Teachers for the future:
Meeting teacher shortages to achieve Education for All

National Steering Group (NSG), Lesotho
First Session, Ministry of Education and Training, Maseru,
6 October 2004

Summary Notes and Decisions

Opening
1. Welcoming remarks were made by the Principal Secretary, Ministry of Education and Training (MOET) and the representative of the Director of the ILO Office for southern Africa. Introductions of participants were made (list attached).
2. The ILO education sector specialist presented the action programme background, including expected activities and outputs in Lesotho, southern Africa and internationally.

Priority issues relating to teacher shortages and EFA in Lesotho
3. Participants identified the following key issues, which needed to be addressed within the action programme:
   - number of teaching positions and distribution in relation to increased enrolments and established teacher/pupil ratios;
   - insufficient initial teacher training capacity to meet demands, but also clearer MOET identification of needs;
   - strengthened capacity for distance education and training of teachers;
   - better records on newcomers and returning teachers from the Teaching Service Department (TSD);
   - percentage and recent trends of qualified primary teachers;
   - impact of HIV/AIDS (study in progress);
   - disequilibria between new entrants to primary and secondary training programmes and reasons;
   - length and structure of initial teacher training;
   - roles and responsibilities of principals and the principal’s associations;
   - departures of teachers to other jobs in Lesotho and South Africa;
   - incentives/disincentives and impact on teacher deployment to remote areas;
   - need to review legislation and procedures to strengthen and formalize social dialogue mechanisms on education policy and workplace issues (collective bargaining), including with church-run school management;
   - teacher union capacity to research and defend claims.
4. It was agreed that the ILO’s proposed conceptual framework for assessing issues and policy options encompassed most if not all of these issues, and should be the basis for work within Lesotho, subject to the following modifications:

- **Chapter IV, remuneration**: compare also with teaching and other professions in neighbouring South Africa, linking results to points on Regional/international mobility in Chapters II and IV;

- **Chapter V, social dialogue**: include also dialogue with management of church-run schools, both with Govt and with LAT (NB –the ILO considers that the point is already covered in Chapter V’s reference to “private sector employers/management”, but the point has been slightly modified to make clearer).

**Plan of action and timeline for activities**

5. Participants felt that more work was needed to assess the existing information database to decide on an action plan, which maximized available resources and addressed all parts of the conceptual framework. Reference was made to available teacher data within the MOET, on teacher training from the Lesotho College of Education (LCE), to a potential new study on secondary teachers by the Institute of Education (IE), the forthcoming HIV/AIDS impact study, and information from LAT.

6. It was agreed that the National Steering Group would next meet at **9h00 on 28 October in the MOET premises**. The purposes of that meeting would be to finalize an action plan based on the following:

   a. an inventory of all known information sources on each chapter of the conceptual framework, and estimated gaps on key points;

   b. commitments from all NSG members to undertake work on one or more chapters or support such work financially (among others, the LCE has already undertaken to do the work of Chapter III, Teacher candidates, recruitment, education and training and professional development, and the IE will examine synergies with its planned work on secondary education and various chapters);

   c. potential consultants to be engaged to coordinate the national report, filling in gaps in the framework based on the inventory, and draft terms of reference for the coordinators’ work;

   d. financial commitments by members and alternate sources of funding beyond the NSG membership as needed (the ILO will provide some financial support to be indicated based on identified need and its commitments to other programme activities, and is prepared to work with the NSG on alternate funding sources).

**Regional policy dialogue forum**

7. The ILO will support one Government and one LAT participant to the expected regional forum in South Africa tentatively planned for late October-early November 2005. Additional participation will depend on decisions by NSG members to finance and/or alternate funding sources.
NSG Chair and composition

8. The Chair and Convenor of the NSG will be the Acting CEO, Teaching Service. The Vice-Chair will be the President of LAT. The secretary will be the Acting CEO, Primary.

9. The core partners of the NSG are understood to be the Ministry of Education and Training, as the lead Ministry, the Ministry of Employment and Labour and LAT. Other members with full participation include the LCE, the IE, and the Teaching Service Commission. Following proper consultation, the Chair/Convenor will invite one representative from the School Secretaries (private Church schools) to join the NSG. Other stakeholders will be invited as needed (decision by consensus of the core partners).

Notes prepared and submitted by the ILO as initial convenor
Maseru, October 2004, revised January 2005
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List of Participants

Government

Ministry of Education and Training (MOET)

Ms. Ntsebe Kokome, Principal Secretary
Mr. O.M. Makara, Deputy Principal Secretary
Mr. Phillip Mapetla, Chief Education Officer, Teaching Service (ai)
Mr. Parament Phamotse, Chief Education Officer, Primary (ai), and EFA National Coordinator
Ms. Malerato Khoeli, Chief Education Officer, Tertiary (ai)

Ministry of Employment and Labour

Ms. L. Ramone, Principal Employment Officer

Teachers’ Organisations

Lesotho Association of Teachers (LAT)

Mr. Pitso Mosothoane, President
Mr. Paul Sematlane, Executive Secretary
Ms. M. Maile, Treasurer

Teacher Educators/Tertiary Institutions

Mr. John Oliphant, Deputy Director, Academic Affairs, Lesotho College of Education (LCE)
Mr. James Urwick, Director of Academic Planning, Research and Consultation, Lesotho College of Education (LCE)

Mr. S.T. Motlomelo, Director, Institute of Education (IE), National University of Lesotho (NUL)

International Labour Office (ex-officio)

Mr. Mohammed Mwamadzingo, Regional Workers’ Activities Specialist, ILO Office for Southern Africa, Pretoria (on behalf of the Director, ILO Pretoria)
Mr. Bill Ratteree, Education Sector Specialist, ILO Geneva