

GOVERNMENT OF THE KINGDOM OF LESOTHO



LOCAL CONSTRUCTION INDUSTRY DEVELOPMENT STUDY

for
MINISTRY OF PUBLIC WORKS AND TRANSPORT

Integrated Transport Project (ITP)

IDA Project No P075566 -LSO

STAKEHOLDER WORKSHOP REPORT

JUNE 2011



CONTENTS

Process	1
Method	3
Results	5
Moderator's Comments	12
ANNEX A RESULTS OF WORKING GROUP DISCUSSIONS	13
ANNEX B AGENDA.....	17
ANNEX C Presentations.....	18
ANNEX D Participants List.....	33
ANNEX E Opening Speech	38

WORKSHOP TITLE LESOTHO LOCAL CONSTRUCTION INDUSTRY DEVELOPMENT POLICY STAKEHOLDER WORKSHOP

Venue: Manthibiseng Convention Centre Maseru

Date: 17th June 2011

Process

The agenda for the workshop is attached as Annex B. The process followed this timetable with some slight amendments that are detailed below. The workshop was attended by a high number of participants from many public and private sector organisations and by a wide range of stakeholders from the construction industry itself and from supporting organisations and industries in Lesotho. A number of participants by the nature of their working experience also had knowledge of the way that neighbouring countries handle the issues under discussion. The full participants list is attached to this report as Annex D.

The workshop registration began on time and continued some 15 minutes longer than planned the opening of the workshop was conducted by Mr. Khasapane Kikine on behalf of the Principal Secretary of the Ministry of Public Works and Transport. The speech, read by Mr. Kikine, emphasised the vital role played by the construction industry in the development of the country and the need to develop the industry further to ensure the Government's policy objectives of poverty alleviation and employment led development. The remarks further explained the objectives of the current study and the consultative nature of today's workshop.

Further opening remarks were given by Mr. Carl Berentsen who introduced the on-going study into the development of the construction industry in Lesotho under the funding from the World Bank. He described the role and intension of the study and how the current workshop and the comments and ideas of the participants would be taken forward into the policy recommendations and draft legislation that are the main outputs of the study.



Mr. Kikine then handed over the workshop to the moderator to conduct the main sessions of the workshop in accordance with the agenda. After the opening remarks the participants were provided with presentations from the consultant that is carrying out the study. Copies of the presented slides are attached to this report as Annex C and are available to the participants on request.

The three short presentations by the TA team leader took longer than anticipated and delayed the first break that took place at 11:10. The first presentation was on the objectives of the study itself and the role that the present stakeholder workshop will play in the formulation of the study results. This was followed by a short plenary discussion in which the main topic of intervention was the need for professional registration in Lesotho. A number of participants emphasised the need to include the registration of professional qualified persons in the legislation to be proposed in the outcomes of the study. They were assured that this was included in the study and the consultant's terms of reference as a major output of the study as a whole.

the second presentation given by the consultant was a review of the policy and practice of construction industry development in some of the other countries in the SADC region. The purpose of this summary review was to give participants at the workshop background information and a possible menu of items from which they could “pick and mix” as well as generating a platform for their own ideas. The comparison of what is happening in other countries also gives a baseline of what is possible and practical in terms of policy and legislation. Key items in the presentation were the differences between the organisation and management of the industry in different countries. All countries presented have a construction industry board or council. Some of them emphasise the regulatory nature of this board while other emphasise the development role. Depending on the country, the relative size and maturity of its construction industry, and the intentions of the promulgators of the policy and legislation different roles and tasks for the board are evident. Based on the participants own assessment of the Lesotho situation they are being asked to identify tasks and institutions appropriate to the construction industry in Lesotho.

The final presentation was a summary of the current legal situation in Lesotho on the key issues and industry development tasks identified so far. This included the current procurement regulations and some of the anomalies identified in its use so far. According to the presentation there are no current regulations governing the registration of Built Environment Professionals in Lesotho, which is in stark contrast to other professionals in the country like medical and legal professional. This accords with the information that the study so far has obtained from the professional themselves. In fact the only existing organisation for industry professionals the Lesotho Association of Engineers, Surveyors and Architects is incorporated under the Societies Act of 1956. Individual membership of the association is voluntary and does not imply and regulatory authority.



The legal situation with contractors' registration is more complicated and more anomalous. Under the old procurement regulations (1973) the Ministry in charge of works (now MOPWT) is required to register contractors in grades A,B,C and D and notify the Central Tender Board of the contents of the register. Now the new Procurement regulations enacted in 2007 but not brought into effect by the minister requires each procurement unit (every Client organisation) to keep its own database of suppliers of goods, works, and services. Also the Public Procurement Advisory Division (PPAD) within Ministry of Finance will keep a

database called the “Approved Suppliers List”. Contractors and other suppliers of services can apply to be added to this master list without referral to the Ministry of Works register or to the database of the decentralised procurement units. In addition the Roads Directorate Act of 2010 requires the Directorate to assess and classify roads contractors in a register of “classified road construction contractors”. Under these same regulations (2007) goods, services and works are dealt with together under the same clauses and no separate section is allocated for the distinctive procedures for the procurement of “works” and supervisory “services”.

The presentation was followed by a break during which the preparations were made for the group discussion sessions.

This was followed by groups working sessions taking up the rest of the morning to Lunch time. The moderator first presented the tasks for discussion of the planned 4 groups to the plenary. The groups were asked to discuss various questions under the four topic headings of

1. Policy content
2. Tasks of the possible construction industry board
3. Institutional arrangements for regulation and development of the industry
4. Required/desired changes to the Procurement regulations

The participants were then allocated to the 4 groups ensuring that stakeholders of varying categories were distributed across all the groups were possible, so that opinions from various parts of the industry were represented in each of the discussion groups. The detailed question tasks for each group are included in the description of the results in annex A. The discussion groups were keen to complete their given tasks and continued to discuss into the lunch break. All groups completed the task assigned and documented the results of the discussions in the preferred manner for presentation.

After lunch break the participants were asked to carry out an unusual though effective method of dissemination, discussion and comment on the results of the group discussions. This is the “Round Robin” process of group presentation and feedback. This session added a broad perspective and additional useful comments to the results of the groups. The final results including the added comments are included in Annex A of this report. The round robin sessions allowed the plenary to comment on each of the group results and add their own comments and amendments to the visualisation and record of the group discussion. This session allowed a much shorter plenary discussion session since everyone had already had the opportunity to contribute to each of the group results.

A final short plenary discussion took place. The discussion was again a useful and interesting one that contributed to clarification of the way forward. The participants wished to know how the results of the workshop would be used and taken forward to realise the desired results. They were also keen to find out what would be different in this attempt to regulate and develop the construction industry from all the previous attempts made in previous years. amendment of the proposed indicators. The summary of the discussion is included below in the section on results. The consultant confirmed that they had also been concerned over the failure of previous attempts and had themselves questioned the political motivation to follow through with translating the study into policy and action. They were able to confirm that in this case and time the will to follow through exists. The participants were also reminded that a lot of the responsibility for realising the outcomes of the study and development of the construction industry in Lesotho lies with them. It is the people of Lesotho and the construction industry stakeholders in particular who will push , campaign , and lobby for the enactment and implementation of the required construction industry development policy.

With the end of the short plenary sessions and having completed the presentations of the group discussions and comments during the round robin sessions the workshop was closed on time at 15:30.

Method

The first sessions were taken in plenary and information was presented using PowerPoint software and a digital projector. This method affords ease of display and clear presentation provided electrical power is secure and correct preparation has been carried out.

The group discussion sessions utilised the card and chart (ZOPP/metaplan) method of visualisation of the discussion. This method of visualisation of discussions is normally used for logical framework analysis and has a number of advantages.

- a) By pinning cards to the board immediately an issue is raised during the discussion, the focus of group members is drawn to the card and helps to focus the discussion and speed the process.
- b) The writing on the cards is anonymous and no record is made of who raised any particular issue or objection. The final result is the consensus of the group and can be presented as such. This helps to give participants the confidence to raise issues that may be sensitive or contentious. This can also be of great assistance when recording discussions made under the Chatham house rule.
- c) The cards pinned to the board represent the ideas of the group. These cards can be re-arranged on the board during the discussion to show the organisation of thoughts and grouping of ideas. This flexibility has clear advantages for discussion visualisation over writing on flip charts or other media were once written words are fixed and can only be changed by erasing and starting again.
- d) The discussion is immediately recorded in a visual format ready for presentation. No further preparation of visual media needs to be done before presentation of the groups' discussion to plenary or to senior officials who may come to officially close the workshop.



