the continent protect its documentary heritage in an era of rapid digital transformation?

The Eastern and Southern Africa Regional Branch of the International Council on Archives (ESARBICA) Board of Directors Meeting and Archives and Records Management Training Programme has brought together archivists, records management professionals and policymakers to forge a unified approach to safeguarding Africa's historical and administrative records for generations yet unborn.

Delegates gathered not merely to discuss administrative protocols but to address what many consider an existential challenge for governance and historical preservation across the continent.

Principal Secretary in the Ministry of Information, Communications, Science, Technology and Innovation, Kanono Ramashamole, opened the proceedings with a recognition of the meeting's symbolic timing, coinciding with Lesotho's New Year celebrations and the recent birthday of King Letsie III.

"Governments and institutions are relying on digital information to make decisions, deliver public services and preserve national memory," Ramashamole declared. "We, therefore, need trusted digital archives that can protect records from loss, manipulation and technological obsolescence."

His words carried particular weight in a region where many countries are still transitioning from paper-based record-keeping systems to sophisticated digital platforms. The principal secretary's address painted a stark picture of the consequences should this transition fail.

"Poor records management can weaken service delivery, reduce public confidence and make it difficult for institutions to preserve the country's history," he warned, emphasizing that transparency, accountability and good governance all rest upon the foundation of accurate and accessible records.

The transformation sweeping through archives and records management is nothing short of revolutionary, according to delegates attending the week-long programme. Digital technology has fundamentally altered how governments create, store and use information, creating both unprecedented opportunities and significant challenges for record-keeping institutions across the region.

Ramashamole stressed that establishing trusted digital archives requires a comprehensive approach encompassing strong legislation, clear policy frameworks, modern technological infrastructure and skilled professionals capable of managing digital records throughout their entire lifecycle.

"We therefore need trusted digital archives that can protect records from loss, manipulation and technological obsolescence," he reiterated, underscoring that the integrity of digital records depends on robust systems that can withstand the test of time and technological change.

The principal secretary urged regional countries to embrace digital transformation while maintaining vigilance to ensure records remain authentic, secure and accessible for future generations - a delicate balance that many nations are still striving to achieve.

ESARBICA president, Firimin Masianga, addressing the same gathering, painted a vivid picture of a profession undergoing rapid evolution. Archivists and records managers, he noted, can no longer afford to be mere custodians of paper documents.

"The profession is undergoing rapid transformation due to digital technologies, artificial intelligence, cybersecurity threats and increasing public demand for access to information," Masianga explained.

"Records professionals must ensure government records remain authentic, secure and accessible despite these changes."

The ESARBICA president highlighted that the meeting would review the organization's programmes and achievements while strengthening cooperation among member states and encouraging the sharing of knowledge and best practices. This collaborative approach, he suggested, is essential for building resilient archival systems across the region.

Masianga emphasized that preserving documentary heritage is not merely an academic exercise but a fundamental requirement for protecting a country's history, supporting accountability and providing reliable information for future generations.

In a powerful moment during his address, Ramashamole welcomed ongoing efforts to return African historical records currently held in institutions outside the continent. These initiatives, he said, are helping restore Africa's history so that future generations should not have to travel across continents to understand their own past.

This repatriation movement has gained momentum in recent years, with several African countries successfully negotiating the return of archival materials and cultural artefacts taken during colonial periods. The ESARBICA meeting provides a platform for coordinating these efforts and developing common strategies for reclaiming Africa's documentary heritage.

Delegates attending the meeting represented a diverse cross-section of the region, including Zimbabwe, Zambia, Uganda, Tanzania, South Africa, South Sudan, Mozambique, Malawi, Kenya, Ethiopia, eSwatini, Botswana, Namibia, Angola, Zanzibar and the host nation Lesotho.

The diversity of participants reflects the broad recognition across Eastern and Southern Africa that archives and records management cannot be approached in isolation. As governments increasingly interact through regional bodies and cross-border initiatives, the need for compatible archival standards and practices has become more pressing than ever.

As the meeting progresses, delegates are expected to develop concrete recommendations for strengthening archival systems across the region. These are likely to address issues ranging from digital preservation standards and cybersecurity protocols to professional training programmes and public access policies.

The ESARBICA gathering represents a critical moment for African archives, as the continent confronts the twin challenges of preserving its rich historical legacy while building the digital infrastructure needed for effective governance in the twenty-first century. The meeting is expected to strengthen regional cooperation, improve professional skills and help member countries develop better systems for preserving public records and ensuring access to information in the digital age - a vision that could fundamentally transform how Africa remembers its past and charts its future.

# Breaking barriers

## LSL initiative paves the way for inclusive education in Lesotho

In a country where communication barriers continue to marginalise Deaf learners, one woman is championing change through Lesotho Sign Language awareness and inclusive education. **'MAMALIELA QHALEHANG (MQ),** Founder and Coordinator of the Lesotho Sign Language Inclusive Education Initiative **(LSL IEI),** sat down with ***Public Eye reporter, MOSA MAOENG (PE)***, to discuss her vision for a more inclusive Lesotho.

**PE: Kindly explain in detail what LSL Inclusive Education is and its mandate?**

**MQ:** LSL Inclusive Education Initiative is an educational and advocacy initiative focusing on promoting inclusive education through Lesotho Sign Language awareness, Deaf awareness, and disability inclusion.

The initiative was established on the understanding that communication is a fundamental right and that no learner should be excluded from fully participating in education and society due to a communication barrier or disability.

The mandate is to create inclusive learning environments by introducing basic sign language education to hearing learners, raising awareness about Deaf learners and those with other abilities, and encouraging communities, schools, and educators to embrace diversity. The initiative aims to nurture inclusive minds from an early age by teaching children that differences in abilities should not become barriers to friendship, learning, and participation.

Through awareness and education, we work towards building a society where Deaf and disabled learners are recognised, respected, and included.

**PE: When was it established and how many initiatives have been made so far?**

**MQ:** LSL Inclusive Education Initiative was established in 2026, following my journey of leadership development, education, and community engagement, including my participation in the African Leadership Centre Southern Africa through the University of South Africa.

Since establishment, the initiative has focused on creating awareness and introducing sign language inclusion among young learners and communities.

Initiatives have included sign language awareness sessions, disability inclusion education, advocacy activities, and engagement with learners and educators on the importance of inclusive communication.

Although still a growing initiative, the foundation has been laid to expand its reach to more schools and communities across Lesotho.

**PE: From what age do you start grooming children and with what tools?**

**MQ:** The initiative primarily focuses on young learners, especially children at primary school level, because early childhood is a critical stage for developing attitudes, values, and understanding of diversity.

Children are introduced to basic Lesotho Sign Language through interactive methods such as demonstrations, storytelling, games, visual learning materials, songs, and practical sign language activities.

The aim is not only to teach signs but also to build empathy, confidence, and acceptance towards Deaf learners and people with disabilities.

**PE: In Lesotho, what is the state of communication barriers and what still lacks to tackle it, especially from the government side?**

**MQ:** In Lesotho, communication barriers remain one of the major challenges affecting Deaf learners and the Deaf community. Many Deaf individuals continue to experience difficulties accessing education, information, public services, and social participation because Lesotho Sign Language is not yet widely understood or practised across society.

While there have been positive steps towards recognising disability inclusion, more still needs to be done. There is a need for stronger implementation of inclusive education policies, increased availability of trained sign language interpreters, training of more teachers in sign language, and greater awareness among public institutions.

Government support is important in ensuring that inclusion moves beyond policies and becomes a reality within schools, communities, and public spaces.

**PE: What communities and schools have you touched through the initiative?**

**MQ:** The initiative has mainly focused on engaging young learners and communities through awareness sessions and educational activities. The work has reached learners, educators, and community members through outreach activities aimed at promoting understanding of Deafness, disability inclusion, and the importance of sign language.

As the initiative continues to grow, the goal is to establish stronger partnerships with schools and communities throughout Lesotho so that more learners can benefit from inclusive education awareness.

**PE: Is the initiative sponsored by any other entity or by you?**

**MQ:** Currently, LSL Inclusive Education Initiative is mainly driven and supported through my personal commitment, passion, and resources towards promoting inclusive education. At this stage, it does not have permanent sponsorship from another organisation.

However, the initiative welcomes collaboration and partnerships with organisations, schools, government institutions, and individuals who share the vision of creating inclusive learning environments for all learners.

**PE: So far, is there a change you have seen made through your work? What kind of change?**

**MQ:** Yes, there has been positive change observed through the work of the initiative. One of the biggest changes has been the growing awareness among learners and communities about Deafness, sign language, and the importance of including people with different abilities. Children who participate in the sessions become more curious, accepting, and willing to communicate with Deaf individuals.

They begin to understand that deaf learners are not defined by what they cannot hear, but by their abilities, talents, and potential. The initiative has also contributed to changing mind-sets by encouraging people to view inclusion as a shared responsibility rather than something that only concerns people with disabilities.

**PE: Going forward, what does the initiative hope to achieve and change about children with special needs?**

**MQ:** Going forward, LSL Inclusive Education Initiative hopes to expand its reach to more schools and communities across Lesotho and contribute towards a more inclusive education system.

The vision is to see a future where Deaf and disabled learners are not isolated or left behind, but are fully included in classrooms, communities, and society.

The initiative hopes to train more children in basic sign language, empower teachers and communities with disability awareness, strengthen advocacy for inclusive education, and contribute to creating a generation of young people who respect diversity and believe that every learner has value and potential.

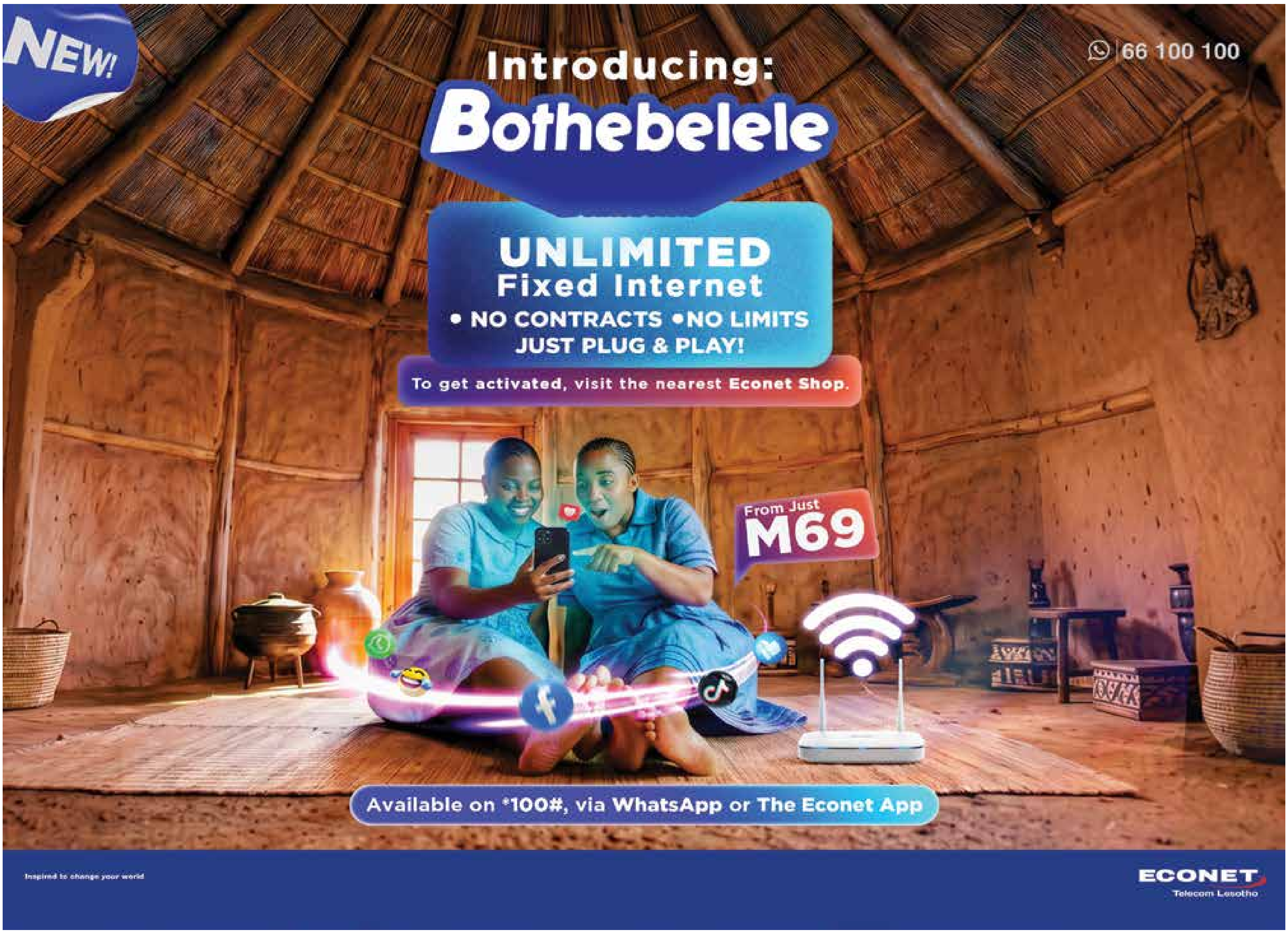
**PE: Any other important information you would like to share with the paper that you believe is important to note about the organisation?**

**MQ:** I would also like to provide an additional update regarding the progress of the initiative. Although the initiative has not yet been formally registered, the registration process is currently underway.

In the meantime, I have already started building collaborations and partnerships with relevant stakeholders, including departments within higher learning institutions, local educational institutions, and other foundations.

These collaborations are ongoing and are aimed at strengthening the foundation of the initiative, expanding its impact, and creating meaningful support networks. While the formal registration process continues, I remain actively engaged with these partners to ensure that the initiative is well-positioned to achieve its objectives of promoting inclusive education, disability awareness, and sign language inclusion.

Additionally, I would like to highlight that the LSL Inclusive Education Initiative has an established logo that represents its organisational identity. The logo reflects the values, vision, and purpose of the initiative in promoting inclusive education, sign language awareness, and equal opportunities for all learners.




Feature

# Lesotho joins World AI Cooperation Organization

- A historic step in Global South cooperation on Artificial Intelligence
- And a look into foreign minister, Limpho Tau, and communications minister, Nthati Moorosi's attendance at the 2026 World Artificial Intelligence Conference

TEBOHO KHATEBE MOLEFI

SHANGHAI - At the exhibition halls of the World Artificial Intelligence Conference (WAIC), cutting-edge technologies from more than 1,100 companies around the world competed on the same stage.

Meanwhile, at the signing ceremony, representatives from 29 countries jointly signed the Agreement on the Establishment of the World Artificial Intelligence Cooperation Organization (WAICO).

Among the highlights of this historic event was Lesotho, a Southern African nation covering just over 30,000 square kilometres.

Minister of Foreign Affairs and International Relations, Limpho Tau, signed the Agreement on the Establishment of the World Artificial Intelligence Cooperation Organization on behalf of the government of Lesotho, making the country one of the organization's founding members.

Minister of Information, Communications, Science, Technology, Innovation Nthati Moorosi also attended the conference.

The presence of both ministers underscored Lesotho's strong commitment to artificial intelligence and reflected the determination of Global South countries to play an active role in the new wave of technological transformation rather than falling behind.

**China's Initiative: Empowering the Global South and leaving no country behind**

In his keynote address at the opening ceremony of the 2026 World Artificial Intelligence Conference, President Xi Jinping announced that over the next five years, China will provide 5,000 AI training and workshop opportunities for developing countries; establish International AI Application Cooperation Centres with ASEAN, the League of Arab States, the African Union, CELAC, the Shanghai Cooperation Organization, BRICS, and other regional organizations as well as assist 30 countries in deploying the AI-powered 'MAZU' meteorological early warning system.

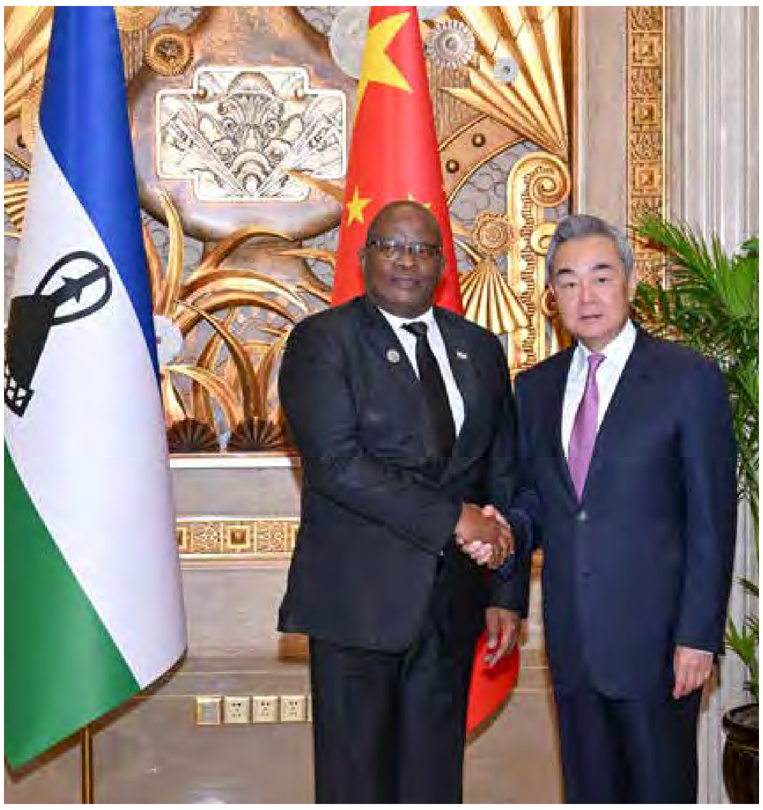
"Today, major changes unseen in a century are accelerating across the world. The new round of technological revolution and industrial transformation is advancing at a faster pace, and the world has entered an unprecedented period of active innovation on AI technologies.

Intelligent connectivity, human-machine collaboration, cross-sector integration, joint creation and sharing, and other intelligent technologies are unleashing enormous power. All this carries within it great opportunities as well as challenges to governance."

President Xi said AI development and its application should not erode or undermine the diversity of world civilizations or the uniqueness of cultures of different countries.

During his meeting with Limpho Tau, Foreign Minister Wang Yi emphasized:

"In the development of AI, no country should fall behind. Developing countries, in particular, are entitled to their legitimate right to technological development. China's initiative to establish the WAICO was to enhance the capacity building of Global South countries, enable all countries to embrace the trend of the new technological era, and promote the positive development of AI, and benefit all humanity."



This commitment is already being translated into concrete action.

These initiatives directly address the principal challenges facing the Global South in AI development.

A United Nations report notes that since April 2024, frontier AI capabilities have nearly doubled, while more than one billion people worldwide now use conversational AI tools each week. Yet the Global South remains significantly behind advanced economies in AI access and adoption.

Critical infrastructure, computing power, and the investment needed to build advanced AI systems remain concentrated in a small number of wealthy countries and major global technology companies.

For this reason, WAICO carries particular significance for developing nations.

Following the signing ceremony, Ethiopian Minister of Innovation and Technology, Belete Molla, said that WAICO was designed as a multilateral platform to bridge the global AI divide and ensure that the socioeconomic benefits of emerging technologies are shared equitably with the Global South.

Belarusian Minister of Communications and Informatization, Kirill Zalessky, likewise noted that becoming a founding member of WAICO "opens broad opportunities to shape the international agenda and implement joint international projects in this strategically important field."

A historic moment: The birth of WAICO and the awakening of the Global South

In July 2025, China first proposed the establishment of the World Artificial Intelligence Cooperation Organization.

Within just one year, the idea evolved from a vision into reality. On July 16, 2026, 29 countries - including China, Kazakhstan, Laos, Pakistan, Russia, and Indonesia - signed the founding agreement in Shanghai.

United Nations Secretary General, António Guterres, attended the ceremony to witness this historic milestone.

According to the agreement, WAICO is an independent intergovernmental international organization headquartered in Shanghai. Guided by the purposes and principles of the United Nations Charter, the organization adheres to the principles of extensive consultation, joint contribution, and shared benefits, with a people-centred approach.

Its core objectives include promoting international cooperation and global governance in artificial intelligence, ensuring that AI develops in a beneficial, safe, and equitable manner, and enabling its benefits to be shared by all humanity.

**Lesotho's strategic choice: From AI consumer to AI co-creator**

Lesotho's decision to join WAICO was far from accidental. In recent years, the country has demonstrated notable strategic foresight in digital transformation and artificial intelligence. In June this year, Minister Moorosi formally signed three key policies: The Broadband Infrastructure Sharing Policy, the Data Management Policy, and the Artificial Intelligence Policy.

Together, these policies form part of the government's broader strategy to modernize the country's technological landscape and accelerate its transition toward a digital economy.

At the same time, the government of Lesotho approved the National Artificial Intelligence Policy, marking another important step in the country's AI adoption.

These domestic initiatives complement Lesotho's decision to join WAICO.

As Kanono Ramashamole stated during the United Nations Global AI Governance Dialogue in Geneva in July: "Lesotho is taking concrete steps to ensure that it is not merely a consumer of AI technologies, but a co-creator of the policies, platforms, and digital foundations that will shape the future of artificial intelligence."

Within the WAICO framework, Lesotho stands to benefit on several fronts. First, by participating in the organization's capacity-building programmes, it can gain access to AI training, policy advisory services, and governance expertise.

Second, as a founding member, Lesotho will have a voice in shaping international AI governance rules and technical standards.

