



**SAFOD RESEARCH PROGRAMME (SRP)**

**Lesotho National Federation of Organizations of the Disabled (LNFOD)  
Country Report**



*Compiled by:*  
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**1. Name of organisation: Lesotho National Federation of Organizations of the Disabled (LNFOD)**

2. Date formed: 5 August, 1989 and registered 22 October 1991

3. Member organisations affiliated to organisation:

LNLVIP	Lesotho National League of the Visually Impaired Persons
LNAPD	Lesotho National Association of the Physically Disabled
LSMHP	Lesotho Society of the Mentally Handicapped Persons
NADL	National Association of the Deaf Lesotho

4. History or the organization

LNFOD and its members were formed in response to the international call for unity amongst persons of different disabilities.

5. Office bearers in the organization

Council  
Executive board  
Executive director  
Programmes officer  
Finance and administration officer  
HIV/AIDS coordinator  
Research officer  
Advocacy officer  
Driver  
Officer assistant

6. Employees: roles and qualifications

Executive Director: John Motoko  
Disability: Non-disabled  
Sex: Male  
Qualifications: Post Graduate Diploma in Development Studies

Roles:

1. Mobilization of resources
2. Formulation of administrative policies and strategies for approval by the Board
3. Implementation of approved policies and strategies.
4. Promotion and representation of disabled people in relevant forums and at all levels.
5. Increase capacity of DPO's.

6. General administration of the secretariat office and management of employees.
7. Facilitate the recruitment and selection of employees in terms of the approved policies.
8. Establishment and harmonization of relations with development partners.
9. Formulate, in consultation with the Programmes Officer and the Advocacy Specialist, advocacy and other technical programmes for approval by the Board.
10. Harmonize the relationships between the Board and the rest of the secretariat and member organizations.
11. Keep constant communication with DPO's on developments and challenges affecting disability sector and lead the way towards solutions.
12. Prepare and facilitate provision of periodic and rigorous reports, minutes etc.
13. Chief Accounting Officer, advising the Board in all areas of governance, constitution and risk management and other environment issues.

Finance & Administration Officer: Mokome Monaheng  
 Disability: Non-disabled  
 Sex: Female  
 Qualifications: BA (Human Resource Management)

**Roles:**

- Maintain income and expenditure records including;
- Maintenance of proper petty cash flow
  - Facilitation of cheque payments
  - Preparation of reconciliation statements and all financial statements
  - Purchase of assets through project funds
  - Payments of salaries and/ allowances
  - Collection of bank statements and print outs
    - ✓ Facilitation of transfers of funds to DPO's
    - ✓ Ensuring that DPO's expend funds according to contract
    - ✓ Writing of letters to Donors and DPO's about funding and expenditure
    - ✓ Facilitation of sharing of information about funding to both Donors and DPO's

Programmes Officer: Mapitso Mosito  
 Disability: Visually Impaired  
 Sex: Female  
 Qualifications: LL.B

**Roles:**

1. To coordinate implementation of programmes
2. To prepare monthly, quarterly and annual reports for submission to LNFOD Director and Donors
3. To assist in fundraising activities including proposal writing.

4. In consultation with the Director and the Advocacy Specialist, formulate advocacy and other technical programmes for approval by the Board.
5. Increase capacity of DPO's by arranging for workshops and finding facilitators

HIV & AIDS coordinator: Rabasotho Moeletsi  
 Disability: Physical disability  
 Sex: Male  
 Qualifications: BSc. (Agriculture)

Roles:

1. Coordinate the HIV & AIDS activities in LNFOD.
2. Lease directly with the DPO's on issues of HIV & AIDS program implementation
3. Maintain constant and rigorous reporting to LNFOD and National AIDS Commission (NAC) respectively
4. Engage in the fundraising activities for further HIV & AIDS activities
5. Engage in all the activities of LNFOD without reservations
6. Carry out any other duties as may be deemed imperative by LNFOD executive committee from time to time

Research Officer: Relebohile Mabote  
 Disability: Non- disability  
 Sex: Female  
 Qualifications: M.Sc (Project Management)

Roles:

1. Coordinate study on living conditions of disabled people in Lesotho
2. Lead and monitor research activities initiated by LNFOD.
3. Develop the terms of reference for consultant contracted by LNFOD