The Round Robin method of involving the participants in commenting directly on the work of other groups was employed to reduce the need for presentation time in Plenary and to encourage comment from a wide range of opinions. The method involves the groups that have been discussing the various topics staying together but rotating between the other groups positions in turn. Each group leaves behind one elected presenter to represent their work to the other groups. The timing of the move is controlled by the moderator. In this way the work of each group is presented to each of the other groups in turn. The groups move with display cards of a particular colour representing their group and use these cards to comment on the work of the other groups. With each move a series of comments is built up.

This method of presenting the group work has a number of advantages. It keeps the group members together who have likely built up a supportive team spirit during the original discussion phase and so provides a confidence base for participants to propose comments who might otherwise be reluctant to do so in full plenary. It also ensures that every participant has been through an intimate small group presentation and discussion of each groups results ensuring better ownership of the results than a presentation in plenary which may be lost on a large number of participants when discussion can be dominated by a small number of participants. The group presenter gets the opportunity to present the same results on a number of occasions and becomes practised at it and is able to adjust the presentation to achieve better understanding. This is advantageous especially if the final session involves presentation to a guest of honour or sponsor who comes to close and hear the results of the workshop, which in this case did not happen. The comments by participants are recorded immediately by each of the groups on all the group visualisation boards and automatically become part of the record of proceedings of the workshop.

Results

The main results of the workshop are the outcomes of the group and round robin discussions which were recorded and are presented in annex A of this report.

What follows in this section is the moderators summary of the key points that were brought out in the discussion. These are the opinions of the writer based on the results in the annex A and the discussion that took place. Annex A is a true representation of the group discussion unaltered or amended.

Summary of the key points from the **Group 1:- Priority items for inclusion in Policy.**

The group, made up of a cross section of stakeholders from the construction industry discussed the given task and came with the following results/recommendations.

- The policy document for construction industry development policy should include for the protection of local contractors as its most pressing priority.
- The strategy for this protection is to ensure that the industry is well regulated, with bonafide contractors properly registered and classified. The Policy should allow for margins of preference to be given to Local contractors and ensure that they have fair access to the required resources (finance, Equipment and qualified personnel).
- The Policy should allow for a regulating body to be set up. This body should be managed by representatives of both Government and private stakeholders, including suppliers, Built environment professionals and financiers. The private sector members should come from representative organisations so the Policy also should contain encouragement for such organisations to form and be successful bodies.
- The Policy document should have the full weight of an enabling Act of Parliament to give it the objectives, intentions and regulations the power needed for enforcement. The Act should include standards.
- Policy should encourage development of the industry through accredited training processes, starting with a needs analysis. The training should draw on resources available within the region and not just Lesotho alone.
- For sustainability the Policy must indicate how the regulating body will be funded both in the long term and in the interim establishment period. Suggestions from the group include membership fees, funds from penalties for non-performance, Government funding support and Donor support for the interim period.
- Lesotho's construction industry regulating body should look beyond its borders to the Sub-Saharan region as whole and the policy should contain encouragement for affiliations both regionally and internationally for accreditation, standardised regulation and commercial opportunities.

During the Round Robin presentation and discussion sessions Participants from the other groups commented on the work of group 1 and added to the results as follows:

Consultants also need protection under the Policy.

Any Standard to be included should be referred to the Lesotho Bureau of standards

Figure 1 Visualisation of Group 1 Results



Projects should also be registered.

The Codes of Practise should apply to all parties, contractors, consultants and clients.

A points system should be applied to contract adjudication

The full final representation of the visualised meta-plan board of group 1 with the comments from all the other groups included can be viewed in Annex A

Summary of Group work results

Group 2. Task and Function of a Construction Industry Development Body.

The first question the group was asked to discuss was the name of the organisation that will regulate and develop the Lesotho construction industry. The discussion revolved around two decisions a) whether the organisation should be called a Council or a Board. b) Whether the title should include just the construction industry or relate to the Built Environment. It was proposed that the organisation as a whole is correctly styled as a “Council”, while its governing body or management is carried out by a “Board”. A number of options were proposed and the group could not choose between them. These options ranged from “Lesotho Council of the Built Environment and Construction” to “Lesotho Construction Industry Council” The words Lesotho and Council were agreed upon. The full range of Options is shown in the Results annex B attached.

The five most important function of this “Council” according to the group participants were:-

1. REGISTRATION

- The council should be in charge of the Registration of Contractors, Built Environment Professional, Projects above a certain value, Suppliers and accredited and experienced individual workers at sub-professional level. The intention of making the council all encompassing in terms of registration is that it can then have a holistic view and coordinate the development and control of the industry as a whole.

2. REGULATION

- The council will regulate the industry as a whole through coordinated regulation of persons, companies and organisations involved in the built environment. This regulation will take the form of issuing codes of practice, monitoring and assessing compliance, developing rules and regulations including protecting communities and the environment.

3. DEVELOPMENT

- The council will be charged with the development of the local construction industry and carry out this function through accreditation of training facilities and courses. IT will promote the training of contractors and consultants to compete in the international market, publish best practice guidelines and standards.
- To encourage the growth of smaller contractors the council will oversee the standardisation of tender documents for all construction work in Lesotho.



4. PROTECTION OF LOCAL INDUSTRY

- The council will oversee the protection of the “Local” construction industry and its members through a system of quotas and specific targeted procurement.

- A major task of the council and perhaps to include in any Act that may be promulgated will be the definition and control of what is meant by “Local”.
- The council will also oversee the protection of local firms and individuals in joint ventures and sub-contracts with foreign companies.

5. ADVISE GOVERNMENT

- By its nature as overseer and regulator of the construction industry the council will be best placed to collect and analyse industry data and be aware of the development difficulties and opportunities within the industry. As such it will play a key role in advising government on Policy and strategy to assist in the development of the industry.
- The advice will also encompass financial issues.

6. BOARD MEMBERSHIP

- The group discussed the membership of the governing body of the council and came up with a membership that included 3 representatives of Contractors association, 3 representatives of professional bodies, 2 representatives of client organisations, 1 representative of local funding agencies and 1 representative of Suppliers..

7. SANCTION POWERS OF THE COUNCIL

- The participants felt that a range of sanctions should be available to the regulatory body against those who either break the rules or claim to be registered when they are not.
- The sanctions included de-registration, restraint of trade, fines, demotion, blacklisting and community service.

The group presented their results to each of the other groups during the round robin presentation and discussion sessions. The other groups comments on the work by group 2 and added Topics for inclusion in the functions of the Council about Protection of Basotho Nationals, Arbitration process, Research and development. As part of the strategy for Developing the local industry other groups added the development of regulations for supportive clearing and freight operations.

Under the section on Sanctions available to the board other groups added that delay of payment to contractors should be taken into account and compensated.

The full representation of the groups discussions together with the comments from the other groups can be seen in Annex A.