Third, WAICO's promotion of an open-source AI ecosystem is expected to lower technological barriers to entry, making advanced AI technologies more accessible to countries like Lesotho.

Advancing together: The Global South and the dawn of a new AI era

Lesotho's story is not unique. At the 2026 World Artificial Intelligence Conference (WAIC) in Shanghai, the presence of Global South countries was more prominent than ever.

The 29 founding members of WAICO span Asia, Africa, Latin America and Europe, sharing one defining characteristic - each has incorporated AI into its national development strategy, and all belong to the Global South. Kazakh president, Kassym-Jomart Tokayev, personally led a large delegation to the conference, where Kazakhstan signed more than US$15 billion in commercial agreements and designated 2026 as the Year of Digitalization and Artificial Intelligence.

Ethiopia established a National Artificial Intelligence Institute, while five ASEAN countries - including Indonesia and Malaysia - joined WAICO.

Why are so many Global South countries turning to China for AI cooperation? Analysts point to two complementary strengths: China's combination of advanced technological capabilities and its approach to inclusive AI governance.

China not only offers open-source AI models and customizable public-service solutions but also seeks to develop AI as a practical, people-centred technology that delivers tangible benefits.

For many countries in the Global South, the attraction goes far beyond access to more affordable technology. It is about strengthening digital sovereignty, building more robust local innovation ecosystems, and gaining the opportunity to evolve from consumers of AI into creators of AI.

Open-source models, lower deployment costs, and broader technology sharing reduce the barriers to entry for countries that are still developing their digital capabilities.

In his keynote address at WAICO, President Xi Jinping emphasized that "AI development should not be a solo performance by a single country, but a symphony of international cooperation."

The establishment of WAICO represents the opening chord of that symphony. And Lesotho is not merely an audience member, but one of its performers.

The establishment of WAICO has opened a new door for Lesotho and for countries across the Global South. It is a gateway to capacity building, technology sharing, and collaborative rule-making - a pathway toward a more equitable and inclusive AI future. As Chinese foreign minister Wang stated, "No country should be left behind in the development of artificial intelligence."

Lesotho is ensuring, in its own way, that it will not be left behind.









# FNB Lesotho Unveils Exclusive Seshoeshoe Fabric in Celebration of His Majesty King Letsie III's Birthday

**Celebrating Heritage, Identity and National Pride**

In celebration of the birthday of His Majesty King Letsie III, FNB Lesotho has proudly unveiled its new exclusive Seshoeshoe fabric, a vibrant expression of Basotho culture, heritage, and national pride. The launch marks another significant milestone in the Bank's journey of supporting initiatives that celebrate Lesotho's unique identity while contributing to the country's social and economic development.

The specially designed fabric reflects the rich heritage of Basotho while embracing a vision of progress and innovation. Through this initiative, FNB Lesotho aims to inspire pride in local traditions and encourage future generations to celebrate and preserve the cultural legacy that continues to shape the Kingdom of Lesotho.

**Ts'otetsi Seema, Chief Marketing Officer, FNB Lesotho, said:**

> "The launch of the FNB Lesotho Seshoeshoe fabric represents the Bank's deep commitment to celebrating and preserving Basotho culture. This is an important milestone because it demonstrates that FNB Lesotho is not only invested in the economic growth of the country but also in the cultural identity of the nation."

The launch forms part of the Bank's ongoing efforts to create meaningful connections with the communities it serves and to champion initiatives that strengthen national pride. By celebrating one of Lesotho's most recognizable cultural symbols, FNB Lesotho continues to play an active role in preserving traditions that remain integral to the country's identity.

FNB Lesotho
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# Positive workplaces drive productivity and employee well-being

Staff Repoter

MASERU – Creating a positive workplace has become increasingly important as organisations strive to improve productivity, employee satisfaction, and long-term success. Experts agree that workplaces that promote respect, communication, and professional development are more likely to achieve their goals while maintaining a motivated workforce.

Employees spend a significant portion of their lives at work, making the workplace more than just a place of employment. It is an environment where people develop skills, build relationships, and contribute towards organisational success. As such, fostering a healthy and supportive workplace benefits both employees and employers alike.

Mutual respect remains one of the foundations of a successful working environment. Employees who feel appreciated and valued are more likely to remain committed to their responsibilities and contribute positively to their organisations. Respect in the workplace also strengthens teamwork and creates an atmosphere of trust among colleagues.

Effective communication plays an equally important role. Open and transparent communication helps minimise misunderstandings while encouraging employees to share ideas and provide constructive feedback. Organisations that encourage dialogue often experience improved collaboration and more efficient problem-solving among their teams.

Workplace safety and employee well-being have also become key priorities in today's professional environment. Employers are expected to provide safe working conditions while supporting both the physical and mental health of their employees. Promoting work-life balance and addressing workplace challenges promptly can significantly improve morale and job satisfaction.

Professional growth opportunities continue to shape successful workplaces. Providing training programmes, mentorship opportunities, and clear career development pathways enables employees to strengthen their skills and reach their full potential. In return, organisations benefit from increased productivity, innovation, and employee retention.

Teamwork remains another critical factor in workplace success. Employees who work collaboratively often produce better results than those working independently. Strong workplace relationships contribute to a sense of belonging and encourage collective achievement.

As organisations continue to evolve, creating positive workplaces remains essential. By investing in respect, communication, safety, professional development, and teamwork, employers can build environments where both people and businesses thrive. A healthy workplace is not merely desirable—it is fundamental to sustainable success.

## Invitation to Bidders

## BID NOTICE UNDER OPEN NATIONAL COMPETITIVE TENDERING

**7th July 2026**

**Supply, Delivery, and Installation of Office Equipment - REU/OE/2026/07/001**

1. The Rural Electrification Unit has been allocated/received funds from the Government of Lesotho to be used for the acquisition of Office equipment.

2. The Entity invites sealed bids from eligible bidders for the provision of the above Goods.

3. Bidding will be conducted in accordance with the open national bidding method contained in the Public Procurement Act and is open to all bidders.

4. Interested eligible bidders may obtain further information and inspect the bidding documents at the address given below at 8(a) from 8:00 am to 4:30 pm.

5. Interested bidders may purchase the Bidding document in English upon submission of a written application to the address below at 8(b) and upon payment of a non-refundable fee of LSL2,000.00 (Two Thousand Maloti Only), equivalent to ZAR2,000.00 (South African Rand Only). The payment receipt against proof of payment will be collected from the Department of Energy (DoE), 2nd Floor, Sekhametsi Building, Kingsway Road, Maseru. The payment MUST be made to the following account;
   **Account Holder:** *Central Bank of Lesotho*
   **Account Name:** *Main Revenue Epicor 10*
   Bank Central Bank of Lesotho (CBL)
   **Account Number:** *0101403715016*
   **BIC Code:** *CBLELSMXXX*
   **Address:** *Corner Airport and Moshoeshoe Roads, Maseru, Lesotho.*
   **Branch Code:** *586611*

6. Bids must be delivered to the address below at 8(c) at or before 18th July 2026 at 10:00 am. All bids must be accompanied by a bid security of two percent (2%) of the bid price, expressed as a fixed amount and not with decimal points. Bid securities must be valid until 14th December 2026. Late bids shall be rejected. Bids will be opened in the presence of the bidders' representatives who choose to attend at the address below at 8(d) at 10:30 am on 18th August 2026.

7. There shall be a pre - bid meeting/ site visit at the Ministry of Energy & Mining, Rural Electrification Unit, Rosegil Building, Ha Hoohlo (former Mamoth Building), Maseru, Lesotho, on the dates indicated in the proposed schedule in this notice.

8. (a) Documents may be inspected at: Ministry of Energy & Mining, Rural Electrification Unit, Rosegil Building, Ha Hoohlo (former Mamoth Building), Maseru, Lesotho.
   (b) Documents will be issued from: Ministry of Energy & Mining, Rural Electrification Unit, Rosegil Building, Ha Hoohlo (former Mamoth Building), Maseru, Lesotho.
   (c) Bids must be delivered to: Tender Box situated outside the DoE Boardroom, Department of Energy (DoE), 2nd Floor, Sekhametsi Building, Kingsway Road, Maseru.
   (d) Address of bid opening: DoE Boardroom, Department of Energy (DoE), 2nd Floor, Sekhametsi Building, Kingsway Road, Maseru.

9. The planned procurement schedule (subject to change) is as follows:

| Activity | Date |
|---|---|
| a. Publish bid notice | 13th July 2026 |
| b. Site visit meeting | N/A |
| c. Bid closing date | 18th August 2026 |
| d. Evaluation process | 7th September 2026 |
| e. Display and communication of the best evaluated bidder notice | 17th September 2026 |
| f. Contract signature | 10th October 2026 |

10. **List of mandatory documents**
   Bidders must submit the following documents:
   - Price Schedule for Goods and Related Services with the commitment in writing that the bid price in this response is valid for 90 days from the Bid closing date;
   - Bid Security;
   - Valid Trading License Certified at source;
   - Valid Tax Clearance Certificate and
   - VAT Registration Certificate;
   - Coloured pictograms and/or brochures clearly indicating the specifications of goods tendered for;
   - Proof to have registered with the Lesotho Ministry of Finance (IFMIS) or a declaration to be prepared to register once awarded the tender attached to the technical proposal;
   - Certificate of Bona Fide Tendering, duly signed by a senior official of the bidding company;
   - Certificate for authority of signatory (Power of attorney).

11. **Clarifications**
   All requests for clarification and queries on this tender must be addressed in writing to: Procurement Specialist Mr. Tebello Sehau – **sehaut@yahoo.com** Rural Electrification Unit, Rosegil Building, Ha Hoohlo (former Mamoth Building), Maseru, Lesotho, or on the telephone number **+266 22320154** and copy Ms. Mpho Matete – Procurement Officer - **mpho.matete.makoae@gmail.com** and Secretary Procurement Committee – **makamohelo.mohoebi@gov.ls** Offices: Government Complex, Africa House, 3rd Floor or on the telephone number **+266 2232 1034/2232 0154**.

Name: **Tebello Sehau**

Position of Authorised Official: **Procurement Specialist**

Matla a Metsi Joint Venture
150 Tsoere Street
Maseru 100
mam@mamjv.com

# REQUEST FOR EXPRESSION OF INTEREST (EOI)

## LESOTHO HIGHLANDS WATER PROJECT (LHWP) – PHASE II

### CONTRACT LHDA NO. 4020 CONSTRUCTION OF POLIHALI DAM AND APPURTENANT WORKS

1. SUN Joint Venture (SUN JV) is the Contractor for the Contract: LHDA No. 4020 for Construction of Polihali Dam and Appurtenant Works - Lesotho Highlands Water Project (LHWP) – Phase II.

2. The Site is at the Polihali Dam located approximately 130km north-east of Maseru and 20km west of Mokhotlong at co-ordinates 28° 51' 50" E and 29° 17' 20" S.

3. SUN JV intends to procure suitably qualified enterprises for the following Works under the Contract:

| | |
|---|---|
| Lot 1 – Water Quality Monitoring | Lot 4 - Site Security |
| Lot 2 – General and Hazardous Waste Management Services | Lot 5 - Temporary Works Engineering Services |
| Lot 3 - Transportation * | Lot 6 - Lifeline and Rope Access Services |

*** Lot 3** - To the extent practicable and reasonable, enterprises from the Project Area shall be given priority, subject to passing the EOI Evaluation stage.

4. SUN JV herewith invites **Lesotho Nationals Enterprises (LNE)**, **RSA Black-Owned Enterprises (BOE)** and **RSA Enterprises** to submit their complete EOI Documents.

"Lesotho National Enterprise" shall be any legal entity meeting the definition given in the LHWP Phase II Agreement of August 2011, Article 1, provided that for any entity registered after August 2011, more than 75% shareholding is by Lesotho Nationals.

"RSA Black-Owned Enterprises" shall be Black Owned Enterprises (BOEs) in terms of South African legislation (>50.1% Black ownership and substantial Black management).

"RSA Enterprises" shall be those residents, operating and managed in the Republic of South Africa, registered in South Africa in terms of the South African legislation and subjected to corporate income tax in South Africa; where 'operating' means carrying out work of a similar nature for a significant period with the last 10 years.
"Project Area" means the area defined by Mokhotlong District.

5. Interested enterprises shall submit complete set of EOI in English in softcopy to the following email address: **contract02@sunjv.cn.**

6. The EOI Documents shall include the minimum of the following:
   - Detailed Company profile (enterprise ownership, registration details, valid Tax clearance certificate, etc.)
   - Demonstrate relevant experience and/or similar executed Works
   - Audited financial reports for the last 5 years.
   - Details of available resources, equipment and financial capacity.
   - Copies of relevant government and/or authorities' registrations, licenses, and certifications.
   - Any additional information deemed relevant to support the EOI.

7. All enquiries may be directed or addressed to the following e-mail: **contract02@sunjv.cn.**

8. The closing date for submission of EOI documents is **31 July 2026**. Each submission shall be captioned as follows**:** Example: **'EOI LOT 1 – Water Quality Monitoring'**

9. EOI documents received after the **31 July 2026** shall not be considered.

10. Enterprises passing the EOI evaluation stage shall be issued with a full set of Tender Documents which shall detail the scope of Works.

11. Please consider your EOI as unsuccessful if you do not receive the Tender Documents by **15 August 2026.**

Matla a Metsi Joint Venture
150 Tsoere Street
Maseru 100
mam@mamjv.com

# VACANCIES. 2607/02

SUN JV (a joint venture among SINOHYDRO BUREAU 8 CO., LTD, SINOHYDRO BUREAU 14 CO., LTD., UNIK CIVIL ENGINEERING PTY LTD., and NTHANE BROTHERS PTY LTD.) is the Contractor of the CONSTRUCTION OF POLIHALI DAM AND APPURTENANT WORKS for the Lesotho Highlands Water Project – Phase II. SUNJV is constructing a concrete-faced rockfill dam at Polihali, approximately 1km downstream of the confluence of the Khubelu and Senqu Rivers, and a Saddle Dam. Applications are hereby invited for suitable candidates to fill the below-listed positions;

| No. | Position | Quantity | Qualification | Experience | Remark |
|---|---|---|---|---|---|
| 1 | Quality Inspector | 2 | Diploma in Civil Engineering | Minimum of 5 years experience | Must be able to read and interpret engineering drawings, specifications and method statements. Sound knowledge of ISO 9001:2015 Quality Management Systems (QMS), Inspection and Test Plans (ITPs), material inspections, concrete quality control, earthworks, and structural works. Experience in conducting inspections, witnessing tests, identifying and reporting non-conformances (NCRs), maintaining quality records, and ensuring compliance with project specifications, applicable standards, and client requirements. Previous experience on civil engineering projects within the last five (5) years will be an added advantage. |
| 2 | Paint/ Coating Inspector | 1 | AMPP Certified Coatings Inspector, NACE Coating Inspector (Level 1 or higher), or equivalent internationally recognized Coating/Paint Inspection Certification (e.g. FROSIO). | Minimum 5 years experience in coating inspection on dam construction or other large infrastructure projects. | Must be able to inspect surface preparation and coating application in accordance with project specifications and international standards. Conduct coating inspections and non-destructive testing using relevant inspection equipment. Prepare inspection reports and maintain quality documentation. Ensure compliance with health, safety, environmental, and quality requirements. Strong understanding of coating systems, corrosion prevention, and quality assurance procedures. Certification of Competency must be valid at the time of application. |
| 3 | Tower Crane Operator | 4 | NVQ Level 2 in Exact Plant Operations and the NVQ Level 3 in Lifting Operations, Tower Crane Operating Certificate | Minimum 5 years experience operating Tower Cranes. | Operate crane without supervision. Adhere to safety regulations and ensure safety while operating the crane. Perform routine maintenance. Ability to drive the crane to a worksite. Understand and recognize construction drawings and specifications. Certificate of Competency must be dated within 2 years of this advert. |
| 4 | Engineering Geologist | 1 | Bachelor of Science (BSc) Honours Degree in Geology, Engineering Geology, or equivalent qualification. | Minimum 10 years' experience as an Engineering Geologist on underground works, dam construction, tunnelling, or other large civil infrastructure projects. | Registration with a recognised professional body (e.g. SACNASP or equivalent) will be an added advantage. Must have experience in geological mapping of tunnel faces and excavated rock surfaces, borehole logging, rock mass classification, and the application of the ISRM Suggested Methods and the Rock Tunnelling Quality Index (Q-System). Must be able to prepare geological maps, maintain accurate geological records, and produce technical reports. Experience working on underground excavation and support class assessments for large infrastructure projects is essential. A valid driver's license is required. |
| 5 | Steel Fixer | 8 | Trade Test Certificate | Minimum 3 years experience | Experience working on large construction projects will be an added advantage. Applicants should provide any relevant documentation to demonstrate their ability. |
| 6 | Welders | 11 | Certificate in Welding or equivalent welding qualification. | Minimum 3 years experience in Electric Arc Welding | Relevant certifications (Trade Test Certificate, Pipe Welding Certification, Structural Steel Welding Certification, or relevant welding certifications) and additional welding training will be an added advantage. Experience in using a cutting torch will also be an added advantage. |
| 7 | Concrete Casting Hand | 19 | Trade Test Certificate | Minimum 3 years experience | Experience working on large construction projects will be an added advantage. Applicants should provide any relevant documentation to demonstrate their ability. |

**How to apply:**

1. Applications must be accompanied by an application letter for the specific position applied for, a detailed CV of not more than five (5) pages, and certified copies of educational certificates. Applications may be hand-delivered during working hours (08:00–12:00 and 14:00–17:00, Monday to Friday) to Pope John Paul Road, Katlehong, near Maseru Mall, Katlehong South Gate Complex, Block D, Maseru, or to the following offices: Seate District Council, Malingoaneng District Council, District Administrator's (DA) Office Mokhotlong, or the LHDA/POB Office (Polihali Operations Centre), Urban Council Mokhotlong, Thabang Principal Chief Office, Menoaneng Communicy Council, Mphokojoane Community Council. Alternatively, applications may be emailed to **recruitment@sunjv.cn** in a read-only PDF format as one compressed file containing all required documents in a single document; failure to comply with this requirement will result in disqualification. Applicants must also include three (3) work-related reference letters with contact details of referees, one of whom must be a current or previous supervisor/employer.
2. Forany further information required about the applications, contact **+266 56331279** during office hours.
3. The closing date for the submission of applications is on or before **7th July 2026**
4. Disclaimer: The response period is 14 days after the closing date; the applicants should regard the applications as unsuccessful if not been contacted during the response period.

LESOTHO ELECTRICITY COMPANY

WE LIGHT THE NATION

# VACANCIES:

## COMPLIANCE OFFICER
## In the
## LEGAL, RISK AND COMPLIANCE DIVISION

**ELRCD: RD 0013** **DATE: 23/07/2026**

Applications are invited from suitably qualified Lesotho Nationals for the above-mentioned position. The position is tenable in the Legal, Risk and Compliance Division. The incumbent will be responsible to the Head, Legal, Risk and Compliance.

**QUALIFICATIONS, EXPERIENCE & OTHER REQUIREMENTS**

- Bachelor of Laws (LLB)//Risk Management/ Compliance Management
- Five years experience in regulatory compliance, legal enforcement, risk management or regulatory monitoring.
- Postgraduate qualification in Energy Laws, Regulatory Governance, compliance or Risk Management or Corporate Governance will be an added advantage.
- Good interpersonal skills including Attention to detail and evidence accuracy and strong written and reporting skills
- Computer literacy and report writing skills are essential.
- Valid driver's license with five (5) years experience of driving.

**KEY PERFORMANCE AREAS**

Provision of strategic compliance monitoring

- Monitor compliance with applicable electricity laws, regulation, license conditions, labour laws, environmental laws, procurement regulations and corporate governance regulations
- Conduct regular compliance assessments, audits and reviews across departments.
- Develop and maintain compliance monitoring tools, checklists and compliance registers.
- Develop compliance policies, processes and procedures in line with regulatory licenses, strategic objectives and applicable legislation.
- Improve compliance culture through compliance trainings to all staff.
- Track regulatory developments and assess their impact on LEC operations
- Advises management on non-compliance issues
- In collaboration with Strategy and Growth, ensure compliance with the directives issued by the Regulator.

**Regulatory liaison and reporting**

- Support relevant Departments in preparation of compliance reports to the regulators and oversight bodies.
- Prepare monthly and quarterly compliance reports.
- Coordinate responses to regulatory inspections, meetings, audits and directives.
- Maintain records of regulatory engagements and correspondence.

**Provision of strategic compliance enforcement**

- Conduct or support investigations into breaches of law, contracts, LEC license conditions or internal policies.
- Recommend enforcement, corrective or disciplinary action.

**Policy framework and support**

- Support development, review and implementation of compliance policies and procedures.
- Promote awareness of compliance obligations.
- Participate in development, implementation and monitoring of LEC policies and frameworks

**Record keeping and documentation**

- Maintain an accurate and up to date incident statistics for compliance related matters
- Ensure compliance records are accurately captured, securely stored, and readily accessible for audits, investigations, and reporting.
- Develop and update a database on non-adherences.

**How to apply**

Interested suitably qualified candidates must email their applications together with their educational certificates and transcripts to **careers@lec.co.ls** on or before **06th August 2026.**

To apply, candidates MUST download and fill an application form accessible on the company's website **www.lec.co.ls** then click on Opportunities, then Careers to retrieve the form.