Driver: Simon Leburu  
 Disability: Non- disabled  
 Sex: Male  
 Qualifications: Standard 7

Roles:

1. Delivering and collecting office equipment and mail.
2. Transportation services to LNFOD visitors
3. Transporting disabled people to their work at the outreach

Advocacy officer: Chris Woodburn  
 Disability: Non-disabled  
 Sex: Male

Qualifications: MA (Developmental Anthropology)

Roles:

1. To advise LNFOD and member organisations on advocacy issues
2. To advise LNFOD and other project partners on advocacy and awareness raising strategies
3. To develop, coordinate and implement advocacy and awareness raising strategies
4. Access the needs in terms of the rights of disabled people and disability awareness raising
5. To prepare monthly, quarterly and annual reports for submission to LNFOD Director and the Project Coordinator
6. To coordinate implementation of other project activities implemented by LNFOD
7. To assist LNFOD in fundraising activities including proposal writing.

Office assistant (Volunteer): Pascalina Letsau  
Disability: Physical  
Sex: Female  
Qualifications: COSC/ GCE

Roles:

1. Assist the office in filling and typing documents
2. Field work
3. Cleanliness of the office

7. Location of office(s), facilities, equipment, internet etc

LNFOD is located next to Lesotho Red Cross Society.  
22 Mabile Road, Old Europa  
Maseru, Lesotho

#### *Facilities*

Telephone: +266 22320366

Fax: +266 22326196

#### *Equipment*

8 Desktops (Network)

1 laptop

Printer/Photocopier, Scanner, Projector, Digital Camera,

Embosser

Desks & chairs

Gas heaters,

Microwave ovens

Vehicle & Trailer

Master Generator (useful during the absence of electricity)

### *Internet*

Connected to internet

### *Website*

LNFOD does not have website

### *Physical Site*

LNFOD has a site at Qeme, about 35 Km away from town.

## **8. Membership**

As outlined on DPO memberships above. No numbers available. No restrictions in terms of age, gender or geographical location.

## **9. Benefits/ disadvantages to member organizations of being part of the umbrella organization:**

### *Benefits:*

- Yes we do benefit by getting the opportunities to attend various leadership and general trainings
- Solidarity in the disability matters
- Membership empowerment
- Sharing of experiences
- Funding to establish branches at district level
- Mainstreaming disability issues in ministries
- LNFOD provides LSMHP with funds and trainings to parents of children with mental disabilities on how to care for their children.
- Coordinator of affiliates to address common goals
- To address National policy, legislation issues concerning all disabled people
- To be part of the umbrella organization, I get trainings that made me active in disability issues
- Economic empowerment in small business entrepreneurship to with disabilities
- Development of advocacy skills
- The organization makes me aware of government legislation and policies that are not inclusive to disability issues and that we are now working on them
- Being empowered in leadership skills and research programmes that our organisation benefit from it.
- Training and skills that facilitate greater self-reliance and independence. Successful advocacy through the federation by lobbying other federations
- Many projects are only tendered for by the federation not member organisation but those affiliates members benefit from those projects.
- Opportunities to attend leadership and training events

- Capacity- building of NADL members both in management positions and rural / grassroots members
- Lobbying work done by LNFOD for LSMHP benefit children with mental disabilities

*Disadvantages:*

- Since projects are accessed through the federation, some activities are delayed, hindering the progress of a member organisation due to delay of funds
- Advocacy and lobbying sometimes becomes slow when it is done by the federation rather than by the member organisation, because federation has to take so many measures before they could reach the target.
- Politics is a major hindrance in disability movements
- There are people who like to benefit alone for their families not to disabled people over Lesotho

**10.** Benefits/ disadvantages to members themselves of being part of the umbrella organization

(Answered in the previous question)

**11.** Excluded/ under-represented groups (on the basis for example of disability type, sexual orientation, religious or political views)

- People with epilepsy,
- People with multiple disabilities
- Deaf people

**12.** Mission:

To support DPO's and empower their members with life skills, financial and material resources and to represent their needs to the government, development partners and wider society.

**13.** Vision:

A country where disabled people can enjoy their fundamental human rights and have equal opportunities without prejudice or discrimination.

