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Seinoli sues LHDA over information access

Lekhetho Makhanya

The High Court is expected to hear a case on 17 November in which the Seinoli Legal Centre (Seinoli) is suing the Lesotho Highlands Development Authority (LHDA) for refusing to release information about communities and households affected by the Lesotho Highlands Water Project (LHWP).

The requested information relates mainly to socioeconomic conditions, standards of living, property and assets, compensation, and the social, health, cultural and environmental impacts of the project.

The court is expected to decide whether Seinoli has a right to the information in the public interest, whether the grounds the LHDA gave for refusing are legally valid, or whether the refusal should be reviewed and set aside.

Seinoli relies mainly on Section 14 of the Constitution of Lesotho (1993), which protects freedom of expression, "including the freedom to receive ideas and information without interference".

Its application also draws on principles of administrative law, international and regional human rights law, and the LHDA's own statutory and policy obligations on transparency, stakeholder engagement, environmental and social impact assessment, and access to relevant information.

Seinoli's position is that any limit on access to information must have a lawful basis and be justifiable in a democratic society.

The LHDA opposes the application and maintains that it was entitled to refuse the request.

According to Seinoli's heads of argument, the LHDA first refused on 22 June 2023, saying it periodically conducts socioeconomic studies of affected communities and households, and that the information it collects and synthesises becomes the Authority's intellectual property.



Katse Dam

In its later reasons and its answering affidavit, the LHDA added further grounds: confidentiality, protection of third-party privacy, protection of household safety, and Seinoli's alleged lack of authority or consent to represent the affected communities or obtain their personal information.

It also cited the Data Protection Act of 2011 in resisting the disclosure of what it described as private personal information, and alleged that Seinoli had not obtained the necessary consent or authorisation from the affected people.

Seinoli disputes these grounds. It argues that the information is firmly in the public interest, given the project's impact on affected communities and Seinoli's role in receiving and addressing their complaints.

It says confidentiality, privacy and the Data Protection Act cannot justify a blanket refusal, "particularly because personal information can be anonymised or redacted where necessary."

Seinoli further contends that, as the public body responsible for implementing the LHWP, the LHDA is obliged to provide relevant information and engage affected stakeholders. It adds that the refusal failed to take into account the public interest and the LHDA's own obligations under its Environmental Policy "and other applicable legal frameworks".

On this basis, Seinoli submits that the refusal was an unlawful and irrational exercise of public power, and that the LHDA's reasons give no valid legal basis for withholding the information. It asks the court to review and set aside the refusal, "together with consequential relief requiring the LHDA to provide the requested information".

The matter is set down for hearing on 17 November 2026.

Power failure!

- *Inside LEC's financial collapse to nepotism, rigged procurement and a board that looked the other way*

Thoboloko Ntšonyane

A damning Public Accounts Committee (PAC) report has laid bare a deep-seated rot at the Lesotho Electricity Company (LEC).

It describes a state utility hollowed out by financial irregularities, weak oversight, nepotism and open disregard for procurement regulations and professional human resources standards.

The findings follow successive adverse opinions from the Auditor-General (AG). In accounting terms, an adverse opinion means the auditor has concluded that an institution's financial statements fail to give a true and fair view under the applicable framework. It is the most severe verdict an auditor can deliver, and LEC has received it year after year.

The report covers the financial years ended March 2017 to March 2022, and also examines financial management issues between 2023 and 2025. The numbers are stark.

The audit found M408.9 million in journal entries with no supporting documentation or proper authorisation, a M37.9 million gap between trade payable balances and the age analysis, and M17.8 million in receivables and payables that were misclassified.

It also found unrecorded journals that distorted reported balances, electricity amounts credited to vendors with no evidence of matching payments, and the omission of the Southern African Power Pool (SAPP) Trading Account from the financial statements.

Procurement emerges as a major source of leakage. According to the report, contracts were awarded without competitive bidding and irregular procurement methods were used. It raises concerns about overpricing, inadequate checks on suppliers, and the purchase of equipment described as incompatible and unstable.

Other key findings include the circumvention of directives to buy directly from manufacturers, the use of an unregistered intermediary supplier, missing trading documentation, irregular approval processes and inflated transport and intermediary costs.

Revenue and debt management fare no better. The PAC flagged unsupported deferred tax assets totalling M205.2 million and a failure to recognise government grants.

It also found discrepancies between value added tax (VAT) returns and the financial statements, inconsistent inter-company balances involving LEC Communications (LECC), and loan repayments and interest that were not properly accounted for. The report ties these failures to weak internal controls and non-compliance with International Financial Reporting Standards (IFRS).



PAC Chairperson 'Machabane Lemphane-Letsie

The committee also exposed irregularities in post-paid account management. LEC officials reportedly cleared the outstanding debts of several commercial entities using "single, shared receipts". The report says this produced what it termed a "massive discrepancy" in the ledger, with M34 million unconfirmed.

The PAC's verdict on all of this was blunt. "The Committee considers these findings to be indicative of systemic governance and financial management failures requiring urgent corrective intervention, "reads the report.

The rot extends into recruitment. The human resources files of senior personnel, including former Managing Director Mohato Seleke, Head of Finance 'Makabelo Matsoso, former Company Secretary Attorney Khotso Nthontho and Legal Officer Dr Phoka Matete, were found to be "missing essential documents" such as selection reports, interview score sheets and employment contracts.

"The systematic absence of specific pages in personnel files suggests an intentional effort to obscure irregular recruitment processes. Multiple appointments, including that of the Company Secretary, proceeded without any documented recruitment process."

The report notes that Matsoso scored 49% in the recruitment process, below competitors who scored higher. Ntjane received 81% in job matching ratings and Alina Seeko scored 51%. Records show Matsoso previously served as General Manager of Corporate Services at the Lesotho National Development Corporation (LNDC) when Seleke was its CEO, before he joined LEC as Managing Director.

The report continues: "It is alleged that Mr. Seleke played an instrumental role in supporting and directly influencing the recruitment and selection process of Mrs. Matsoso's appointment at the Lesotho Electricity Company (LEC)."

It also raises allegations of nepotism. "Allegations indicate that Mr. Nthontho facilitated the recruitment of former colleagues, including Dr Phone Matete and Advocate Lerato Mainoane ,without disclosing their prior professional associations.

"Ms. Mapule Moholisa,reportedly Mr. Nthontho's sister in law was allegedly hired as a Legal Officer temporarily within the Company Secretariat division."

On the state of the HR department, the report says: "The HR department's disorganized record-keeping has hindered oversight, making it difficult to enforce compliance or verify the legitimacy of acting roles and benefit allocations".

The ongoing suspension of executive management has also drained the company. LEC continues to pay full remuneration and benefits both to suspended executives and to those acting in their positions.

"This practice of paying both the suspended executives and their acting replacements has resulted in an avoidable and unnecessary drain on LEC's financial resources," said the report.

The PAC placed much of the blame on the board. It found that major decisions were made without board approval, that political interference went unchecked and that related-party relationships were not disclosed.

"The Committee observed that the Board failed to adequately protect the independence of Executive Management and failed to enforce accountability.

"The Board's inability to prevent unlawful interference constitutes a serious abdication of fiduciary responsibility."

The inquiry was extensive. With help from the AG's office, the PAC summoned LEC board members, acting and suspended executives, staff, officials from the Ministry of Energy and the Ministry of Finance and Development Planning, sales agents, and representatives of LECC, LECGO and LEWA. It also toured LEC headquarters, the Ha-Ramarothole Solar Project, the Belo sub-station and HDM Catering and Projects in South Africa.

The inquiry was not without resistance. In 2025, as the PAC probed alleged mismanagement, questionable remuneration, suspensions and governance at the utility, the LEC board petitioned the court to halt the proceedings, accusing the committee of exceeding its mandate. This publication broke several of the stories on irregularities first raised by the AG's report, some of which the PAC later confirmed.

The PAC has now called on LEC to implement the forensic audit recommendations and stop the ongoing financial "haemorrhage". It has also urged government, the board, regulators and law enforcement agencies to "Act decisively and urgently" on its recommendations.

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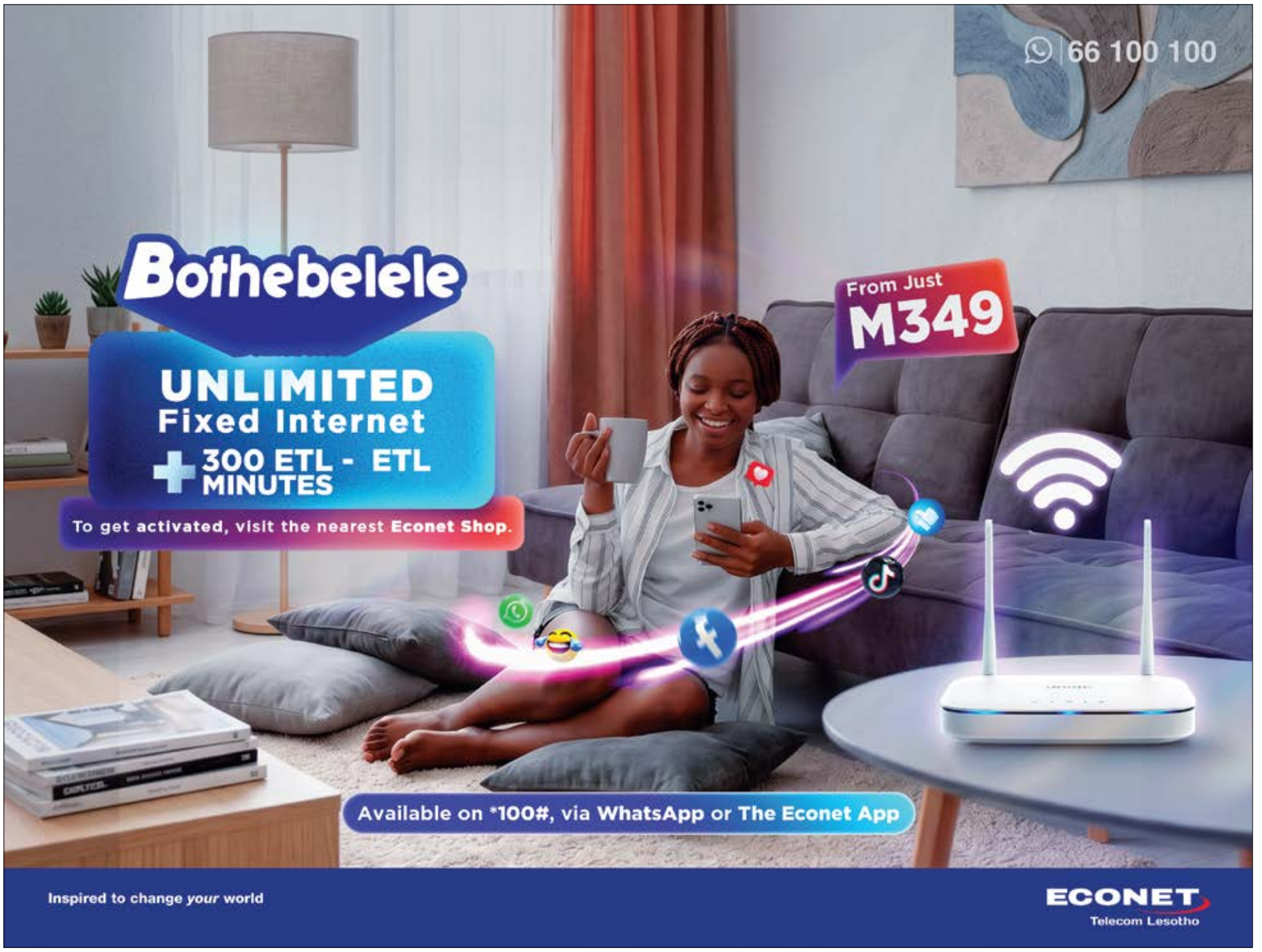
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for more people
for less



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Maluti Fresh Produce exposes sustainability questions in trade aid

ITC Deputy Executive Director Dorothy Tembo acknowledges shortcomings in project continuity planning, stressing that development assistance must be matched by government commitment to infrastructure, institutional capacity and market access.



Lerato Matheka

GENEVA, SWITZERLAND — The International Trade Centre (ITC) Deputy Executive Director, Dorothy Tembo, has raised questions about the sustainability of internationally funded trade development projects in Lesotho, saying governments must take greater responsibility for maintaining investments after development partners complete their interventions.

Speaking during a media briefing on the sidelines of the 2026 World Trade Organization's (WTO) Aid for Trade Global Review in Geneva, Tembo acknowledged that more could have been done to secure the long-term sustainability of the Maluti Fresh Produce Market project, which received support through the Enhanced Integrated Framework (EIF) and technical assistance from ITC.

Her remarks followed questions from Newsday Newspapers concerning the continued difficulties faced by small agricultural businesses in Lesotho, particularly the absence of adequate standards and quality assurance infrastructure to enable producers to access international markets.