**Enquiries: 5227 - 4004 or 5227 - 2147**

LESOTHO ELECTRICITY COMPANY

WE LIGHT THE NATION

# VACANCIES:

## CLAIMS OFFICER
## In the
## LEGAL, RISK & COMPLIANCE DIVISION

**ELRCD: RD 0014** **DATE: 23/07/2026**

Applications are invited from suitably qualified **Lesotho Nationals** for the above-mentioned position. The position is tenable in the Legal, Risk and Compliance Division. The incumbent will be responsible to the Risk Manager.

**QUALIFICATIONS, EXPERIENCE & OTHER REQUIREMENTS**

- BSc Electrical Engineering/Electronics.
- Five years' experience in an electrical industry.
- Knowledge of Quality assurance regulations and standards.
- Computer literacy and report writing skills are essential.
- Good interpersonal skills
- Valid driver's licence with 5 years driving experience.

**KEY PERFORMANCE AREAS**

**Coordinate and conduct quality assurance inspections.**

- Carry out network Quality of service and supply (QSS) inspections periodically.
- Identify QSS compromising hazards and assess risks.
- Discuss risks, mitigation measures and control strategies in consultation with line management.
- Develop, monitor and update quality assurance profile.
- Prepare QSS inspections reports and monitor QSS inspections of SHEQ representatives
- Develop, monitor and update appropriate inspection checklist

Monitor compliance with Corporate, National, Industry's and international QSS standards

- Carry out regular audits to ensure compliance with statutory requirements.
- Investigate, monitor and report compliance to LEWA QSS standards.
- Report on standards and statutory compliance levels.

**Coordinate and facilitate public liability prevention**

- Investigate all incidents and establish root causes.
- Devise control strategies and monitor their implementation.
- Administer public liability claims, liaise with insurance and provide feedback to customers.
- Raise awareness on public liability claims prevention at all levels.
- Record and document incident findings

**Network Vandalism Management**

- Investigate all vandalism incidents in collaboration with relevant departments.
- Establish and monitor trends of vandalism statistics and communicate to management and staff.
- Conduct awareness across all levels
- Develop, implement and communicate mitigation and preventative measures

**How to apply**

Interested suitably qualified candidates must email their applications together with their educational certificates and transcripts to **Careers@lec.co.ls** on or before **6th August 2026.**

To apply, candidates MUST download and fill an application form accessible on the company's website **www.lec.co.ls** then click on Opportunities, then Careers to retrieve the form.

Enquiries: **5227- 4004** or **5227 - 2147**

Road Fund

# REQUEST FOR EXPRESSION OF INTEREST
# (CONSULTANCY SERVICES)

**ASSIGNMENT TITLE: ORGANISATIONAL REVIEW AND RESTRUCTURING**
**REFERENCE NUMBER: RF/2026/C1**

**Background:**

The Road Fund is a statutory organisation established to fulfil its mandate of collecting road user charges and disbursing these funds to support road maintenance, rehabilitation and road safety initiatives throughout Lesotho. As part of its commitment to improving organisational effectiveness, service delivery, operational efficiency, and long-term sustainability, the organisation seeks to undertake a comprehensive organisational review and restructuring exercise.

The review is intended to ensure that the organisational structure aligns with the organisation's operational requirements, legislative framework, technological advancements, and industry best practices. The exercise will also assess the adequacy of existing staffing levels, reporting structures, governance arrangements, and functional responsibilities to ensure optimal performance.

Road Fund now invites eligible consulting firms ("Consultants") to indicate their interest in providing the required Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (brochures including the name of the country in which the firm is registered; experience of projects related to the assignment, including brief descriptions of most recent relevant assignments showing location, client, costs and staff involved, etc.).

**Purpose of the assignment:**

The purpose of this consultancy is to undertake a comprehensive organisational review and develop a fit-for-purpose organisational structure that enhances operational efficiency, improves accountability and promotes sustainable growth.

**Objectives:**

- Review the current organisational structure and assess its effectiveness;
- Determine whether current staffing levels are adequate;
- Review reporting lines, spans of control, and governance arrangements;
- Assess job roles and functional responsibilities;
- Identify duplication of functions, inefficiencies, and operational gaps;
- Recommend an optimal organisational structure;
- Develop an implementation roadmap for the restructuring process;
- Recommend appropriate change management interventions.

**Short-listing Criteria**

The shortlisting criteria are: (i) quality of submission, (ii) core business and years in business, (iii) experience of the firm on similar assignments (relevant experience); (iv) technical and managerial capability of the firm; (v) Reference letters on similar assignments from at least 5 clients (vi) firm's experience working in the SADC region, preferably Lesotho; and (vii) for international firms, potential association with local consulting firms.
The margin of preference shall be applied during evaluation.

**Duration of the assignment:**

The period of engagement is **Twelve (12) to Sixteen (16) Weeks.**
Detailed Terms of Reference (TOR) for this assignment can be obtained at the Road Fund website: www.roadfund.org.ls

Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

The Consultant will be selected in accordance with the Quality and Cost Based Selection (QCBS) method.

Further information can be obtained at the address below during office hours [08:00 hrs to 16:30 hrs local time] or on this email address: procurement@roadfund.org.ls

**Submission:**

Expressions of interest clearly marked "**Consultancy Services for Organisational Review and Restructuring**" should be submitted to the following Email: procurement@roadfund.org.ls Or hand deliver to Road Fund Offices located at Former Department of Rural Roads Building, Cnr Senate and Moshoeshoe Roads, Industrial Area, Maseru on or before **Thursday 27 August 2026 at 16:00 hrs.**

**Disclaimer:**

The Road Fund reserves the right to accept or reject any proposal, or to cancel this procurement process at any time if the circumstances so require.

# INVITATION TO BIDDERS

## BID NOTICE UNDER OPEN COMPETITIVE BIDDING

**24th July 2026**

**Maintenance (Paving) Mafeteng Magistrate Court – Jud/005/2026-2027**

1. The Judiciary has been allocated/received funds from the Government of Lesotho to be used for the acquisition of Maintenance at Mafeteng Magistrate Court (Paving).
2. The Entity invites sealed bids from eligible Category C and D bidders for the provision of the above works.
3. Bidding shall be conducted in accordance with open national bidding method contained in the Public Procurement Act and the Regulations made under the Act and is competitive to all bidders.
4. Interested eligible bidders may obtain further information and inspect the bidding document at the address given below at 8(a) from 09:00am to 4:00pm
5. The bidding document which has been prepared in the English language may be purchased by interested bidders at 8(b) upon payment of a non-refundable fee of M500.00. The method of payment will be cash.
6. Bids must be delivered to the address below at 8(c) at or before 10:00am on the 28th August 2026. All bids must be accompanied by a bid security of M18,263.00. Bid securities must be valid until 31st March 2027. Late bids shall be rejected. Bids will be opened in the presence of the bidders' representatives who choose to attend at the address below at 8(d) at 10:30am, August 28th August 2026
7. There shall be a **COMPULSARY** site visit at Mafeteng Magistrate Court on the dates indicated in the proposed schedule in this notice, 9(b)
8. Bidders should note the following:
   - (a) Documents may be inspected at: High Court of Lesotho (Maseru), Procurement Office
   - (b) Documents will be issued from: High Court of Lesotho (Maseru), Procurement Office
   - (c) Bids must be delivered to: High Court, in a tender box at the foyer next to procurement office first floor.
   - (d) Address of bid opening: High Court Conference room 2nd floor
   - (e) Payment for bid document: High Court of Lesotho Maseru, Accounts office ground floor
9. The Planned Procurement Schedule (subject to changes) is as follows:

| Activity | Date |
|---|---|
| (a) Publish bid notice | 24th July 2026 |
| (b) Pre-bid meeting/ Site visits where applicable | 14th August at Mafeteng Magistrate Court @ 11:00am |
| (c) Bid closing date | 28th August 2026 |
| (d) Bid closing Time | 10:00am |
| (e) Evaluation process | 31st August 2026 |
| (f) Display and communication of Notice of Tender | 14th September 2026 |
| (g) Contract signature | 30th September 2026 |

GOVERNMENT OF LESOTHO

# RE-ADVERT

# INVITATION TO BIDDERS

## BID NOTICE UNDER OPEN INTERNATIONAL COMPETITIVE BIDDING

**The Ministry of Law and Justice (MLJ)**

**24th July 2026** **Government Printing and Stationery**

**Supply and delivery of various items of Stationery, Paper, and Material- MLJ/GP/SPM/2026/2027**

1. The Department of Government Printing and Stationery has been allocated funds to be used for the acquisition of various items of Stationery, Paper and Material.

2. The entity invites sealed bids from eligible bidders for the provision of the above goods.

3. Bidding shall be conducted in accordance with Open International Competitive Tendering procedures contained in the Public Procurement Act 2023 and the Regulations made under the Act.

4. Interested eligible bidders may obtain further information and inspect the bidding document at the address given below at 8(a) from 8am to 3:30pm.

5. The bidding document which has been prepared in English may be purchased by interested bidders at 8(b) upon payment of a non-refundable fee of Two thousand Maloti only. The method of payment will be cash payable at accounts office Government Printing and Stationery, from **8am-3:00pm only, from 24th July to 10th September 2026.**. The receipt must be presented to the **Procurement Unit Office Government Printing and Stationery**

6. Bids must be delivered to the address below at 8(c) at or before 10:00 am, 10th September 2026. All Bids must be accompanied by a bid security of M50,000.00. Bid security must be valid until 18th December 2026. Late bids shall be rejected. Bids will be opened in the presence of the bidders' representatives who choose to attend at the address given below at 8(d) at 10:30am, 10th September 2026.

7. There **shall not** be a pre-bid meeting/ site visit.

8. Bidders should take note of the following:
   - a. Documents may be inspected at: Government Printing and Stationery, Procurement office, Maseru Industrial Area, Lioli Road, Opposite Hippo Knitting Factory.
   - b. Documents will be issued from: Government Printing and Stationery, Procurement office, Maseru Industrial Area, Lioli Road, Opposite Hippo Knitting Factory.
   - c. Bids must be issued to: Government Printing and Stationery, Reception Area, Maseru Industrial Area, Lioli Road, Opposite Hippo Knitting Factory.
   - d. Address of bid opening: Government Printing and Stationery, Conference Room, Maseru Industrial Area, Lioli Road, Opposite Hippo Knitting Factory.

9. The planned procurement Schedule (subject to changes) as follows:

| Activity | Date |
|---|---|
| (a) Publish bid notice | 24th July 2026 |
| (b) Bid closing date | 10th September 2026 |
| (c) Bid closing Time | 10:00am |
| (d) Evaluation process | 14th September 2026 to 25th September 2026 |
| (e) Display and communication of Notice of Tender | 06th October 2026 |
| (f) Contract signature | 26th October 2026 |

**10. ADDITIONAL INFORMATION OR CLARIFICATIONS**

For additional information or request for clarifications on issues concerning the request should be in writing, please contact the following office:
Ministry of Justice and Law
Department of Government Printing and Stationery, Maseru

Tel: **+26622311160 / 22313023 / +266 6313 2552 / +266 6313 2455**

Email: **lawjustice.procurement@gov.ls**

# MINISTRY OF FINANCE

## INVITATION TO TENDER NUMBER: 002 OF 2026/2027

The Ministry of Finance invites tenders from locally registered companies to supply, deliver and install nine (9) **ARCHIVE HIGH DENSITY MOBILE SHELVING UNITS** at Government Records Centre.

Specification;
9 mobile shelving units
10 bay high density filing system
H x W x L =2345 x 1000 x 6850
Fully enclosed and lockable

Tender document is obtainable from procurement Unit 2nd Floor, Room 2004/ 2005 during working hours from 0900hrs to 1600hrs. Bidders must purchase a copy of tender document at a non- refundable fee of **M2000.00**. The procedure for obtaining the document is as follows:

Payment of the bid document must be made at 2nd Floor Room 2010 (Finance Accounts). The receipt issued must be taken to the office of Procurement Unit Room 2004 where the document will be issued.

**There will be a compulsory site visit at Government Records Centre on 28th July 2026 at 10:00am.**

Bidders should gather a Government Records Center grounds on the above mentioned date.

1. **REQUIREMENTS AND PRE-REQUISITES**
   - a) Copy of original receipt for the ITT document.
   - b) Company Profile
   - c) Correct number of responses (one original and four copies)
   - d) 3 reference letters confirming supply of similar equipment
   - e) Include VAT in tender price (if applicable)
   - f) Copy of Tax Clearance and Traders license certified at source
   - g) Site visit certificate
2. **SUBMISSIONS**
   The closing date for the above mentioned tender is **11th August 2026**. Bidders should deposit one original and five copies of tender responses in one envelope and deposit in the tender box at Finance House, 3rd Floor, Government Complex **not later than 11th August 2026** on or before 1200hrs. Bids will be opened in the presence of Bidders or their representatives who choose to attend at 14:30hrs on the same day **(Tuesday, 11th August 2026)** at 3rd Floor, Finance House Board Room.

   Tenders should be clearly marked "**Tender for Supply, delivery and Installation of high-density mobile shelving units"**
3. **Validity of Bids**
   Tenders must be valid for 60 days from the date of opening.
4. **Contact Details**
   Tenders must bear full name and address (email, physical and postal addresses) of the company, full name of contact person for this tender, his/her telephone numbers (both landline and mobile) and email address.
5. **Additional Information or Clarification**
   Additional Information or Clarification of the tender may be requested from the address below until the **Wenesday 5th August 2026**, after which no more information/clarification will be provided

   Contact Person:
   Procurement Manager
   Tel. **22315318**
   **moipone.ramollo@gov.ls**

   OR

   Principal Technical Officer
   2nd Floor, Finance House
   Cell: **62000321**

**This tender will be awarded by the Ministry of Finance and Development Planning Procurement Committee. Bidders must however, note that awarding of this tender will be subject to an agreed contract**

**The Ministry also reserves the right to cancel the tenders before submission/opening OR postpone the tender submission/opening dates, and to accept/reject any or all tenders without assigning any reasons thereof. The Ministry is not bound to accept the lowest or any bid**

# LESOTHO PUBLIC PROCUREMENT AUTHORITY CAREER OPPORTUNITIES

The Lesotho Public Procurement Authority (the Authority) is a newly established public procurement regulatory body operating under the Public Procurement Act, 2023. Applications are invited from **Lesotho citizens** who meet the requirements for the positions set out below.

**Director: Capacity Development & Professionalisation**

**Job Summary:** This role is intended to lead LPPA's national agenda for procurement capacity development, professionalisation, internal procurement stewardship and digital innovation in support of long-term public procurement reform.

**Job Purpose:** To provide strategic leadership for the national public procurement capacity development, professionalisation, corporate procurement, and digital innovation agenda by building sustainable procurement capability across procuring entities, institutionalising professional standards and career pathways, strengthening LPPA's internal procurement stewardship, and driving ICT-enabled national public procurement reform and research to improve the efficiency, transparency, and credibility of public procurement in Lesotho.

**Job Level:** Executive Management

**Department:** Capacity Development & Professionalisation

**Reports To:** Director General

**Responsibilities & Duties**
- Provides strategic leadership to the Capacity Building Unit, Professionalisation Unit, Corporate Procurement Unit, and ICT, Research, Innovation & EGP Unit.
- Advises the Director General and Executive Management on procurement capacity development, professionalisation, ICT-enabled reform and long-term capability sustainability.
- Leads national public procurement capacity development frameworks, competency assessments, institutional diagnostics, mentoring, coaching and targeted interventions for procuring entities.
- Develops and institutionalises professionalisation frameworks, certification pathways, continuous professional development systems, codes of professional conduct and practitioner standards.
- Champions establishment and transitioning of a Public Procurement capacity building and professional regulatory institute.
- Oversees LPPA corporate procurement governance, internal procurement controls, contract administration support, supplier performance monitoring and procurement record management.
- Directs ICT-enabled innovation, e-government procurement initiatives, research, automation, data governance and digital transformation projects.
- Champions design and implementation of the E-GP project to bring simplification, user experience and governance efficiencies to public procurement.
- Coordinates partnerships with training institutions, professional bodies, development partners and internal directorates to support sustainable procurement reform.
- Manages directorate budgets, work plans, partnerships, service standards, staff performance and continuous improvement across all units.

**Key Performance Areas**

| Key Performance Area | Input (Methods Used) | Output (Expected Results) |
|---|---|---|
| Institutional Capacity Development | Develop and implement a national procurement capacity development strategy. Conduct institutional diagnostics and competency assessments for procuring entities. Coordinate targeted training, mentoring, coaching and institutional support interventions. | Improved procurement capability across procuring entities. Approved capacity development plans and needs assessment reports. Reduced recurring compliance and performance weaknesses. |
| Professionalisation of Public Procurement | Develop occupational standards, competency standards and practitioner career pathways. Establish certification, registration and continuous professional development mechanisms. Collaborate with professional bodies, universities and training providers. | Approved professionalisation framework and CPD system. Recognised practitioner standards and certification pathways. Strengthened professional identity and ethical practice in procurement. |
| ICT, Research, Innovation and EGP | Lead e-procurement, automation and digital transformation initiatives. Promote research, data analytics and evidence-based reform. Strengthen data governance, user adoption and system improvement priorities. | Successful implementation of E-GP. Improved procurement systems, automation and user experience. Research outputs and innovation pilots informing reform decisions. Reliable procurement data for monitoring and decision-making. |
| Stakeholder Coordination and Reform Support | Coordinate with procuring entities, training institutions, professional bodies and internal directorates. Support awareness, sensitisation and skills transfer programmes. Translate reform priorities and compliance trends into targeted support interventions. | Improved stakeholder understanding and uptake of procurement reforms. Effective partnerships supporting professionalisation and capacity development. Coordinated institutional support to procuring entities. |
| Directorate Leadership and Performance Management | Manage directorate work plans, budgets, staff performance and service standards. Set priorities, monitor delivery and report on implementation progress. Build team capability and continuous improvement across all units. | Effective directorate delivery against approved plans and priorities. Accountable staff performance and efficient budget utilisation. Continuous improvement in service quality and reform implementation. |

**Qualifications**
**Essential:** Minimum Bachelor's degree in Procurement, Supply Chain Management, Public Administration, Business Administration, Information Systems, or another relevant field.

**Added Advantage:** Professional certification in procurement and supply, project management, digital transformation, ICT governance, or professionalisation framework design.

**Experience**
Minimum of ten (10) years' relevant experience in institutional capacity building, procurement reform, professionalisation programmes, or ICT-enabled transformation, of which at least 5 years should be at senior management level.

**Behavioural Competencies**
- Integrity, professionalism and ethical conduct.
- Strong analytical and problem-solving abilities.
- Innovation and forward-thinking mindset.
- Excellent communication and interpersonal skills.
- Results orientation, accountability and resilience.
- Ability to influence and build consensus across diverse stakeholders.
- High level of confidentiality and discretion.

**Technical Competencies**
- Strategic capacity development, professionalisation frameworks, curriculum and programme design.
- Institutional diagnostics and capacity assessment.
- Stakeholder engagement, partnership coordination and reform support.
- ICT-enabled innovation, e-procurement, data governance and digital transformation.
- Research utilisation, evidence-based decision-making and knowledge management.
- Programme and project leadership, change management and results-based performance management.

**Leadership Competencies**
- Strategic foresight and visioning.
- Inspirational leadership and talent development.
- Planning, organising and resource management.
- Change management and ICT transformation leadership.
- Stakeholder management, negotiation and diplomacy.
- Team leadership, mentoring and capacity development.
- Cross-functional collaboration and reform stewardship.
- Ability to lead complex institutional change in a public sector environment.

**Director: Policy, Standards & Regulatory Compliance**

**Job Summary:** This role anchors LPPA's procurement regulatory framework by providing strategic leadership in policy formulation, standards development, regulatory compliance, procurement performance monitoring, advisory support and decentralised oversight.

**Job Purpose:** To provide strategic leadership for LPPA's policy, standards, regulatory compliance, monitoring and regional oversight functions by maintaining an effective procurement regulatory framework, promoting lawful and consistent procurement practice, strengthening institutional compliance, monitoring procurement performance and supporting evidence-based public procurement reform.

**Job Level:** Executive Management

**Department:** Policy, Standards & Regulatory Compliance

**Reports To:** Director General

**Responsibilities & Duties**
- Provides strategic leadership to procurement policy, standards, regulatory compliance, procurement monitoring and regional oversight functions.
- Advises the Director General and Executive Management on procurement policy, standards, compliance risk, regulatory interpretation and reform priorities.
- Leads the development, review, harmonisation and dissemination of procurement policies, regulations, guidelines, templates, manuals and standard operating instruments.
- Oversees compliance monitoring, risk-based reviews, procurement performance assessments, corrective action follow-up and regulatory reporting.
- Directs regional oversight support to ensure consistent regulatory coverage, advisory support and institutional responsiveness across procuring entities.
- Coordinates stakeholder consultations, regulatory advisory services, policy interpretation support and dissemination of approved procurement standards.
- Uses monitoring data, audit trends, complaints, compliance findings and stakeholder feedback to identify systemic weaknesses and propose reform interventions.
- Develops a Public Procurement M&E Framework and monitors and reports on public procurement performance against national plans, procurement plans and its contribution to GDP.
- Manages directorate work plans, budgets, staff performance, service standards, reporting obligations and continuous improvement initiatives.

