

Action Lesotho Policy on Partnership

Definition:

Action Lesotho understands partnership as working with others on a basis of equality; this includes the sharing of values and ideals and the developing of a common working practice. Partnership also embraces measures to ensure gender and disability equality.

Partnership is a two – way process, based on mutual respect and co-operation in the achieving of shared goals. It offers an opportunity for a small NGO to extend and broaden its capacity to achieve significant change.

Policy:

To co-operate with the **communities of Lesotho** in pursuing the aim of enabling them to achieve a life above the poverty line, in accordance with basic human rights.

To encourage the participation of children and young people, the family and community leaders of the future, in the partnership process as appropriate, for example in understanding issues of HIV/AIDS and social inequalities.

To build capacity for long-term change at all levels of society.

To work with partners in Lesotho and in the international community to alleviate the poverty of the poorest in Lesotho.

To share and celebrate cultural difference and to respect the belief systems, expertise and local knowledge of partners.

Action Lesotho's Partnership Policy adheres to the **10 Dochas Partnership Principles** <http://www.dochas.ie/Shared/Files/4/dochas-partnerships.pdf>

Implementation:

The core partnership is with the Lesotho community to ensure ownership by the community of the social change. Action Lesotho's policy is that the partnership evolves in response to change as local individuals and community groups become increasingly self-reliant. This core partnership focuses on working together on projects and planning programmes. The implementation of these and the review of progress made will also be co-operative activities.

Action Lesotho will further support this relationship through developing partnership arrangements with local and government representatives in Lesotho and with

international businesses, education institutions and individuals. A partnership is agreed on the basis of shared values and goals, and with the understanding that each party has a significant contribution to make.

In practice this means that the Partnership policy with the core partner is conducted with the support of individuals and organisations from both inside Lesotho and in other countries. Recognising that, as a small organisation with an ambitious vision, Action Lesotho needs expertise beyond the immediate individuals involved, the Board and In-Country Director, and the local community, shall actively seek to co-operate with agencies and individuals that have an ethos compatible with our goals. Such organisations include the following

Agencies inside Lesotho include:

Government ministries and associated bodies: e.g. Action Lesotho has signed a Memorandum of Understanding (MOU) with the Lesotho Ministry of Tourism, Environment and Culture, the Ministry of Agriculture, and also with the Basotho Enterprise Development Corporation (BEDCO), .

Local government

Third level colleges e.g. Limkokwing University of Creative Technology, Lesotho Agricultural College.

Other NGOs in Lesotho e.g. Lesotho community youth: Partnership with AiM, a youth group raising awareness about HIV/Aids

Businesses: e.g. factories where the Distance Education programme is delivered, Lesotho Mountain Craft companies.

Primary Schools e.g. training for teachers

International education links e.g. Mabooe Primary School, Ha Maqele, is currently linked with a primary school in the UK.

Other educational establishments e.g. facilitating a partnership between the Ferrando Resource Centre and the Lesotho Ministry of Social Development

Agencies outside Lesotho also include:

Business corporations: e.g. in agriculture Country Crest <http://countrycrest.ie> offers support for training small farmers.

Third level colleges: e.g. UCD Innovation Academy

Education: e.g. link with Hambridge Primary School, England

Review: Accountability

It is the policy of Action Lesotho to maintain records of all partnerships. Action Lesotho actively seeks to develop new partnerships relevant to its work in Lesotho.

As a model of good practice, MoUs signed with government ministries include procedures for monitoring and evaluation. All collaborations and working arrangements shall be regularly monitored and evaluated by the In-Country Director, the community leaders, and the Board of Action Lesotho to ensure that working practices continue in line with the agreed standards and values.

Useful reference:

Dochas

The 10 Dochas Partnership Principles:

01. Partnerships are based on a shared vision of development
02. Partnerships are based on shared organisational values
03. Partnerships are based on an agreed strategy
04. Relationships are based on mutual accountability and trust
05. Partnerships are based on a mutual commitment to long-term change
06. Expectations from partnerships will be set at a realistic level
07. Partnerships are based on clear roles and responsibilities
08. Partnerships are flexible and adaptable to change
09. Partnerships respect difference and recognise power imbalances
10. Partnerships ultimately deliver positive change for intended beneficiaries of projects.