



BASIC PRINCIPLES OF EDUCATORS' TRADE UNION OF ZAMBIA

The opening paragraph of the preamble to the Constitution of EdTUZ emphasises the sovereign authority of the people. In order to preserve this aspect in the Constitution, the roles of EdTUZ representatives are divided and entrusted to different individuals to ensure that their roles are complementary. This entails that nobody will be able to stand out without the others.

The Constitution of EdTUZ has chosen this unmatched alternative in the labour movement and is determined to achieve its objectives without compromise. This is why the Constitution has delimited the powers of the principal officers of EdTUZ, which was perhaps the most fundamental and far-reaching decision of the founding members and framers of the Constitution from inception.

For here was an opportunity to give effect to the dreams of a new order which teachers have been lacking for years. And, if the leadership wishes to twist things, the preamble to the Constitution can be referred to in order to explain and elucidate it as it is key to open the mind of the members to any encroachment that might be. The preamble to the Constitution of EdTUZ reads: ‘WE, THE TEACHERS..., being members of the Educators’ Trade Union of Zambia (EdTUZ); DO herein establish this Constitution as our legal framework to guide the plans, operations, projects and programmes of EdTUZ...’ The sentiments expressed in the preamble were those as described in the shared vision of a model labour movement. Throughout all our battles leading to this stage, we have never failed to remind ourselves that we wished to have a labour movement that will grant the members their rightful ownership. Nothing has changed so far at interim stage. We remain guided by our ten values and principles, one of which is respect, unity and teamwork with power vested in members.

I advise us all to **read the Constitution carefully** and take note of the salient features therein. It is only the organisation that will possess immortality and, as such, the only entity with ‘**executive powers**’. There is no one among the founding members of EdTUZ who will outrun its principles and objectives. However, it is only at its interim stage that a lot of damage control has to be done. Once registered and the Constitution is assimilated by the members, EdTUZ will become a legal entity with all legal rights and obligations, and members will hold their first elections in the fall of that season, in accordance with the requirements of the Industrial and Labour Relations Act, CAP 269 of the Laws of Zambia. The seemingly unsettled impression that EdTUZ leadership has portrayed will not translate into its downfall because it is just a teething problem.