**Key Performance Areas**

| Key Performance Area | Input (Methods Used) | Output (Expected Results) |
|---|---|---|
| Policy and Standards Development | Review procurement legislation, implementation trends, audit findings and international good practice. Develop and update policies, regulations, guidelines, templates, standard bidding documents and advisory notes. Coordinate consultations, technical reviews, approval processes and dissemination plans. | Approved, current and accessible procurement policy and standards framework. Improved consistency and predictability in procurement practice. Clear guidance available to procuring entities and practitioners. |
| Regulatory Compliance Oversight | Implement annual and risk-based compliance monitoring plans. Review procurement processes, reports and entity compliance patterns. Issue corrective guidance, track recommendations and escalate serious non-compliance. | Improved compliance with procurement law, regulations and standards. Timely compliance reports and corrective action follow-up. Reduced recurring procurement irregularities and procedural weaknesses. |

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# LESOTHO PUBLIC PROCUREMENT AUTHORITY CAREER OPPORTUNITIES

| | | |
|---|---|---|
| Procurement Performance Monitoring | Define performance indicators and collect procurement performance information. Analyse trends, bottlenecks, procurement-cycle issues and value-for-money risks. Prepare periodic monitoring reports and reform recommendations. | Reliable performance information for management and policy decisions. Evidence-based reform priorities and targeted support interventions. Improved transparency, accountability and procurement performance reporting. |
| Regional Oversight and Advisory Support | Coordinate regional office plans, advisory support, monitoring visits and reporting. Ensure consistent interpretation and application of standards across regions. Identify regional support needs, compliance trends and systemic constraints. | Consistent decentralised regulatory coverage and advisory support. Improved support to procuring entities outside headquarters. Timely identification and resolution of regional procurement challenges. |
| Stakeholder Coordination and Regulatory Guidance | Engage procuring entities, oversight bodies, government stakeholders and partners. Provide interpretation guidance and coordinate awareness on new standards. Use stakeholder feedback to refine guidance and support tools. | Improved stakeholder understanding and application of procurement requirements. Stronger cooperation with oversight and reform stakeholders. Clearer regulatory communication and responsive advisory support. |
| Directorate Leadership and Reporting | Manage directorate plans, budgets, staff performance and service standards. Monitor risks, priorities, deliverables and reporting requirements. Promote collaboration, learning, continuous improvement and data-driven decision-making. | Effective delivery against approved plans and institutional priorities. Accountable staff performance and efficient resource use. Improved directorate coordination, reporting quality and service delivery. |

**Qualifications**
Essential: Minimum of Bachelor's Degree in Procurement, Supply Chain Management, Public Administration, Business Administration, Engineering, Economics, Information Systems, or another relevant field.

Added Advantage: Professional certification in procurement and supply, regulatory compliance, public policy, monitoring and evaluation, governance, project management, or public sector reform.

**Experience**
Minimum of ten (10) years' relevant experience in procurement regulation, public policy, compliance oversight, standards development, monitoring and evaluation or public sector reform, with at least 5 years at senior management level.

**Behavioural Competencies**
- Integrity, professionalism and ethical conduct.
- Objectivity, fairness and consistency in regulatory decision-making.
- Analytical thinking, sound judgement and evidence-based problem solving.
- Strong communication, negotiation and stakeholder management skills.
- Accountability, resilience and results orientation.
- Ability to manage sensitive regulatory issues with discretion and independence.

**Technical Competencies**
- Public procurement policy, standards and regulatory frameworks.
- Compliance monitoring, performance assessment and regulatory reporting.
- Policy drafting, regulatory interpretation and implementation planning.
- Risk-based monitoring, data analysis and evidence-based decision-making.
- Stakeholder advisory services, institutional oversight and reform support.
- Development and dissemination of tools, templates, manuals and guidance notes.

**Leadership Competencies**
- Strategic regulatory leadership and institutional stewardship.
- People management, mentoring and performance leadership.
- Change leadership, reform implementation and continuous improvement.
- Cross-functional coordination and partnership building.
- Ability to lead complex regulatory programmes in a public sector environment.
- Capacity to balance advisory support with regulatory independence and enforcement discipline.

**Director: Corporate Services**

**Job Summary:** This role provides the enabling legal, human resource, governance, administrative and stakeholder support platform required for LPPA's effective institutional functioning and public credibility.

**Job Purpose:** To provide strategic leadership for LPPA's corporate services platform by overseeing legal services, corporate secretariat and tribunal support, human resources and shared services, and public relations and stakeholder management; ensuring that LPPA has the legal, administrative, people, governance and stakeholder support systems required for effective service delivery, institutional resilience and public confidence.

**Job Level:** Executive Management

**Department:** Corporate Services

**Reports To:** Director General

**Responsibilities & Duties**
- Provides strategic leadership to legal services, corporate secretariat and tribunal support, human resources and shared services, and public relations and stakeholder management functions.
- Advises the Director General, Executive Management, and the Board on corporate governance, legal risk, people management, stakeholder relations, and institutional support priorities.
- Oversees legal advisory services, contract support, statutory compliance support, litigation coordination and management of legal opinions.
- Directs corporate secretariat services, Board and committee support, tribunal administration, governance records and follow-up on governance decisions.
- Leads human resource management, workforce planning, employee relations, performance management and shared administrative services.
- Oversees public relations, communications, stakeholder engagement and reputation management activities.
- Manages directorate work plans, budgets, staff performance, service standards, risk controls and continuous improvement initiatives.

**Key Performance Areas**

| Key Performance Area | Input (Methods Used) | Output (Expected Results) |
|---|---|---|
| Legal Advisory and Compliance Support | Provide legal opinions, contract support and compliance guidance. Coordinate litigation, legal risk review and statutory advisory processes. Maintain legal records and monitor implementation of legal recommendations. | Reduced legal exposure and improved statutory compliance. Timely and reliable legal advice to management and governance structures. Well-managed contracts, legal records and litigation support processes. |
| Corporate Secretariat and Tribunal Support | Coordinate Board, committee and tribunal administration. Prepare agendas, minutes, resolutions, records and action trackers. Ensure governance decisions are documented, communicated and followed up. | Effective governance support and accurate corporate records. Timely Board, committee and tribunal documentation. Improved follow-through on governance decisions and action items. |
| Human Resources and Shared Services | Lead workforce planning, recruitment, employee relations and performance management support. Strengthen HR policies and staff welfare systems. Oversee shared administrative services, facilities support and internal service standards. | Capable, supported and accountable workforce. Improved HR compliance, employee relations and institutional capacity. Efficient shared services that support operational continuity. |
| Public Relations and Stakeholder Management | Develop and implement communication, stakeholder engagement and reputation management plans. Coordinate media relations, public messaging, events and stakeholder briefings. Monitor stakeholder concerns and support consistent institutional communication. | Improved public confidence and stakeholder understanding of LPPA's mandate. Consistent, credible and timely institutional communication. Strengthened relationships with government, oversight bodies, partners and the public. |
| Directorate Leadership and Performance Management | Manage directorate plans, budgets, staff performance and service standards. Monitor risks, reporting requirements and delivery against approved priorities. Promote teamwork, continuous improvement and cross-functional support. | Effective delivery of corporate services priorities. Accountable staff performance and efficient use of resources. Improved service quality, coordination and institutional support. |

**Qualifications**

**Essential:** Minimum Bachelor's degree in Law, Human Resources, Public Administration, Business Administration, or another relevant field.

**Added Advantage:** Professional certification in law, HR management, governance, corporate secretariat practice, stakeholder engagement, communications, or project management.

**Experience**
Minimum of ten (10) years' relevant experience in corporate services, legal advisory, human resources, governance support, administration, stakeholder relations, or institutional management, with at least 5 years at senior management level.

**Behavioural Competencies**
- Integrity, professionalism and service orientation.
- Sound judgement, discretion and confidentiality.
- Strong interpersonal, communication and relationship management skills.
- Problem-solving, adaptability and accountability.
- Diplomacy, responsiveness and stakeholder sensitivity.

**Technical Competencies**
- Corporate governance, legal advisory and secretariat support.
- Human resource management and organisational administration.
- Stakeholder engagement, public relations and communications.
- Policy development, records management and service delivery systems.
- Contract, tribunal and board support processes.

**Leadership Competencies**
- Strategic corporate services leadership.
- People leadership, mentoring and performance management.
- Planning, coordination and resource management.
- Stakeholder leadership, negotiation and diplomacy.
- Ability to build enabling systems that support institutional resilience.

**Finance Manager**

**Job Purpose:** To manage LPPA's integrated finance function by overseeing financial accounting, financial statements and statutory reporting, management accounting, budgeting, expenditure monitoring, reconciliations, treasury support, audit preparation, financial systems and internal controls; ensuring accurate records, timely reports, reliable management information and effective supervision of finance operations.

**Job Level:** Management

**Department:** Finance

**Reports To:** Chief Finance Officer

**Responsibilities & Duties**
- Manages the day-to-day Finance operations, including work planning, task allocation, supervision, quality review and coordination of finance staff.

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# LESOTHO PUBLIC PROCUREMENT AUTHORITY CAREER OPPORTUNITIES

- Oversees financial accounting processes, including general ledger maintenance, reconciliations, journals, accruals, prepayments, fixed asset records, payables, receivables and supporting schedules.
- Prepares and reviews monthly, quarterly and annual financial statements, management accounts, statutory reports, variance analyses and other financial reports required by management, the Board and oversight stakeholders.
- Coordinates month-end, quarter-end and year-end closure processes, ensuring complete documentation, accurate balances, reconciled accounts and timely reporting.
- Manages budgeting and management accounting processes, including budget preparation support, expenditure monitoring, budget-holder engagement, variance analysis and forecasting.
- Supports treasury and cash management by preparing cash-flow information, monitoring commitments, reviewing payment documentation and supporting liquidity planning.
- Strengthens financial controls, delegated authority compliance, segregation of duties, documentation standards, audit trails and finance procedure adherence.
- Coordinates audit preparation and support by compiling working papers, responding to audit information requests, tracking audit findings and implementing corrective actions.
- Oversees effective use of financial systems, data quality checks, records management, filing, finance registers and reliable storage of supporting documentation.
- Provides financial advisory support to internal directorates and budget holders on expenditure controls, reporting requirements, documentation standards and budget utilisation.
- Reviews work prepared by the Finance Officer to ensure accuracy, completeness, timeliness and compliance before escalation to the Chief Finance Officer.
- Identifies finance process weaknesses, control gaps and reporting risks, and recommends improvements to strengthen finance service delivery.

**Key Performance Areas**

| Key Performance Area | Input (Methods Used) | Output (Expected Results) |
|---|---|---|
| Financial Accounting and Ledger Management | Maintain and review the general ledger, journals, reconciliations and supporting schedules. Check completeness, accuracy and classification of transactions. Monitor payables, receivables, fixed assets, accruals and prepayments. | Accurate, complete and up-to-date accounting records. Reconciled ledgers and reliable account balances. Reduced transaction errors, omissions and misclassifications. |
| Financial Statements and Statutory Reporting | Prepare monthly, quarterly and annual financial statements and reporting packs. Compile statutory schedules, disclosures, working papers and supporting evidence. Review reports for accuracy, completeness and compliance with applicable standards. | Timely, accurate and compliant financial statements. Reliable reporting packs for management, Board and oversight review. Improved transparency, accountability and audit readiness. |
| Management Accounting, Budgeting and Forecasting | Support annual budget preparation and budget-holder engagement. Monitor expenditure, commitments and budget utilisation. Prepare variance analyses, forecasts and management information for decision-making. | Credible budget information and improved expenditure control. Timely variance reports and useful management insights. Better forecasting, resource planning and budget accountability. |
| Month-End, Year-End and Audit Support | Coordinate month-end, quarter-end and year-end closure checklists. Prepare and review audit schedules, reconciliations and supporting documentation. Respond to audit queries and track corrective action implementation. | Efficient close processes and timely reporting cycles. Complete audit files and reduced repeat audit findings. Improved audit readiness and follow-through on audit recommendations. |
| Financial Controls, Compliance and Risk Management | Apply and monitor internal controls, delegated authorities and finance procedures. Review payment documentation, approvals, segregation of duties and audit trails. Identify control gaps, exceptions and financial risks for escalation. | Improved compliance with finance policies and procedures. Reduced control weaknesses, irregularities and documentation gaps. Stronger financial governance and risk mitigation. |
| Financial Systems, Records and Data Quality | Promote effective use of approved financial systems and spreadsheets. Maintain finance registers, records, filing systems and document control standards. Perform data quality checks and ensure traceability of source documents. | Reliable financial data, orderly records and traceable audit trails. Improved reporting efficiency and reduced records management weaknesses. Better availability of supporting documentation for review and audit. |
| Team Supervision and Finance Service Delivery | Supervise the Finance Officer . Allocate tasks, review outputs and coach staff on finance procedures. Monitor turnaround times, service quality and workload priorities. | Well-coordinated finance workflow and accountable team performance. Improved quality, timeliness and consistency of finance outputs. Strengthened staff capability and service responsiveness. |

**Qualifications**

**Essential:** Bachelor's degree in Accounting/Finance/Commerce/General Accountant, or a related field.

**Added Advantage:** Professional Qualification (CA)

**Experience**
Minimum of (ten) 10 years' relevant experience in financial accounting, management accounting, budgeting, statutory reporting, reconciliations, ledger management, financial statements preparation or audit support, with at least 3 years in a supervisory role. Demonstrated experience preparing financial statements and management accounts, managing month-end and year-end processes, supervising accounting teams, supporting audits, and strengthening accounting controls in a public sector or similarly regulated environment.

**Behavioural Competencies**
- Integrity, accuracy and accountability.
- Confidentiality, professional judgement and ethical conduct.
- Analytical thinking, problem solving and attention to detail.
- Teamwork, communication and service orientation.
- Reliability, discipline and responsiveness under reporting deadlines.
- Ability to manage competing finance priorities with calmness and structure.

**Technical Competencies**
- Financial accounting, ledger management, reconciliations and journal preparation.
- Financial statements preparation, statutory reporting and audit working papers.
- Management accounting, budgeting, forecasting and variance analysis.
- Month-end and year-end closure processes.
- Financial controls, audit support and compliance with finance procedures.
- Knowledge of the Public Sector Accounting, PFMA and related regulations, IFRS, and IPSAS
- Financial systems, data quality, records management

**Leadership Competencies**
- Operational leadership and staff supervision.
- Planning, organising and workload coordination.
- Coaching, mentoring and quality assurance.
- Process improvement and control strengthening.
- Ability to lead a lean finance team while maintaining reporting discipline and service quality.
- Ability to translate finance data into practical management information.

**Finance Officer**

**Job Purpose:** To provide integrated technical finance support across financial accounting and management accounting;
and to ensure transaction processing, reconciliations, reporting, budgeting support and control activities are delivered accurately, efficiently and in accordance with approved procedures.

**Job Level:** Technical

**Department:** Finance

**Reports To:** Finance Manager

**Responsibilities & Duties**
- Coordinates and reviews routine finance transactions, journals, reconciliations, schedules and supporting documentation before submission to the Finance Manager.
- Supervises Finance Assistants and provides practical guidance on document handling, data capture, filing, payment support and transaction workflow requirements.
- Supports budget preparation, expenditure monitoring, variance analysis and preparation of management information for the Finance Manager and budget holders.
- Maintains finance registers, reconciliations, working papers and audit support schedules in accordance with approved procedures and reporting timelines.
- Checks completeness, accuracy and traceability of source documents, vouchers, invoices, receipts and payment support records.
- Assists with month-end, quarter-end and year-end finance processes, including reconciliations, accrual support, schedules and supporting analysis.
- Applies internal controls, identifies processing gaps or documentation weaknesses, and escalates exceptions or irregularities to the Finance Manager.
- Supports use of approved financial systems and promotes orderly records management, data quality and audit readiness.

**Qualifications**

**Essential:** Bachelor's degree in Accounting, Finance, Commerce, General Accountant or a related field.

**Experience**
Minimum of (8) eight years' relevant experience in accounting, finance, budgeting, reporting, transaction processing or audit support roles. Demonstrated experience in preparing reconciliations, schedules, journals, analytical reports, transaction support records or financial working papers and applying finance controls in practice.

**Behavioural Competencies**
- Integrity, accuracy and confidentiality.
- Analytical thinking and attention to detail.
- Reliability, accountability and disciplined execution.
- Teamwork, communication and service orientation.
- Problem solving and responsiveness to operational needs.

**Technical Competencies**
- Transaction processing, reconciliations and ledger support.
- Budget monitoring, expenditure analysis and reporting support.
- Preparation of journals, schedules and finance working papers.
- Application of finance controls, procedures and audit support requirements.
- Use of financial management systems, records management and data quality checks.
- Knowledge of public sector accounting, PFMA, and related regulations, IFRS, IPSAS

**Leadership Competencies**
- Work planning, coordination and quality checking.
- Coaching, task allocation and practical problem solving.
- Process discipline and control consciousness.
- Ability to support efficient finance workflow execution.

**HOW TO APPLY**

Applications are invited from **Lesotho citizens** who meet the above requirements. Interested candidates should submit a detailed curriculum vitae, certified copies of academic and professional qualifications, an identity document, and a cover letter to **recruitment@lesothoprocurement.org.ls** by **7th August 2026 .**

*Only shortlisted candidates will be contacted.*

## ESTATE NOTICE

### ESTATE LATE TEBOHO MABULA – E 1745/2025

Notice is hereby given in terms of Section 63(6) of the Administration of Estates and Inheritance Act, No. 2 of 2024 that the First and Final Liquidation and Distribution Account of the above-named estate is open for inspection to all parties interested in the estate, for a period of twenty-one (21) days from date of publication hereof, at offices of the Master of the High Court, Magistrate's Court Building in the district of Maseru and any person interested in the estate may lodge an objection in writing to the Master of the High Court, Maseru within that period.

**DATED AT MASERU THIS 30th DAY OF JUNE, 2026.**

**'MANTHABELENG MABULA**
**HA JOSIAS, MASERU**
**EXECUTRIX**
**c/o K.E.M CHAMBERS**
**SUITE NO.4 LENYORA FLATS**
**OPP. PALACE OF JUSTICE**
**MASERU-WEST 105**

**TEL: 22318828**
**CELL: 57095888**

## ESTATE NOTICE

### ESTATE LATE MAKANANELO CAROLINE MASILO E450/2024

Notice is hereby given in terms of Section 63(5) of the Administration of Estates and Inheritance Act No. 2 of 2024, that the First and Final Liquidation and Distribution Account of the above-mentioned estate shall be open for inspection at the office of the Master of High Court, Magistrate's Building, Maseru, for a period of three (3) weeks from the date of publication of this notice and any person interested in the Estate may lodge the objection in writing to the Master of the High Court within that period.

**DATED AT MASERU ONT THIS 20TH DAY OF JULY 2026**

ADDRESS:
Harley & Morris Attorneys
Grosvenor House
Sentinel Park
15 United Nations Road
Maseru

Tel: **22313840/59823463**

## ESTATE NOTICE

Notice in terms of Section 61(b) of the Administration of Estates and Inheritance Act No.2 of 2024;

### ESTATE LATE KHOARAI RAPHAEL RAMETSE AND MALETHENA RAMETSE E 752/2026

Notice is hereby given in terms of Section 61(b) of the Administration of Estates and Inheritance Act No.2 of 2024 calling upon all creditors of the deceased to lodge their claims with the administrator of the deceased's estate within thirty (30) days of this publication.

The address at which the said claims can be lodged is mentioned hereunder;

**ADDRESS: KOALABATA**
**BEREA**

**NAME: 'MAMOSHOESHOE LEJAHA**

**CELL NO.**
**(+266) 58418087/63361187**
**ADMINISTRATOR**

## ESTATE NOTICE

**ESTATE LATE MAMASUPHA MARGRET MOHALE EC 381/2026**

Notice is hereby given in terms of Section 61(b) of the Administration of Estates and Inheritance Act No.2 of 2024 calling upon all creditors of the deceased to lodge their claims with the Administrator of the said estate within thirty-five (35) days of this publication.

The addresses at which the said claims can be lodged is mentioned hereunder;

**ADDRESS: LIKHETLANE**
**HA TAKALIMANE**
**LERIBE**

**NAME: SEPINARE MOHALE**
**CELL NO. (+266) 53742301**
**ADMINISTRATOR**

## NOTICE OF LOST LEASE

NOTICE is hereby given that I intend to apply for certified copy of a registered **Title Deed/Lease** to immovable property registered under No 13272-031 on the 15TH /06/89 in favour of **BORENA HABOKHETHE SEKONYELA** in respect of every right or interest on and to the building(s) and other developments express or implied in certain Plot No. 13272-031 situated at **KHUBETSOANA MASERU URBAN AREA** on **Plan No 13272** as held by the Chief Surveyor. All persons having objections to the issue of the said copy are requested to lodge such in writing to the Land Registrar within three weeks from the last publication of the notice.

**ADDRESS:**
Land Registrar
Land Administration Authority
Lerotholi Road
P.O. Box 11856
Maseru 100

**APPLICANT'S NAMES AND ADDRESS**
KHUBETSOANA
P.O. BOX 2619
MASERU 100
LESOTHO
CONTACT NUMBERS: **62100200**

## NOTICE OF FIRST MEETING IN TERMS OF SECTION 78 OF INSOLVENCY ACT: LIQHOBONG MINING DEVELOPMENT COMPANY (PTY) LTD (IN LIQUIDATION) I78/79

The creditors, directors and shareholders of Liqhobong Mining Development Company (Pty) Ltd (in liquidation) I78/79 are hereby notified of the first creditors' meeting to be held on 7 August 2026 at 10:00 am virtually and the link for connecting will be provided.

**Agenda:**
- Proof of claims against the estate;
- Consideration of the report of the liquidator;
- Possible sale of business as a going concern to Government;
- Directives to liquidator on any matter affecting liquidation.

