

# Danish Union of Teachers in *Lesotho*

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## Partners in Lesotho

Lesotho has two teacher trade unions, Lesotho Association of Teachers, LAT og Lesotho Teachers Trade Union, LTTU – established in 1995 og 1994.

LAT has some 4000 members and LTTU 3500 members.

There are 16,000 publicly employed teachers in Lesotho, so the two teacher trade unions have organized about 40 per cent of the teachers.

The monthly membership fee equalizes 1.5 USD

The teachers' salaries vary in accordance with employment and seniority. A newly qualified teacher earns approximately 700 USD a month and a school leader with high seniority earns the double.

Being President of a teacher union in Lesotho is a leisure-time activity. The membership and membership fee does not allow the unions to pay the salary of a President, not full time nor part time. The same goes for the members of the National Executive Committee, Branch Leaders etc – they all work without pay in their free time. However, LAT and LTTU have employed a secretary (LAT) and a legal consultant (LTTU).

## Development goal

The aim of the project is to strengthen the teacher trade unions, so that they improve their qualifications to enter into agreements regarding better pay and working conditions, as well as to contribute to improving the quality of the teaching - to the benefit of the children and young people of Lesotho.

## Time frame and budget

The project was initiated in January 2018 and is expected to be completed by the end of 2022. The budget of the project is approximately 50,000 USD, financed by public funds by the Danish Government (Danida).

## Country facts

- Lesotho is surrounded by South Africa and has the size of Belgium with 2.3m inhabitants.
- The country is a monarchy, however governed by an elected president and an elected parliament. The election period is 5 years
- Lesotho is very mountainous and only some 10 per cent of the country is arable, so 85 per cent of the country's provisions are imported from South Africa.
- A large part of the adult population works as migrant workers in South Africa, in agriculture, mining and as domestic workers.
- GDP per inhabitant is 1160 USD and the country spends 7 per cent of its GDP on education.

## School situation

The children start school at the age of 6 and have 7 years of compulsory education. Less than 25 per cent continue to 8th grade and fewer complete 10 years of education. Very few young people complete a vocational education or secondary school. The vast majority of the teachers are qualified teachers. The teacher education takes 3 years after 2 years of secondary school.

## Background and project development

The development goal is sought to be achieved through a series of courses/workshops, where the teacher leaders at district and national levels discuss the unions' goals and strategies, they work out budgets and detailed work plans to achieve these goals. Moreover, they are trained in negotiations, chairing meetings, communication and conflict handling in order to enter into agreements at local, district and national levels. The vision of the project is that the cooperation between the teacher trade unions in the long term will lead to a merger of LAT and LTTU.