Tembo said development interventions were frequently implemented without sufficient attention to the broader national strategies and investments needed to sustain them.

"First, I think often at the country level, we tend to look at interventions as an isolated action that is dealing with a specific issue. We don't look at this within the broader context or strategic positioning of the country. And, because we do that in many instances, part of what is supposed to be follow-up action that would ensure sustainability of that intervention is lost."

The Maseru horticultural market initiative (Maluti Fresh Produce) was established under the EIF-supported Horticulture Productivity and Trade Development project, which sought to improve agricultural productivity, reduce post-harvest losses and connect smallholder farmers to commercial markets.

The broader project, implemented with ITC technical assistance, received approximately US$2.74 million in funding, according to reporting on the initiative. This amount covered wider horticultural development activities and should not be confused with expenditure solely on the market centre.

The fresh produce facility, situated at Ha Tikoe Industrial Estate, was officially inaugurated in March 2018, with the objective of providing farmers with facilities for cleaning, packaging, cold storage and distribution of agricultural produce.

At the inauguration, the government reported that equipment installed for the market centre was valued at approximately US$2 million.

A separate September 2020 government project report recorded US$400,000 in ITC-supported equipment for the facility, indicating that different official records refer to different equipment valuations or components of the investment.

The initiative was designed to address agricultural post-harvest losses, which the EIF estimated at between 20 and 50 percent, while enabling farmers to supply hotels, supermarkets and potentially regional export markets.

Its associated horticultural programme also introduced greenhouse technology and provided training to hundreds of smallholder farmers, including women and young people, however, the project encountered operational difficulties.

In September 2020, the Office of the Prime Minister reported that the Ha Tikoe facility had not become operational because of the absence of a handling facility required for cleaning, sorting and packaging produce.

The government subsequently directed the responsible ministries to ensure that the market became operational.

The Lesotho National Development Corporation (LNDC) later announced the launch of the Maluti Fresh Produce Market in October 2021, with the intention of attracting private investment and commercially operating the facility.

By 2025, LNDC was again seeking private investors to operate or manage an integrated fresh produce market and fruit and vegetable processing facility involving Litholoana Tsa Basotho. The investment proposal aimed to strengthen agricultural processing, market access and export opportunities.

Tembo acknowledged the contribution made by development partners but questioned whether sufficient national resources and institutional arrangements had been established to sustain the project.

"The question remains; was there follow-up on the part of government to ensure that as part of the planning processes, the sustainability aspect was being entrenched in the resource allocation to ensure that there was continuity," she said.

She stressed that development agencies could support countries in establishing infrastructure, building institutional capacity and improving market opportunities, but the responsibility for sustaining those investments ultimately depended on national ownership.

"Because it is a fact that whether it's ITC or any other agency, an intervention is going to come to an end and the continuity of that relies on how much ownership assumption you have on the ground," Tembo said.

She also acknowledged that development partners themselves needed to strengthen their approach to preparing countries for the conclusion of externally supported projects.

"Perhaps we can try to see how we as an organisation together with others can also try to ensure that we don't lose the aspects relating to continuity in terms of how we prepare the exit processes," she said.

Tembo indicated that discussions had taken place with Lesotho's Minister of Trade on issues related to upcoming projects, although she did not provide details of specific commitments or timelines.

Export standards remain a major obstacle

The exchange highlighted a broader challenge confronting small businesses across developing economies: the gap between improving production capacity and meeting the regulatory requirements necessary to enter international markets.

During the briefing, WTO Trade and Environment Division official Sarah Arrow explained that compliance with food safety, product quality, pesticide residue limits, labelling and other technical regulations remained among the most significant barriers to international trade.

She said that while tariffs had attracted considerable attention amid changes in global trade policies, regulatory compliance costs continued to impose substantial burdens on exporters.

"There is also a distinction between tariffs and regulations that is quite important. Even if a tariff goes up from time-to-time 20 percent, if you pay the duty, you're in. But if you do not meet a regulatory requirement, you will not get into a certain market," she explained

Arrow explained that the WTO's Sanitary and Phytosanitary (SPS) and Technical Barriers to Trade (TBT) agreements provide a framework through which governments can protect consumers, public health and the environment while seeking to avoid unnecessary restrictions on international trade.

ITC outlines support for Lesotho and SADC

Despite the challenges, Tembo said ITC continued to support trade development initiatives in Lesotho, Namibia and the wider Southern African Development Community (SADC).

"We are mapping market entry rules, surveying businesses, and supporting government reforms, as well as developing channels to address the barriers that are identified," she said.

She added that ITC was supporting business growth through training in branding and e-commerce, as well as trade fairs intended to connect enterprises with commercial opportunities.

She explained that ITC's approach involved working with governments, regional institutions and private businesses to identify obstacles and translate those findings into practical reforms.

She also emphasised the importance of regional cooperation, particularly where trade barriers extend across national borders.

The organisation is supporting regional value-chain development in sectors including critical minerals and electric vehicle battery production, with work underway in Zambia, Namibia, South Africa and the Democratic Republic of the Congo.

However, she cautioned that this work remained at an early stage, with ITC currently identifying existing activities, potential participants and opportunities for further development.

Provision of Pest Control service to the EU Delegation to the Kingdom of Lesotho – Negotiated procedure for low value contracts (between 20 000 and 60.000 Euro).

Description:

The Delegation to the Kingdom of Lesotho intends to conclude a contract for the Provision of Pest Control service

Indicative time when invitations to tender will be sent: 12 November 2026

Deadline to express your interest (inscription): 4 November 2026

Contact e-mail address: DELEGATION-LESOTHO-ADMIN-TENDERS@eeas.europa.eu

Estimated value between EUR 20 000 and EUR 60 000

Status OPEN

NOTICE OF SALE – RESIDENTIAL VILLA IN MASERU WEST

The European Union is selling its former staff accommodation in Maseru West and inviting individuals or entities interested in buying this property to submit an offer. The property is a residential villa of 472 m² on a 5 738 m² plot of land situated at 215 Tona-Kholo Road Maseru West.

The deadline to submit an offer is on 12 November 2026 at 23.59, local time.

Further information concerning the sales' conditions and visits to the property can be found on the following EU Delegation's webpage: https://link.europa.eu/fngbdfnm

NOTICE OF SALE – RESIDENTIAL VILLA IN MASERU WEST

The European Union is selling its former staff accommodation in Maseru West and inviting individuals or entities interested in buying this property to submit an offer. The property is a residential villa of 264 m² on a 4 642 m² plot of land situated at 216 Tona-Kholo Road Maseru West.

The deadline to submit an offer is on 12 November 2026 at 23.59, local time.

Further information concerning the sales' conditions and visits to the property can be found on the following EU Delegation's webpage: https://link.europa.eu/KpHmqq

Invitation to Bidders

BID NOTICE UNDER OPEN COMPETITIVE TENDERING

19 October 2026

Supply and delivery of Laser Cam Speed Camera - PRO/4/2026/2027

1. The *Ministry of Public Works and Transport* has been allocated/received funds from Government under Development Budget to be used for the supply and delivery of Laser Cam Speed Camera.
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 [*0800hrs to 1600hrs*].
5. The Bidding document in English may be obtained by interested bidders from the office of procurement of Transport at Old Traffic Building, next to St Catherines High School
6. Bids must be delivered to the address below at 8(c) at or before *19th November 2026, 1200Hrs*. All bids must be accompanied by a bid security of M10,000.00 Maloti only. Bid securities or bid securing declarations must be valid until 19th February 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 1230Hrs, 19th November 2026
7. There *shall not* be a pre – bid meeting/ site visit.
8. (a) Documents may be inspected at:
   Ministry of Public Works and Transport
   Old Traffic Department Building
   Next to St Catherines High School
   Procurement Unit
   Room 223

   (b) Documents will be issued from:
   Ministry of Public Works and Transport
   Old Traffic Department Building
   Next to St Catherines High School
   Procurement Unit
   Room 223

   (c) Bids must be delivered to:
   Ministry of Public Works and Transport
   First Floor of Public Works and Transport Building
   Corner Senate Road & Lepoqo Road, Industrial Area, Maseru
   Opposite Browns Wholesale

   (d) Address of bid opening:
   Ministry of Public Works and Transport
   First Floor of Public Works and Transport Building
   Corner Senate Road & Lepoqo Road, Industrial Area, Maseru
   Opposite Browns Wholesale
9. The planned procurement schedule (subject to changes) is as follows:

Activity	Date
a. Publish bid notice	*19th October 2026*
b. Pre-bid meeting where applicable	*(N/A)*
c. Bid closing date and time	*19th November 2026, 1200Hrs*
d. Evaluation process	*23rd – 27th November 2026*
e. Display and communication of best evaluated bidder notice	*30th November – 04th December 2026*
f. Contract signature	*14th – 18th December 2026.*

Signature: _____

Name: Mapaseka Nkone

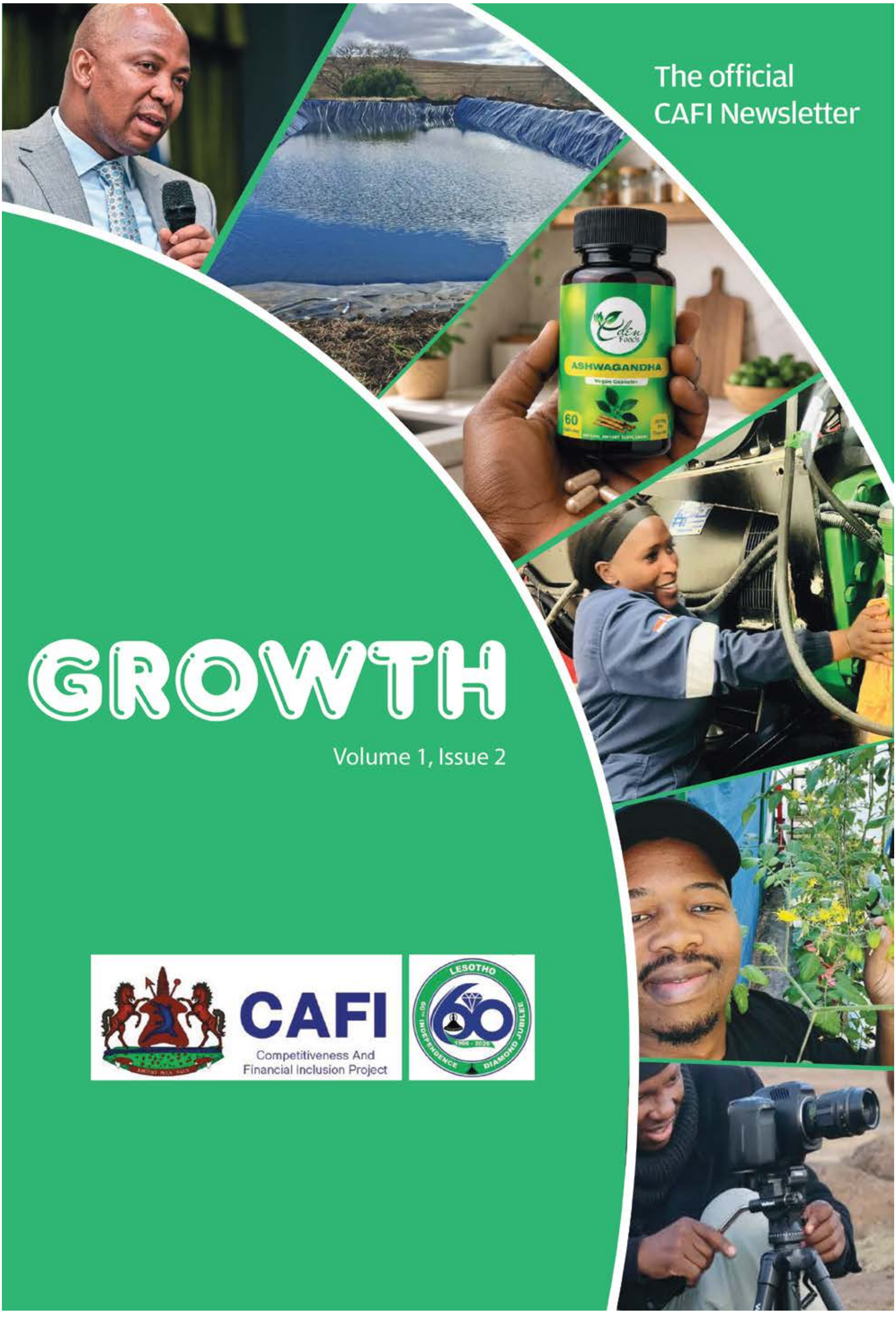
Position of Authorised Official: Procurement Manager

The official
CAFI Newsletter

GROWTH

Volume 1, Issue 2

CAFI
Competitiveness And
Financial Inclusion Project





Making strides

MD's Memo

I AM pleased to introduce our quarterly CAFI project Newsletter, a platform that keeps you informed, engaged and connected as we advance our shared mission of promoting competitiveness and fi nancial inclusion in Lesotho.