**DATED AT MASERU ON THIS 21ST DAY OF JULY 2026.**

**Qhalehang Letsika (Liquidator)**
**Mei & Mei Attorneys Inc**
**Patsa Building Top Floor**
**Captain Dorego's (Cathedral Area)**
**P O Box 723**
**Maseru 100**

**Tel: 22327079**
**qletsika@meiattorneys.co.ls**
**info@meiattorneys.co.ls**

**IN THE HIGH COURT OF LESOTHO (COMMERCIAL DIVISION)**

**HELD AT MASERU**

**CCT/0016/2026**

**In the matter between**

**MABELA QHOBELA** — **APPLICANT**

**And**

**MOLAPO QHOBELA** — **RESPONDENT**

**EDICTAL CITATION IN TERMS OF RULE 19(4) OF THE HIGH COURT CIVIL LITIGATION RULES 2024**

**TO: MOLAPO QHOBELA**, an adult Mosotho male formerly residing at Lower Thetsane, New Europa, House No. 878, an urban area south of Maseru City in the District of Maseru but whose present whereabouts are unknown;

**TAKE NOTICE THAT**, by citation sued out of the Court, you have been called upon to given notice within **10 (ten)** days after publication hereof, to the Registrar and to the Applicant's Attorney of your intention to defend (if any) in an action wherein the applicant claims;

a) A declaration that a valid and binding verbal agreement exists between the Applicant and the Respondent for the reciprocal exchange of the Maseru immovable property, being Plot No. 122292-894; and the Hololo Valley home, an unregistered developed residential Plot in Butha Buthe.
b) An order directing the Respondent to specifically perform the said agreement by signing all deeds and instruments necessary to transfer the Maseru property (Plot No. 122292-894) to the Applicant; and accept transfer of the Hololo Valley ancestral property from the Applicant.
c) Costs of suit
d) Further and/or alternative relief.

**TAKE NOTICE FURTHER,** that if you fail to give such notice, judgement may be granted against you without further notice to you.

**DATED AT MASERU ON THIS ..................DAY OF JUNE 2026.**

**REGISTRAR**
**MAKARA AND MONETHI INC.**
**APPLICANT'S ATTORNEYS**
**C/O RALERA LEGAL**
**CARLTON CENTRE**
**SUITE 304**

## OPEN GROUND RESOURCES CC EMPLOYMENT OPPORTUNITIES

Open Ground Resources CC is seeking suitably qualified Lesotho Nationals for a geotechnical investigation project in the Butha-Buthe District.

Positions Available

**Junior Geoscientists (2 Positions)**
Minimum Requirements
- Degree in Geology or Earth Sciences (Honours degree will be advantageous)
- Geological and/or geophysical field experience will be advantageous
- Physically fit and medically fit for fieldwork
- Willingness to work in remote mountainous areas

Interested applicants should submit the following to **ruan@openground.co.za**
- Updated Curriculum Vitae (CV)
- Certified copies of qualifications
- Certified copy of a valid Lesotho Identity Document

Closing Date: **31 July 2026**

# Leaders

## The anatomy of failure

### Why Lesotho cannot escape its development trap

Lesotho has just marked 59 years of independence. Yet for nearly six decades has remained trapped in a cycle of poverty, unemployment, and stagnant development. The question is no longer whether Lesotho has failed - the evidence is overwhelming - but why. The answer, uncomfortable as it may be, lies not in colonial legacy or global circumstance, but in a lethal combination of poor leadership, political patronage, broken national planning and a pathological dependence on foreign aid.

Consider the numbers. Between 2016 and 2023, real per capita income shrank by 14 percent. GDP growth is expected to fall to 1.4 percent in FY25/26, and the African Development Bank warns it could drop to just 0.5 percent this year. Unemployment stands at 30.1 percent, with youth unemployment at a staggering 38.9 percent.

Nearly half the population lives in poverty. These are not the numbers of a nation merely struggling - they are the numbers of a nation in systemic collapse. Our political landscape has been marked by repeated leadership turnover and fragile coalition governments, steadily eroding public trust. Each new administration declares it is starting afresh, erasing progress, wasting resources, and denying citizens the benefits of continuity.

True development does not unfold in five-year political cycles; it requires a national vision that transcends ruling parties. Instead, Lesotho has been governed by political chess players more concerned with survival than service delivery.

The current RFP government came to power in 2022 promising reform, meritocracy, and fiscal discipline. Instead, Basotho have witnessed unprecedented corruption scandals, nepotism, and abuse of power.

The dismissal of the Revenue Services Lesotho Commissioner-General after she complained about ministerial interference, the dissolution of an asset recovery task team after it began investigating properties linked to senior officials, and the failure to table the Auditor-General's report for over six months all point to a government that talks accountability but practices impunity.

Perhaps no factor better explains the country's paralysis than the systematic replacement of merit with political loyalty. Civil society group Section Two has accused the government of unlawfully treating public appointments as political rewards, citing the appointment of party officials to diplomatic posts and government commissions without competitive processes.

The Lesotho Electricity Company - once a functional parastatal - now teeters on the brink of insolvency due to political interference and nepotistic appointments that have weakened its technical and managerial capabilities.

As one analyst put it: "Since independence, successive governments have maintained a pattern of poor governance driven by patronage, nepotism, and the absence of accountability. Law enforcement has been weak, corruption easy, and political will non-existent. The result has been underdevelopment, poverty, mass unemployment, and a pervasive sense of hopelessness." Lesotho has no shortage of development blueprints. The NSDP has been extended multiple times following implementation failures.

The first phase failed to make a desired impact, and the second phase has followed the same trajectory. The government admits to persistent challenges: youth unemployment, food insecurity, inadequate infrastructure, limited implementation capacity, low domestic revenue mobilisation, corruption, weak institutional coordination, and poor reporting on government performance.

The pattern is unmistakable: ambitious plans announced with fanfare, followed by chronic under-execution. The government-led growth model has resulted in an economy heavily reliant on inefficient public spending, with a small and undiversified private sector stifled by restrictive regulations and lack of access to finance. Lesotho now has one of the largest public wage bills in the region - almost 17 percent of GDP - yet this spending has failed to deliver durable infrastructure or sustained economic growth. Is it utter stupidity that explains Lesotho's failures?

The question is deliberately provocative, but it demands an honest answer. The evidence suggests something more troubling than stupidity: a conscious choice by political elites to prioritize personal and party interests over national development. When leaders know that corruption will go unpunished, when appointments are made based on loyalty rather than competence, when planning is performative rather than practical - this is not ignorance. This is a system designed to benefit the few at the expense of the many. We stand at a crossroads.

The path of patronage, poor planning, and aid dependency leads only to deeper poverty and despair. The alternative requires political leaders to put national interest above personal ambition, to build institutions rather than personalities, and to create an economy that produces what it consumes rather than depending on what others give. We have been independent for 59 years. We cannot afford another 59 years of the same failures.


## Africa's digital future hinges on protecting its documentary heritage

From the Editor

TEBOHO KHATEBE MOLEFI

The digital age has arrived in Africa with breath-taking speed, bringing with it a paradox: never before have we possessed such powerful tools to preserve and share our history, yet never before has our documentary heritage been so vulnerable. As the continent embraces rapid digital transformation, the urgent task of safeguarding Africa's archival memory demands our immediate and collective attention.

Archives are not dusty relics of a bygone era. They are the living memory of nations - the raw material of identity, accountability, and justice. As Professor Nathan Mnjama, a renowned archivist from the University of Botswana, reminded delegates at the 28th ESARBICA Biennial Conference, "Archives constitute the memory of nations and societies, shape their identity, and are a cornerstone of the information society."

They are, in the words of the International Council on Archives, "the gift of one generation to another."

Yet across Africa, this gift is imperilled. Physical decay, technological obsolescence, inadequate infrastructure, and a persistent lack of resources threaten to erase vast swathes of the continent's documentary record. A UNESCO assessment has noted that "of all the continents, Africa appears to be the one with the most substantial issues in terms of digitization and the management of born-digital heritage."

The National Library of Namibia, for example, has been found unprepared for digital preservation due to a lack of appropriate infrastructure, limited human resources, and insufficient skills. These are not isolated challenges; they are systemic failures that risk leaving future generations with a fragmented, inaccessible past.

Compounding these difficulties is the painful legacy of colonial plunder. Migrated archives - records removed from Africa during colonial rule and now held in institutions abroad - represent gaping holes in the continent's historical narrative. Britain deliberately removed sensitive documents to avoid accountability, with a 1961 colonial office directive stating that successor governments should not receive records that might "embarrass Her Majesty's Government." The absence of these records has hindered efforts to hold colonial powers accountable, complicated land restitution claims, and denied citizens access to critical historical data. As Principal Secretary Kanono Ramashamole put it, "Future generations should not have to travel across continents to understand their own past."

This is where the Eastern and Southern Africa Regional Branch of the International Council on Archives (ESARBICA) becomes indispensable. Established in 1969, ESARBICA has for over five decades served as the continent's foremost professional body for archives and records management in the region.

With 16 member states spanning from Angola to Zimbabwe, ESARBICA provides a forum for professional exchange, promotes standards, strengthens archival institutions, and facilitates technical assistance. It has been, as one review concluded, "a major instrument in the development of archives and records management programmes and services in the region."

Today, that instrument is more vital than ever. At recent ESARBICA gatherings in Maseru and Victoria Falls, digital transformation has taken centre stage. ESARBICA President, Firimin Masianga, has stressed that the profession is undergoing rapid change due to digital technologies, artificial intelligence, cybersecurity threats, and increasing public demand for access to information.

The 28th Biennial Conference, held under the theme "Archives Are Accessible – Archives for Everyone," brought together over 500 delegates to explore AI-driven archival systems, disaster risk reduction, and community participation in archival initiatives.

ESARBICA's role extends beyond technical discussions to the very restitution of Africa's stolen memory.

At the Victoria Falls conference, the call for repatriation of migrated archives was amplified, with Kenya's successful reclamation of its records held in the British Museum held up as a model for others to follow.

The challenge before us is clear. Digital transformation offers Africa an unprecedented opportunity to leapfrog the infrastructural deficits of the past and build archival systems that are accessible, resilient, and truly African. But technology alone is not enough. It requires political will, sustained investment, regional cooperation, and the professional expertise that ESARBICA has cultivated for generations.

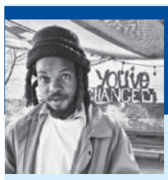
Africa cannot afford to outsource its memory. We cannot rely on foreign institutions to preserve our stories or determine which parts of our history deserve to survive. The responsibility rests with us - with our governments, our institutions, and our professionals. ESARBICA has laid the foundation.

Now it is time for every member state to build upon it, to ensure that the digital age becomes not an era of loss, but one of recovery, preservation, and empowerment.

Our children deserve nothing less than the full, unvarnished truth of who we are and where we come from. The archives are waiting. The time to act is now.

# The leader who cannot lead

## Lesotho's parliament and the failure of duty



Leaders Opinion

MOTSAMAI MOKOTJO

There comes a point in the life of any public office when a title stops describing a function and starts describing an absence. When the words etched onto a letterhead become a cruel irony rather than a statement of purpose, the people who bestowed that title deserve to know what has become of their trust.

Justice Nthomeng Majara carries one of the most consequential titles in Lesotho's legislature: Leader of the House, Deputy Prime Minister, Minister responsible for Parliamentary Affairs, and Chairperson of the Business Committee under Standing Order 97.

On paper, hers is the office that organises government business, pilots the national budget through the chamber, liaises between Cabinet and the Speaker, answers questions ministers have dodged three times over, and - in the National Assembly's own words - oversees the general welfare of Members of Parliament (MP).

In practice, three years into this parliament's term, the House she is meant to lead has repeatedly failed to assemble enough of its own members to conduct business at all. That is not a footnote to her tenure.

It is the headline. It is the epitaph of a leadership that has failed in its most fundamental duty.

**A crisis of attendance, a crisis of leadership**

Consider the timeline that the public record now offers with damning clarity. In March this year, the National Assembly could not proceed with its business on a Monday morning for the simple reason that a quorum could not be found.

The Speaker, Tlohang Sekhamane, suspended proceedings for roughly 20 minutes, hoping stragglers would filter in from wherever they had been.

They did not, in sufficient number.

Days later, in the same month, with the House in the middle of debating and passing the 2026/27 national budget, the identical failure recurred.

The budget of the Kingdom of Lesotho - the document that determines how every Loti of public money will be spent on healthcare, education, infrastructure, and the basic functions of governance - was being debated in a chamber that could not legally transact business.

Sekhamane, by then visibly out of patience, told reporters plainly that the sitting had to be adjourned because there was no quorum, that this was not the first time it had happened, that a similar walkout had occurred late the previous year involving MPs from the ruling Revolution for Prosperity and its allies, and that it was, in his words, "embarrassing" that MPs were failing to perform their core duties of legislating, allocating the budget, and exercising oversight over public funds.

The Speaker went further, observing that MPs were not even arriving at six in the morning but strolling in at nine, and that those who stayed away while the budget was being allocated were, in effect, declaring that the nation's finances could be passed with or without them.

It is worth sitting with that image: the national budget of Lesotho, debated in a chamber too sparsely populated to legally transact business, while the minister whose statutory duty it is to pilot that very budget through the House chairs the committee that scheduled - or failed to properly enforce attendance at - the sitting in question.

**The pattern persists**

Two months later, the pattern had not broken. An MP rose on a point of order specifically to complain, again, about absenteeism and late arrival, this time naming the problem as one that extended into Parliamentary Committees as well as plenary sittings.

The Speaker's response was, on its face, an admission of institutional exhaustion: he said he had been pleading with MPs for three years - the entire span of the current parliament under Justice Majara's leadership of the House - to be present and to arrive on time, and that he now had no choice but to invoke temporary and urgent standing orders because pleading alone had achieved nothing.

Another MP used the same sitting to widen the indictment, asking the Speaker to also address MPs who are selected to sit on international parliamentary committees, travel abroad at public expense, and then never report back to the House on what was discussed or achieved.

Three years of pleading.

Three years under a Leader of the House whose statutory job description explicitly includes overseeing the welfare - and by extension the conduct - of the very MPs who kept not showing up. If this were a performance review of any other public office, the verdict would not require much deliberation. Yet somehow, Justice Majara continues to hold these titles, continues to draw her salary, continues to chair the Business Committee, while the institution she is meant to lead flounders.

**The tool that remains unused**

It is important to be fair about the limits of what the Speaker alone can do. He presides over the chamber; he cannot conjure absent members into their seats, and Standing Orders give him only the blunt and largely symbolic tool of adjournment when a quorum is missing.

The instrument that could actually bite - the instrument the National Assembly's own governing documents place directly in the hands of the Leader of the House - is the Business Committee, which Standing Order 97 makes her chair.

It is this same Business Committee that Standing Order 27 empowers to determine the one Tuesday each month set aside for unscripted questions to the prime minister, and it is this same Business Committee that the Code of Conduct and Ethics for Members of the National Assembly names, in black and white, as the body responsible for determining how much of an absent MP's salary should be withheld.

Section 38 of that Code states, without ambiguity, that Members who fail to attend sittings of the House, meetings of Committees, official seminars, training sessions and workshops without leave of absence granted by the Speaker shall be punished, that an amount determined by the Business Committee shall be deducted from that Member's salary, and that the principle of no work, no pay, shall apply.

This is not a proposal I am putting to the Leader of the House for the first time. It is an existing clause, sitting in an existing document, awaiting only the will of the committee she chairs to be applied.

That the clause exists and has evidently gone unused, sitting after sitting, quorum failure after quorum failure, is the real scandal here - not the individual absenteeism of this or that back-bencher. Back-benchers will always test the limits of what leadership tolerates; that is a constant of every legislature on earth. What separates a functioning Parliament from a dysfunctional one is whether the office charged with enforcing discipline actually enforces it.

Three years into Justice Majara's chairmanship of the Business Committee, MPs continue to draw full monthly salaries in months where they failed to appear for sittings debating their own country's budget, failed to sit on committees they were elected or appointed to serve on, and in some documented cases failed even to report back after taxpayer-funded travel abroad.

**Public money, public service, public failure**

Each of those absences represents public money paid for public service that was never rendered.

Each is, in the plainest economic terms, a transfer with nothing given in exchange, made possible not by any gap in the rules but by the refusal - or at minimum the failure - of the one committee empowered to withhold that money to do so.

It would be one thing if the National Assembly's Strategic Plan for 2024/5 to 2028/9 was silent on this, if the institution had simply never turned its mind to the question of MP discipline and performance.

It has not been silent. Objective 3 of that plan, "Appropriate Human Resources," commits the Assembly in writing to managing MP performance through Terms of Reference and performance contracts, linked explicitly to parliamentary success criteria, and sets an annual target of ninety percent compliance with a formal performance management system - a target the plan's own scorecard says should have been met every single year starting in 2024/25.

Objective 7, "Enhanced Representation and Participation," is accountable jointly to the Speaker, the Chair of Chairs and the Chief Whip, and includes a specific initiative to measure, evaluate and report annually on MPs' contact with their constituencies, drawn directly from those same performance contracts.

None of these initiatives, according to the plan's own cost tables, requires new money. They require only that someone with authority actually apply the mechanisms the institution already committed itself to building.

The Leader of the House, through her statutory oversight of MP welfare and her chairmanship of the Business Committee named in the Code of Conduct's enforcement clause, sits closer to that authority than almost anyone else in the building - the Speaker included.

The absence of visible enforcement over three years is therefore not merely an oversight of hers to note in passing.

It is arguably the single clearest failure of leadership attributable to her specific office in this Parliament's entire term.

**The absurdity of the situation**

There is also something faintly absurd, and worth naming plainly, in a Deputy Prime Minister whose formal job title contains the word "Leader" presiding - even by proxy through her Business Committee - over a legislative body that cannot reliably lead itself into its own chamber on time.

The office exists precisely to solve coordination problems of exactly this kind: to organise government business, marshal the numbers, and ensure the machinery of the House keeps turning.

When that machinery grinds to a halt, twice in a single sitting month, during budget week no less, the natural place to direct scrutiny is not merely the individually absent MPs - who will always exist in some number - but the structure of incentives and sanctions that has evidently failed to deter them.

That structure runs through the Business Committee. The Business Committee runs through the Leader of the House.

It would be an act of considerable generosity to describe three years of pleading, followed by no visible deduction of pay for a single documented instance of unexcused absence, as merely a slow start.

None of this is to suggest that Justice Majara personally engineered the walkouts, or that she alone can compel 120 elected representatives to value their oath of office over competing demands on their calendars.

But leadership is measured by outcomes, not by intentions, and the outcome here is unambiguous: repeated quorum collapses, an existing no-work-no-pay clause left dormant, a Strategic Plan's MP performance targets seemingly unmet without public explanation, and a Speaker who has publicly run out of patience with pleading as a strategy.

**A path forward**

If the Business Committee under her chairmanship began tomorrow to apply Section 38 of the Code of Conduct with consistency and transparency - publishing which MPs were docked pay for which unexcused absences in which month - the deterrent effect would likely be immediate and considerable.

Legislators who treat sittings as optional tend to reconsider quickly once optionality carries a cost to their own pockets rather than only to the public's patience.

That such a step has not yet been taken, three years in, is the question I put squarely to the Leader of the House. Basotho are not asking for new legislation, new committees, or new money.

The rule already exists.

It bears her committee's name.

What has been missing, for three years running, is the will to use it - and that is a failure that belongs, specifically and without much room for deflection, to the Leader of the House herself.

The people of Lesotho deserve better than a parliament that cannot assemble. They deserve better than leaders who draw salaries while failing to enforce the most basic standards of conduct. They deserve a Leader of the House who actually leads.

I have spoken my peace. Now it is time for Justice Majara to speak with action.

# Youth voices take centre stage at landmark pre-budget consultations

MOSA MAOENG

MASERU - In what officials are calling the most extensive citizen engagement exercise ever undertaken by the Ministry of Finance and Development Planning, the 2027/2028 Pre-Budget Consultations Forum brought together innovators, government authorities, and young people this week to shape the nation's fiscal priorities.

The forum, held in Maseru on Wednesday, marked a significant shift in Lesotho's approach to national budgeting - one that recognises citizens not merely as passive recipients of government policy but as active contributors to the country's economic direction.

Budget controller, Maleshoane Lekomola Danziger, highlighted the transformative nature of the exercise, which has seen the ministry, in collaboration with FNB Lesotho, conduct consultations across all ten districts of the country.

The framework underpinning these consultations represents a deliberate departure from top-down budgeting. Lekomola-Danziger outlined a comprehensive participatory budgeting process that includes open budget reforms, citizen participation, district consultations, proposal submissions, and a budget strategy paper, culminating in the national budget delivered by the Minister of Finance.

The priorities that emerged from district-level consultations paint a clear picture of Basotho aspirations: employment creation, agriculture and food security, roads and infrastructure, water and irrigation, electricity access, youth development, manufacturing and value addition, tourism development, health services, and digital transformation. Among these, infrastructure, jobs, and agriculture emerged consistently as the highest priorities across all districts.

The numbers tell a story of progress.

Comparing the 2023 fiscal year with 2025, Lekomola-Danziger noted remarkable improvements in governance metrics: transparency grew by 31 percent (from 35 to 46), participation surged by an extraordinary 144 percent (from 9 to 22), and budget oversight increased by 77 percent (from 22 to 39).

A strategic alignment heat map derived from the consultations revealed that job creation, the productive sector, agriculture and food security, private sector development, infrastructure development, and industrialisation rank as the highest priorities.

