



Training on ILO standards, application and interpretation of the national labour law

Maseru

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My name is Nthabiseng Letsie, I work for the Ministry of Labour and Employment as a Labour Inspector deployed in the Child Labour Unit in Maseru. I have been working for the Ministry for eight years. The ILO through Strengthening Labour Inspections Project in Lesotho supported a four days training workshop on ILO standards, application and interpretation of the national labour law facilitated by Tharollo Consultancy which provides trainings on labour law and human resource management.

The purpose of the workshop was to capacitate the inspectorate of the Ministry on the application of International Labour Standards, application and interpretation of the national labour law. Over the eight years I have worked as a labour inspector, I have witnessed that the national labour law is applied and interpreted in an inconsistent manner in the sense that each inspector applied and interpreted the law as they saw fit without any guidance. Furthermore, inspectors have been made to believe that they do not have the powers to interpret the law and cannot apply Conventions where there is ambiguity on the national law.

The workshop however, highlighted that the interpretation of the law is inherent in carrying out inspections. Inspectors have to interpret the law in a standardized manner with a view of applying and enforcing the law, not for adjudication. The facilitators also shared ILO Conventions ratified by Lesotho and other sources of the national labour law like the constitution of the country.

I wish to thank and appreciate the ILO through the Strengthening Labour Inspections Project for organizing the workshop and sourcing very resourceful facilitators, who were precise and knowledgeable on the subject matter.

Most of the Labour Inspectors have been carrying out inspections without national labour laws and regulations promulgated by the Ministry of labour and Employment. I am proud to say the through the workshop, all labour inspectors have been provided with backpacks that contain all laws and regulations that we have to enforce as labour inspectors to ensure compliance in all areas. I am particularly delighted that I now own Anti trafficking in persons Act 2011, Labour Code (Dangerous Occurrences) Notice, 2001 and Labour Code (Safety, health and welfare officers' Qualifications) Regulations 2002, which I never owned since I joined the Ministry.

I wish to pass my gratitude to the ILO, the National Project Coordinator on SLIP in Lesotho, the Inspections Manager and the facilitators for a very well organized and successful training which is going to assist us in carrying out our mandate of ensuring compliance and decent work for all effectively