Since the Mid Term Review of the Competitiveness and Financial Inclusion (CAFI) Project in November 2025, which helped us recalibrate our approach for even greater impact, we have made meaningful strides together. This newsletter highlights some of the progress since the mid-term review. It showcases the developments made by the benefi ciaries of the project's various initiatives.

Over the past months, we have continued to strengthen the business environment, support women and youth entrepreneurship, and enhance MSME participation in the key value chains of Textiles and Apparel, as well as Horticulture.

These efforts are at the heart of our mandate of enabling Basotho enterprises to sustainably grow, compete and thrive.

On the business enabling environment, I am delighted to share that we have successfully completed two major Govern-ment to Business digital platforms: the Lesotho National Single Window (LNSW) for trade facilitation, and the One Single Win-dow for Business Facilitation. These digital platforms and credit reforms refl ect priorities identifi ed through Public Private Dialogue (PPD) consultations and Investment Climate Action Plan (ICAP), demonstrating how structured dialogue translates into government action. The LNSW, administered by the Revenue Services Lesotho (RSL), brings to life Article 10.4 of the World Trade Organization (WTO) - Trade Facilitation Agreement, allowing traders to submit all im-port, export, and transit documents through a single online entry point. Twelve agencies are already connected and administrative burdens for both government and traders have been signifi cant-ly reduced. You may visit www.lnsw.gov.ls for more information. The Business Registration portal under the One-Stop Business Facilitation Centre (OBFC), which simplifi es business registration and licensing processes, is also now operational.

Looking ahead, we plan to integrate the OBFC platform with essential national registries such as the Civil Registry, Collateral Registry, Credit Information Bureau, and Land Registry to improve secure data exchange across institutions.

In parallel, the project will support the development of a whole-of-government e-payment gateway to be administered by the Central Bank of Lesotho (CBL) and piloted with the LNSW and OBFC platforms.

We remain committed to strengthening credit infrastructure systems in partnership with the Ministry of Trade, Industry and Business Development, the Central Bank of Lesotho, the Ministry of Law and Justice, and fi nancial institutions

Work is progressing on the insolvency regulations and the new Credit Reporting Bill.

We have also signed an MoU with Post Bank to co develop innovative fi nancial products tailored for MSMEs.

As climate related shocks continue to affect vulnerable enterprises, we have refocused our Disaster Risk Financing sub component to help MSMEs build resilience through targeted capacity building and a matching grant facility that supports the acquisition of disaster preparedness equipment and structures.

Our support for women and youth owned enterprises continues to grow.

We have now incubated 260 enterprises, with further support envisaged under the upcoming Cohort 6 under Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) programme.

In addition, our innovative acceleration programme supported by a Co-Investment fund of more than M45 million will back investor ready Basotho enterprises across the country, whether or not they previously participated in CAFI's incubation programmes.

The Lesotho Enterprise Assistance Programme (LEAP) is gaining strong momentum.

More than 200 enterprises and 10 associations have received support, and 3 institutions have developed demand driven training programmes to address skills gaps.

We are excited that LEAP is now being decentralized to all 10 districts to expand national reach.

In the horticulture value chain, we are moving forward with the expansion of the deciduous fruits initiative in collaboration with the Ministry of Agriculture, Food Security and Nutrition (MAFSN), together with the National University of Lesotho (NUL).

We plan to establish eight new commercial fruit farms, complementing the ten already operating.

A proud milestone this year was the launch of the Horticulture Incubation and Training Centre and Packhouse in Mahobong, graced by His Majesty King Letsie III.

It was a memorable and inspiring occasion for all of us, and we continue to work hand in hand with partners to build a fully-fledged fruit industry in Lesotho.

In the textiles and apparel sector, our efforts to revitalize the industry are advancing.

We have launched a programme to help exporting firms meet international buyers' social and environmental compliance standards through WRAP certification.

Our broader three tier approach includes strengthening Lesotho National Development Corporation (LNDC)'s investment and trade promotion capacity, supporting firm level productivity and product diversification, and improving market linkages.

The Public Private Dialogue (PPD) platform also continues to serve as a reliable bridge between the private sector and government.

The fourth PPD, chaired by the Right Honourable the Prime Minister, took place successfully in May 2026, and the next forum will be held in November 2026.

Through PPD, your concerns and insights directly influence policymaking, ensuring that government responsiveness becomes an enduring feature of Lesotho's investment climate. We recognize that the overall business environment is central to CAFI's success.

This is why the PPD platform prioritizes the ICAP, a practical, milestone driven reform programme addressing bottlenecks in regulatory efficiency, licensing, land administration, payment systems, and digital infrastructure.

ICAP is a result oriented framework designed to deliver measurable improvements for investors and businesses.

As we look forward, I remain confident that with strong political support, the dedication of the Ministry of Trade, Industry and Business Development (MTIBD), collaboration across Implementing Agencies, and the commitment of our beneficiaries - CAFI is firmly on track to achieve its development objectives.

Thank you for your continued partnership.

I hope this newsletter will keep us closely connected as we work together to build a more competitive, resilient, and inclusive economy for all Basotho.

Warm regards,

Chaba Mokuku

Managing Director, CAFI Project



THE LNSW launch

Clean bill of health

MASERU

THE Competitiveness and Financial Inclusion (CAFI) project is making 'satisfactory' progress towards achieving its objectives and target results are on track.

That is the verdict of the World Bank mission which conducted a mid-term review on the implementation of all CAFI components and sub-components since inception in September 2022.

The assessment illustrates the commitment of the government, the Ministry of Trade, Industry and Business Development, the CAFI management team, stakeholders and development partners to implement the project with diligence, accountability, transparency and good governance.

The mission recommended some minor adjustments to some subcomponents to improve efficiency and enhance their impact in line with the project's development objectives.

The adjustments are based on emerging priorities requiring interventions in line with the government's economic strategy and the project's objectives.

The report said the project's target results are "mostly on track and achievable", emphasising that the development objective "remains highly relevant given the country is facing significant challenges, including rising unemployment, vulnerability of MSMEs as reflected in the recent declaration of a national state of disaster to address economic distress caused by external shocks and declining textile exports".

These conditions, the report noted, "underscore the importance of CAFI's focus on enabling access to finance, strengthening MSME resilience, improving the enabling environment, and fostering inclusive growth".

It said CAFI is "on track to meet or exceed" level targets on the number of firms benefiting from private sector initiatives and enterprises with increased revenue, which are two of its three project development objectives.

"Notably, the project is surpassing expectations for the percentage of women and youth beneficiaries, reflecting strong progress on inclusion objectives."

This, the report added, is evidence that CAFI "is having a catalytic role in unlocking the growth potential of MSMEs and transforming Lesotho's financial landscape".

The review found the project's procurement to be satisfactory and that the CAFI team 'is responsive and solid in handling the project procurement activities'.

Financial management was rated "satisfactory" and financial management arrangements "adequate to support the project".

"The project is in full compliance with its FM (Financial Management) covenants, acceptable IFRs (Interim unaudited Financial Reports) and Audit reports are submitted on time."

This is in line with the Auditor General's Audited Financial statements for the year ended 31 March 2025, which gave an unqualified opinion on the CAFI financial statements









Milestones

- 7 deciduous fruit farms established and under full incubation
- 60 829 trees planted
- 190 farmers trained
- 46 women farmers trained
- 53 youth farmers trained
- Installation of irrigation complete
- Agreements outlining roles, responsibilities and cost-sharing between CAFI and incubated farmers complete
- Draft co-financing model developed to attract non-CAFI financing

Textiles Sector Support

Textiles Thematic Working Group established to steer reforms, attract investment and address critical challenges such as inadequate supply chain finance, expansion capital and skills gaps.

Pilot Supply Chain Finance solution at advanced stage.

Capacity-building initiatives have trained 243 participants from Lesotho National Development Corporation (LNDC), Lesotho Tourism Development Corporation (LTDC), and the Ministry of Foreign Affairs and International Relations on economic diplomacy, investment and trade promotion.

Regional consultant engaged to support market diversification and facilitate B2B linkages with SACU and SADC buyers

Roundtable discussion with textile industry to address pressing challenges and identify opportunities for CAFI to focus its support

	Ranking
1. Progress towards achievement of PDO	Satisfactory
2. Overall implementation progress	Moderately Satisfactory
3. Enhancing financial inclusion and resilience of MSMEs (Component 1)	Satisfactory
4. Scaling support for entrepreneurship and MSMEs (Component 2)	Satisfactory
5. Project management and implementation support (Component 3)	Satisfactory
6. Financial management	Satisfactory
7. Procurement	Satisfactory
8. Monitoring and evaluation	Satisfactory
9. Environment	Satisfactory
10. Social	Satisfactory





Dialogue

...Why the Public-Private







MASERU- WHY is the Public-Private Dialogue (PPO) component of the Competitiveness and Financial Inclusion (CAFI) critical to Lesotho's economic transformation?

The answer is in the history of Lesotho's policymaking process and its lessons. For decades, the government dominated the crafting of laws, re-forms, policies and regulations to address problems affecting the private sector.

Minimal efforts to secure the private sector's buy in seemed like mere formalities to satisfy consultation-process protocols.

The reality is that bureaucrats ultimately shaped the policies and regulations with minuscule contributions from the private sector.

Businesses and investors had to do with what was handed to them. If the intent and spirit of the policies did not achieve the desired results, it may take years to implement changes.

And even then, that process was still led by the government, and the private sector had to comply and navigate the new changes necessitated by either inefficiencies or emerging trends.

Without structured communication channels, businesses felt sidelined in the making of policies and regulations supposedly meant to help them thrive.

The predictable result was that most policies were often either misdirected or inadequate, while some inadvertently created new problems that further stifled the private sector. Others worked for some time be-fore dramatic shifts in technology or trends rendered them obsolete and even disruptive.

It is not uncommon for businesses to operate under policies and regulations dating back to the 7980s.

The blame-shifting that of ten ensued in the face of failed policies and their consequences only added to the mistrust between the government and the private sector.

Attempts to create dialogue were often undermined by turf wars, growing polarisation and personality clashes.

The PPD is designed to create a structured and inclusive platform for the private sector and the government to meaningfully engage on policy issues affecting business competitiveness and economic growth.

The Right Honourable the Prime Minister Sam Matekane's speech at the 4th High-Level PPO Forum, in May, aptly captured the critical role of the PPO in Lesotho's quest to transform its economy.

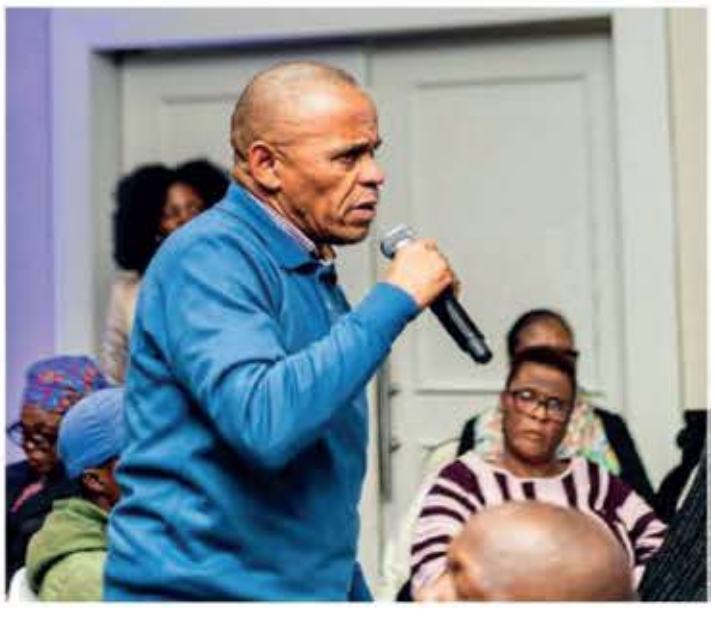
"The PPD framework exists be-cause this Government made a deliberate and considered political choice to open the architecture of governance to those who create jobs, who build enterprises, and who take financial risk in this economy," Prime Minister Matekane said. "

That was not a decision made by our technocrats. It was a decision taken at the highest level of government. I championed it, and I continue to do so personality."

He said his role as the co-chair-person of the Forum is not











that matters

Dialogue (PPD) matters

"a ceremonial obligation but a personal investment of political will". "I believe as a matter of conviction, not convenience, that private sector led growth is the only sustainable path to the jobs, the incomes, and the prosperity that the Basotho people deserve.

Government cannot employ the entire Basotho nation." "What Government must do is create conditions in which businesses can grow, invest, hire, and thrive.

That is what this PPO framework is about. And that is why it has my sustained personal attention."