Digital transformation and climate resilience were classified as medium-high priorities, while governance and decentralisation registered as medium priorities.

The prominent role of young people in this year's consultations is particularly significant given Lesotho's history of youth engagement in national affairs.

Young Basotho have long been active participants in shaping the nation's destiny, drawing on local,



national, and international ideas to push for institutional change that would benefit both themselves and the nation as a whole.

During the late colonial and early independence periods, youth worked actively to bring about their own conceptions of the nation, tapping into larger global debates about development and the role of youth in societies.

This historical engagement continues today, though not without challenges. While youth voter turnout in Lesotho is relatively high at around 60 percent, active membership in political parties (86 percent) and involvement in local council affairs remain low. More concerning is the minimal representation of youth in political leadership structures.

There is no youth representation in Cabinet, and only 6 percent - a single young person - sits in parliament.

This underrepresentation is influenced by structural factors, including ageist cultural attitudes and restrictive public sector laws that exclude the educated and experienced from governance.

The gap between policy articulation and everyday reality remains wide. Young people across the country have expressed interest in participation but face significant barriers, including limited access to civic education and underrepresentation in political spaces.

As one analysis noted, "while older members of parliament may earnestly strive to represent the interests of the youth, the lack of parliament members who belong to the same age group as 40 percent of the population is a problem."

Principal Secretary of the Ministry of Finance, Nthoateng Lebona, emphasised the critical importance of the consultations for the country's economic stability and growth. She noted that the ministry is working to strengthen plans for rapid economic growth despite the various shocks that have occurred and continue to affect the nation.

Lebona described the forum as an addition to the accountability forum recently held by the government, underscoring the administration's commitment to transparent governance.

She called for specific measures to ensure that focused areas such as agriculture, tourism, and manufacturing - the root causes of job creation - grow beyond their current levels.

"Even after the forum, Basotho must hold us accountable for the things we discussed here," Lebona declared. Perhaps the most compelling moment of the forum came during a panel discussion on economic growth, innovation, and job creation.

Limpho Matlakala, a youth entrepreneur representative, delivered a powerful message that cut through diplomatic niceties.

When asked about youth interest in sectors such as agriculture, Matlakala rejected the premise that young people lack motivation. She argued that youth have long been interested in these sectors but have been challenged by existing systems that have proven ineffective for them.

"Youth participation in situations such as the budget - their voices are only peer voices," Matlakala said.

"Their voices are usually not taken seriously."

She painted a picture of a generation that has been working hard through grassroots organisations to demonstrate their capabilities, only to find support lacking.

In a striking observation, she noted that "development partners are even playing a better role than our own Government especially on the work that we are doing."

Matlakala referenced the Youth Power Hub programme, a joint initiative of the European Union, UNICEF, and IOM spanning 2024 to 2029, which aims to foster an inclusive environment for Lesotho youth to actively participate in national decision-making processes. She noted that youth are doing marvellous work in agriculture and livelihoods but are always shadowed, their voices muted.

"The youth are working and always try as much as possible to be seen but they are always shadowed, voices always muted," she said.

Her concluding remarks resonated powerfully: "With the systems and resources that are already in existence, we should see transparency and accountability and those are the things that we do not see.

Today we come for budget consultations and we give real life experiences of our work. We come very optimistic that our voices will be heard this time around."

Matlakala's sentiments echo a broader movement among young Basotho. In October 2025, a group of 24 youth representatives from different districts came together for the National Youth Dialogue on Advancing the SDGs, convened by the United Nations Resident Coordinator's office.

During that dialogue, young people critically examined key national challenges from mental health and gender inequality to unemployment, climate change, and governance.

"We as young people have a role to play in the kind of Lesotho we one day would like to see.

We cannot wait for change; we must create it, together," said Mathe Masupha, one of the lead organisers.

Her words reflected a shared message: youth are not asking for permission to lead - they are already leading.

The dialogue participants proposed institutionalising the National Youth Dialogue as a permanent structure to hold government and partners accountable.

They also recommended establishing a Youth SDG Fund to finance innovation, entrepreneurship, and community projects driven by young people.

Ahead of the forum, the ministry invited students and members of the public to contribute ideas and recommendations for the 2027/2028 National Budget through the pre-budget consultation process.

Key areas included youth employment and empowerment, digital transformation, and agriculture and livestock.

Among the 36 young people who submitted proposals, three emerged as winners. The first prize winner received a cheque worth M2 500, the second winner M1 500, and the third winner M1 000, compliments of FNB Lesotho.

The recognition, while modest in monetary terms, symbolises a growing acknowledgment that young Basotho possess innovative solutions to the country's challenges - if only given the platform to share them.

The 2027/2028 budget consultations represent more than a procedural exercise. They embody a fundamental shift in how Lesotho approaches governance - one that recognises the wisdom and energy of its citizens, particularly its young people who comprise such a significant portion of the population.

As Principal Secretary Lebona noted, the success of these efforts depends on continued accountability and follow-through. The government's commitment to participatory budgeting must translate into concrete action, with the priorities identified in district consultations reflected in actual budget allocations.

For the youth of Lesotho, the forum offered a glimmer of hope - a recognition that their voices matter, even if they have historically been marginalised.

Matlakala's optimism, despite the challenges she articulated, suggests a generation ready to engage, contribute, and lead.

The question now is whether the systems and institutions will rise to meet them.

The budget strategy paper that emerges from these consultations, followed by the national budget delivered by the Minister of Finance, will serve as the ultimate test of whether this week's forum was a genuine exercise in participatory democracy or merely another forum where youth voices remain "only peer voices."

For a nation where youth have historically pushed for institutional change that would benefit both themselves and the nation as a whole, the stakes could not be higher.

The future of Lesotho's economy - and its democracy - may well depend on whether the government heeds the call of its young citizens and translates their aspirations into tangible action.

# Sesotho Media bridges divide between journalists and security services in landmark workshops

MOSA MAOENG

MASERU - In a significant step toward strengthening press freedom and democratic governance in Lesotho, Sesotho Media and Development (SM&D) is currently convening a series of workshops bringing together journalists and key security institutions.

The initiative, supported by the Commonwealth Foundation under a two-year project titled "Enhancing Freedom of Expression and Press Freedom in Lesotho," aims to build a shared understanding that serves the best interests of the mountain kingdom's fragile democracy.

The workshops are driven by findings from SM&D's recently completed Baseline Desk Review, which laid bare the precarious state of press freedom in Lesotho and the persistent threats faced by media practitioners. The first session was held last Thursday with members of the Lesotho Mounted Police Service (LMPS), followed by a second engagement on Tuesday with officials from the Lesotho Correctional Service (LCS). Additional workshops are planned with the Directorate on Corruption and Economic Offences (DCEO), oversight bodies including the Ombudsman, and the Social Cluster, among others.

Sesotho Media and Development is a Lesotho-based non-governmental organisation that has been operating in the country since 1999 and was formally registered in 2000. Over the past two decades, the organisation has evolved from its original focus on HIV/Aids awareness into a multifaceted civil society actor addressing gender equality, child marriage, human trafficking, Sexual and Reproductive Health Rights, Gender-Based Violence, climate change, digitalisation, and social justice.

The organisation uses film and media as tools to drive dialogue, challenge harmful social norms, and promote human rights. In 2011, SM&D launched the Lesotho Film Festival to encourage young Basotho filmmakers by giving them a platform to share their work and develop their skills. Since then, the organisation has expanded its reach across all ten districts of Lesotho, working with local and international NGOs to deliver psychosocial, legal, and sexual health services to underserved groups, including adolescent girls and young women, people with disabilities, sex workers, LGBTQI+ individuals, and abused children.

For more than a decade, SM&D has worked using a methodology based on facilitated documentary screenings combined with capacity-building programmes aimed at training facilitators among support groups, youth groups, and even prison inmates across the country.

The organisation's work has been the subject of academic research examining how development communication initiatives can foster collective action by increasing the level of efficacy among audiences.

In her opening remarks at the workshop, SM&D Executive Director, 'Mamolefe Petlane, expressed the organisation's gratitude for the government's commitment to national reforms, particularly the Tenth Amendment to the Constitution of 2025. The landmark amendment, gazetted on August 13, 2025, represents one of the most comprehensive constitutional reforms since Lesotho's independence.

For the first time in the country's history, media freedom and responsibility have been constitutionalised, with the creation of a Media Council of Lesotho and a Media Ombudsman to regulate disputes in the sector.

The amendment also introduces a new section on the media sector, outlining general principles that recognise the media's integral role in democratisation and development, including its function in facilitating citizen participation in public affairs.

"It is within this framework that the workshops are being held," Petlane said. She emphasised that Sesotho Media and Development is dedicated to strengthening media freedom, promoting independent journalism, and advancing democratic governance.

"For over a decade, we have worked to build a media environment that serves the public interest and holds power to account," she stated.

Petlane did not mince words about the challenges facing journalists in Lesotho.

"Journalists in Lesotho are under threat," she said, noting that the baseline review reveals Lesotho ranks 107th out of 180 countries in the World Press Freedom Index.

The ranking represents a modest recovery from the catastrophic fall the country experienced in 2024, when it plummeted from 67th to 122nd position following the murder of investigative journalist Ralikonelo Joki.

However, Reporters Without Borders continues to characterise press freedom in Lesotho as "fragile," noting that abuses against journalists are frequent and the media lack independence. "Abuses against journalists are frequent. Self-censorship is widespread; we have documented physical violence, legal harassment, intimidation, and digital surveillance," Petlane told the gathering.

The murder of Ralikonelo "Leqhashasha" Joki in May 2023 remains a stark reminder of the dangers facing journalists. Joki, an investigative radio reporter who hosted a current affairs programme on Tšenolo FM, was shot dead by unidentified assailants who fired at least 13 bullets at him as he was driving away from his workplace.

He had received multiple death threats in connection with his work in the months leading up to his killing. UNESCO Director-General Audrey Azoulay condemned the killing, urging authorities to investigate the crime and hold those involved to account.

"These threats harm not just journalists but everyone," Petlane emphasised. "When the media cannot investigate corruption and abuse of power, democracy is weakened."

The workshops represent a distinctive approach to journalist safety. Rather than treating security institutions as adversaries, SM&D has invited them to the table as critical stakeholders.

"Our baseline report states that security institutions must be invited to the table as critical stakeholders, not perpetrators," Petlane said.

"This is the cooperation approach recognising that both journalists and security institutions serve the people of Lesotho and share an interest in a safe, accountable society," she added.

The inclusion of the Lesotho Correctional Service is particularly significant. Petlane noted that correctional facilities are often overlooked in discussions about journalist safety, yet journalists need access to those institutions to report on conditions of detention, inmate welfare, and the administration of justice.

LCS representative, Pheko Ntobane, acknowledged that the workshop engagement brought a deeper understanding of the work of the media while also helping distinguish between citizen journalists and professional journalists.

He noted that the LCS has historically lacked trust in the media because journalists often criticise their work and write stories that are more negative than positive. "At the end of the day, we need to work together and understand each other's work more than anything," Ntobane said. He acknowledged that some of the negativity stemmed from the fact that the LCS's protocol for granting media access inside prisons is too complex.

Ntobane expressed hope that going forward, collaboration would not be as difficult as it has been. He also pleaded with Sesotho Media to hold similar workshops with the highest authorities from the LCS who often grant access to the media, and to invite officers from all ten districts in future sessions. Building on the insights from these institutional dialogues, a concluding session will be convened on July 28 for the formation of a Media Protection and Accountability Task Force. The task force, comprising representatives from the media, security institutions, and civil society, will serve as a formal mechanism for sustained engagement, protocol development, and rapid response to incidents affecting journalist safety.

The dialogue is designed to build the trust necessary for creating a safer environment for journalists to operate, free from intimidation and violence, while respecting the legitimate roles of the security sector in a democratic society.

Sesotho Media and Development's work extends far beyond journalist safety. The organisation has been at the forefront of efforts to address gender-based violence, push for the implementation of the Counter Domestic Violence Act, and promote civic education across the country. It has implemented programmes reaching more than 1 000 community members at a time, combining cultural expression with civic education and awareness activities.

The organisation's Phase 3 programme aims to address harmful gender norms, improve access to survivor-friendly services, and reinforce systems that protect young people — especially adolescent girls disproportionately affected by HIV/Aids. As Petlane has previously explained, HIV prevalence among adolescent girls "skyrockets four times higher" between the ages of 15 and 20 compared to boys of the same age group, prompting the organisation to interrogate the social and structural factors driving girls' vulnerability.

Through its film festival, capacity-building programmes, and advocacy work, SM&D has established itself as one of Lesotho's most dynamic civil society organisations. The current workshops on journalist safety represent the latest chapter in the organisation's ongoing commitment to building a more open, accountable, and democratic Lesotho.

As the country implements the landmark constitutional reforms of 2025 and works to address the challenges that have long plagued its media environment, initiatives like these workshops offer a model for constructive engagement between institutions that have historically been at odds.

The question now is whether this spirit of cooperation can be sustained — and whether the Media Protection and Accountability Task Force can translate dialogue into lasting change for Lesotho's journalists and the democracy they serve.

# Tsetela opens new investment frontier for Basotho

## Vodacom M-Pesa and STANLIB partner to launch mobile investment platform

BOKANG MOSHOESHOE MAPHIKA

MASERU – Vodacom M-Pesa has unveiled Tsetela, an innovative mobile investment platform that empowers ordinary Basotho to invest directly from their mobile wallets - a landmark move set to reshape Lesotho's financial landscape.

The launch, which took place in Maseru this week, represents a significant step forward in democratizing access to formal investment opportunities and advancing the national financial inclusion agenda.

Developed by VCL Financial Services, the operator of M-Pesa in Lesotho, in partnership with STANLIB Lesotho, Tsetela is designed to break down the barriers that have traditionally excluded large segments of the population from participating in formal investment markets. The name Tsetela, meaning "to invest" in Sesotho, reflects the product's mission to foster a culture of saving and wealth creation among Basotho.

For generations, investing in Lesotho has been perceived as the preserve of the wealthy elite or those with established banking relationships. The reality has been that many Basotho, particularly those in rural communities, have been effectively locked out of formal investment opportunities due to prohibitive barriers including exorbitant minimum investment requirements, complex paperwork, and the logistical challenge of travelling long distances to financial institutions.

Tsetela directly addresses these obstacles by enabling eligible M-Pesa customers and Mokhatlo Group Savings members to invest seamlessly from their mobile phones. Users can now earn daily interest on their investments, monitor their balances via USSD technology, and request withdrawals in accordance with the product's terms and conditions - all without ever setting foot inside a bank branch.

Speaking on behalf of the Minister of Finance and Development Planning during the official launch, Teboho Shelile offered strong government backing for the initiative, praising the private sector's role in driving financial innovation. Shelile emphasized that product innovation achieves its greatest impact when driven by private enterprise, with government creating an enabling policy and regulatory environment to support sustainable growth.

"Financial inclusion remains central to economic development and no country can achieve meaningful growth without widening access to investment opportunities," Shelile stated. "We therefore encourage Basotho to embrace this product and prioritise regulated financial solutions."

He further noted that expanding access to regulated financial products would help more Basotho participate meaningfully in the country's economy while strengthening household financial security—a crucial consideration in a nation where many families struggle with financial vulnerability.

Vodacom Lesotho Chief Executive Officer, Mohale Ralebitso, described the launch as another milestone in the company's ongoing commitment to empowering Basotho through digital financial services. Ralebitso articulated a vision of financial inclusion that extends far beyond mere access to basic financial services.

"Financial inclusion goes beyond access to services; it enables Basotho to participate more fully in the economy and plan more confidently


for the future," Ralebitso explained.

"Even a modest investment of M1 can build value when placed within a structured and regulated investment environment."

Highlighting the accessibility of the product, Ralebitso noted that Tsetela has been introduced at a level aligned with the means of ordinary Basotho. He indicated that as the product matures, the company intends to expand the range of available portfolios, providing credible alternatives to informal and often unsafe savings schemes.

"Ultimately, our objective is to continue innovating responsibly, support individual wealth creation, and contribute to broader national prosperity," he added.

STANLIB Lesotho Managing Director, Mohlabinyane Mohapi, assured potential investors that their funds would be protected within a comprehensive regulatory framework designed to build public confidence in the new product. STANLIB Lesotho, which is licensed by the Central Bank of Lesotho, operates under strict financial regulations that include several layers of protection for investors.

"Traditional investment channels have excluded many Basotho through barriers such as bank account requirements and high minimum investment thresholds, in some cases starting at M5 000," Mohapi noted.

"Tsetela seeks to remove these barriers and deepen financial inclusion."

Mohapi detailed the robust safeguards in place, explaining that investor funds are segregated from company funds, operations are subject to annual audit and compliance reporting, and an independent trustee oversees performance and regulatory adherence. He further noted that the company maintains a structured risk management framework to identify, monitor and manage risk appropriately, making the product particularly well-suited to short-term investors, risk-averse Basotho, and individuals who require liquidity.

The product has been designed with user accessibility as a central consideration. M-Pesa customers can access the service by dialling *200#, selecting Savings Account, choosing Tsetela Account, and following the prompts. Individual customers can begin investing from as little as M50, while Mokhatlo Group Savings customers can start from M300. Officials have urged potential investors to carefully read and understand the product's terms and conditions before making any investment decisions.

The launch of Tsetela marks a significant advancement in Lesotho's journey toward comprehensive financial inclusion. By leveraging the widespread adoption of mobile money - which has already transformed how Basotho transfer funds and make payments - the platform creates a natural pathway for ordinary citizens to participate in formal investment markets.

Industry observers note that this development could have far-reaching implications for household financial security and national economic development. As more Basotho gain access to regulated investment opportunities, the potential for wealth creation at the grassroots level increases, contributing to more resilient communities and a more robust national economy.

The partnership between Vodacom M-Pesa and STANLIB Lesotho represents a model of public-private collaboration that government officials hope will inspire similar innovations across the financial services sector.

As Lesotho continues to navigate economic challenges, initiatives like Tsetela offer a promising pathway toward greater financial resilience and inclusive economic growth.

The product is now available to eligible customers across Lesotho, with officials expressing optimism that it will encourage a stronger culture of saving and investing among Basotho while supporting the country's broader financial inclusion agenda.

# Bangladesh High Commission reaffirms stronger ties with Lesotho

'MATHATO SEBOKA

MASERU – The Bangladesh High Commission in Pretoria has reaffirmed its commitment to strengthening ties with the Kingdom of Lesotho through a comprehensive two-day programme that combined vital consular services for expatriates with high-level discussions on trade, investment, and development cooperation. The delegation, led by the High Commissioner of Bangladesh to South Africa, Shah Mohammad Shafi, conducted a day-long Mobile Consular Camp in Lower Thetsane, Maseru, on July 19. This initiative marked the first such visit by a Bangladeshi High Commissioner to Lesotho in a considerable period, underscoring a renewed focus on the African nation.

The outreach programme provided essential consular services, including e-passport applications, No Visa Required (NVR) endorsements, visa processing, and attestation services. This strategic initiative enabled members of the Bangladeshi community to access critical government services without the logistical and financial burden of traveling to the High Commission in Pretoria, South Africa.

The event was met with palpable enthusiasm, creating a festive atmosphere as community members gathered to engage with their head of mission.

Addressing the gathering, High Commissioner Shafi reiterated the High Commission's unwavering dedication to serving Bangladeshi citizens residing in Lesotho. He expressed his intention to institutionalize these consular camps, planning to organize similar outreach programmes at least twice a year to ensure consistent and improved access to diplomatic services for the community.

The event also served as a platform for community dialogue, with prominent members of the Bangladeshi diaspora - including Dr Mirazur Rahman, Dr Shah Mohammed Abdul Hadi, and Mazher Ali - highlighting issues affecting expatriates and the local business community. Their contributions underscored the community's active role in fostering stronger ties between the two nations.

In his closing remarks, Engineer Abdullah-Al-Hussain, Director of HS Construction Company (Pty) Ltd, expressed deep gratitude to the High Commissioner for bringing vital consular services directly to the people. Speaking on behalf of the community, he made a compelling appeal for educational scholarships for Basotho students in the critical fields of Medicine, Engineering, and Agriculture.

He also called for enhanced business partnerships between Lesotho and Bangladesh, particularly in the textile and pharmaceutical sectors, to catalyze investment, facilitate knowledge-sharing, and stimulate job creation.

The following day, July 20, High Commissioner Shafi held a pivotal high-level meeting with Lesotho's Minister of Trade, Industry and Business Development, Motlatsi Maqelepo. The discussions were strategically focused on expanding economic cooperation, exploring new avenues for trade, industrial collaboration, and technology transfer. Key sectors identified for collaboration included the textile and garment industry, pharmaceuticals, and agriculture.

Minister Maqelepo highlighted Lesotho's burgeoning textile and garment industry, a cornerstone of the country's export economy and a major employer. He noted that Lesotho enjoys preferential market access to the United States under the African Growth and Opportunity Act (AGOA), as well as favourable terms with the European Union and the United Kingdom.

The minister emphasized that Bangladesh's globally recognized expertise in garment manufacturing could seamlessly complement Lesotho's market advantages through investment, joint ventures, skills development, and technology transfer. This synergy, he argued, could significantly enhance Lesotho's industrial capacity and global competitiveness. The discussions also extended to the agricultural sector, where both nations expressed mutual interest in cooperation on modern farming techniques, agricultural research, agro-processing, irrigation, mechanization, food security, and capacity building. Acknowledging the importance of value addition, the Minister pointed to opportunities in wool processing, seeking partners to expand this segment and access new international markets.