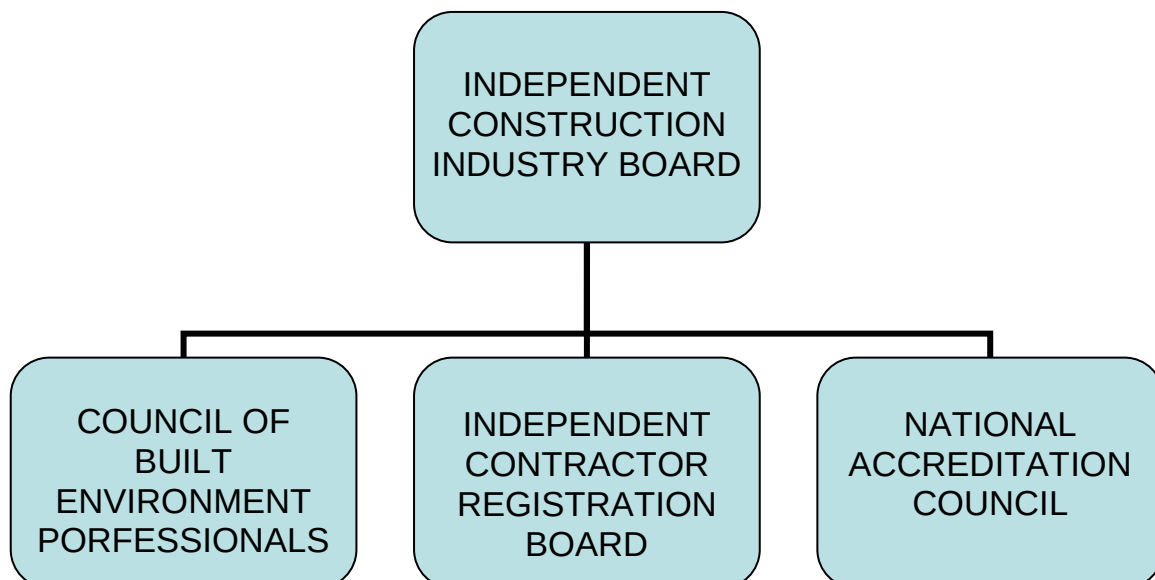
Group 3: INSTITUTIONAL ARRANGEMENTS

Group 3 had the task of designing possible institutional Arrangements for the construction industry that the Policy of Government should allow for. The Participants were asked to allocate certain key tasks to the organisations that they envisaged would be in place in future to develop the industry. The outline of the discussion and the results are summarised below.

The group participants during their discussions went further than the bare tasks that they were asked to do and actually formulated a Institutional setup of organisations for the construction industry that they then allocated the tasks/functions between.

1. The organisations controlling and regulating the construction industry will be:-

- An independent construction industry Board as the main regulator and coordinator of all aspects of the industry including procurement regulation.
- A Council of Built Environment Professionals, dealing with the registration, licensing and professional conduct and performance of all professionals in the construction industry.
- An Independent Contractor Registration Board/Council dealing with registration, contractor performance monitoring.
- A National Accreditation Council, which will handle training courses and curricula guidelines and assessment of qualifications. They will accredit practitioners.
- A Contractor development council, that will support contractors and individuals in training and evaluate and assist in building capacity.



The full representation of the groups deliberations is contained in ANNEX A

Group 4: PROCUREMENT REGULATIONS

Group 4 had the task of looking at the procurement regulations and identifying where the problems are and what possible solutions can be proposed.

1. PROBLEMS

- A number of problems were identified by the group ranging from general impressions like “corruption” to specific technical problems eg. “Bid security too high”.
- The thrust of the discussions on problems centred around the lack of transparency in the evaluation and award process. Many contractors felt that even when they but in a very competitive bid they still did not win the contract.

2. CHANGES TO THE RULES

- Again the rules and regulations that participants felt needed to be changed most were those governing transparency of the process. Proposals included stakeholder representation on the evaluation panels, disclosure of the evaluation criteria and results.
- There was general feeling that Procurement should undergo audit in the same way as other financial and accounting processes.

3. PROTECTION

- The discussion on how procurement rules can help to protect the local construction industry included discussion on how firms could compete in the regional and international market. Basically this means that the local firm must develop to a stage where they are competent to compete. Regulations and the local tender process should be at the level of international best practice. Bidding firms should then come up to the mark rather than lowering the bar so that everyone can easily step over.
- When competing for external contracts local contractors should work together rather than in competition with each other.
- The Regulations on procurement can allow for local preference to give the smaller firms a chance to develop.



procurement regulations could make these types of bidding much easier or in some cases obligatory.

4. ENCOURAGING DEVELOPMENT

- In this topic discussion dealt with the general issue of development instead of how procurement regulation could help and certain overall scenarios for development were identified. Associations, joint ventures and sub-contracting were all identified as ways to engender development. The

- Late payment was identified as a dis-incentive to firms to develop staff as they cannot be retained. It is also financially very expensive and is one root cause of high bidding prices. Standard bidding documents and contract clauses could penalise late payment in an attempt to eradicate the practise.

5. REQUIRED INSTITUTIONS

- For procurement to be most efficient the decentralised system as promulgated by the regulations of 2007 should be retained.
- There needs to be an appeals institution.
- An independent regulatory body for the industry must exist so that disciplinary actions can be taken outwith the procurement body itself.

Moderator's Comments

The workshop was well attended with 80 out of the 120 invited participants. Officials of all sections of the construction industry were represented for most of the workshop. These included the Project financiers including ITP World Bank, Millenium Challenge account, contractors. Consultants, Engineers, Architects, quantity surveyor, industry suppliers, financiers and client organisations were all well represented for the whole of the workshop. The Deputy Principal Secretary of the Ministry of Public Works and Transport was represented by the Manager of network planning of the Directorate of Roads. A number of officials of the Roads Directorate and the Building and design services department of MOPWT were in attendance and their active participation was very beneficial. The Maseru city council, LHDA and Ministry of Local Government fully participated in the discussions for the full period of the workshop.

The level of participation from the people who attended was very high. The level and relevance of the contributions from everyone made the workshop very successful.

The early morning session was used to look at the study objectives and the scenario of the construction industry in Lesotho and compare with neighbouring countries. The presentations, questions and discussion of the morning together with the maturity and professional attitude of all participants helped to bring everyone up to a level of knowledge and insight of the sector situation in Lesotho that made the rest of the day most productive. The later morning session was used for participant discussions in focus groups to look forward to the formulation of Policy and legislation to support and regulate the Construction industry and support the sector as a whole.

The willingness of all participants to contribute and openly discuss even sensitive problems such as corruption and inter-agency conflict was most refreshing and contributed to the success of the workshop. The flexible and mature outlook of all participants allowed the workshop to reach a successful conclusion even with the small logistical hitches and timing problems that did take place.

The presentations took up more time during the workshop than was planned. Participatory workshops of this nature require a certain amount of information dissemination usually in the form of presentations. The correct split in the timing between presentation time and discussion time can be vital to a reasoned outcome. In this case the overrun of presentations timing could have been detrimental but the flexibility and efficiency of the participants during group work, round robin presentations and plenary discussion saved the workshop.

In the end the presentations and the discussions around them helped to bring every one to a level of awareness of the issues that facilitated the group discussions and helped to raise the significance of the discussions.

The results of the workshop will be used to improve the draft Policy report and will feed into the drafting of Legal instruments by the study and further discussions on specific strategic issues for the future of the construction industry as a whole. In addition the consultants will use the results to formulate a preliminary draft Policy for use during the various stages of the policy formulation process and the drafting of the various supplementary legal instruments.

ANNEX A RESULTS OF WORKING GROUP DISCUSSIONS

GROUP 1		DEVELOPMENT POLICY								
Questions/tasks set for group 1										
1 List 5 top priority items to be included in Construction industry development policy		2 Outline implementation strategy, (what does it mean in reality on the ground)		3 How will a CIDB (if it is created) be ensured independence						
QUESTIONS		RESULTS								
1	ITEM to be included	PROTECTION OF CONTRACTORS	REGULATING BODY	IMPLEMENTATION BY AN ACT	ON-GOING DEVELOPMENT	FUNDING	REGIONAL NAD INTERNATIONAL AFFILIATION	AUTONOMY	ADDITIONAL ITEMS	
		AND CONSULTANTS								
2	IMPLEMENTATION OF ITEMS	REGISTRATION AND CATEGORISATION	REPRESENTATIVES OF GOVERNMENT AND PRIVATE STAKEHOLDERS	ACT TO INCLUDE STANDARDS	THROUGH TRAINING AND TNA	MEMBERSHIP FEES	THROUGH ICB, NCB, PROCUREMENT REGULATIONS		TENDER PROCEDURE MUST BE TRANSPARENT	
		ACCESS TO RESOURCES; FINANCING, EQUIPMENT, PERSONNEL	INCLUDE SUPPLIERS, PROFESSIONAL, LOCAL FINANCIERS	BE REAL STANDARDS LBS	REGIONAL	PENALTIES FOR NON-PERFORMANCE	SUBSCRIBE TO REGIONAL BODIES/ ORGANISATIONS			
		PREFERENCE MARGIN IN PROCUREMENT	INDIVIDUAL MEMBERS TO COME FROM THE RESPECTIVE ASSOCIATIONS (IE, REPRESENTATIVE ORGANISATIONS)	STANDARDISE CONSTRUCTION STANDARDS	TRAINING: TOO MANY CONTRACTORS TO GET TRAINING AS WELL AS CONSULTANTS; HOW IS THE IMPLEMENTATION CARRIED OUT FOR SATISFACTION OF EVERYBODY.	GOVERNMENT SUBVENTION (SUPPORT)				
		STANDARDISE BIDDING DOCUMENTATION	REGISTER OF PROJECTS (PERFORMANCE MONITORING)			DONOR FUNDING, JOINT FUNDING				
		FORMING ASSOCIATIONS OF CONTRACTORS AND PROFESSIONALS	CODE OF GOOD PRACTICE/ CONDUCT (FOR ALL CONTRACTORS, CONSULTANTS, EMPLOYERS)			REGISTRATION AND CATEGORISATION AS A SOURCE OF FUNDING				
		CATEGORISATION NOT TOO STIFF TO ALLOW FOR UPWARD MOVEMENT				GOVERNMENT SHOULD SUBSIDISE AT LEAST INITIALLY				
3	INDEPENDENT BY ACT OF PARLIAMENT	POINTS SYSTEM APPLIED TO ADJUDICATION				Single source funding is a problem: %age contribution from stakeholder would be appropriate.				
		GIVE POINTS ON BASIS OF "LOCAL" CONTENT, OWNERSHIP, ETC. (LIKE RSA)				PRIVATE BANKING "SOFT FINANCING" WITH GOVT. GUARANTEE				
						TAX CLEARANCES REQUIRED FROM BIDDERS				