He noted that progress made by the Thematic Working Groups created under PPO is the joint effort of government officials and private sector operators who know these industries intimately, face

these constraints every day, and worked together to develop solutions. "That is precisely the spirit this Fo-rum is designed to cultivate.

The resolutions adopted today are not aspirational statements. They are commitments made in the name of this Government, before

the private sec-tor, before our development partners, and before the people of Lesotho. I expect every signatory on the government side to honour them with the same seriousness with which they were adopted."

"We have the PPD framework, the Thematic Working Groups, the Action Plans, the Investment Climate.

Action Plan (ICAP), the specialist consultants, the development partner support, and the private sector engagement. What remains is the most important ingredient of all, political will converted into administrative action, every single day, by people who understand that their work matters to the families who depend on this economy."

While acknowledging significant progress, the Prime Minister said there is still a lot to be done.

He said the nine reform areas that are either not 'yet initiated or awaiting Cabinet action should be fast tracked.

Earlier this year, the Agriculture and Food Security thematic working group created the 2026-28 Action Plan, whose momentum was symbolised by the official launch of the Lesotho Horticulture Incubation and Training Centre in Mahobong, which was graced by His Majesty King Letsie Horticulture, agro-processing and market linkages are the Action Plan's top priorities.

The Textile and Apparel group has been actively engaged on sector competitiveness, and significant international technical support is now in place. The group is now working on strategies for product diversification and new markets to ensure resilience and competitiveness.

The Tourism and Hospitality thematic working group has validated the Terms of Reference and Action Plan

The Fourth High-Level Public Private Dialogue was held in May, with the participation of hundreds of representatives from the government, private sector and other stakeholders.







A new era for trade

...The LNSW launched at powerful event



THE launch of the Lesotho National Single Window (LNSW) marks a critical milestone in Lesotho's quest to remove trade and investment barriers that have stymied its economy for decades.

The LNSW, launched at a modest but powerful event last month, is a digital platform that enables traders to submit all required documents and standardised information through a single online entry point.

It helps traders fulfil their regulatory requirements for imports, exports, and goods in transit, instead of dealing with multiple government agencies separately.

Made up of 12 government agencies, with more to join soon, it is arguably Lesotho's single largest leap towards achieving a comprehensive digital trade facilitation platform in recent years.

The Principal Secretary of the Ministry of Trade, Industry and Business Development, Palesa Matobako, said apart from revolutionising the way of doing business in Lesotho, the platform symbolises the government's commitment to cutting bureaucracy, minimising delays, improving transparency, and making government services more accessible.

"This is a new business-to-government relationship based on transparency, accountability, and continuous engagement," PS Matobako said at the launch.

PS Matobako noted that before the platform businesses engaged in cross-border trade often had to deal with various public institutions and agencies separately. This required them to submit similar information multiple times, navigate different administrative procedures and physically visit several offices for permits, licences and certificates.

These processes and procedures, she explained, "increased the time and cost of trade, particularly for MSMEs, which made them less competitive".

"The LNSW addresses these challenges by providing a single electronic submission point through which traders and other stakeholders can submit applications and receive approvals required for cross-border trade."

"It will not only cure problems but also lead to a more conducive environment which will, in turn, reduce delays in receiving inputs and delivering products, support more reliable supply chains, and strengthen the competitiveness of Lesotho's firms in regional and international markets."

Describing the platform as a game-changer worth celebrating, PS Matobako said its effective implementation depends on businesses understanding what is required of them, submitting information securely, tracking applications and promptly receiving responses.

"Government agencies, in turn, must ensure procedures are clear, requirements regularly updated and services delivered in accordance with established standards."

"Moreover, effective user support, reliable system availability, appropriate data protection and cybersecurity measures, regular training, and performance monitoring are vital steps towards a successful and sustainable implementation."

She said beyond putting a service online, the platform "represents a change in the way we think about public service delivery and demonstrates government's commitment to embracing technology and innovation as important tools for economic development".

Chaba Mokuku, the Managing Director of the Competitiveness and Financial Inclusion (CAFI) project, said while the platform's design and implementation cost M50 million, its real value is how it transforms the way of doing business in Lesotho.

"It is a catalyst for increased trade competitiveness, export diversification, and regional integration."

Mokuku said the LNSW fits squarely within CAFI's business enabling environment and facilitation pillars. He said the journey has not been easy because the pilot phase coincided with the unprecedented challenges of the Covid-19 pandemic. This, he added, meant the technical teams had to work remotely under enormous pressure to complete the pilot project before the June 2022 closure of the Private Sector Competitiveness project, CAFI's predecessor initiative, which funded the effort.

"Despite these obstacles, the perseverance, determination and resilience of all implementing partners during the pilot phase and roll-out ensured the success of this project."

The Honourable Minister of Trade, Industry and Business Development, Motlatsi Maqelepo, said the platform's primary objective is to improve private sector convenience, reduce costs, alleviate the administrative burden on traders, and improve overall efficiency in international trade.

Honourable Maqelepo said the next step is to develop a legal framework for the LNSW and expedite the implementation of a whole-of-government e-payment gateway to facilitate digital payments.

"I wish to assure you that the government payment gateway is being developed and will soon be integrated with the system," he said, adding that "this will enable seamless and stable transactions going forward."

Announcing that the development of the LNSW Act has already started, the minister expressed gratitude to the World Bank, which funded the project, and all the stakeholders who contributed to the platform's success.

A. Revenue Services Lesotho (RSL):- Is the Primary Operator of the Platform. RSL administers tax clearing exemptions.

B. Ministry of Trade, Industry and Business Development (MTIBD):- The MTIBD Handles trade-related licenses and restricted commodities.

Designed parts

1. Department of Livestock Services
2. Department of Agricultural Research
3. Department of Marketing
4. Lesotho National Dairy Board
5. Environmental Health
6. Pharmaceuticals Department
7. Department of Tourism
8. Department of Traffic
9. Department of Mines
10. Commissioner of Police

Milestones on Access to Finance

01 Modernising credit law
Credit Reporting Act 2011 and associated regulations reviewed and enhanced to align with international standards.

02 Credit reporting policy
Credit Reporting Policy developed.

03 Building capacity
Capacity-building initiatives.

04 Updated legislation
Credit Reporting Bill: drafting instructions for updated legislation in place.

05 Stronger credit guarantees
CAFI supported LNDC and the Ministry of Trade, Industry and Business Development to assess the two existing partial credit guarantees and improve their efficiency for uptake by MSMEs.

06 Strengthening supervision
Enhancement of the CBL's supervisory capacity through targeted training and framevorks.

07 Partnership with LBP
MoU signed between CAFI and Lesotho Post Bank (LBP) to facilitate product development and capacity-building initiatives.

08 New group lending
CBL approved Lesotho Post Bank to launch a new group-lending product.

09 Credit bureau inspection
On-site inspection of the credit bureau.

10 Insolvency reform
Support for insolvency reform.

Launch of LNSW













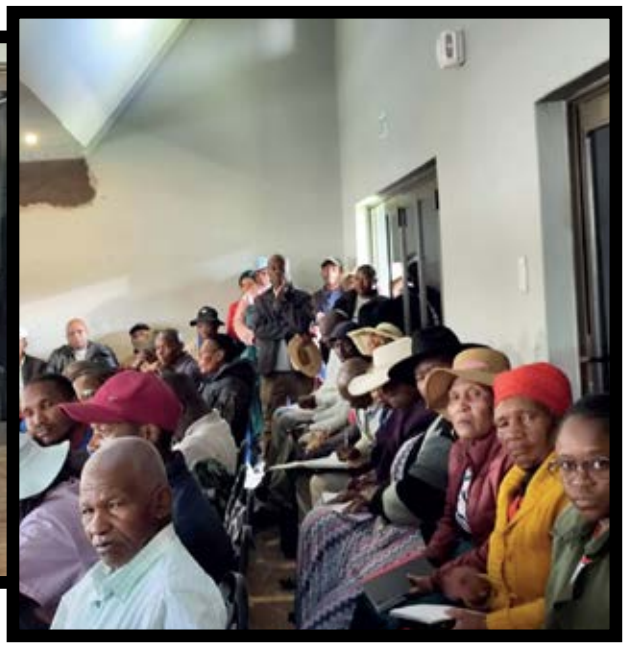




CAFI outreach







Lesotho Entrepreneurship Hub and Seed Financing Facility

Flying high

…How Mpali kept his mum's legacy alive with an innovative farming method

KHUBETSOANA







MOCHESANE Mpali's idea to start Lema Agrivest in 2021 came in a moment of grief.

Mpali had just lost his mother, an avid farmer. To cope with the loss, he wanted to keep his mother's backyard garden.

"Reviving that garden was my way of remembering my mum and keeping her legacy alive," Mpali recalls.

There were, however, two problems.

First was the cost of water, which he thought would not justify the returns of what he wanted to produce.

The second was that he didn't have as much time as his mother to look after the garden.

Research led him to hydroponic farming, a water-based, soil-less method that delivers nutrients directly to roots for faster growth and higher yields.

Hydroponic farming instantly solved his problem because it uses up to 90 per cent less water than traditional farming and eliminates manual labour.

Additionally, he could grow more plants in shorter cycles, eliminate weeding costs and achieve higher yields.

The first harvest from a rudimentary hydroponic system laid the foundation for Lema Agrivest, a business that initially focused on selling hydroponic systems.

"It was clear that this is what Lesotho needed in these times of climate change and water shortages", Mpali says.

Yet uptake was limited because it was a novel farming method and start-up costs were higher than those of traditional farming.

In the first two years, Lema sold only three systems.

The breakthrough came in 2023 when he was incubated under the Competitiveness and Financial Inclusion (CAFI) Project's Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF).

Mpali, 33, says the six-month incubation and the US$7,000 grant were critical in scaling up the business.

"We invested in the systems that helped us prudently manage our finances and operations. We could track the business growth while also ramping up our marketing."

In addition to financial and business experts, the incubation programme provided access to mentorship and coaching services from agribusiness specialists who could guide Mpali.

Those six months have started paying dividends.

Since 2024, Lema's annual revenues have clocked M2 million while the number of employees has increased from 3 to 13.

The 89 backyard gardens using Lema's system are testimony to the significant growth in uptake.

Some 90 per cent of Lema's customers are youth and women.

The company has introduced Farm-Flex, an AI-driven digital innovation platform that offers advisory services and early warning tools for farmers. Mpali states that Farm-Flex, which currently has 250 subscribers, utilises predictive analytics to advise farmers on when to plant, how to add nutrients and when to watch for diseases, pests and frost.

"The platform is for everyone in crop farming", he says, adding that "70 per cent are already using it for pest and disease analysis and weather impact mitigation recommendations".

"In addition to early warning tools, the system also helps farmers improve production, connect with potential investors and gain access to sustainable markets".

Instead of selling, Lema plans to lease its hydroponic systems to farmers.

This, Mpali adds, will reduce the startup costs and exponentially increase the uptake.

There are also plans to establish a central aquaponics research centre for hydroponics and aquaculture (raising fish).

It's a closed-loop system where waste produced by fish serves as a natural fertiliser for the plants, while the plants clean and purify the water for the fish.

Mpali says the research centre, still at the capacity-building stage, will be operational early next year.

Scaling new horizons

THETSANE





THE idea of a culinary arts school came in 2013 when Donald Moletsane (Chef Donald) was Sun International's head chef.

The hotel group, now Avani Hotels, was looking for a sous chef (deputy chef).

"The candidates would claim that they were chefs, but most had really no idea what a chef does", says Chef Donald.

"It was clear, during the practical test that was part of the interview, that they were cooks."

"That made me realise that we need a culinary school in Lesotho."

Chef Donald (43) says quick market research confirmed what the interviews had revealed.

"Most schools were training people in hotel and tourism management."

With very little savings and basic kitchen equipment, Chef Donald opened Dona@Balos Culinary School, which included a functional restaurant for practicals.

What he thought would be a trial run turned out to be a school with 30 students.

International accolades followed, with the school coming third in the African Culinary Competition.

Dona@Balos' starter meal came first.

Yet the lack of equipment and business knowledge continued to stifle both the school and its restaurant wing.

Chef Donald could not increase the number of students and the restaurant was struggling to attract clientele.

His fortunes changed in 2024 with the incubation under the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF). He says he used the grant to acquire modern kitchen equipment.

"We could now have practicals and expand our menu in the restaurant."

New systems and knowledge have improved efficiency.

"I also grew as a business owner and manager. The biggest lesson for me was that I was running a business with two different markets: the culinary school and the restaurant. Both have to thrive within a system without sabotaging the other."

Chef Donald believes the corporate clients he is getting are a result of the exposure from the incubation.

Revenues have doubled and so has the number of employees.

"We are producing better-equipped students because of the practicals."

He considers the number of former students who have started their own culinary schools and restaurants as his biggest achievement.

"But I still believe those former students running their own enterprises could benefit from the incubation programme as I did. It is one thing to be a great chef and quite another to run a restaurant or culinary school."

