



LESOTHO ASSOCIATION OF TEACHERS

P.O. Box 12528 • Maseru • Lesotho • Tel: (+266) 2231 8590 • Cel: (+266) 5726 5591 • Fax: (+266) 2232 4091

E-mail: lesothoassociationofteachers@gmail.com Facebook: LAT- Lesotho Association of Teachers

Website: www.lat.org.ls

Background

The Lesotho Association of Teachers (LAT) is a teachers' union whose core mandate is to champion and defend the interests and rights of teachers, fighting for economic justice at workplace and most importantly strongly advocate for provision of free quality education for all in Lesotho. As a union comprising of educators in the knowledge industry, LAT has leveraged on a repertoire of its members not only as professional experts but also proponents of community development agents in the implementation of a myriad of programmes designed for the benefit of the general public.

Formed in October 1986 as a non-governmental organisation, the Union has left indelible marks in terms of progressive policy advocacy in the Ministry of Education and Training and relevant ministries, advocacy for inclusive education for the marginalised, financial support from international partners (Ontario Teachers Federation) to economically struggling learners, inter alia. Through the support of Education International (EI), LAT has engaged in programmes designed to educate its members as well as the public on HIV and AIDS, Gender-based violence, WHO protocols on COVID 19 and in collaboration with UN Office of the High Commissioner on Human Rights provide education on human rights to students. These are but some of the programmes whose direct beneficiaries are the public.

The Union has its own plot and buildings including union offices and rented offices to a private clinic at Lakeside opposite Lakeside Hotel, lease number 13283-1055. It is a legally registered association under the Society's Act of 1966. In addition to its properties, the Union has a 4 by 4 vehicle suitable for administrative tasks in the highlands of Lesotho.





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The Identity of the Organization

Mission	Vision
A leading teachers' trade union in fighting for teachers' rights and welfare as well as advocating for free and quality education in Lesotho.	To champion and defend the interests, rights and wellbeing of teachers, fighting for social and economic justice at workplace and provision of quality education for all by the state.

Programmes (Thematic Areas)

Central to its mandate is the implementation of the International Labour Organization (ILO) Conventions (child labour, freedom of association, forced labour, occupational safety, right to organise etc) and international labour standards as well as the United Nations Sustainable Development Goals no 3 good health and wellbeing, no 4 on quality education, no 5 on gender equality, no 8 on decent work and economic growth, no 13 on climate action (focusing on just transition). A myriad of initiatives and interventions that the Union organizes and exists to drive have far more reaching outcomes enjoyed its primary targets and the nation as a whole.

As an active member of the Southern Africa Teachers Organization (SATO) in the region and the Education International globally, LAT's prowess continues to gain strength from knowledge sharing platforms created by and for these organizations. There is no iota of doubt that the organization has become a beacon of hope. Since its inception, the Union has conducted projects geared towards the fulfillment of its mandate. These initiatives include training of members on gender equality, leadership, UN sustainable development goals, budget tracking, inclusive education, policy development and oversight, human rights to mention but a few.

With the advent of climate change and its intricacies, the Union is poised to engage in just transition initiatives that will also spill into policy. Moreover, artificial intelligence (AI) as discussed in the February 2024 Congress is one key area LAT is venturing into.



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Our Target beneficiaries

Target beneficiaries of LAT programmes, among others, include

- 1) Learners
- 2) Teachers
- 3) Communities
- 4) Ministry of Education and Training





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Capacity of the Organization

LAT derives its strength from both the governance structures and operational structures developed from highly motivated and qualified staff to implement the strategic direction provided by the National Executive Committee. As enshrined in its Constitution, LAT has a governance structure that is in line with principles of good governance. The structure from the apex consists of Nine (9) elected National Office Bears that form the National Executive Committee (NEC), the National Council (NC) made up of the National Executive Committee and ten Branch Chairpersons as well as ten Branch Secretaries. The third component of the structure is made up of ten elected Branch Committees (BC) comprising of ten (10) members each. The fourth component comprises of school representatives.

In compliance to reporting as one of the key elements of good governance, the union holds a general assembly biennially, the second of which is an elective congress. The Branch Committees, the National Executive Committee and the National Council comply with constitutional provisions governing meetings in carrying out the business of the Union. The new leadership of LAT at national and branch level was elected on the 4th February 2024 and will be in office till February 2028.

The National Executive Committee accounts to the membership through the Biennial/National Congress. Currently, at the operational level, the Union has a fully fleshed Secretariat headed by the Secretary General who is on secondment from the Ministry of Education and Training. He is therefore fully engaged in the LAT office for a period of four years till 2024. The secretariat has administration and finance staff. The finance staff members are qualified accountants of the Kingdom of Lesotho who ensure compliance to international financial standards. All finances of the Union are annually audited by credible and accredited audit firms. The current audit firm is PKF Lesotho.

Furthermore, with LAT having members throughout the country even in hard-to-reach places, LAT has a pool of members that are actively involved in provision of not only formal education but also civil education.

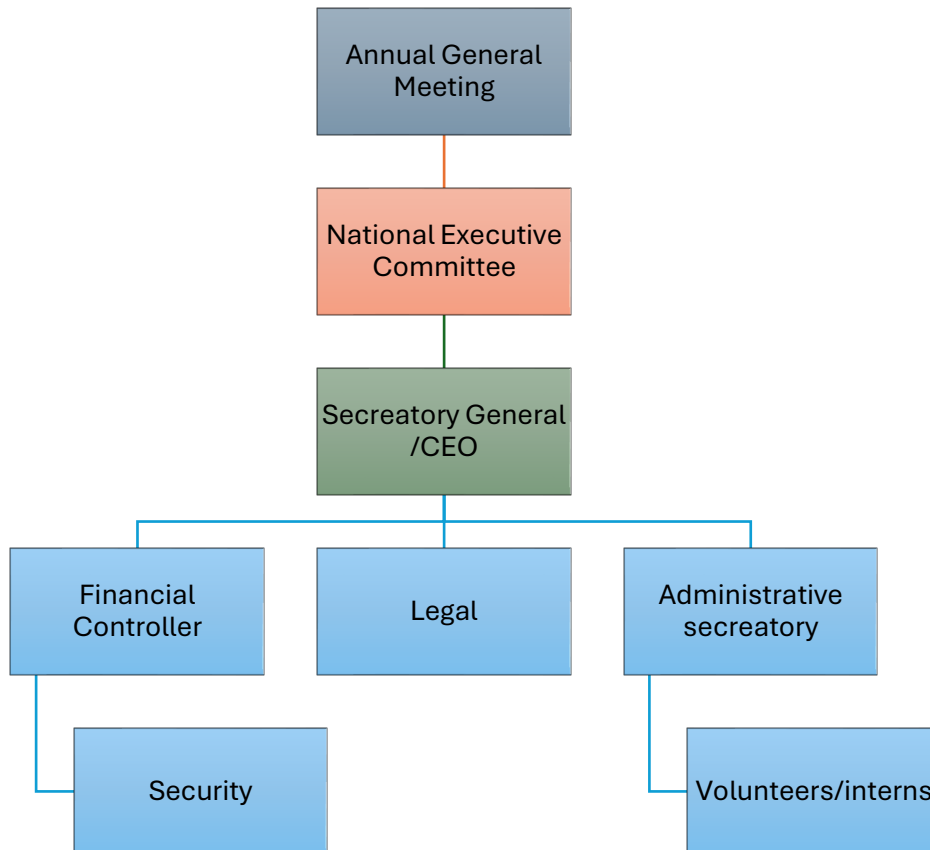


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Contact details for further information about the organization

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