GROUP 2 The proposed construction industry Developmetn board

TASKS for discussion group 2

- | | |
|--|---|
| 1 Decide on the name of the proposed board/council | 2 List the 5 main function of the organsiation |
| 3 Decdiied the general composition of the board | 4 Types of Sanction available to the board a) on individual b) on Companies |

RESULTS

	NAME OPTIONS	LESOTHO CONSTRUCTION INDUSTRY COUNCIL	LESOTHO COUNCIL OF BUILT ENVIRONMENT	LESOTHO COUNCIL OF CONSTRUCTION INDUSTRY	LESOTHO COUNCIL OF BUILT ENVIRONMENT AND CONSTRUCTION	LESOTHO COUNCIL OF BUILT ENVIRONMENT CONSTRUCTION AND TECHNOLOGY	LESOTHO COUINCIL OF THE BUILT ENVIRONMENT	
	FUNCTION	DETAILS						
1	REGISTRATION	REGISTER PROFESSIONALS	REGISTER PROJECTS	CONTRACTORS	SUPPLIERS	LICENCING	EXPERIEINCED INDIVIDUALS	
2	REGULATION	DEVELOP AND ENFORCE RUES	MONITOR AND ASSESS COMPLIANCE	REGULATION OF PERSONS AND BODIES INVOLVED IN BUILT ENVIRONMNET	CODE OF PRACTICE	PROTECTION OF COMMUNITIES AND ENVIRONMNET	Formulation of internal construction policies	
3	DEVELOPMENT OF LOCAL INDUSTRY	ACCREDITATION OF TRAINING FACILITIES	PUBLISH BEST PRACTICE STANDARDS AND GUIDELINES	TRAINING OF CONTRACTORS AND CONSULTANTS	STANDARDISE TENDER DOUCMENTS	DEVELOP EFFICIENT REGULATIONS FOR SUPPORTIVE CLEARING AND FREIGHT		
4	PROTECTION OF LOCAL INDUSTRY	TARGETTED PROCUREMENT	QUOTAS	DEFINITION OF "LOCAL"	PROTECTION IN JOINT VENTURES BETWEEN LOCAL AND FOREIGN COMPANIES	Question 3 Board Membership	3 representatives of contractors association	3 representatives of Industry Professional bodies
	PROTECTION OF BASOTHO NATIONAL							
	PROTECTION OF BASOTHO NATIONAL						2 representatives of Client organsiations	1 representati ve of funding agencies (local bond guarantors)
5	ADVISE GOVERNMENT ON BUILT ENVIRONMNET	ADVISE GOVERNEMTN ON FINANCIAL ISSUES	SANCTIONS AVAILABLE TO BOARD	DE-REGISTRATION	RESTRAINT OF TRADE		1 representative of local INDUSTRY SUPPLIERS	
	ARBITRATION		FINE	EXCLUSION	SUSPENSION			
6	RESEARCH FOR THE BENEFIT OF INDUSTRY MADE AVAILABLE THROUGH GUJIKDELINES		DEM,OTION	BLACKLISTING	CUMMUNITY SERVICE	DELAY OF PAYMENT MUST BE RECOMPENCED		

GROUP 3		INSTUTIONAL ARRANGEMENTS				
Question/ task for group 3		WHO (WHICH ORGANISATION) SHOULD DO THE FOLLOWING				
1 CONTRACTOR REGISTRATION	2 LOCAL CONTRACTOR PROTECTION	3 LOCAL CONTRACTOR DEVELOPMENT				
4 ACCREDITATION OF TRAINING	5 REGISTRATION /LICENCING OF INDUSTRY PROFESSIONALS					
6 COORDINATION OF MENTORING/ SUB-CONTRACTING.						
RESULT						
PERFORMANCE MONITORING	REGISTER PROJECTS??	INDEPENDENT CONSTRUCTION INDUSTRY BOARD	INVOLVEMENT OF GOVERNMENT???	INVOLVEMENT OF STAKEHOLDER?? (COMMUNITIES)		
	LICENCING??	REGULATOR AND COORDINATOR (of all tasks in question.)	LICENCING?			
COUNCIL OF BUILT ENVIRONMENT PROFESSIONAL	INDEPENDENT CONTRACTOR REGISTRATION BOARD/COUNCIL (1&2)		NATIONAL ACCREDITATION COUNCIL	CONTRACTOR DEVELOPMENT COUNCIL (3&6)		
PROFESSIONAL CODE OF CONDUCT	CONTRACTORS CODE OF CONDUCT	PROCUREMENT REGULATION	TRAINING AND CURRICULA GUIJDLEINES	CAPACITY BUILDING AND EVALUATION		
RECOMMEND PROFESSIONAL DISQUALIFICATION	RECOMMEND CONTRACTOR DISQUALIFICATION	STANDARDISATION / HARMONISATION OF BIDDING PROCESS AND DOCUMENTATION	ASSESSMENT OF QUALIFICATIONS	TRAINING		
MONITORING OF PROFESSIONAL PERFORMANCE	MONITORING OF CONTRACTOR PERFORMANCE		ACCREDIT AND DISQUALIFY PRACTITIONERS	CLASSIFICATION OF CONTRACTORS		
	POWERS TO DISQUALIFY NOT JUST RECOMMEND	CONTRACTORS ASSOCIATION TO PERFORM DUTIES 1,2,3	STRIKE OFF THE LIST OF PRACTITIONERS			
	PROTECTION OF BASOTHO NATIONALS	THE REGISTRATION SHOULD BE FORM AN INCLUSIVE BODY				
	LET BOARD ALSO REGISTER SUPPLIERS FOR CONSTRUCTION MATERIALS					
	DE-REGISTER AND PASS INFORMATION TO NATIONAL ACCREDITATION BOARD					