**14.** Aims:

(Unanswered)

**15. Objectives:**

1. To protect and promote the welfare of rights of disabled people through out Lesotho
2. To strengthen leadership and development of each specific disabilities organisations of the Federation
3. To address and advice the Lesotho government, local authorities, non-governmental organisations and donor agencies on common disability issues that affect disabled people in Lesotho
4. To affiliate to sub-regional, regional, continental and international organisations of disabled people

**16. Projects**

Programmes

- CBR organizational Development
- HIV and AIDS Programme

Projects:

- Living Conditions Research Project
- Advocacy Programme

**17.** Is there a strategic plan? When was it written or updated?

**18.** Plan of action? When was it written or updated?

**19.** How are activities monitored and evaluated? Has efficiency been monitored and if so in what way, and what were the results?

**20.** Governance and decision-making – how are decisions made, who makes decisions?

**21.** Stakeholder/ partner relationships:

(Scroll down)

**22.** Relationship with constituent organizations – successes and challenges; communication

**23.** Relationship with SAFOD - successes and challenges; communication



**24. Funding – all funders and funding challenges**

Funder	Challenges
Norwegian Association of the Disabled ( <b>NAD</b> )	NAD is not helping LNFOD to become self-sustainable, so we don't know if these projects will continue when they are no longer giving funds to LNFOD.
National AIDS Commission ( <b>NAC</b> )	Delays of releasing funds were explained as resulting from lack of staff. The commission is very new in the government of Lesotho.
Skillshare International ( <b>SKI</b> )	Do not give cash at our accounts. We have to request things as we need them, resulting in delays. The businesses run from their funds start late. They are not always meeting deadlines.
<b>FFO</b> through SINTEF Health Research	The project started early in 2009. Since no funds were received as late as June, LNFOD anticipates challenges to meet deadlines due to the delay of funding.
<b>GoL</b> (Ministry of Health and Social Welfare)	Funding is too little and is burdened by delays. Strict complications also come into play with this funding.

**25. Influence on:**

Health & HIV/AIDS in particular

*Education*

1. Have you had any input in the formulation of the education policies and legislation?
  - We haven't make any input in the formulation of the education policy
  
2. Does the ministry of Education consult you before construction of schools and other education facilities in the country?
  - Education and training ministries do not consult DPO's in their planning
  - Again education is for all in Lesotho but they do not cater for children with disabilities in terms of books
  
3. How far does the current education system in the country include disabled people?
  - Currently the system of inclusion is not compatible for deaf learners.
  - Education curriculum policy is not inclusive
  - Lesotho new School buildings are still inaccessible

- Hard-of-hearing people (some) may benefit but Deaf people are left out because they depend on sign language, so teachers are not conversant in sign language

They include us a little because in the formulation of policies they exclude DPO's but when implementing these, they want disabled people go and do or implement for them. Some of the policies clash with our interests as disabled people, so for that reason we find ourselves working against our wishes.

### *Employment*

1. Are disabled people considered in employment opportunities where they qualify in both government and private sector organizations?
  - No. Disabled people are not considered due to our disabilities
  - We sometimes not qualify because we lack education
  - Employment policy doesn't say anything about disabled people; it doesn't say how employers can mainstream disability issues.
  - LNFOD work together with the ministry through the coalition meetings trying to advocate for inclusiveness of disability issues in employment policy.
2. What type of challenges do disabled people get in their work places?
  - We are illiterate
  - Employers doesn't give disabled people a chance to proof themselves, they just look their disabilities.

### *Transport*

1. Does the current transport system accommodate disabled people? Explain
  - Transport doesn't accommodate disabled people because we still pay for our wheelchairs, people still not aware that wheelchairs are our feed.
  - People with visually impaired are not able to cross the roads without being assisted e.g. robots are silent
  - The catchments are not disability user friendly
2. What has your organization and other stakeholders in the disability fraternity done to ensure that public transport is accessible to disabled people?
  - LNFOD did nothing so far in relation to transport issues even to invite the ministry haven't done it.
3. What is the general treatment to disabled people when they use public transport?
  - People are not aware that even Disabled people have to use public transport, they always ask if you are going to manage to sit there.