In the pharmaceutical sector, the dialogue centred on importing affordable, high-quality generic medicines from Bangladesh, encouraging Bangladeshi pharmaceutical companies to invest in Lesotho, and establishing partnerships in manufacturing and packaging.

This cooperation aims to enhance Lesotho's healthcare infrastructure and reduce dependency on expensive imports. High Commissioner Shafi, highlighting Bangladesh's position as the world's second-largest producer and exporter of ready-made garments, reaffirmed his country's expertise could significantly contribute to Lesotho's industrial development. To translate these discussions into tangible outcomes, the High Commissioner proposed a reciprocal visit.

He invited Lesotho to send a high-level government and business delegation to Bangladesh in October 2026. This proposed visit would include senior government officials and private sector representatives from the textile, pharmaceutical, and agricultural sectors.

It would provide invaluable opportunities to meet with relevant ministries, government agencies, and leading businesses to promote investment, foster business-to-business partnerships, and facilitate technology transfer.

The meeting, which was also attended by Md Taufiqul Islam, First Secretary (Political) at the Bangladesh High Commission, was facilitated by Engineer Md Abdullah-Al-Hussain, who also coordinated the High Commission's official programme in Lesotho. The reception, mobile consular camp, and ministerial meeting collectively reflected a shared commitment by Bangladesh and Lesotho to deepen bilateral relations through stronger cooperation in trade, investment, industry, agriculture, and people-to-people exchanges.

Community members and officials alike described the visit as a pivotal step towards building a dynamic and mutually beneficial partnership, creating new opportunities for both countries in the years ahead.

As both nations look to the future, this diplomatic engagement sets a positive trajectory for enhanced economic diplomacy and sustainable development.

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# Denmar Estates under business rescue

## Uncertainty looms over jobs as dairy giant fights for survival

'MATHATO SEBOKA

MASERU — Denmar Estates (Pty) Ltd, one of Lesotho's most prominent dairy industry players, has been placed under formal business rescue, casting a shadow of uncertainty over its workforce and raising serious questions about the future of the country's already embattled dairy sector.

The company, a privately owned family business with a heritage spanning over five decades, confirmed this week that it is now operating under business rescue proceedings in terms of Chapter 6 of the Companies Act 71 of 2008.

Business Rescue Practitioners (BRPs) have been appointed to investigate the company's financial position and prepare a Business Rescue Plan, with severe financial constraints forcing the company to consider temporary operational measures — including possible short-time arrangements.

For the employees currently on Denmar's payroll, the development signals a period of profound anxiety. While the BRPs have stressed that no final decision has been taken regarding layoffs or restructuring, the notice issued to all employees makes it clear that the company's future operational structure and staffing requirements have yet to be determined.

Denmar's roots run deep in the region's agricultural landscape. The company began milking and processing dairy products in the early 1970s and commenced distribution in the Eastern Free State in 1972, later expanding into Lesotho in 1980. Today, it operates with a 40-truck strong fleet and maintains a fully-fledged workshop to service its vehicles.

The company's significance to Lesotho's dairy value chain cannot be overstated. Lesotho Dairy Products (LDP), the state-affiliated dairy processor, has been forced to transport milk to Denmar in South Africa for further processing and packaging due to infrastructure deficits and permitting challenges at home.

LDP Plant Manager, Tšiu Khoeli, recently revealed that the facility had 67 000 litres of milk in storage that might have to be spilled due to the lack of necessary permits — a stark illustration of the dysfunction plaguing the sector.

The dairy industry in Lesotho has been in steady decline. Milk production has plummeted from 5.5 million litres in 2019/20 to approximately 2.08 million litres in 2026, while imports of long-life milk remain persistently high.

A milk processing plant established in 1987, with capacity to process up to 10 000 litres daily, remains significantly underutilised due to low milk output.

The BRPs' notice to employees, dated July this year, outlines a series of measures under consideration.

These include reduced working hours, rotation systems, flexible shift arrangements, temporary cost-saving initiatives and productivity improvements.

Employees have been requested to submit updated curricula vitae to assist the BRPs in conducting "a comprehensive assessment of the Company's workforce, including employees' qualifications, skills, experience and current roles."

In a move that has heightened anxiety among staff, certain employees may be requested to remain on paid leave during the period July 20 to 24 to facilitate the workforce assessment.

The BRPs have emphasised that this "should not be construed as indicating that any decision has been taken regarding the employee's future employment or position within the Company."

Crucially, the notice states that it "does not constitute the commencement of a consultation process contemplated by Sections 189 or 189A of the Labour Relations Act 66 of 1995." The BRPs maintain that they "have not yet determined the Company's future operational structure or future staffing requirements."

However, should the adopted Business Rescue Plan contemplate any restructuring affecting employment, the BRPs have committed to commencing "the appropriate consultation process required by the Labour Relations Act" and to complying "fully with all applicable statutory obligations at that stage."

Under Lesotho's Labour Act No 3 of 2024, retrenchment is defined as "a dismissal arising from a redundancy caused by the re-organisation of the business or discontinuance or reduction of the business for economic or technological reasons."

The Act recognises that economic reasons relate to the financial management of the enterprise, while technological reasons refer to the introduction of new technology that affects work relationships.

Crucially, because retrenchment is "essentially a 'no fault' dismissal," the courts will scrutinise such dismissals carefully to ensure that employers have considered all possible alternatives before dismissal is effected.

Employers are obligated to negotiate in good faith with representative trade unions, with the duty to bargain including "the duty to bargain itself" and "the duty to disclose relevant information."

The Labour Act stipulates that a representative trade union is one that represents over 50 percent of employees.

Section 112 of the Act explicitly states that "an employer shall bargain in good faith with a representative trade union." Failure to bargain in good faith constitutes an unfair labour practice.

The negotiation process, where retrenchment is contemplated, should commence "as soon as a reduction of the workforce through retrenchment or redundancies is contemplated by the employer."

This obligation requires that negotiations be "long enough for the union to meet and report to employees," "meet with the employer", and "request, receive and consider all relevant information."

Selection criteria for any potential dismissals must be agreed with the trade union; if not agreed, the criteria used "must be fair and objective."

Criteria that infringe rights protected by the Labour Act — including selection on the basis of union membership, pregnancy or other discriminatory grounds — "can never be fair."

Generally accepted fair criteria include length of service, skills, affirmative action and qualifications. Retrenched employees must also be given preference in re-hiring, subject to certain conditions.

Denmar's business rescue comes at a time when Lesotho's dairy sector is facing existential challenges.

Government and dairy stakeholders recently called for stronger collaboration to transform the sector, citing underutilised infrastructure, low milk production and heavy reliance on imports.

Principal Secretary in the Ministry of Agriculture, Dr Khothatso Tšoana, recently described the sector as "critical for food and nutrition security, job creation and reducing dependence on imported dairy products."

He noted ongoing challenges including "limited access to quality breeding and veterinary services, poor market infrastructure, and restricted finance for farmers."

The Lesotho National Dairy Board, which serves as the regulatory authority responsible for setting milk prices, administering import and export permits, and promoting sector development, has faced criticism over its strict permit requirements. These requirements have hindered progress and contributed to the sector's decline.

For Denmar's employees, the coming weeks and months will be a period of immense uncertainty. The BRPs have invited employees and recognised representatives to provide practical proposals regarding temporary operational measures.

Written proposals and updated CVs must be submitted by July 24.

A virtual engagement meeting was scheduled for Tuesday this week, where employees may participate personally or through recognised trade union representatives or elected employee representatives.

The BRPs have stated that this engagement is conducted "in the exercise of their statutory powers and duties under Chapter 6 of the Companies Act" and that its purpose "is to obtain employees' views on temporary operational measures pending publication of the Business Rescue Plan."

The BRPs have pledged to "keep employees informed of material developments throughout the business rescue process." However, with the company's future operational structure and staffing requirements yet to be determined, the spectre of retrenchment looms large.

Should restructuring become necessary, the company will be required to navigate a complex legal landscape — one that demands genuine consultation, fair selection criteria and consideration of all alternatives to dismissal.

The failure to do so would constitute an unfair labour practice under Lesotho's Labour Act.

For now, Denmar's employees wait — their futures hanging in the balance as the business rescue practitioners work to determine whether the company can be saved, or whether liquidation will be the only option.

# Lesotho urged to enact SEZ law as Durban conference highlights gap with South Africa

TEBOHO KHATEBE MOLEFI

MASERU - The gap between Lesotho's four-decade-old industrial estate model and the legislated special economic zones (SEZs) that now drive investment across South Africa has been laid bare at a major regional conference in Durban, prompting fresh calls for Maseru to overhaul its legal, institutional and land-tenure frameworks or risk being left behind in the race for industrial investment.

The SEZ Conference, held on July 16 to 17, brought together government officials, zone operators, investment promotion agencies and private sector representatives from across the region to examine the design, governance and performance of special economic zones.

For Lesotho, represented by Private Sector Foundation of Lesotho (PSFL) CEO, Thabo Qhesi, the gathering served as a stark reminder that while the country has built a genuine manufacturing base – supporting an estimated 30 000 to 40 000 jobs, mostly held by women, in textiles and garments – it lacks several of the legal and institutional features that distinguish durable, high-performing zones internationally.

South Africa's SEZ programme, established through the Special Economic Zones Act of 2014, now spans 13 designated zones across all nine provinces, from the automotive hub of Tshwane to the green hydrogen ambitions of the Namakwa SEZ in the Northern Cape. The programme has replaced the earlier Industrial Development Zone model with a more inclusive framework that supports manufacturing, value addition, exports and regional economic development.

Investors are offered world-class infrastructure, investment incentives, streamlined regulatory support and access to strategic logistics networks.

By contrast, Lesotho's export manufacturing base has for decades been built around the Lesotho National Development Corporation's (LNDC) industrial estates rather than a legislated SEZ regime. The LNDC provides factory shells, serviced industrial land and an incentives package including tax holidays – but these operate on administrative discretion rather than statutory certainty.

The conference observations, reinforced by a wider benchmarking review of 13 SEZ jurisdictions including China, the United Arab Emirates, Malaysia, Turkey, Kenya, Mauritius and Singapore, point to a consistent set of factors distinguishing durable zones. At the top of that list is a dedicated legal framework that gives investors statutory certainty over incentives, land use, customs treatment and dispute resolution – certainty that survives changes in administration.

"South Africa has operated under a dedicated legal framework for special economic zones since 2014, giving investors statutory certainty over designation, incentives and governance that a purely administrative regime cannot match," a PSFL report notes.

That legislated approach, the report adds, "provides a stable institutional anchor for zone development, insulating the programme from shifts in administrative priority."

Lesotho has no such law.

Its industrial estates operate on LNDC incentive packages and general investment policy rather than a legislated SEZ or free-zone statute – a gap that places it at a disadvantage against every strong-performing zone in the benchmarking study, including Turkey's Law No 3218, Kenya's SEZ Act 2015, the Philippines' RA 7916 and Italy's Decree-Law 124/20230.

Two other structural weaknesses were thrown into sharp relief at the Durban conference. The first is land tenure. Under current Lesotho law, only citizens or majority citizen-owned entities may hold land leases, with foreign investors limited to sub-leasing and requiring ministerial approval for lease transactions.

This stands in direct contrast to the UAE's full-ownership model and Turkey's 49-year lease model – both cited by investors as decisive factors in location decisions.

The second is institutional fragmentation. No single authority in Lesotho yet plays the role of one-stop registration, incentive administration and investor facilitation – a role performed by the Philippines' PEZA, Korea's KOTRA/Invest Korea and Singapore's Economic Development Board.

"Investors face one front door rather than several ministries and agencies," the report observes, contrasting the consolidated model with Lesotho's current arrangement.

Yet the conference also highlighted a concrete opportunity. The Maluti-a-Phofung SEZ, located on the Free State side of the Lesotho-South Africa border, presents a proximate platform for cross-border industrial collaboration. Designated in 2015 on 1 038 hectares in Harrismith at the intersection of the N3 corridor linking Johannesburg and Durban, and the N5 corridor connecting South Africa to Lesotho, the zone is particularly suited to agro-processing, manufacturing, logistics and medical technologies. The Johor-Singapore SEZ was cited at the conference as a working template for cross-border cooperation, featuring a joint project office and a single facilitation centre spanning two jurisdictions. The SADC Trade Protocol offers an institutional avenue through which a regional SEZ annex could be pursued, potentially supporting cross-border rules-of-origin and incentive harmonisation for Lesotho-based investors.

The South African experience also offers cautionary lessons. The country's package of tax incentives – including VAT and customs relief within Customs Controlled Areas, employment tax incentives, a 10-year building allowance at 10 percent per annum, and a reduced corporate income tax rate of 15 percent instead of the standard 28 percent – is designed to strike a balance between achieving investment objectives and minimising deadweight loss to the fiscus.

But the conference underscored that incentives alone do not guarantee zone performance without accompanying institutional and human capacity.

"Incentives tied to measurable performance – exports, jobs, local value addition – rather than granted unconditionally on entry" are a hallmark of the strongest zones, the PSFL report notes, citing Turkey's export-profit exemption and the Philippines' CREATE Act reforms.

The PSFL report, based on the conference observations and the wider benchmarking evidence, sets out 10 recommendations for the government of Lesotho and five for the private sector.

For government, the priority is to expedite the enactment of a dedicated SEZ or Free Zones Act – moving from LNDC administrative incentive packages to a standalone legal framework that gives investors statutory certainty. This should be accompanied by the establishment of a single, empowered SEZ authority with an independent governing board, consolidating zone registration, incentive administration and investor facilitation under one institution.

Land tenure reform is equally urgent: introducing secure, long-term renewable lease instruments specifically for SEZ investors, following Turkey's 49-year model, would address the friction created by the current citizen-only leasehold regime. Incentives should be tied to verified performance, and a standardised, indicator-based annual zone performance review should be introduced to weigh incentive costs against verified benefits.

For the private sector, PSFL is advocating for institutionalised governance voice – reserved private-sector seats on the board of any future Lesotho SEZ Authority, following Kenya's precedent. Private investors should lead sequenced diversification beyond textiles, building systematically from the existing garment base toward agro-processing, logistics and services – using Mauritius's pillar-by-pillar diversification as a template.

The stakes are high. Lesotho's garment exports reached roughly USD 300 million in 2024, split almost evenly between South Africa and the United States under AGOA preferences. But the sector remains heavily exposed to shifts in US trade policy, as illustrated by factory closures reported in 2025 despite a reduction in tariffs from 50 percent to 15 percent.

Vertical integration into upstream inputs is underway but remains partial. "None of the benchmark jurisdictions offers a template that Lesotho can adopt wholesale," the PSFL report concludes, "but each offers specific, transferable lessons that map onto identified gaps in Lesotho's current position."

The Durban conference has made clear that the window for action is open – but may not remain so indefinitely. As South Africa's SEZ programme gathers momentum and the African Continental Free Trade Area reshapes regional trade patterns, Lesotho faces a choice: reform its industrial investment framework to international standards, or watch its manufacturing base erode in the face of more competitive neighbours.

## Business

# Recognising the need for change

**My Business Journey**

MOTJOPI MOLISE

One of the greatest mistakes in business is believing that what worked yesterday will continue to work tomorrow. Markets change, customers change, employees change, technology changes, and competition changes.

The challenge for every entrepreneur is not simply adapting to change, it is recognising when change is needed. In my previous article, I discussed the importance of adapting to an ever-changing business environment. But now how to you recognize the need for change?

Many business owners fail, not because they are unwilling to change, but because they fail to recognise the warning signs. Change is rarely announced with a loud voice. More often, it reveals itself through subtle indicators that many entrepreneurs ignore until it is too late.

If you are in business and your sales begin to decline, do not immediately blame the economy or your customers. Instead, ask yourself a simple question: What has changed? Consumer preferences may have shifted.

A competitor may have introduced better products, improved service, lower prices, or more convenient payment methods. Markets are constantly evolving, and every decline in performance should prompt careful reflection rather than excuses.

The same principle applies to employees. During my years in retail management, my line manager once visited my store and noticed an employee who had previously been energetic, highly engaged, and consistently positive.

During a meeting, he quietly observed the employee before asking me, "What happened to this gentleman? He is no longer the same person. His performance has declined, and his attitude has become negative."

To be honest, I did not have an answer. My manager then made an interesting suggestion.

"Perhaps he needs a change," he said. "Give him a bigger department. Maybe he has become bored. Perhaps he has too much idle time."

At first, I thought he was joking. How could changing someone's department improve their attitude?

Nevertheless, I decided to try his suggestion. I transferred the employee to a larger department where he became responsible for a bigger operation and had several team members reporting to him. Almost immediately, his attitude changed.

He became motivated again, took ownership of his responsibilities, and his performance improved dramatically. In fact, he became even more proactive than before. That experience taught me an invaluable lesson. Sometimes the problem is not the person, it is the environment. People often need new challenges to remain engaged.

When routine becomes too comfortable, motivation can disappear. A well-timed change can unlock potential that has been lying dormant.

I experienced something similar in my own career. While I was managing a store in Lesotho, our Human Resources Manager visited the business. After observing me at work, she recommended to my line manager that I be transferred to South Africa. Her words have stayed with me ever since:

"This store has become too small for him." Those simple words changed the direction of my career. Moving to South Africa exposed me to a completely different retail environment. Customer expectations were different. Operational standards were higher. Systems were more advanced, and the pace of business was much faster.

Although I believed I understood the finer details of running a retail store, I quickly realised there was still much to learn.

Looking back, I am grateful for that opportunity. Remaining in my comfort zone would have limited my growth. Sometimes growth requires a bigger challenge rather than greater comfort. The same principle applies to every business. If your customer base begins to shrink, do not simply wait and hope that things will improve.

Ask yourself what has changed. Do you need to improve your customer service? Are your prices still competitive? Have customer expectations evolved? Should you introduce digital payment methods? Is your communication style still effective? Are you advertising where your customers actually spend their time, or are you relying on outdated marketing channels? Do you need to improve the design, quality, technology, or presentation of your products and services?

Every decline is an invitation to investigate. Ignoring these questions can be costly.

For most of my previous article, I referred to the well-known shop commonly known as "Ha Ntate Stones." Like many successful businesses of its time, it served its community faithfully for many years.

However, as the retail landscape changed, newer competitors entered the market with improved store layouts, better merchandising, wider product ranges, modern payment systems, competitive pricing, and a stronger focus on customer experience.

The lesson is clear. Every market attracts new entrants whose goal is to change the game. They come with fresh ideas, better technology, higher quality, greater efficiency, and often lower prices. Businesses that remain comfortable with yesterday's methods gradually lose relevance.

Another important way to recognise the need for change is to listen carefully to your customers. Customer complaints, suggestions, and feedback often reveal problems long before they become visible in your financial results.

Read widely, explore new ideas, observe industry trends, and remain aware of what is happening around you. The entrepreneurs who continue learning are usually the first to recognise opportunities that others overlook.

Recognising the need for change is one of the most valuable leadership skills an entrepreneur can develop. Successful leaders do not wait for a crisis before they act. They constantly observe their customers, employees, competitors, technology, and the broader business environment.

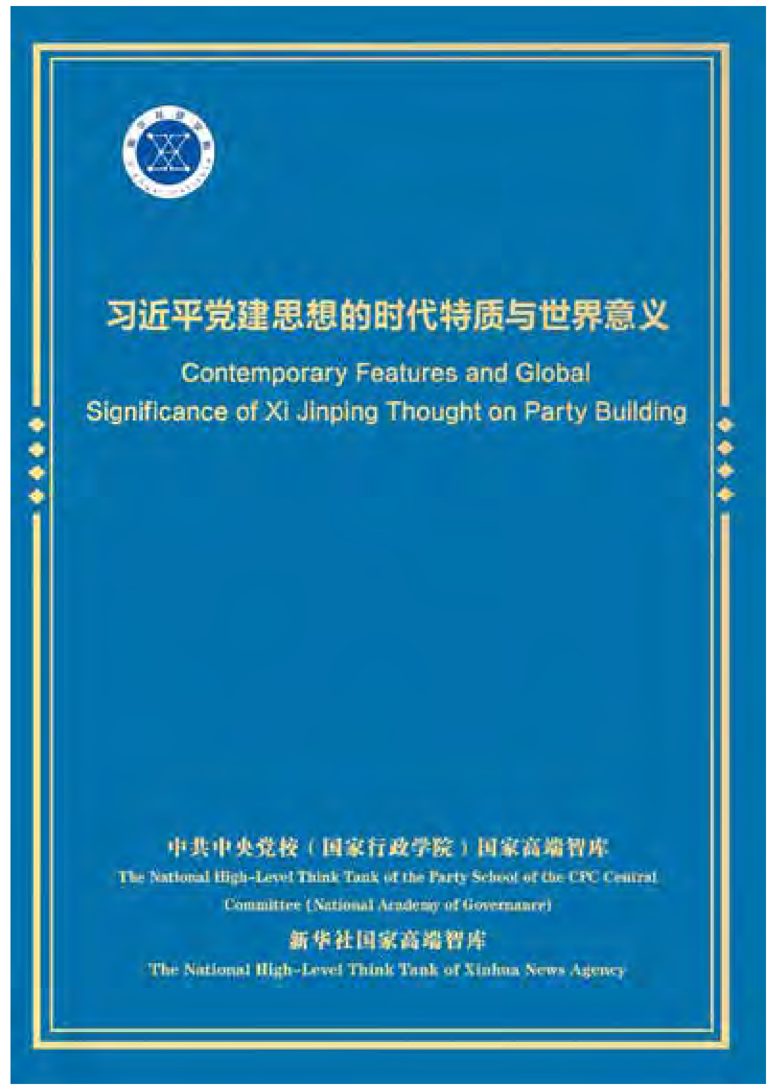
They ask difficult questions, remain curious, and are willing to adjust before circumstances force them to.