GROUP 4		PROCUREMENT							
QUESTIONS /TASKS FOR GROUP 4									
1	WHAT PROBLEMS EXIST WITH PROCUREMENT				2	WHAT RULE CAN BE CHANGED TO HELP CONSTRUCTION INDUST			
3	HOW CAN PROCUREMENT RULES PROTECT INDUSTRY				4	HOW CAN PROCUREMENT ENCOURAGE LOCAL INDUSTRY DEVEL			
5	WHAT INSTITUTION NEED TO EXIST FOR EFFICIENT PROCUREMENT OF WORKS AND SERVICES								
RESULT									
1	PROBLEM	2	RULE CHANGE	3	PROTECT INDUSTRY	4	ENCOURAGE DEVELOPMENT	5	REQUIRED INSTITUTIONS
	CORRUPTION		WELL QUALIFIED PERSONNEL		LOCAL PREFERENCE		TIMELY PAYMENT		PROCUREMENT UNITS
	NO AUDIT ON AWARD OF TENDERS		DISCLOSE BID PROCESS EVALUATION CRITERIA EARLY		TRAINING LOCAL CONTRACTORS SO AS TO COMPETE		CONTRACTORS EMPOWERMENT		APPEALS INSTUTIONS
	NON-COMPLIANCE BY CLIENT OFFICE		EVALUATION PROCESS AUDIT		ESTABLISH AND MAINTAIN SKILLS DATABASE		ASSOCIATE WITH OTHER PARTNERS SKILLS/ TRAINING		INDEPENDENT REGULATORY BODY
	BID SECURITY IS NOT CONSTANT/ HIGH		HAVE REPRESENTATION FROM ALL THE STAKEHOILDERS		INVOLVE ALL STAKEHIOLDERS IN FORMULATING RULES AND GUIDES		REWARD PERFORMANCE		INTERNATIONAL AFFILIATIONS
	INCONSISTANT STANDARDS		ADHERED TO PROCUREMENT RULE AND REGULATIONS		ENCOURAGE LOCAL CONTRACTORS TO WORK TOGETHER		BIG COMPANIES TO SUB-CONTRACT LOCAL CONTRACTORS		LOWER BARRIERS TO ENTRY
	CONFLICT OF INTEREST		STANDARDIZE PROCUREMENT DOCUMENTATION		ADOPT INTERNATIONAL BEST PRACTISE RULES		CREATE COMPETITION		REPLACE BID SECURITY WITH STRICT REGISTRATION POLICY/PROCEDURE
	NON-REPRESENTATION OF CONTRACTORS IN TENDER PANEL		SEPARATE RULES FOR SUPPLIER, SERVICE PROVIDER, CONTRACTORS (WORKS)		BID SECURITY IS TOO HIGH		AMEND EXISTING PROCUREMENT LEGISLATION		ESTABLISH BODY THAT LOOKS AFTER INDUSTRY INTERESTS
	LACK OF PUBLISISING AND COMMUNICATION OF TENDERS						INTORDUCE E-PROCUREMENT		PROFESSIONAL INSTUTIONS FORMATION

ANNEX B AGENDA**AGENDA****CONSTRUCTION INDUSTRY DEVELOPMENT WORKSHOP****VENUE** Manthabiseng Convention Centre**DATE** 17/06/2011

TIME	SESSION	CHAIR
8:30 to 9:15	Registration of Participants	ITT
9:15 to 9:45	OPENING SESSION	MOPWT
9:45 to 10:00	INTRODUCTION TO STUDY & WORKSHOP	ITT
10:00 to 10:30	PRESENTATION OF ISSUES & REGIONAL COMPARISON	ITT
10:30 to 10:35	LESOTHO EXISTING FRAMEWORK	ITT
10:35 to 11:00	BREAK	
11:0 to 12:30	FOCUS GROUP DISCUSSIONS	ITT
12:30 to 12:40	Administration of Comment process	
12:40 to 13:45	LUNCH	
13:45 to 14:45	ROUND ROBIN GROUP COMMENTS	ITT
14:45 to 15:30	PLENARY PRESENTATION AND CONCLUSIONS	ITT
15:30	NEXT STEPS AND CLOSE	MOPWT

ANNEX C Presentations

Session 1 STUDY AND WORKSHOP OBJECTIVES

Slide 1



Slide 2

LCIDS

**LOCAL CONSTRUCTION INDUSTRY
DEVELOPMENT STUDY**

To create a sustainable Local Construction Industry; with Built Environment Professions and Contractors having the ability to participate competitively and undertake works efficiently and effectively.

Slide 3

STUDY OBJECTIVES

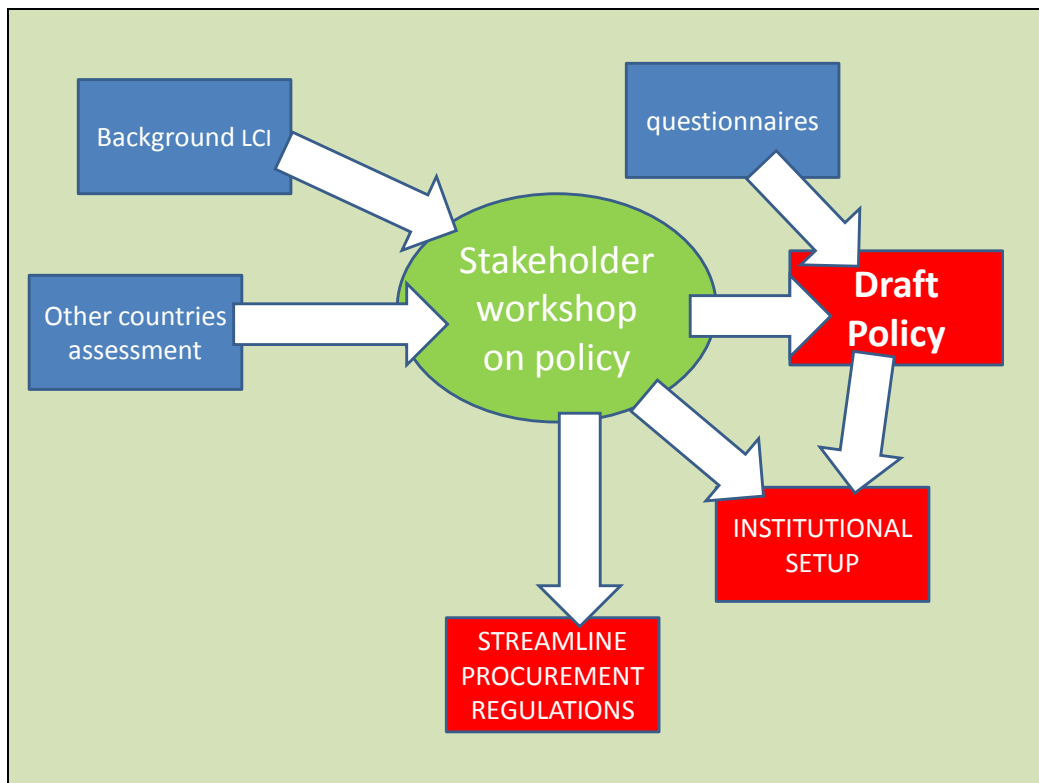
- Develop and draft the Construction Industry and Built Environment Professions Policy.
- Develop and draft Local Construction Industry Development Act.
- Develop and draft Built Environment Professions Act(s).
- Draft guidelines for promotion of best practice .
- Streamline the current Public Procurement Legislation.
- Prepare an action plan for implementation

Slide 4

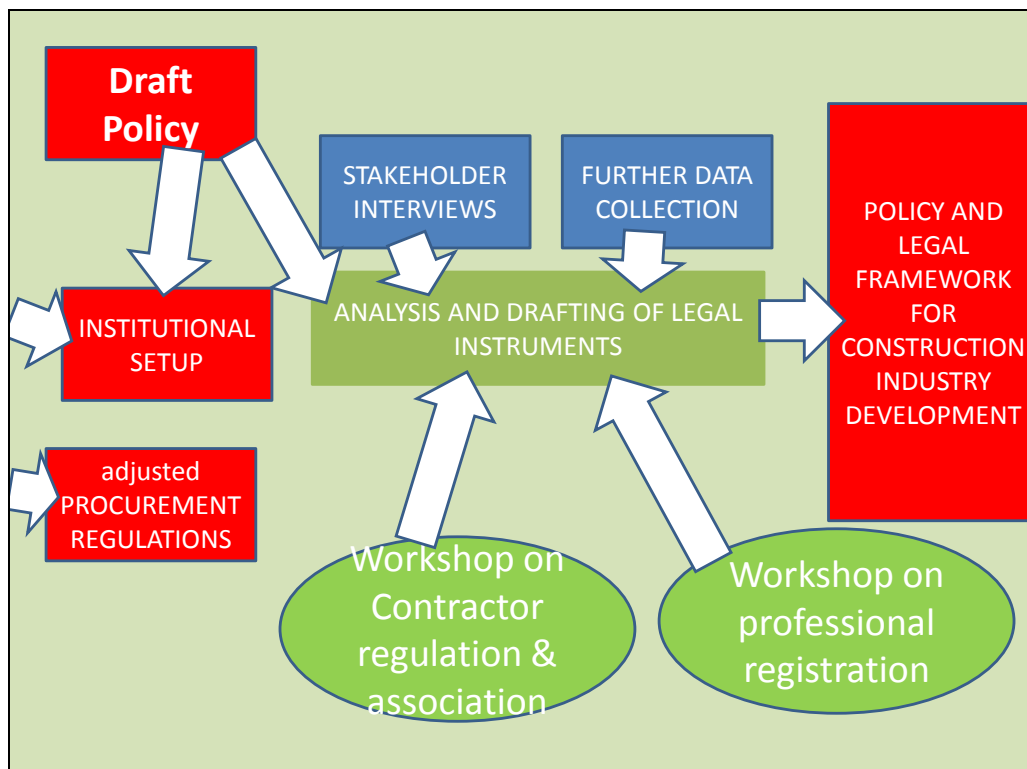
OBJECTIVES OF WORKSHOP

- OUTLINE POLICY FOR CONSTRUCTION INDUSTRY DEVELOPMENT
- TASKS FOR INDUSTRY DEVELOPMENT BOARD
- INSTUTIONAL ARRANGEMENT OF INDUSTRY
- ADJUSTMENTS TO PROCUREMENT RULES