"The lesson is that you need much more than passion to run a successful business. You need skills and systems to build a sustainable business."

Dona@Balos celebrates its 15th anniversary this year. It offers one-year certificates and three-year diplomas.



Opening new doors

…How an incubation revealed new opportunities

LITHABANENG



THATO Lepele, the owner of Lapearl Interior Designs, says her 2023 incubation under the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) opened doors to corporate clients.

Before the incubation, Lapearl Interior Designs predominantly served individuals who wanted custom-made furniture and reupholstering services.

"It was only during the incubation that we realised that our limited scope was stifling our potential", says Lepele, who started the business by repairing the old furniture inherited from her late grandmother.

"We needed the incubation to remind us that we could achieve more by simply aiming higher."

She says the systems established during the incubation gave the business credibility with the bank. The business has since acquired more funding for working capital and a vehicle through the Inclusive Growth Fund under the Ministry of Finance.

Part of the grant was invested in aggressive marketing, which included a long-term exhibition at Maseru Mall.

Since the incubation, Lapearl Interior Designs' clients have included the Lesotho Highlands Development Authority, as well as several non-governmental organisations and government departments.

The catalogue has helped Lapearl Interior Designs compete for contracts that it had avoided due to a lack of experience. Lepele says monthly revenues have doubled, fluctuating between M100,000 and M150,000. The staff complement is now 12, up from 6 before the incubation.

The majority of the employees have been trained on the job.

"The huge orders bring stability in cash flow while also growing the brand", Lepele says, adding that the immediate ambition is to manufacture "ready-for-market furniture".

"We are working on getting funding to acquire machines and find a bigger working space."

Lapearl Interior Designs is still operating from a house Lepele inherited from her grandmother.

"The space has served us well, but it's no longer ideal for the expansion we need", she says. The expansion will add 20 people to the company's staff.

"We will continue with our strategy to train our own people."







Inspired by nature

LAKESIDE

EDEN Foods, which manufactures and distributes organic, plant-based products and natural remedies, was incubated under the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) in 2025.

Matsele Lephosa, the founder, recalls trying to convince sceptics that launching the company in 2021, when the world was in the throes of the COVID-19 pandemic, was a prudent business decision.

"The circumstances appeared difficult, but the reality at that time made it the right moment to start the company. People were increasingly gravitating towards the idea of adopting healthy lifestyles in terms of the food and remedies they use," Lephosa says.

ALTHOUGH she had studied computer science and statistics, Lephosa was passionate about healthy lifestyle solutions.

Eden Foods began manufacturing a range of supplements, wellness products, and organic foods using basic machines.

The remedies included castor oil, flaxseed, and charcoal.

The superfoods included moringa, rosehip, shilajit, soursop capsules, and sea moss gel.

The organic food range included grains, beans, soy products, almond milk, and condiments like ponzu sauce and miso.

Lephosa said apart from improving her business management skills and quality systems, the incubation also helped the business acquire machines to manufacture tea bags and capsules.

The company acquired an industrial blender, which increased production of the sea moss gel, a popular dietary supplement, by 500 per cent.

Eden Foods now makes a range of seven capsules that are competitive with international and regional brands on the local market.

"Because of the new machines, we are manufacturing tea bags, in-house, from scratch," Lephosa says.

"We have launched our range of capsules, which is performing well on the market. Sales at our retail shop have exponentially increased. We are now working on increasing the distribution network through major retailers."

The number of employees has jumped from 5 before the incubation to 12.

Lephosa says the immediate goal now is to build a production factory and achieve certification for the international market.

"That would require huge capital, but we are confident that the incubation has given us the right foundation to attract the funding necessary to scale up the business."

Eden Foods has a retail shop at Kingsway Mall.

The power of innovation



KHUBETSOANA

REGISTERED in October 2020, Cloudalign Lesotho is a tech startup specialising in sustainable energy solutions, technology convergence, and telecom power systems. Rethabile Mabaso, the 36-year-old founder, started the company after years of working at Vodacom Lesotho as a telecommunications engineer.

"I saw the potential to start this kind of business when we were travelling across the country to restore power and connectivity at base stations in remote sites," Mabaso says.

"I realised that more people would need power and connectivity solutions as they worked from home and their movement was limited."

The company offers data centre and enterprise infrastructure monitoring, renewable energy solutions, broadband connectivity, CCTV and surveillance systems with real-time monitoring and analytics, smart homes & IoT devices, and project management.

Mabaso says participating in the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) incubation was essential for his transition from engineer to business owner.

"I am an engineer who needs to learn the commercial side of things."

He says the biggest lesson is the importance of having policies and systems.

"We now have systems as well as policies and procedures for health and Safety and financial management. We also have a complete employee handbook".

Mabaso also says having access to a qualified accountant during the incubation helped the business to track growth and plan.

Since its inception, Cloudalign has established offices in Khubetsoana and secured partnerships with the National University of Lesotho (NUL) and the United Nations Development Programme (UNDP).

It has also acquired computers, test meters, and multimetres.

Revenues have improved, and one more employee has been hired to bring the staff complement to 15.

For the future, Mabaso says the company wants to "move beyond installation to making our own innovative products".

A home away from home



MOHALE'S HOEK

AFTER completing her master's degree in tourism management, Mpeoane Nkeli wanted to work for the government.

Her parents, however, had other ideas.

They had just built a family home in Mohale's Hoek, initially meant for rental.

"They thought it would be a good idea to convert that house into a guest house since the entire family was based in Maseru," Nkeli says. Although initially sceptical, Nkeli eventually bought into the idea.

Mapalesa Guest House opened its doors in December 2021 with six rooms.

The lack of a modern kitchen, however, limited services.

"The real challenge was when we had conferences that required us to prepare meals for many people," Nkeli says, adding that they "were missing out on business opportunities".

Things, however, changed with the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF)'s incubation in 2024.

Nkeli used the grant to build a modern kitchen that instantly increased the guest house's capacity to host conferences.

Once the kitchen was done, they extended the dining room, added four more rooms, and embarked on aggressive marketing.

"Sales are up 60 percent since we built the kitchen, extended the dining room and added four more rooms."

Nkeli also says the incubation sharpened her leadership skills.

"I studied hospitality, but I still needed the incubation to focus on the business side. Before the incubation, I was paying too much attention to quality while neglecting the business side of things that drove the growth."

She also improved her financial management skills.

"In addition to establishing systems, we also got an accounting software through the incubation."

Booming in Mokhotlong

MOKHOTLONG

MATHATO Mporo says her incubation under the Competitiveness and Financial Inclusion (CAFI) Project's Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) came at a critical time, just as the challenges of running her expanding agriculture business were becoming overwhelming.

Khaby Group, a farming business Mporo started with a M5000 loan from her husband in 2018, had expanded from 100 layers to 1,000 and developed a booming horticulture farm.

"I originally started growing vegetables simply to dispose of the chicken manure waste, but the business took off because local demand was so high," Mporo explains.

"The challenge was figuring out how to efficiently manage both operations, and that is where I fell short. I had no formal business training, yet I was suddenly running two distinct enterprises that required completely different skill sets."

Mporo (41) says the incubation transformed her management skills.

"By the fourth month of the incubation, I had a clear understanding of financial management and record-keeping."

"The incubation opened my eyes to the quality control and production systems that I never thought I needed".

The results speak for themselves.

Two years after completing the incubation, Khaby Group's production has skyrocketed by 300 percent.

Mporo attributes the bulk of this growth to her vegetable production, having used the CAFI grant that accompanied her incubation to build a commercial greenhouse.

"We can now produce all year round. Before then we could only produce in summer."

Khaby Group's market for both eggs and vegetables is the community at the Polihali dam project and Letšeng.

"The fact that we still cannot meet the full market demand proves that there is immense room for us to grow, and for other aspiring entrepreneurs to venture into this space," Mporo says.

Reflecting on her journey, she adds: "The biggest lesson for me is that you are never too old to learn new skills or seek help. The incubation proved that no matter how long you have been in business, there is always room to grow."



Ready to fly

LERIBE

FOR the past few months, Potsane Mosae had divided his working time between managing his vehicle repair business and finding qualified staff. At times, he is looking for bigger business premises.

The 35-year-old entrepreneur says the business has been thriving despite the economic slowdown. Sure Motors started in 2022 in Teyateyaneng before moving to Leribe in 2023.

"We wanted to be in a market with a larger catchment area and the benefits of that move are showing in our growth over the past two years.

However, Mosae does not credit the growth solely to the change in location. He says three additional things have worked in his favour.

The first is his training at the Technical Institute of Leloaleng in Quthing, which he says gave him the foundational skills for his business.

The second is the four years he spent working at PG Glass after graduating.

"That gave me the skills," he says. The third, which is more recent, was his six-month incubation under the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF).

"Apart from the business management and marketing skills, the incubation included a grant that helped us to buy critical equipment."

Mosae acquired a compressor, a bearing-pressing machine, a spring compressor, a diagnostic machine, a computer, and a hydraulic jack.

"This has resulted in better efficiency on both the automotive and panel beating sides of our business." Mosae has increased his staff from five (5) to 11.

Still, he says the business needs more hands and a larger workspace.

"We need to expand because the demand for our service is huge. We have the capacity because of the equipment."

His interaction with mentors and experts during the incubation process revealed the potential of his business and prepared him for the growth he now seeks.





> Apart from the business management and marketing skills, the incubation included a grant that helped us to buy critical equipment

Harvesting success



BUTHA-BUTHE

MHM Field Fresh is a growing vegetable processing, packaging, and distribution business based in Butha-Burhe.

The enterprise was founded in 2021 by Mamello Makhobotloane, a 25-year-old, shortly after earning her Financial Accounting degree from the University of the Free State.

Makhobotloane's inspiration for MHM Field Fresh came from family. She noticed that her grandfather, a local farmer, was struggling to find a consistent market for his produce, so she decided to bridge the gap.

"Processing, packaging, and distributing vegetables looked like a straightforward business model," Makhobotloane shares.

She started by processing her grandfather's produce before expanding to source from other local farmers.

This was not her first foray into entrepreneurship; Makhobotloane has always possessed a strong business acumen, having previously managed both an online clothing store and a medical supplies company during her college years.

Driven by an ambition to scale her operations, Makhobotloane enrolled in the Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF) incubation programme in 2025.

"That the best decision for both myself and the business," she says. "The training, mentorship, and strategic advice truly transformed me into a better manager and business owner."

Among her most critical takeaways from the program were the strict standards required for quality control and regulatory compliance. To meet these rigorous health and food processing standards, Makhobotloane made the strategic decision to relocate the business from Hlotse to Butha-Buthe earlier this year.

"We were looking for premises that would allow us to meet compliance regulations," Makhobotloane explains. "The market in Hlotse was simply too small for the scale we wanted to achieve."

The relocation to Butha-Buthe has paid off significantly, with turnover up by 40 percent in just two months. Compliance and quality control have also improved, and the number of employees has doubled from 6 to 12. MHM utilised the grant to purchase a freezer, a steel table, and machines for chopping, peeling, and wrapping.

The Lesotho Entrepreneurship Hub and Seed Financing Facility

260 enterprises incubated

144 women-owned

174 youth-owned

29 Enterprise Support Organisations capacitated through regional training

1843 year-on-year increase in full-time and temporary employment.

Hub Advisory Committee established

Incubation management software/ portal implemented

Diaspora engagement program launched to link Basotho abroad with local entrepreneurs for investment and mentorship

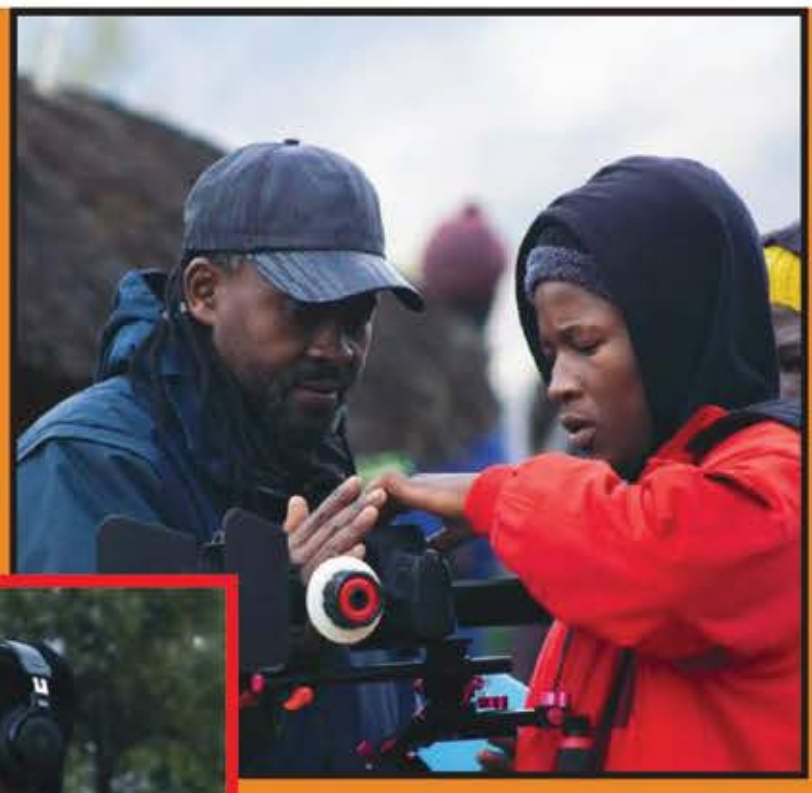






LEAP

Reshaping Lesotho's film industry







MASERU

THE Lesotho Enterprise Assistance Programme (LEAP) is supporting the GEM Institute to develop short courses for filmmakers and content creators. The courses are designed to help film makers and content creators to reduce production costs, foster greater collaboration in artistic community. GEM, a Technical and Vocational Education and Training (TVET) institution and business consultancy, has partnered with the University of Witwatersrand's (Wits) Commercial Enterprise to design the course. The LEAP is funding the research and design of the courses under its programme to support the establishment of 10 skills development programmes by public and private institutions in partnership with the private sector. The programme, which seeks to develop skills aligned with the private sector's needs, aims to train 1000 people in over six years.