## Accessibility of information

- Access to information for deaf members is minimal if not at zero stage. Currently, no sign language interpretation, no printing words of what is happening for them to read
- Information is not available in everywhere including to schools

2. Do the different forms of media used in the country accommodate disabled people?

### TV (use of Sign Language on TV)

- No. Disabled people especially deaf people are not accessing TV and radio because there is no sign language interpreter or anything written

### Local newspapers available in Braille or electronically

- They are only meant for people who can read printing papers, even laws are not Brailled, and can't be bought electronically e.g. Sexual offences act. They cannot access information at all

## **26. Gender issues in the organization**

Gender issues were not recognized in LNFOD until early this year when Atlas Alliance (partner to one of our donors, Norwegian Association of Disabled) did research on gender. To some extent it has now taking the issues of youth, children and women seriously. In terms of employment there are three men and three women employed. In all activities the register has to show how many men and women attended a certain activity.

## **27. Youth and children focus**

No current programmes.

## **28. Relationship with African Decade on People with Disabled people**

African Decade of Persons with Disabilities is there to empower governments. Decade Steering Committees, DPO's and development organisations work in partnership to include disability and disabled people into policies and programs in all sectors of society in Africa. Lesotho is no exception. African Decade visited Lesotho to gather information.

## **29. Relationship with the UN convention**

LNFOD has had an indirect contribution in the development of the CRPD. In the last decade, the Federation made submissions in the formulation of the UN Standard Rules on

Equalization of opportunities for Disabled people which document has had a great impact on the content of the CRPD.

We also had an opportunity to contribute our ideas and opinion on the CRPD through our international affiliation with SAFOD and other networks.

### **30. Programmes towards implementation of UN convention**

During the past two years, LNFOD embarked in 'Are Amohelaneng', a three-year advocacy Campaign objected at influencing the government of Lesotho to sign and ratify the UN Convention on the Rights of Persons with Disabilities in 2008, enact new legislation for protection of disabled people and to adopt policies and programmes for inclusive practices.

Currently, the Federation through the advocacy programme, engages in mass campaigning and lobbying for implementation of the CRPD through disability legislation and adoption and implementation of the Disability Policy and inclusive development programmes.

Relationship with African Decade on disabled people

### **31. Did the organization make inputs into the development of the UN convention? If yes, describe.**

The achievement that LNFOD has is the accession of the UN convention, only left with the implementation part of it to follow, this has done due to the influence of LNFOD because at every event talked about the UN convention

### **32. Has the DPO made a contribution to the government in the country in implementing the convention?**

### **33. Other international partnerships and influence internationally**

#### *Relationship with international DPO's*

LNFOD relates with the International DPO's, with every organisation that is dealing with disability issues all over the world.

#### *Relationship with international research partners*

SINTEF Health Research

#### *Relationship with international development agencies*

United Nations Development Programme (UNDP) has a good collaboration through the UN volunteers who are playing a very good role where we share experiences and planning together as volunteers.

Department for International Development: (DFID) by funding SAFOD is also relating with LNFOD because the trainings that are provided benefit even LNFOD.

*Private sectors*

1. Media – People’s Choice FM
2. National University of Lesotho (ISAS)

*Other Partners*

Kananelo centre for disabled  
St. Angela Cheshire Home for disabled  
Sentebale  
Morapeli Girls Home for disabled  
Resource centre for the Blind  
St. Paul school for Deaf  
LCCU (orphans and vulnerable’ home)  
Lesotho Save the children

**34. Successes and challenges in mainstreaming**

(Unanswered here, but some of it is covered earlier under the benefits of being a DPO under LNFOD umbrella)

**35. Major achievements successes and challenges: communication**

It is a major challenge – firstly as LNFOD is a mother to different organisations including National Association of Deaf Lesotho (NADL), the office find it difficult to communicate with deaf board members and other members especially when they come for information and not during board meetings. Communication with the phone is not used and the office has to use cellular phones and this becomes difficult as it cannot be easily monitored as to whether or not call was official.

- Office email not being in use and all office related messages has to be send via personal emails.
- Communication with other partners not being clear e.g. with SAFOD office does not know the contact person which make work difficult.

**36. Major challenges**

LNFOD after many years seem to be getting support of donors and currently has four (4) donors. It also recently received a government subsidy.

- Employment of six (staff members and two (2) volunteers
- Main challenge getting all important documentation policies on paper
- Lack of skill in law related issues

### **37. Future plans**

LNFOOD has three (3) plans namely;

- Advocacy Plan – that will target more parliamentary work
- DPO's to be well established even at the grass roots
- Disability & HIV and AIDS