Slide 5



Slide 6



Slide 7

CONSTRUCTION INDUSTRY POLICY OUTLINE

- VISION FOR INDUSTRY
- STRATEGY FOR REALISATION
- CREATION OF INDEPENDENT BOARD TO DELIVER INDUSTRY DEVELOPMENT
- FUNDING OF BOARD

Slide 8

TASKS FOR CONSTRUCTION INDUSTRY DEVELOPMENT BOARD

- SUMMARY TASKS/FUNCTION (OUTLINE)
- GENERAL COMPOSITION OF BOARD MEMBERS
- POWERS OF BOARD OVER INDIVIDUALS / COMPANIES

Slide 9

INSTITUTIONAL ARRANGEMENTS

- WHO DOES WHAT IN TERMS OF INDUSTRY DEVELOPMENT?
- CONTRACTOR REGISTRATION?
- LOCAL CONTRACTOR PROTECTION?
- LOCAL CONTRACTOR DEVELOPMENT?
- TRAINING ACCREDITATION?
- PROFESSIONAL REGISTRATION/LICENCING
- COORDINATION OF JVS AND DEVELOPMENTAL SUBCONTRACTING

Slide 10

ADJUSTMENTS TO PROCUREMENT RULES

- WHAT ARE CURRENT PROBLEMS WITH PROCUREMENT REGULATIONS?
- HOW CAN PROCUREMENT REGULATION BE ADJUSTED TO MAKE LOCAL CONSTRUCTION INDUSTRY MORE EFFICIENT?
- HOW CAN RULES PROTECT LOCAL INDUSTRY?
- HOW CAN RULES ENCOURAGE LOCAL INDUSTRY TO DEVELOP?
- WHAT INSTITUTION/ORGANISATIONS NEED TO EXIST TO MAKE PROCUREMENT OF CONSTRUCTION WORKS AND SERVICES MORE EFFICIENT.

Session 2 Regional Comparison

Slide 1



Slide 2



Slide 3

South Africa	
Construction Industry Development Board CIDB	Council for Built Environment
Register Contractors	Governing body of 6 built environment professional councils
Register Projects (above threshold with FEE)	Engineers (ECSA)
Register Suppliers	Architects (SACAP)
Promote Growth	Quantity Surveyors (SACQSP)
Encourage export of services	Landscape Architecture
Promote research	Project Management
Standardise Tender documents	Property Valuation
Publish best practice guidelines	
Implement BEE in construction industry	Registration of professionals and technicians
Contractor Development Programmes assessment	Code of Conduct
	Accredit courses

Slide 4

Malawi	
National Construction Industry Council (NCIC)	Professional institutions (Separate)
Regulate Construction Industry	Malawi Institution of Engineers
Advance National Construction Companies	Malawi institution of Architects
Promote safety in industry	Registration of professional
Register Professionals and persons employed	Code of conduct
Review procedures for procurement	
Discipline persons and companies for breach of regulations	

Slide 5

ZAMBIA		
National Council for Construction NCC	Engineers registration board	Technical Education vocational and entrepreneurship training authority (TEVETA)
Promote the industry and give priority to Zambian Firms	Register Engineers (all disciplines)	Accreditation of training courses
Assess contractor performance and provide records	Issue Licence to practice (yearly)	Development of curricula
Regulate behaviour and set minimum standards for contractors	Temporary registration of foreign Engineers and companies to work in Zambia	
Facilitate access by Zambian companies to resources for development	Institute of Architects	
Promote safety standards	Registration and conduct of architects	
Promote research into local materials and techniques	Temporary registration of foreign Architects and companies to work in Zambia	

Slide 6

National Council for Construction
Register and categorise contractors (Department of NCC)
Conduct training of persons for industry (manage training school another Department of NCC)
Set conditions for foreign firms (through Advise to Minister for regulations)
Review procurement procedures
Standardise procurement process and tender documents
Promote regional mutual recognition of standards.
Affiliate professional councils, Promote association of contractors

Slide 7

TANZANIA		
National Construction Council	Contractors Registration Board (CRB)	Engineers Registration Board (ERB)
Promote and provide leadership for development of industry	Register of Contractors	Register of Engineers, technicians, and code of conduct
Advice and technical assistance to stakeholders	Regulation of conduct of contractors	Temporary registration of foreign Engineers through affiliated/recognised organisations
Promote and coordinate training	Promotion of Local contractors	Architects and Quantity surveyor registration board
Promote and coordinate research	Monitor projects for non-compliance	Register of Architects and technicians and code of conduct
Monitor development of standards and codes of practice		Temporary registration of foreign Architects through affiliated/recognised organisations

Slide 8

NATIONAL CONSTRUCTION COUNCIL TANZANIA
Benchmark monitor and evaluate performance in industry
Manage the fund for training
Technical auditing of projects
Promote health and safety and environmental good practice
Manage Construction industry Development fund.

The CIDF was established in 2002 and the National Construction Council was appointed as the Secretariat to the Fund. Objectives of the fund include;

- To provide short-term working capital to contractors, consultants and material manufacturers and suppliers.
- To provide loans for equipment and tools.
- To guarantee loans secured through Commercial banks and other financial institutions.
- To manage a construction warranty scheme.

MONEY raised from share and equity capital seeded from membership fees.

NOTE: KENYA has fund for training raised from a 1% levy on all registered construction projects and managed by Directorate of Industrial Training.

Session 3 Existing Legal Framework

Slide 1

EXISTING LEGAL FRAMEWORK

Slide 2

LEGAL AND MEDICAL PROFESSIONS

- LEGAL PRACTITIONERS ACT 11 OF 1983;
- MEDICAL, DENTAL AND PHARMACY ACT 1970
- REGISTRATION OF BUSINESSES;
- VOLUNTARY ASSOCIATIONS FOR PROFESSIONALS

Slide 3

BUILT ENVIRONMENT PROFESSIONS

- REGISTRATION OF INDIVIDUAL BUSINESSES UNDER THE COMPANIES ACT 25/1967;
- ASSOCIATIONS INCORPORATED UNDER THE SOCIETIES ACT 20/1956;
- LESOTHO ASSOCIATION OF ENGINEERS, SURVEYORS AND ARCHITECTS (LAESA);

Slide 4

CONTRACTORS

- 1973 FINANCIAL REGULATIONS (2115 (1)): MINISTRY OF WORKS TO MAINTAIN REGISTER OF CONTRACTORS IN WHICH CONTRACTORS GRADED A, B, C, AND D;
- REGISTER ENTRIES AND ANY CHANGES NOTIFIED TO THE CENTRAL TENDER BOARD;

Slide 5

CONTRACTORS (contd.)

- ROADS DIRECTORATE ACT 16/2010 (S4(1)(I): ASSESSMENT AND CLASSIFICATION OF ROAD CONSTRUCTION CONTRACTORS AND MAINTAINANCE OF CATEGORISED CONTRACTORS ' REGISTER;
- PUBLIC PROCUREMENT REGULATIONS 2007 (NOT OPERATIONAL): PROCUREMENT UNITS APPLY CERTAIN CRITERIA TO ASSESS TENDERERS, COMPILE OWN DATABASES

Slide 6

CONTRACTORS (contd.)