GEM Institute's Mpho Letima says the courses are meant to address the skills gap in Lesotho's fledgling film production system.

"We want to address the skills across the entire value chain of film production," Letima says.

"We are targeting to curate the artistic community so that they collaborate in production."

"We are looking at training costume designers, sound engineers, script writers, photographers, marketers, graphic designers, producers, directors, project management and distributors."

"The critical issue is for them to improve their skills while also gaining an understanding of roles in film production so that they collaborate better. Letima states that the course is based on research indicating that, in addition to a lack of skills, the growth of Lesotho's film industry is hindered by high costs and insufficient collaboration.

The solution, Letima explains, is short courses that train people to produce high-quality films and content at minimal costs. "Once people have the technical skills and understanding of their role in the production, it is easier to work on production budgets based on collaboration".

"Once there is understanding for the value chain - from conceptualisation to distribution - the quality of productions improves and the projects are likely to achieve commercial success."

The GEM Institute plans to offer certificates for attendance, participation, and competence.

The courses will range from one to six weeks, with candidates working on real productions in clusters.

Leaping into the future

BEREA

MULTIPLEX Printing used a US$10 000 grant from the Lesotho Enterprise Assistance Programme (LEAP) to acquire large-scale printing machines. Mosisili, the owner, says the company bought a vinyl cutter, a laser printing machine, and a UVDTF Machine.

A UV DTF (Direct-to-Film) machine is a specialised digital printer that creates high-quality, durable adhesive "crystal stickers" that can be transferred onto almost any hard surface. Unlike standard UV flatbed printers that print directly on an object, UV DTF machines print onto a special transfer film first, allowing you to apply designs to irregular, curved, or oversized items that won't fit inside a printer.

Mosisili, 35, says the machines have enabled the business to take on printing and branding jobs.

"We have reduced our turnaround time from about a week to one or two days, depending on the size of the jobs," says Mosisili, a self-taught graphic designer who started the company in 2015.

He says Multiplex has won several high-value contracts since the machines arrived in December last year.

"Before then, it was a struggle to get big jobs. We also had to use other companies to deliver on certain printing jobs. That was not only expensive but also made our delivery times longer."



Mosisili, who started Multiplex with M25 000 in savings, says he is hopeful that revenues will start picking up as the economy improves.

"At the moment, the economy is not performing well, but I believe our situation would have been dire if we didn't have the new machines. We have avoided retrenching some of our four employees because of these machines".

"We are projecting to triple our revenues once the economy improves," Mosisili says.

Ready for international market





A Lesotho Enterprise Assistance Programme (LEAP) grant helped Jalad Africa acquire seventeen (17) energy-efficient machines.

LEAP is a matching grant scheme designed to support local enterprises in boosting their competitiveness.

Jalad Africa, an export-driven genuine leather goods manufacturer, utilised the funding to purchase digital embossing, sewing, and skiving machines.

Masopha Moshoeshoe, the managing director, says the machines have signifi cantly boosted production and enhanced product quality.

These improvements, he notes, have attracted a growing number of regional and international customers.

The company recently secured a contract with a major South African retail giant and is currently negotiating similar deals with other international retailers.

The Chinese market, Moshoeshoe adds, also holds immense potential due to a rising middle class with a strong preference for unique, premium products. He points to a growing international appetite for Jalad Africa's products, which are anchored by its fl agship Zeri brand.

"The biggest benefi t of the new machines is the direct impact on product quality and production speed," Moshoeshoe says, noting that leather wastage has also dropped signifi cantly.

Driven by this success, the company is now working to establish fl agship shops in both Lesotho and South Africa under the Zeri banner.

"The quality of our products speaks for itself, and they have been warmly embraced both locally and in South Africa," Moshoeshoe says.

"Thanks to our expanding order book, we have been able to increase our staff from 13 to 17, and revenues are growing steadily."

Managed by the World Bank-funded Competitiveness and Financial Inclusion (CAFI) project, LEAP covers up to 80 per cent of expenses for enterprises and 75 per cent for business associations.

The Lesotho Enterprises Assistance Programme (LEAP)

175
Enterprises assisted

94
Enterprises women-owned

41
Enterprises youth-owned

597
New jobs created

13%
Reported year-on-year increase in revenue

46%
Reported year-on-year increase in full-time employment

10
Training programmes launched

15%
Have adopted new technologies

LEAP's scope broadened to allow for wider range of eligible industries

Climate resilience support facility launched

THE government has launched the Climate Resilience and Preparedness Support Facility to help Basotho enterprises prepare for, adapt to, and withstand the growing impact of climate change.

The M68 million facility is managed by the Competitiveness and Financial Inclusion (CAFI) project, which is funded by the World Bank. CAFI will provide matching grants to enable eligible enterprises to invest in equipment, technologies and infrastructure that mitigate climate-related risks and improve business resilience.

The programme will be in the form of a matching grant in which CAFI finances up to 80 per cent of eligible investment costs while beneficiary enterprises contribute 20 per cent.

Speaking at the launch, the Minister of Trade, Industry and Business Development, Honourable Motlatsi Maqelepo, said the facility "is not merely a grant programme but an investment in the future resilience, productivity, and competitiveness of our businesses and our economy".

The Minister said climate change is no longer a distant environmental concern but one of the most significant economic challenges confronting Lesotho. "Increasingly frequent droughts, floods, extreme weather events, and changing climatic conditions are disrupting agricultural production, damaging business assets, interrupting supply chains, threatening jobs, and placing immense pressure on livelihoods and public finances."

Minister Maqelepo said resilient businesses create resilient communities.

"When businesses continue operating, they preserve jobs, sustain household incomes, maintain supply chains, and contribute to national economic stability," he said.

"Our objective is to ensure that businesses are equipped to anticipate climate risks, reduce their vulnerability, and continue operating even under adverse conditions."

"I encourage every eligible enterprise to seize this opportunity. Preparing for climate change is no longer optional. It is essential for business continuity, competitiveness, and long-term success. Businesses that invest in resilience today will be the businesses that thrive tomorrow," he added.





ESOs



The Entrepreneurs Network (TEN)





“THE Entrepreneurs Network (TEN) incubated eight enterprises in the fourth cycle. They were in agriculture, textiles and water bottling. Their main challenge before incubation was the lack of management skills to scale up their businesses. They had the passion and drive, but those qualities are simply not enough to create a successful business. Most had no formal systems to manage finances, human resources and the quality of their products.

For us, those were the fundamental issues we had to address as an Enterprise Support Organisation (ESO), because most were starting from nothing or a limited knowledge base regarding basic business management skills and systems. We have been getting positive feedback from the enterprises since the incubation ended.

Yet, the persistent request from them is that they need post-incubation support because they realise that six months might not be enough. We hold the same belief at TEN. The hand-holding should continue post-incubation because that is when they are fully implementing the lessons from the incubation.

Some will be using the equipment bought with the grant that comes with the incubation. The enterprises therefore need support to derive maximum benefits from their investment in new systems, knowledge and equipment. We have, however, noticed that many are already reaping the rewards. Of course, profitability will not be instant, but many are now on the right path.”

—Rethabile Shale- Programme Manager

Lerotholi Polytechnic

“THE starting point with our nine enterprises was working on the business models, most of which were unclear. They had business ideas, but their models did not show a clear path to sustainable growth. It's one thing to have a business idea and another to have a model that works.

We therefore had to start from the very bottom before we could get into the other critical areas of the incubation like financial management, marketing, human resources, psychological support, branding and occupational health.

Fortunately, the lack of clarity in their initial business ideas did not mean that the businesses were not scalable. Most of the businesses are reporting positive changes in their operations.

Record-keeping and compliance, which were some of the major issues, have also improved. They can track their growth and make the necessary business decisions based on real numbers.

We have also noticed a change in the way they handle their relations with customers. For us, the biggest change is in the mindset.

The owners have a better understanding of their businesses and what it takes to sustain them.

So, despite the initial challenges, the incubation has had a positive impact on the enterprises. Our coaches are still assisting some of the enterprises where procurement of equipment was delayed.

We believe in the next few months we will start getting reports of growth in their businesses as they make full use of the new equipment.”

— **Lintle Talenyane -Eso Manager**





Maseru Business Club

We are looking at creating a financial product tailored for the agriculture sector's challenges and opportunities. It will facilitate an end-to-end link with all players involved in the value chain and/or transaction, thereby collateralising the transaction



Teboho Seboka



Teboho Seboka (38)

"We incubated ten enterprises in manufacturing: textile, cosmetics and furniture. From the onset, it was clear that the enterprises were in desperate need of incubation. Most were start-ups, while some had been in business for several years but were struggling to sustain themselves and grow.

The most critical for us was marketing. Some were making great products but their growth was hindered by a lack of access to markets. Some of the companies only began to understand the complexities of their business after the first months of incubation.

That means they had the basic skills to make products, but were not conversant with the nuances of their sectors. They lacked an understanding of the broader picture, which could help navigate their businesses through the challenges in the sector.

Compliance with health and safety was a big issue. So was financial management, which affected their ability to comply with tax laws and track their growth. Many lack human resources and contract management systems.

They were essentially improvising, and some were making mistakes that could have been fatal to their businesses. The six months of incubation have changed that but we believe they still need ongoing support in their entrepreneurial journey.

They are on the right path but the trajectory has to be maintained through adequate post-incubation support." - **Teboho Seboka- ESO Manager**

Limkokwing Entrepreneurship Acceleration Platform

"Our enterprises were in graphic design and advertising, curtain making, poultry, and organic fertiliser. The biggest improvement from the incubation was on product design, marketing, financial management, and costing. Many believed their products were so good that they could sell themselves.

Only when we started dealing with the concepts of product design, branding, and marketing did they understand what they were up against.

They had to rework their business models and completely change their mindset. And that took a significant chunk of the incubation period.

Another challenge is the misalignment of visions among the shareholders in some enterprises. That meant we had to deal with conflict management from the onset to mitigate the risk of discord among shareholders.

But once those issues had been resolved, in terms of visions and share allocations, we began to see some significant progress.

The mindsets have changed. They are using proper financial management platforms and using social media to promote their products and services. The general feedback is that they believe they have been capacitated. The quality of their products and services has improved.



Lisema Ramaili

You can also see the impact on the quality of their proposals, management accounts, policies, and contracts. They have a better understanding of the market and how to interact with their customers.

Their revenues are promising. There is, however, a need for further support."
- **Lisema Ramaili - ESO Manager**



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CALL FOR APPLICATIONS

6th Incubation Cycle – Lesotho Entrepreneurship Hub & Seed Financing Facility

For Innovative, High-Growth and High-Impact MSMEs and Startups

PROGRAM:	APPLICATION DEADLINE:	APPLICATION RULE:
Six-month incubation cycle	30 October 2026	Apply to ONE ESO only

Are you an innovative entrepreneur ready to scale your business, create jobs and deliver lasting impact? If you are an operational, high growth, high impact startup or MSME with strong potential for scale, the 6th Cohort LEHSFF Incubation Cycle is an opportunity for you to take your enterprise to the next level. The future of business in Lesotho is YOU!

About the Program

The Government of Lesotho has received a loan from the International Development Association (IDA) of the World Bank to implement the **Lesotho Competitiveness and Financial Inclusion (CAFI) Project**. The Project Development Objective (PDO) is to "increase access to business support services and financial products targeted at MSMEs and entrepreneurs, especially women and youth".

Under the CAFI Project, The **Lesotho Entrepreneurship Hub and Seed Financing Facility (LEHSFF)** invites eligible innovative **MSMEs and startups** to apply for the **6th Incubation Cycle**, running from J**anuary 2027 to July 2027**.