The businesses that survive are not always the biggest or the oldest. More often, they are the ones that recognise change early and respond wisely.

Stay alert. Stay curious. Never become too comfortable, because the market never stands still.

*Motjopi Molise is a business consultant whose work is grounded in practical experience in entrepreneurship and retail management across Lesotho and South Africa. He is the founder of MABS Consulting, where he advises businesses on strategy, operational systems, leadership development, business growth, scaling, and sustainable performance.*

# Universal questions, national answers: exploring Xi Jinping




YOUNG BASOTHO PROFESSIONALS FORUM

The Communist Party of China (CPC), which marked its 105th anniversary, remains one of the most influential political organizations in modern history. At its founding, the CPC had only a few dozen members.

The Party was established by a small group of intellectuals and revolutionaries inspired by Marxism-Leninism and influenced by the social and political upheavals of China's society of the era.

The CPC's 105-year journey has been defined by its ability to guide and transform one of the world's most populous countries from a poor agrarian economy into a modern global powerhouse, infrastructure and technology marvel and the fast-paced, second-largest economy of the world.

The question behind the 105th anniversary is profound, and the answer is an eye-opening revelation. It would be folly to simply tautologize the CPC's familiar external scorecard, which includes inter alia, the transformation of one of the world's poorest agrarian societies to the second-largest economy; from chronic famine to the elimination of absolute poverty; from a fragmented semi-colony to a state capable of building high-speed rail, space stations and a green-energy industrial chain, without explaining what and how those greatest feats across every facet of human endeavour were achieved by the CPC, and how a party founded a century ago, which led 1.4 billion people through revolution, reconstruction, reform and now Chinese modernization, still endures and continues to describe itself, without obvious irony, as a "governing party with continuing vitality."

The answer begins with theory, specifically the CPC's relationship to Marxism-Leninism, the seed sown at the founding of the CPC and nurtured jealously from thenceforth.

Karl Marx proclaimed the irresistible force of ideas capable of moving history: "Theory becomes a material force as soon as it has gripped the masses." Building upon this conviction, Vladimir Lenin couched a theory for the revolutionaries who dared the daunting tightrope of people's revolution: "Without revolutionary theory there can be no revolutionary movement."

To the CPC, these ideological terms became a proverbial "bible," a template. The CPC's variation over the following century turned out to be: without a theory that keeps rewriting itself, there is no revolutionary party that stays revolutionary.

However, Marxism-Leninism alone didn't carry the CPC this far. What carried it was the understanding that Chinese circumstances, thought, and philosophy needed to be integrated hence the Chinese adaption of the founding "seed."

The refusal to treat the 19th-century texts or the Soviet party model as a closed canon was a revolutionary step on its own, whose lineage began with Mao Zedong Thought, Deng Xiaoping Theory, the Theory of Three Represents, the Scientific Outlook on Development, and now Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, within which Xi Jinping Thought on Party Building is the part that sheds light and responds to questions about how a Marxist party survives a century and how it continues to renew itself.

As a Chinese aphorism has it: "A tall tree draws its height from deep roots; a long river traces its course to a distant source." In allegorising the aphorism, "the roots" become Marxism-Leninism and the founding moment, while the height and length, the girth, and the branches and leaves represent the CPC's practical implementation, augmentation, adaptation and renewal of the founding ideology.

President Xi Jinping's own gloss on this is pragmatic rather than poetic: "It takes a good blacksmith to make good steel"; the Party must keep forging itself, or the steel goes soft. Seen this way, the CPC's 105 years are not a story of "ideology winning." They are a story of a Marxist party answering, decade by decade, a question: how does a Marxist party govern for a century without rotting?

In an era marked by geopolitical uncertainty, economic transformation and growing demands on governance, political parties across the world are increasingly confronted with common questions: how to maintain public trust, strengthen organizational capacity, prevent institutional decay and pursue long-term development. Xi Jinping Thought on Party Building offers China's answer to these questions.

For this reason, Xi Jinping Thought on Party Building should not be viewed merely as an internal Party doctrine or a matter of domestic political management. It addresses questions that are fundamental to the governance of any long-serving political party.

The party as an organisation is at the core of societal leadership, responsible for the formulation of policies and laws, therefore, lessons drawn from the thoughts of a leader of the fast-paced, second-largest economy, whose party lifted over 100 million people out of poverty in a few years, are not merely references but ground-breaking revelations and answers to fundamental socio-political-economic questions of today, tomorrow and posterity.

Hence, engaging seriously with Xi Jinping Thought on Party Building should dispel any idea that the thought itself is only a "unique Chinese phenomenon."

The answers are relevant to African parties; Lesotho in particular should listen closely to what this "thought" actually says juxtaposed with what Lesotho's own history already knew before anyone imported a model.

Xi Jinping thought on party building

Xi Jinping Thought on Party Building is framed around "fourteen upholds." It is more elegant and easily intelligible to group them into four questions that resonate with what other parties experience in other jurisdictions, and then consider the CPC's corresponding remedies.

1. **People, people, people**

In the fourteen upholds, the "people cluster" reaffirms the commitment to stay true to the original aspiration and mission, and unequivocally declares that the people are the country's mountains and rivers, and that the CPC must always, and without reservation, serve the people wholeheartedly, and put the people at the centre.

The daily renewal of being a legitimate servant to a people is put to the test every day, based on whether people's livelihoods do improve under its hand.

The CPC's poverty-alleviation campaign, whereby roughly 800 million were lifted from the stranglehold of poverty, was not a by-product of growth but a vertically driven exercise, with cadres "fixed" to villages.

The deeper point is structural: common prosperity, rural revitalization, and development are measured not just by GDP but against people's livelihood.

That same livelihood yardstick now runs through Chinese modernization itself, the modernization of the people and the CPC's overarching structure for the decades ahead.

A party that calls itself the vanguard of the people must always check whether it still stands, thinks and works with the people.

2. **Organization is translation, not administration**

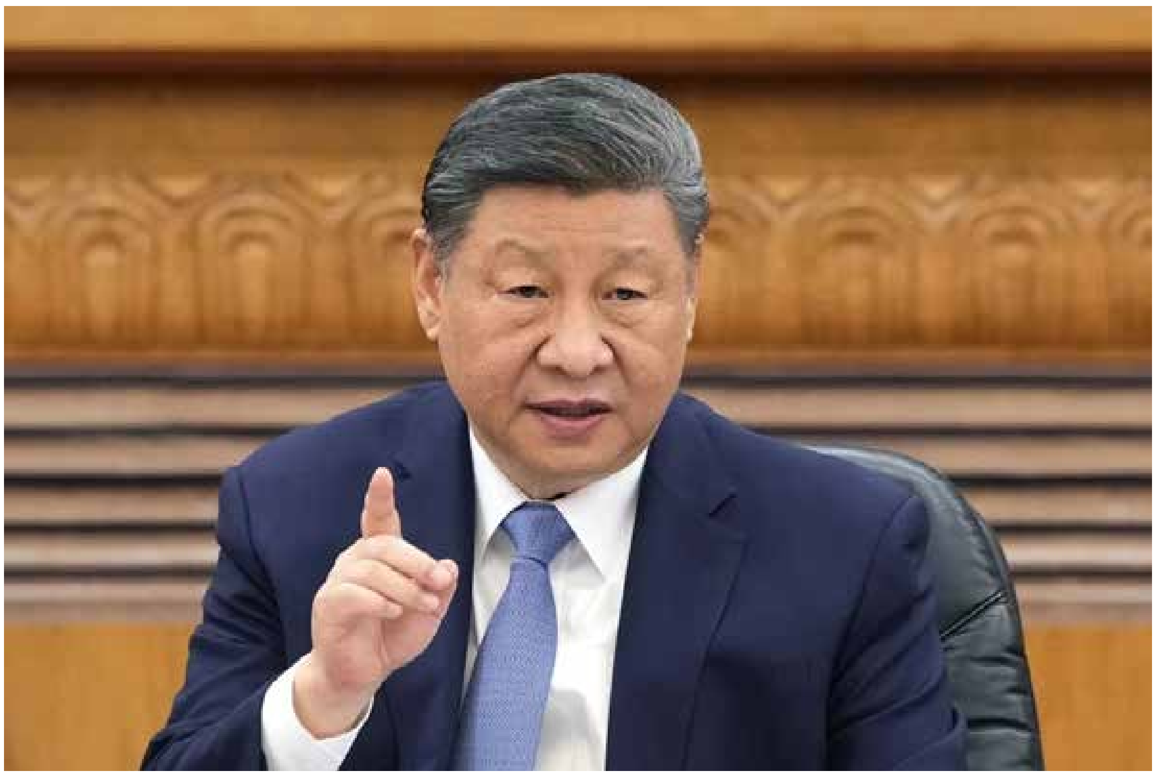
The "organization cluster" ensures that the Party is not only structurally sound but fluid, seamless, and well integrated from top to bottom, and execution-capable.

The Party organisational system must strengthen primary-level Party organizations as "party fortresses", and ensure that the party is capable of training and selecting competent officials with integrity.

The CPC's organizational cascade, from provincial to municipal to county to township down to village, is the institutional form of a line that runs through Xi Jinping Thought on Party Building: the Party's decisions at the centre must be translated into concrete action by every level of organization and by every official.

"Up-down integrated" means no layer is ornamental; "execution-capable" means no layer is allowed to be a transmission-loss point or a weak

# thought on party building in Lesotho's context



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Primary-level Party organizations are the endpoints where policy lands. These endpoints are "fighting bastions;" the "capable officials" are the cadres who carry the decision down the cascade without bending it. In the CPC's case, the structure is this unbroken vertical discipline.

3. **Self-revolution, not self-congratulation**

Like a conveyor belt that never stops checking its own links for weakness, defects, rust, or wear and tear, the "self-revolution cluster" in the fourteen upholds stresses comprehensive and strict governance of the Party, which integrates the "three no-corruptions" principle, thus tying all cadres to no-dare, no-can, no-want in relation to corruption.

The Party must govern itself by institutions and regulations, and conduct intra-Party political life seriously.

Most parties tasked with "reforming society" assume the party itself is the reformer. Xi flips this by stating that the Party must have the courage to reform itself first.

The institutional expression is "tigers and flies" (senior officials and low-level offenders punished together), the National Supervisory Commission, and the look-back inspection cycles.

A party this size, and this old, will inevitably drift toward complacency and rent-seeking unless it builds a lasting, binding institutional self-correction mechanism embedded in its daily operations.

4. **Beyond electoral short-termism: Party leadership for long-term governance**

Central Committee's unified hand is firm on the future. This strand is threaded through the "leadership cluster" and the "modernization" configuration that run throughout the Thought.

Xi Jinping Thought on Party Building designated the leadership by the CPC as the "defining feature of socialism with Chinese characteristics." which simply means that strategy does not bend with a leadership turnover or a quarterly mood.

This is coupled with the milestones written into the Thought, to basically realize socialist modernization by 2035, and to build China into a great modern socialist country by 2049, with the five-year plans nested inside 15-year and 30-year frames as routine, not as a special campaign.

That is how the ongoing plans on "ecological civilization," "dual circulation," and "common prosperity" remain firmly on track regardless of how external conditions evolve, through challenges that arise without warning. The arrangement anchors party legitimacy not in short-term wins, but in the steady delivery of medium- and long-term goals, a logic designed to last.

Lesotho's version of the same questions

The questions addressed by Xi Jinping Thought on Party Building are not unique to China alone.

These questions are universal, especially as they confront governing formations and governing political parties around the world.

The pressing questions are:

(1) How can a party remain connected with the people after many years in power?

(2) How can a party prevent organisational decline and structural decay?

(3) How can a party sustain long-term national development beyond electoral cycles?

(4) How can a party continuously renew itself in a rapidly changing world without falling behind?

**Bridging traditions to self-governance**

Xi Jinping Thought on Party Building offers one set of answers drawn from China's own experience. Whether those answers are relevant elsewhere, in a particular country or jurisdiction, is up to each country to judge according to its own circumstances, history and national conditions.

For Africa, and for Lesotho in particular, these questions resonate strongly because they mirror many of the challenges confronting political parties in Lesotho today.

Lesotho and the Basotho of today owe their existence as an independent nation to the wisdom and teachings of Chief Mohlomi, who taught his protégé, young Lepoqo, who would later become a great King, that he must consult his people extensively, allow them to express their opinions, seek truth from facts, empower them, and make just rulings in their disputes.

Moshoeshoe built a consultative mountain kingdom on that mentorship so self-sustaining that it was exporting some 300 000 bags of grain to regional markets by the mid-19th century.

Then the Cape Colony needed mine labour: cash taxation and land pressure broke the peasant surplus.

Independence in 1966 swapped one import (labour reserve) for another (Westminster multiparty democracy), with almost no introspection about whether the model fit a society whose governance logic Mohlomi had already sketched.

The result is a political class that mistakes power's trappings for governance. Lesotho's parties are organisationally thin: personality-led, coalition-prone, brittle along patronage lines. They have no internal gyroscope for self-correction, save for a palace coup or a lost election.

Worse still, the system has grown accustomed to treating "the people" as a constituency, or as voting fodder to be courted for post-polling-day benefits, not a base to be governed with between elections.

The party form was imported as furniture, not grown as architecture; a proverbial "fiso la metsaneng," loosely translated as "an imported white elephant."

We can use the CPC's 105 years not as a blueprint, but as a mirror: stripping away the Chinese specifics and thrusting Basotho politics therein, looking homeward in order to reflect back without copying China, but remaining cognizant, in hindsight, that Chinese adaption of borrowed principles bore fruit for it.

**Deafness and organisational fragility**

Today's parties treat elections as a five-year permission slip, ignoring the daily rhythm of the pitso as a thorough consultative meeting, not a monologue of self-aggrandizement. Mohlomi's teachings already inculcated a spirit of people-centeredness, which his student put into practice. He urged Moshoeshoe to keep consultation at the centre of ruling as a sustaining habit of design principle, not polling-day rallies.

Taking a leaf out of the CPC's book is not mimicking China; it is looking offshore to see where our own old traditions are currently being used elsewhere to ensure prosperity.

Organisational fragility and the incessant overnight splintering of parties stem largely from a lack of an internal spine.

A true leader is found among their people, weaving communities together as one weaves a garment, closely, prudently, such that intimate knowledge of one's people sustains cohesion through responsive structures and merit-based promotion, a significant strength in China, and just one of many basic methodologies Moshoeshoe used to unite disparate communities through turbulent times.

The above Chinese experiences can be used to revive and remedy issues of accountable governance and patronage that are currently a source of structural decay because they hinge on personal opinion (inconsistent), not an institutional framework.

Our parties must form ethics committees that bite, compulsory (not partial) financial disclosure rules, and constituency recall powers. All of these should only be codified into law while we remain guided by Basotho traditions of accountable leadership as a guiding principle.

**Time-blindness: From myopia to rooting governance in long-term strategic depth**

Vision 2030 dissolves in coalition arithmetic because no party owns it beyond the next fiscal quarter.

The CPC's principle of embedding its strategy so that it transcends factions and unforeseen changes, that is, its actual long-range framing, is a rebuke to this short-termism.

Basotho politics needs a shared horizon, not just a five-year plan: a focus on water infrastructure, mountain agriculture, and the diaspora as an asset.

Its planning and implementation should run across two or more election cycles, not one, while everyone is encouraged to focus more on the national plan than on the need to be re-elected.

The legend of the aging eagle tells of a majestic bird that, having grown old and no longer able to hunt or soar with its former strength, retreats to a remote mountaintop to undergo a painful process of renewal.

There, it breaks off its worn beak, plucks out its blunt talons, and sheds its old feathers, enduring intense suffering in order to regenerate and emerge stronger, revitalized, and capable of beginning life anew.

Whether understood as legend or folklore, the story serves as a compelling metaphor for the reality that genuine renewal often requires courage, sacrifice, and profound transformation.

Lesotho's political landscape is not an eagle, but the metaphor illustrates in simple terms that incremental tweaks to the 1966 import will not hold.

The current system resembles rattling, unstable imported furniture; we need to bring it all to the fore and create our own architecture that will be laid on a firmer foundation of the people's determination, aspirations, cultures and traditions.

It is time to make our forebears proud, not ashamed, of the sacrifices they bequeathed to us; time is nigh for our philosopher, Mohlomi, to boldly turn and face Ntsoana-Tsatsi as his contemporaries laid him to rest all those years ago because we will make him proud by shunning the same cycles of narrow wins, fragile coalitions, splits, self-serving defections, and repeated side-swapping, on end.

Learning from the CPC's 105 years does not mean Lesotho parties are becoming the CPC, nor does it mean swapping one import for another.

The question posed by the anniversary at the outset is simple: how does a party stay connected, organise itself to execute, clean its own house, and think past the next coalition?

These ideals are not uniquely Chinese but universal, though highly applicable to local conditions and circumstances.

It can be done if Basotho politics dares to grow from Mohlomi's treasure by leaps and bounds. Whether that path is taken remains the question Lesotho has yet to answer.




"I have believed that real, lasting success is defined not only by the accumulation of winning but also by the manner of victory. It's not enough simply to win. It is considerably more profound if success is achieved with integrity and care."
Jackie Stewart, three-time Formula 1 world champion

# Athletics officials ousted from Minet Independence Marathon committee

## Ejection of key administrators sparks governance crisis in Lesotho athletics

NTHAKO MAJORO

MASERU – A dramatic power struggle has erupted within Lesotho's athletics community after key officials were abruptly removed from the organising committee of the prestigious Minet Independence Marathon, raising serious questions about the event's governance just two months before its scheduled date.

The unexpected ejection of Maseru Athletics Academy (MAA) officials from the race's planning structure has prompted the district athletics governing body to formally request intervention from the Federation of Athletics Lesotho (FAL), exposing deep divisions within the sport's leadership.

In a letter dated July 13, addressed to FAL Secretary General, Khauta Makhoana, the MAA levelled serious accusations against national athletics coach 'Mantšebo Manama, alleging she improperly interfered with the event's governance by directing sponsors and organisers to remove MAA delegates from the organising committee.

"Maseru Athletics Academy requests you to call to order the national athletics coach who lately purported to be secretary of FAL, who brought this district into disrepute on various platforms," reads the letter, which has been seen by this publication.

"Recently she instructed the sponsors and organisers of the forthcoming Minet Independence Marathon to withdraw our delegates' names. To our dismay, she substituted them with her colleagues from the Ministry of Sports and Culture."

Maseru Athletics Academy spokesperson Sejanamane Maphathe

National Athletics coach Mantsebo Manama

The MAA letter further appealed for prompt action to "protect the integrity of our sport and cementing sponsors' confidence in our federation."

MAA spokesperson, Sejanamane Maphathe, confirmed the authenticity of the correspondence but revealed that no response has been forthcoming from FAL headquarters.

"As I speak to you, we have yet to receive a response from FAL," Maphathe stated in an interview on Thursday. "FAL gave us permission to organise the Minet race starting from last year. But surprisingly, Nicki ('Mantšebo Manama), who now purports to be the FAL Secretary, removed our delegates from the race's organising committee."

According to Maphathe, the MAA delegates' removal has now been finalised, despite their names still appearing on committee documents at the time the letter was dispatched.

"When we wrote to FAL, our delegates' names were still on the organising committee, but they have now been removed," he confirmed.

Minet Independence Marathon Head of Operations, Puleng Mokhethi, confirmed that MAA officials had approached her seeking clarification on the matter, requesting minutes of the meeting where the controversial decision was made.

"They called me asking for the minutes in which the names were removed. I asked them to submit a formal written request, and I am still waiting for their letter," said Mokhethi. "I have nothing to hide, but I could not simply share the minutes of a meeting they were not part of." Information gathered by Public Eye indicates that the officials removed from the organising committee are MAA president, 'Malibuseng Lebele and spokesperson Sejanamane Maphathe.

However, Manama has vehemently denied the allegations, insisting the MAA's complaints are entirely without foundation.

"I know nothing about such a letter, and again, it is not true that I am the one who has removed their delegates' names from the organising committee," Manama said.

The national athletics coach, who also represents the Ministry of Sports as FAL Secretariat, acknowledged that "there is no smoke without fire" but maintained her innocence in the matter. FAL Secretary General, Khauta Makhoana, declined to comment on the controversy, referring questions to spokesperson Nkoebe Makhalemele, who could not be reached for comment prior to publication.

The Minet Independence Marathon has traditionally served as one of Lesotho's premier athletic events, attracting elite runners and significant sponsorship investment.

This governance dispute threatens to undermine the event's credibility and potentially impact future sponsor confidence in the federation's administration.

The MAA's appeal for intervention highlights growing concerns about leadership conflicts within Lesotho's athletics governing structures, with district-level administrators feeling marginalised from decision-making processes that affect their members.

Sports governance experts have noted that such internal disputes can have far-reaching consequences, potentially affecting athlete development programmes, event organisation standards, and the country's reputation within international athletics circles.

As the marathon date approaches, athletics enthusiasts and stakeholders will be watching closely to see whether FAL leadership can effectively mediate this dispute and restore confidence in the event's organising committee. The resolution of this governance crisis may well determine the future cooperation between district athletics bodies and national federation structures in Lesotho.

The federation's response - or lack thereof - to the MAA's formal complaint will be seen as a critical test of its commitment to transparent and inclusive governance practices in Basotho athletics.