- S.53(1): for the purposes of expanding the scope of tenderers, facilitating competition and providing information to the Unit, PPAD shall liaise with the Unit and maintain a register and establish a database of legal entities and individuals interested in participating in Government procurement which shall be referred to as “approved suppliers list”

Slide 7

CONTRACTORS (contd.)

- PUBLIC PROCUREMENT REGULATIONS 2007 NOT OPERATIONAL YET;
- 1973 REGULATIONS STILL RELEVANT FOR CONTRACTOR CATEGORISATION AND REGISTRATION;
- 1973 REGULATIONS SUPERCEDED BY ROADS DIRECTORATE ACT PROVISIONS VIS-AVIS ROAD CONSTRUCTION CONTRACTORS

Slide 8

PROCUREMENT

- 1973 FINANCIAL REGULATIONS:
 - CENTRALISED PUBLIC PROCUREMENT SYSTEM THROUGH CENTRAL TENDER BOARD;
 - 2112(1): BUILDINGS AND ENGINEERING WORKS DEALT WITH BY MINISTRY OF WORKS;
 - MINISTRY OF WORKS REQUIRED TO CATEGORISE AND REGISTER CONTRACTORS AS A, B, C, OR D

Slide 9

PROCUREMENT (contd.)

- LOCAL GOVERNMENT ACT 6/1996:
 - LOCAL AUTHORITIES WITH DEVELOPMENTAL RESPONSIBILITIES.
- PUBLIC PROCUREMENT REGULATIONS 2007:
 - PROCUREMENT UNITS for ministries, district councils, state owned legal entities, other bodies covered by public law, project implementing authorities carrying out procurement and funded by foreign loans, grants and assistance;

Slide 10

PROCUREMENT (contd.)

- PPAD (department in Finance headed by the director):
 - advises on policy and legislation; monitors compliance, provides guidance, sets standards; establishes criteria and process for assessment of suppliers to qualify for government business; sets up an Appeals Panel;
 - Secures from tenderers for goods, works or services to be procured at a cost above M100,000 a tender security;
 - Registration fee for participation for procurement above M100,000 between M2000 and M5000.

Slide 11

PROCUREMENT (contd.)

- SADC COMPARISONS:
- TANZANIA:
 - 2004 PUBLIC PROCUREMENT ACT: procurement units, independent regulatory authority, appeals authority;
 - ACT eliminates conflict of interest; enforces transparency and accountability; value for money; timely resolution of complaints, training of procurement officers; tool for policy objectives including protection of local industry.

Slide 12

PROCUREMENT (contd.)

- ZAMBIA:
 - 2008 PUBLIC PROCUREMENT ACT: National Tender Board an independent regulatory authority, procurement units, and an appeals authority;
 - Oversight functions in addition to policy and legislative advice, guidance and training of procurement officers etc ; protection of local industry

ANNEX D Participants List

ITP / Ministry of Public Works and Transport

Lesotho Construction Industry Development Study

PARTICIPANTS LIST

Stakeholder Workshop on Construction Industry Development Policy -17 June 2011

Applicant #	Name	Surname	Email Add	Company/Organisation
1	Mr Andre	Bothma	dannyb@lspconstruction.net	L.S.P Construction
2	Mr Keketso	Chalatse		MCA
3	Nathan	Emery	nate@bioafrica.co.za	Mining and Communities Lesotho
4	Moshebi	Kabi	No contacts	Training&Development Institute (TADI)
5	Mr Sello	Karabele	No Contacts	Mafube Consulting
6	Matseliso	Khasu	khasumatseliso@yahoo.com	Genius Plant Hire
7	Mr Sema Kheko	Khetheng	khethengsema@gmail.com	Kheko Construction
8		Kuleile	bkuleile@yahoo.com	
9	Kekebola	Lebesa	No Contacts	Integrated Property Development
10	Mr Tekane S.	Lebitsa	tekanelebitsa@yahoo.com	T&S Building Construction
11	Mr Eliot	Lehora	62602602*Confirmed by Carl	Lehora Construction
12	Malefetsane	Lepele	No Contacts	Sechaba Consultants
13	Mr Lebohang J	Lesaoana	ijkleng@ilesoutho.com	Master Services
14	Lephethasang	Lesaoana	No Contacts	Lesaoana Mohale Architects
15	M Lethoba	Lethoba	m.lethoba@webmail.co.za	Private Sector Foundation
16	Kose	Letseka	letsekak@yahoo.com	Letseka Construction
17	Mr Moletsane	Likate	africanrainbowcon@yahoo.com	Lilemo Construction
18	Mothibeli	Linakane	mothibelilinakane@gmail.com	Morlin&Zitale
19	Sekhoane	Lithakong	No Contacts	KKM Consulting Engineers
20	Mr Tieho	Mahlo	morningstarcons@ilesoutho.com	Morning Star Construction
21	Mr Bakaya	Mahon	bakaya@lesoff.co.za	GWC Engineers
22	Mr Thabang	Makakole	62112200 Rd Contractor*Confirmed by Carl	Spectrum Contractor (PTY) Ltd
23	Manapo	Makara	sigcon@tmail.co.ls	Sigma Construction

24	Mr Lepekola	Makhakhe	motlatsimosoeu@yahoo.com OR shieldconstruction@yahoo.com	Makhakhe Lions (PTY) Ltd
25	Tebello	Makhakhe	Email sent	T.M Consult
26	Sechoocha	Makhoalibe	No contacts	Drakensberg Enterprise (PTY) Ltd
27	Mr Thabang	Malise	thabangmalise@yahoo.com	Likoankoetla Construction
28	Mr Moeno	Maloka	maloka@leo.co.ls	Moramo Civils (PTY) Ltd
29	Mr Brixton Sello	Moeletsi	brixdevelopment@yahoo.com	Brix Development Construction
30	Mr Thabo	Mohaese	aecats@gmail.com	A Elec Constr&Techn Serv(PTY) Ltd
31	Matee	Mohapi	No contacts	ELEMEC Building&Engineering Services
32	Mr Motlatsi	Mohlhatsa	58855149/62001881*Contacted by Carl	MM Building Construction
33	T.J	Mokaloba	tsoeu@yahoo.co.uk + Molefe	Geotechnical Engineering Lab
34	Mopeli	Mokhachane	mopelim@stanbic.com	Standard Lesotho Bank
35	Tsatsi	Mokuoane	No Contacta	MEM Construction
36	Mamokete	Molahlehi	mamokete@letholacostassociates.com	Lethola Cost Associates
37	K.	Molapo	nkalaih@yahoo.com	KAZE Construction
38	Mamoeketsi	Moleko	mmamoeketsi@yahoo.com	White Life Consultants
39	Mampho	Moloaoa	No Contacta	Ntlafalang Consultants
40			-	
41	Tefo	Molupe	tmolupe@hotmail.com	New Horizons Business Supplies*Wks*
42	Palesa	Moonyane	moonyp@lhda.org.ls	LHDA
43	Mr Lefa	Moroke	63018061/58453346 *Confirmed by Carl*	Sethojane Transport&Plant Hire
44		Motopi	58850161	MOTOPI AND ASSOCIATES
45	Seboka	Mpe	62001825	Morero Consulting Engineers
46	Mr Sello	Mpharoe	srmpharoe@hotmail.com Or srmpharoe@leo.co.ls	RWB Consulting Engineers
47	Moruti	Mphatsoe	No contacts	Geomechanics Lesotho
48	Lehlohonolo	Mpholo	No contacts	Translec Consulting Engineers
49	MR H.	Nkalali	nkalaih@yahoo.com	KAZE Construction
50	Nozipho	Nonyana	No contacts	Nonyana Hoohlo&Associates
51	Tumelo	Ntepe		
52	Martin	Ntsihlele	No contacts	Ntsihlele Maleka Pusoa Surveyor
53	Mr Moshologu	Ntsiki	fmassociates@tmail.co.ls	FM Associates
54	Tsabo	Pelea	59150403	TP Construction
55	AL	Phatela	No contacts	AL Phatela Geo-Consulting