This program, a key component of the **CAFI Project,** is designed to empower high-growth, highimpact enterprises, particularly in **Agriculture, Tourism and Hospitality, Construction, Manufacturing and Green energy, Creative industries and Technology & Innovation**, in alignment with the **Second National Strategic Development Plan (NSDP II)**.

Why Apply?

These six months incubation program will benefit selected enterprises as they will receive:

- † Needs assessment to tailored **mentorship, coaching, and industry expertise**
- † **Product or service refinement** to strengthen market readiness
- † **Business model refinement** and targeted technical assistance
- † **Networking opportunities** with investors and market stakeholders
- † **Digitization support to improve business** efficiency
- † Training **on financial management, marketing, human resources, and operations**
- † Facilitated **access to finance and investment opportunities** through linkages with investors and other financing sources
- † Support to develop a **scalable two-year business plan**

Who Can Apply? Eligibility Criteria

- ♦ Enterprises with high growth potential and an innovative business idea
- ♦ Operational businesses with market-ready or near market products/services
- ♦ Full-time entrepreneurs committed to the full six-month incubation program
- ♦ Businesses demonstrating potential for scalability, market growth and job creation
- ♦ Enterprises addressing developmental challenges through technology, science, or innovation
- ♦ Businesses with adequate capacity or potential to build a sustainable business structure
- ♦ Enterprises willing and ready to comply with applicable environmental and social safeguards

How to Apply

APPLICATION PLATFORM	Visit www.lehsff.org.ls and www.cafi.org.ls to complete the application and select your preferred Enterprise Support Organization (ESO).
APPLICATION DEADLINE	**30 October 2026**
IMPORTANT	Each enterprise should apply to only ONE ESO

Women- and youth-led enterprises are strongly encouraged to apply.

LEHSFF | Supporting innovative enterprises to grow, create jobs and contribute to Lesotho's economic transformation

Need More Info? Join our virtual information sessions every **Monday, Wednesday, and Friday** from **12 to 30 October 2026** (details on the LEHSFF and CAFI website). Call the Hub at 22315800 or email entrephub@cafi.org.ls

TEAMS https://teams.microsoft.com/meet/356422045634483?p=wvHev9lfnlLm8qsyi3

(Information Session Link)

Meeting ID: 356 422 045 634 483

Passcode: Vv3P7Kg3

ESO Information Session Time Slots:

National University of Lesotho (NUL) Innovation Hub	-	09:00am - 09:30am
Relationships Inspiring Social Enterprise (rise)	-	09:30am - 10:00am
SMME Support Network	-	10:00am - 10:30am
Rieds Consulting	-	10:30am - 11:00am
IGGLE Consulting & Coaching	-	11:00am - 11:30am
Lerotholi Polytechnic	-	11:30am - 12:00pm
Johane Industrials	-	12:00pm - 12:30pm
Snake Nation and Khaya Holdings	-	12:30pm - 13:00pm
Basotho Enterprises Development Corporation (BEDCO)	-	14:00pm - 14:30pm
The Entrepreneurs Network Lesotho (TEN)	-	14:30pm - 15:00pm

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Meet Your Incubators!

The incubation will be delivered by **10 Enterprise Support Organizations (ESOs):**

1) Apply to NUL Innovation Hub if:

You are an enterprise across the livestock value chain, including:

- Animal production
- Animal products and value addition
- Mini slaughtering facilities and meat processing
- Cold storage and cold-chain services
- Animal feed production
- Conversion and value addition of animal waste into organic fertilizers and other agricultural products

For inquiries, please contact: nulinnovations@gmail.com or call +266 2234 0601 / +266 5221 3000 https://www.facebook.com/NULResearchandInnovations

Innovation Hub - National University of Lesotho

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2) Apply to Rise if:

You are hungry to learn entrepreneurs in the following sectors:

- Built Environment (architecture, construction and design)
- Sustainable Energy
- Circular Economy Solutions

For inquiries, please contact: projects@riseint.org or call +266 5092 4084 / +266 5848 8060

https://riseint.org/ https://web.facebook.com/riseint https://www.linkedin.com/company/rise-int/

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3) Apply to IGGLE Incubation if:

- Micro, small, and medium-sized enterprises working in leather production, processing, manufacturing, design, repair, retail, or related services.
- Start-ups with a viable leather-sector product or service and clear potential for growth.
- Potential enterprises, cooperatives, and producer groups that can demonstrate active operations.
- Businesses committed to responsible production, job creation, innovation, and participation in the full incubation programme.

For inquiries, please contact: ask@iggleconsulting.com or call +266 5716 6770 or Mamonaheng Qhala - +266 5891 1437 Email – mamonaheng@iggleconsulting.com

iggleconsulting.com

Facebook page: IGGLE Consulting and Coaching

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4) Apply to RIEDS Consulting if:

• Growth-oriented and innovative manufacturing enterprises in the garments and textiles subsector.

For inquiries, please contact: riedsconsulting@outlook.com or call +266 5970 9115, +266 5621 7599, +266 6329 1988). You can also visit www.riedsconsulting.com https://www.facebook.com/profile.php?id=61573310453999

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5) Apply to SMME Support Network Lesotho if:

Engaged in agro-processing or value addition, with an existing product, demonstrated market potential and commitment to participate in the full six months of incubation programme. We are looking for growth-oriented enterprises involved in:

- Food and beverage processing
- Grain, cereal and milling products
- Fruit and vegetable processing
- Dairy, meat and poultry processing
- Honey, herbs, spices and natural products
- Animal feed and other agriculture-based value-added products

For inquiries, please contact: nokofrancis@gmail.com / smmenet@leo.co.ls or call +266 6261 0064

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6) Apply to The Entrepreneurs Network Lesotho (TEN) if:

Your enterprise is focused on Agro-Processing: Enterprises that add value to agricultural produce and turn it into marketable products. Building on our experience with youth-owned and womenowned MSMEs in agriculture and manufacturing, we offer agro-processors a focused incubation pathway.

For inquiries, please contact, admin@ten.co.ls / rethabile@ten.co.ls or call +266 6209 3524 / +266 5845 7250

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7) Apply to BEDCO if you are an enterprise in Green Economy:

Subsectors:

1. Renewable Energy
2. Environmental Sustainability
3. Indigenous Herbs and Essential Oils

For inquiries, please contact: business@bedco.org.ls or call +266 22216100 www.bedco.org.ls

Instagram: bedco_ls facebook: Basotho Enterprise Development Corporation - BEDCO

X: @bedco_ls

LinkedIn: Basotho Enterprises Development Corporation

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8) Apply to SNKH if you are particularly interested in creative businesses operating in:

- Film and video production
- Television production
- Podcasting and audio production
- Digital media and content creation
- Photography and animation
- Video editing and post-production
- Creative agencies and production services
- Cultural, educational and youth-focused storytelling

For inquiries, please contact: info@snakenation.co or call +266 5664 9013 / +27 840 012 14 www.snakenation.co

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9) **Apply to Johanne Industrials if you are in:**

- Textile, Garment and Apparel Manufacturing
- Manufacturing and Value Addition
- Industrial and Workwear Supply
- Fashion and Creative Industries
- Supporting and Ancillary Businesses

For inquiries, please contact: Johanegarments10@gmail.com or call +266 5898 6541/ +266 5633 6262

10) Apply to Lerotholi Polytechnic if:

- You operate a business in the manufacturing sector with potential for growth and scalability.
- Your business is involved in industrial manufacturing, including engineering, construction materials, steelworks, metal fabrication or related manufacturing activities.

For inquiries, please contact: mofolo6606@gmail.com Or call +266 6831 5685 / +266 5878 7283 https://www.facebook.com/fokothi/about Instagram: lerotholi_polytechnic www.lp.ac.ls

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Don't miss this opportunity to take your business to the next level! #Innovate #Grow #Lead

Need More Info? Join our virtual information sessions every **Monday, Wednesday, and Friday from 12 to 30 October 2026** (details on the CAFI website). Call the Hub at 22315800 or email entrephub@cafi.org.ls

VACANCY

DEPARTMENT : ADMINISTRATION
JOB TITLE : ELECTORAL SECURITY OFFICER
GRADE : G
RESPONSIBLE TO : DIRECTOR OF ELECTIONS
LOCATION : MASERU

JOB SUMMARY

Under the general supervision of the Director of Elections, the Electoral Security Officer is responsible for coordinating, implementing, and monitoring security measures to protect the Independent Electoral Commission (IEC), its personnel, offices, facilities, equipment, information, and electoral operations.

The incumbent will develop and enforce appropriate security procedures, coordinate the vetting, and background checks of prospective and existing employees where required, facilitate security clearances, safeguard sensitive electoral materials, investigate suspected security breaches, and support the prevention and management of electoral security risks. The officer will also liaise with relevant national security agencies to strengthen institutional security, protect the Commission's leadership and personnel, and promote a safe and secure electoral environment before, during and after elections.

KEY PERFORMANCE AREAS/MAIN DUTIES

2. KEY PERFORMANCE AREAS AND MAIN DUTIES

2.1 Institutional and Physical Security

- Develop, implement, and maintain procedures for opening, closing and securing IEC offices and facilities.
- Establish and coordinate a comprehensive security programme covering all IEC offices, facilities, departments, personnel, and operations.
- Identify and assess security vulnerabilities and recommend appropriate preventive and corrective measures.
- Supervise the installation, maintenance and effective operation of CCTV systems, access-control mechanisms, alarms, and other security devices.
- Develop and maintain procedures for protecting IEC personnel, assets, equipment, records, and confidential information.
- Coordinate appropriate protective arrangements for Commissioners, the Director of Elections, and other designated personnel, in accordance with approved security protocols.
- Maintain an up-to-date register of security incidents, threats, losses, suspected offences, and attempted offences against the IEC.

2.2 Personnel Vetting and Security Clearance

- Coordinate and oversee the vetting and background-checking processes for prospective employees and, where required, existing personnel.
- Facilitate security-clearance processes in collaboration with authorised national security agencies and other relevant institutions.
- Ensure that personnel vetting and security-clearance records are handled confidentially and in accordance with applicable laws, regulations, and IEC policies.
- Advise management on identified security risks arising from personnel vetting, subject to established procedures and confidentiality requirements.

2.3 Electoral Security and Risk Management

- Identify, assess, and monitor security threats that may affect electoral processes, including potential electoral violence, intimidation, disruption and threats to electoral personnel or infrastructure.
- Develop and recommend preventive measures to mitigate electoral security risks before, during and after elections.
- Prepare and periodically review institutional security risk assessments, contingency measures, and crisis-management plans.
- Coordinate security preparedness for voter registration, public display of the voters' register, political party and stakeholder engagements, polling, counting, results management, and other electoral activities.
- Monitor security incidents and emerging threats and promptly report significant developments to the Director of Elections.
- Recommend appropriate interventions to prevent, manage and mitigate security incidents that could compromise electoral operations or public confidence in the IEC.

2.4 Incident Investigation and Security Compliance

- Investigate or coordinate investigations into suspected security breaches, suspicious incidents, unauthorised access, and violations of approved security policies, within the officer's authority.
- Identify, document, and preserve evidence relating to suspected security offences and incidents for referral to the appropriate authorities where necessary.
- Maintain accurate records of security incidents, investigations, findings, corrective actions, and referrals.
- Monitor compliance with IEC security procedures and recommend corrective measures where deficiencies are identified.
- Report suspected criminal conduct to the appropriate authorities in accordance with applicable laws and established reporting procedures.
- Handle security-sensitive information and materials responsibly, ensuring authorised access, secure storage, controlled movement, and proper transfer.

2.5 Inter-Agency Coordination and Emergency Preparedness

- Maintain effective working relationships with relevant national security agencies, law-enforcement institutions, emergency services and other authorised stakeholders.
- Coordinate security planning and information-sharing arrangements for electoral operations, subject to applicable laws, confidentiality requirements and the IEC's institutional independence.
- Develop and maintain emergency-response and crisis-management procedures for potentially violent incidents, security threats and other emergencies affecting IEC operations.
- • Support emergency preparedness exercises and coordinate appropriate responses to security incidents in collaboration with authorised agencies.
- Ensure that security incidents are escalated promptly through established institutional channels.

2.6 Training, Awareness and Reporting

- Develop and coordinate initial and periodic security-awareness training for IEC personnel.
- Provide guidance on access control, protection of sensitive information, emergency procedures, incident reporting and appropriate conduct during security emergencies.
- Organise ongoing instruction on the use of security equipment, protective measures and emergency-response procedures.
- Prepare periodic security reports highlighting the status of security measures, incidents, emerging risks, mitigation actions and matters requiring management attention.
- Advise the Director of Elections on security-related policy, operational improvements, resource requirements and emerging threats.
- Perform any other relevant duties assigned by the Director of Elections that are consistent with the position's responsibilities.

QUALIFICATIONS AND EXPERIENCE

The ideal candidate must possess:

- Post Graduate Diploma in Security Studies or relevant/Public plus three (3) year relevant work experience.

OR

- Degree in Security Studies or relevant plus five (5) years relevant work experience.

KEY SKILLS AND COMPETENCIES

The successful candidate should demonstrate:

- Good written and verbal communication skills, including professional report writing.
- Sound knowledge of security management principles, risk assessment and incident prevention.
- Practical knowledge of CCTV systems, access-control technologies, and other security equipment.
- Ability to identify, assess and respond to security threats and emergencies.
- Good investigative, analytical, problem-solving, and decision-making skills.
- Ability to maintain confidentiality and exercise sound judgement when handling sensitive information.
- Strong interpersonal, coordination and stakeholder-engagement skills.
- Ability to work effectively under pressure and respond to urgent security incidents.
- Proficiency in computer applications and electronic record management.
- Professional integrity, impartiality, discretion, and respect for the rule of law.
- A recognised security-management, investigations, emergency-response, or related professional certification will be an added advantage.

ADDITIONAL REQUIREMENTS

Applicants must:

- Be willing to work outside normal working hours, including weekends and public holidays, when required, particularly during the electoral period.
- Be citizens of Lesotho or otherwise legally eligible to work in Lesotho, subject to applicable public-service and recruitment requirements.
- Be registered voters with the Independent Electoral Commission of Lesotho.
- Not hold office in any political party and demonstrate the ability to always maintain strict political neutrality and impartiality.
- Demonstrate a high level of integrity, confidentiality, professionalism and commitment to the independence and credibility of the IEC.

APPLICATION PROCEDURE

Interested candidates must submit their applications accompanied by up-to-date Curriculum Vitae with three referees, copies of certified qualification certificates and transcripts, send via email to recruitment@iec.org.ls under the subject line;

Electoral Security Officer

OR

hand delivered to IEC Headquarters (Registry) in a sealed envelope labelled;

The Director of Elections
Maseru West
Corner Maluti and Caledon Road
P.O. Box 12698
Maseru 100

Closing date: 13th November, 2026 at 16:30.

Only Short-listed candidates

VACANCY

DEPARTMENT : HUMAN RESOURCES
JOB TITLE : ASSISTANT HUMAN RESOURCE OFFICER
GRADE : F
RESPONSIBLE TO : HUMAN RESOURCES OFFICER
LOCATION : MASERU

JOB SUMMARY

Under the general supervision of the Human Resource Officer, the incumbent supports the implementation of the Commission's human resources plans, policies and procedures, including HR administration, recruitment, staff records management, onboarding, leave administration, performance management, employee welfare, compliance with applicable labour legislation and the Commission's Staff Rules and Regulations.

KEY PERFORMANCE AREAS/MAIN DUTIES

- Assist in the day-to-day operations of the Human Resources function.
- Respond to employees' enquiries and requests relating to human resources matters.
- Compile, update and maintain accurate and confidential employee records.
- Process HR documentation and prepare reports relating to staffing, recruitment, training, grievances and performance management.
- Assist in the implementation of the Commission's Human Resources policies, procedures and programmes.
- Monitor staff compliance with the Commission's Staff Rules, policies and applicable regulations.
- Coordinate HR office activities relating to staff welfare, occupational health and safety, and social responsibility.
- Interpret and communicate HR policies and procedures to staff members.
- Inform and advise employees on their terms of appointment and conditions of service.
- Participate in disciplinary hearings and dispute resolution proceedings, and take minutes as required.
- Prepare job advertisements, receive and acknowledge applications, compile shortlists and arrange interviews.
- Coordinate the recruitment, onboarding and administration of temporary electoral staff during voter registration and election periods.
- Compile and process payroll changes to facilitate the accurate and timely payment of salaries.
- Ensure the timely processing of employees' terminal benefits in accordance with applicable policies and procedures.
- Maintain the confidentiality and security of personnel records in accordance with applicable data protection requirements.
- Prepare information briefs and facilitate meetings to promote effective communication with internal and external stakeholders.
- Compile and submit relevant HR information for inclusion in monthly, quarterly and annual reports.
- Perform any other HR-related duties as assigned by the Human Resources Officer or authorised supervisor.

QUALIFICATIONS AND EXPERIENCE

- A Bachelor's Degree in Human Resources Management, Public Administration, Industrial/ Organizational Psychology, Labour Studies or a related field.
- At least three (3) years of relevant work experience.

KEY SKILLS AND COMPETENCIES

- Sound knowledge of Lesotho Labour legislation and human resource management practices.
- Computer literacy and proficiency in the use of relevant office applications and HR systems.
- Numerical accuracy and attention to detail in payroll and employee benefits administration.
- Good drafting, minute-taking and report-writing skills.
- Ability to handle confidential information with integrity and discretion.
- Good planning, organizing and coordination skills.
- Problem-solving, conflict-resolution and interpersonal skills.
- Effective oral and written communication skills.
- Ability to maintain accurate records and manage multiple tasks within established deadlines.
- Ability to work effectively with employees at all levels and handle HR-related enquiries professionally.

ADDITIONAL REQUIREMENTS

- Willingness and ability to work outside normal working hours, including weekends and public holidays, as required during voter registration and election periods.
- Must be a citizen of Lesotho or otherwise legally eligible to work in Lesotho.
- Must be a registered voter in Lesotho.
- Must not hold office in any political party and must uphold the principles of political neutrality and impartiality in the performance of official duties, in accordance with applicable laws and the Commission's policies.

APPLICATION PROCEDURE

Interested candidates must submit the following documents:

- A detailed Curriculum Vitae (CV), including the names and contact details of three referees;
- Certified copies of educational certificates and transcripts.

Applications must be submitted via email to recruitment@iec.org.ls, using **Assistant Human Resource Officer** as the subject line OR hand delivered hand delivered to IEC Headquarters (Registry) in a sealed envelope labelled;

Closing date: 13th November, 2026 at 16:30.

VACANCY

DEPARTMENT : FINANCE
POSITION TITLE : ASSISTANT FINANCE OFFICER
GRADE : F
REPORT TO : FINANCE OFFICER
LOCATION : MASERU

JOB SUMMARY

Under the general supervision of the Finance Officer, the incumbent is responsible for maintaining accounting records, processing payments, collecting revenues and banking revenue and trust monies.

KEY PERFORMANCE AREAS/MAIN DUTIES

1. To prepare and process payments
   - Enters invoice details into the system
   - Processes payment voucher
   - Attaches supporting documents to vouchers
   - Generates payments
   - Submits payment voucher and payment list
   - Records payment made
   - Collects and registers cheques
   - Process payment adjustments

2. To collect revenue and trust monies
   - Receives revenue and trust monies
   - Issues receipts for cash received
   - Prepares collector's statements

QUALIFICATIONS AND EXPERIENCE

The ideal candidate must possess:

- Bachelor of Commerce (Accounting), or Bachelor of Accounting, or recognized equivalent accounting degree.

Or

- General Accountant, or CIPFA Diploma, or recognized equivalent professional accounting qualification plus three (3) years relevant working experience.
- Knowledge of ACCPAC Accounting Package will be an added advantage.

KEY SKILLS AND COMPETENCIES

1. Computer literacy
2. Ability to handle confidential information with integrity and discretion.
3. Planning, organising and supervisory skills.
4. Good communication and interpersonal skills.

ADDITIONAL REQUIREMENTS

- Willingness to work outside normal working hours, including weekends and public holidays, during the electoral period.
- Must be a citizen of Lesotho or legally eligible to work in Lesotho.
- Must be a registered voter with the IEC.
- Must not hold office in any political party and must maintain political neutrality at all times.

APPLICATION PROCEDURE

Interested candidates must submit their applications accompanied by up-to-date Curriculum Vitae with three referees, copies of certified qualification certificates and transcripts, send via email to recruitment@iec.org.ls under the subject line;

Assistant Finance Officer

OR

hand delivered to IEC Headquarters (Registry) in a sealed envelope labelled;

The Director of Elections
Maseru West
Corner Maluti and Caledon Road
P.O. Box 12698
Maseru 100

Closing date: 13th November, 2026 at 16:30.

Only Short-listed candidates

VACANCY

DEPARTMENT : ELECTORAL OPERATIONS
JOB TITLE : LOGISTICS OFFICER
GRADE : G
REPORT TO : MANAGER ELECTORAL OPERATIONS
LOCATION : MASERU- CENTRAL WAREHOUSE

JOB SUMMARY

Under the general supervision of the Manager Electoral Operations, the Logistics Officer is responsible for ensuring accurate and timely sourcing, management, maintenance and distribution of registration and electoral materials and equipment.

KEY PERFORMANCE AREAS

- Planning logistics in support of electoral operations.
- Assist with the procurement and management of elections materials and equipment.
- Contributes towards policy development and implementation.
- Contributes towards preparation of budget for the division.
- Oversee the management, distribution and disposal of election materials and equipment.
- Oversee development and implementation of systems for coordination of electoral material.
- Liaise with District warehouses with the status of the inventory for election materials.

MAIN DUTIES

Planning logistics in support of elections

- Consult with districts and headquarters staff in the assessment of materials requirements.
- Plans distribution methods, routes and storage and liaises with operations inspectorate on security issues.
- In conjunction with staff identifies and determines the number and location of local registration and election centres.
- Contributes to the development, preparation and maintenance of procedural advice and guidance manuals for use in headquarters and field operations

Assist with the procurement and management of election materials and equipment.

- Determines material volume requirements, sourcing and purchasing from suppliers.
- Plans and determines material procurement costs.
- Assists in liaising with suppliers and arrangements for distribution of registration and ballot materials.

Contributes towards policy and practice development.

- Contributes to the design and development of processes and procedures for logistics and warehouse management, devises and suggest policy.

Oversee the management, distribution and disposal of election materials and equipment.

- Monitors and controls election materials and equipment in the central warehouse and during transportation.
- Ensure that district storekeepers undertake appropriately security checks and stock reconciliation.
- Ensure the obsolete and damaged materials are unauthorized for and disposed of securely.

QUALIFICATIONS AND EXPERIENCE

The ideal candidate must possess:
The incumbent must have;

- Master's degree in public administration or subject related to Logistics Management.

OR

- Degree in Social Science or subject related to Logistics Management with a minimum of 2 years' experience in Logistics management at a supervisory level.

KEY SKILLS AND COMPETENCIES

1. Computer literacy
2. Ability to handle confidential information with integrity and discretion.
3. Planning, organizing and supervisory skills.
4. Problem-solving and conflict-resolution skills.
5. Project planning

ADDITIONAL REQUIREMENTS

- Willingness to work outside normal working hours, including weekends and public holidays, during the electoral period.
- Must be a citizen of Lesotho or legally eligible to work in Lesotho.
- Must be a registered voter with the IEC.
- Must not hold office in any political party and must maintain political neutrality at all times.

APPLICATION PROCEDURE

Interested candidates must submit their applications accompanied by up-to-date Curriculum Vitae with three referees, copies of certified qualification certificates and transcripts, send via email to recruitment@iec.org.ls under the subject line;

Logistics Officer

OR

hand delivered to IEC Headquarters (Registry) in a sealed envelope labelled;

The Director of Elections
Maseru West
Corner Maluti and Caledon Road
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Lesotho U-15 make World Cup history

Refiloe Molise

Lesotho's under-15 national team has made history by reaching the semi-finals of the inaugural FIFA U-15 World Cup and Festival currently ongoing in Azerbaijan, while also becoming the first Lesotho side to appear at such a major FIFA tournament.

The young Likuena were, however, yesterday knocked out by North Macedonia by 3-2 in the semi-finals, bringing an end to their memorable run in the tournament.

The boys fought gallantly coming back from a 2-0 deficit to level matters before half time, only for North Macedonia to land a killer blow in the second stanza.

They had opened their Group I campaign in style, beating Gabon 3-2 in Baku to claim a historic first victory on the global stage. They could not sustain that momentum, however, losing 5-1 to Bulgaria, 2-1 to Latvia and 3-1 to Scotland.

Lesotho finished fourth in Group I with three points from four matches, scoring six goals and conceding 12. That placed them in Tier D, where teams continue to compete for honours under the tournament's tier-based format.

The team then bounced back in the knockout stage, beating Sierra Leone to advance and following that with a 2-1 win over Bahrain to book a place in the Tier D semi-finals. The run showed the resilience of a young squad that has faced a variety of international opponents and styles of play.

Their progress to the semi-finals also reflects the potential of the Lesotho Football Association's youth development programme, centred at the LeFA Academy. The exposure gained in Baku will help the players grow in competitiveness as the country continues to develop its next generation of football talent.

With their semi-final elimination, the young warriors will be hoping to wrap their campaign in style by winning the third-place play-offs.



Lesotho U15 Squad