56	Mamosebi	Pholo	No contacts	Pholo&Partners
57	Mr These	Phooko	tcs@tlmail.co.ls	These Construction Services
58	Mr Lefa	Qheku	llqheku@gmail.com	ABIA Block&Paving
59	Masike	Ramasike	sengucon@ecoweb.co.ls	Senqu Construction Servives(PTY) Ltd
60	Tsepo	Ramonaheng	tramonaheng@yahoo.com	NAM Consult
61	Mr Molaoa	Ramoremi	r.molaoa@dyelec.co.ls	Dylec Consulting Engineers
62	Sam	Ramosoeu	62850738/22 332433 *Confirmed by Carl	
63	Morojela	Seatla	No contacts	Aganang Basotho
64	Mr Tsepo	Sekaleli	sehlabanes@tlmail.co.ls	Khoele Civil and Plant Hire
65	Sam	Selatile		SM Consulting Engineers
66	Tanki	Semoli	58705482*Confirmed by Carl	Symbiotics
67	Mr Nkoanyane	Seoete	info@trendgroup.cc	Trends Construction
68	Mr Tumelo	Sesoane	maakims@yahoo.com	MOPS Civil Constructors
69	Mr ES.	Skyes	esykes@leo.co.ls	M&C International (PTY) Ltd
70	Lebohang	Thotanyana	No contacts	Mokorotlo Financial Services
71	Daniel	Tsuene	daniel@archiplan.co.ls	ArhiPlan Studio
72	Kebise		58693008*Confirmed by Carl	(Tumelo Civil Constructions)
73	Makosholo		58864253	Murdoc Green
74	Mokoaeli		ce@lndc.org.ls	LNDC
75	CEO		info@metolong.or.ls	Metolong Authority
76	Lehana		lehana@lesothohousing.org.ls	Lesotho Housing
77	Mofammere		mofammere@lndc.org.ls	LNDC
78	Yemane		sigcon@tlmail.co.ls	Sigma Construction
79	Tariro		sigcon@tlmail.co.ls	Sigma Construction
80	M.M	Ntja	Contacted by Mr. Lehobo	NUL
81	T.D	Mokhoane	Contacted by Mr. Lehobo	Road Fund
82	M.R	Mokhethi	Contacted by Mr. Lehobo	
83	T	Polaki	Contacted by Mr. Lehobo	Maseru City Council
84	M.S	Letlola	Contacted by Mr. Lehobo	MOLGC
85	M	Ramonaheng	Contacted by Mr. Lehobo	MOLGC
86	Sam	Ramosoeu	Contacted by Mr. Lehobo	Matekane Transport&Hire Plant
87	Sam	Matekane	Contacted by Mr. Lehobo	Matekane Transport&Hire Plant

88	M.E	Lephatsa	Contacted by Mr. Lehobo	Lephatsa&Shebe Civils
89	M	Seetsa	Contacted by Mr. Lehobo	MOPS Civil Constructors
90	T	Taolana	Contacted by Mr. Lehobo	Nthane Brothers
91	T	Nthane	Contacted by Mr. Lehobo	Nthane Brothers
92	K	Ramakatane	khitleliram@yahoo.com	Nthane Brothers
93	L	Lephema	Contacted by Mr. Lehobo	Lephema Executive Civils
94	M	Sekokotoana	Contacted by Mr. Lehobo	Lephema Executive Civils
95	S.S	Selatile	Contacted by Mr. Lehobo	SM Consulting Engineers
96	L	Motlojoa	Contacted by Mr. Lehobo	SMCE
97		Mokaloba	Contacted by Mr. Lehobo	GEL/Lerotholi Polytechnic
98	L	Mpholo	Contacted by Mr. Lehobo	Translec Consulting Engineers
99	N	Mohale	mohaln@lhda.org.ls	LHDA
100	Mampeo	Takalimane	takalm@lhda	LHDA
101	Palesa	Nkofo	moonyp@lhda.org.ls	LHDA
102	Puseletso	Thite	<thitepl@yahoo.co.uk>	Thite Builder & Contractor
103	Ts'ehlana	Seate	<thitepl@yahoo.co.uk>	Thite Builder & Contractor
104	Mohlominyane	Thite	<thitepl@yahoo.co.uk>	Thite Builder & Contractor
105	James	Croswell	jamesc@goba.co.za Confirmed by Carl	GOBA (PTY) LTD
106	T	Makara	tmakarios@yahoo.com	LCCC
107	M	Johnathan	mopelifsm@yahoo.com	Moseme Road Construction
108	T	Motingoe	tsmotingoe@gmail.com	Big Electrical Contractor
109		Moteane		KTM
110		Lesapo	-	Lesapo Construction
111	L.R	Makhate	ggcivil@tmail.co.ls	GG Civil
112	M	Motsamai	ke.1957@live.com *Contacted by Mr Kikine	MOPWT *Building Design Services*
113	M	Mona	Contacted by Mr Kikine	MOPWT *Building Design Services*
14	T	Mohale	Contacted by Mr Kikine	MOPWT *Building Design Services*
115	K	Kikine	Contacted by Mr Kikine	MOPWT *Roads Direcotorate*
116	L	Molefe	Contacted by Mr Kikine	MOPWT *Roads Direcotorate*
117	L	Ntsere	Contacted by Mr Kikine	MOPWT *Roads Direcotorate*
118	M	Pule	Contacted by Mr Kikine	MOPWT *Roads Direcotorate*
119	M	Matela	Contacted by Mr Kikine	MOPWT *Roads Direcotorate*

120	m	Nthakane	Contacted by Mr Kikine *To be confirmed*	MOPWT *Roads Direcotorate*

ANNEX E Opening Speech

WELCOMING REMARKS FOR LOCAL CONSTRUCTION INDUSTRY DEVELOPMENT STAKEHOLDERS WORKSHOP

**First and foremost let me pay my respects to His Majesty the King,
Letsie the III,**

The Rt. Honourable the Prime Minister,

The Honourable Members of the Senate

The Honourable Members of the Parliament of Lesotho

The Honourable Members and Ministers of the Cabinet

The Honourable Minister of Public Works and Transport

Your Excellencies

Distinguished Guests

Ladies and Gentlemen:

Let me take this opportunity to remind you all particularly our guests that the Ministry of public works and Transport is undergoing a transformation process on the Road Sub – Sector of which the outcry from the public concerning poorly maintained roads is the driving power behind this transformation process.

Ladies and gentlemen, we are gathered here today to witness the beginning of the end to our problems concerning maintenance of our roads and their improvement as the need arises. The Ministry has thus decided to embark on a method that will make this possible through consultancy services to the **Local Construction Industry Development**.

A contract has been signed with a consultant IT Transport of London.

The construction industry performs an indispensable role in the economy of Lesotho by providing the necessary infrastructure, which is fundamental to the ongoing development of the country. Within the Poverty Reduction Strategy, a need of additional employment

opportunities and provision of infrastructure in the form of linkages to markets, shelter and basic services are some of the top requirement of the communities

Central to the strategies to be adopted in pursuit of these goals is the building of human capacities to expand their gainful employment and participation in job creation. One of the key roles of government in achieving this is the creation of a conducive environment for increased private sector development and participation in economic growth.

Government's overall objective for this industry is to facilitate and provide an enabling environment for sustainable development of the industry. Specifically, the Government's aim is to have a construction Industry with a strategy that promotes and fosters economic growth, competitiveness, creates employment and address lack of capacity as it empowers the implementing agencies (clients), local contractors and consultants.

As the custodian of the construction industry, Ministry of Public Works and Transport (MOPWT), in implementing the Government's vision, aims to continue to influence development in the following areas:

- a. Formulation and development of legislation and regulations for creation of an enabling construction industry;
- b. Procurement policy;
- c. Human resource development;
- d. Direct support including financial support;
- e. Institutional support;
- f. Empowerment of contractors through training;
- g. Improvement of public sector capacity to manage delivery process because procurement and delivery process has become a growing concern in government and industry circles;
- h. Promotion of best practice which will support the long – term development and address many of the present deficiencies and constraints within the industry.
- i. Establishment of construction industry board that will provide strategic leadership and develop policy for local construction industry growth and development.

Ladies and gentlemen, today is a consultation process that will be undertaken by the consultant – IT Transport and they will lead us on the proceedings throughout the workshop. Your patience, participation and dedication is of the outmost importance to ascertain ownership of this importance study.

I thank you.