



SOME GOOD QUALITIES UNIQUE TO EDUCATORS' TRADE UNION OF ZAMBIA

In addition to the fact that no other union is registered under the same name, listed below are some unique characteristics of the Educators' Trade Union of Zambia (EdTUZ) that make this union different from other unions:

1. Power vested in teacher members, not in the representatives

The following provisions speak to this unique feature of EdTUZ:

- (a) Articles 12 (1) and 38 of EdTUZ Constitution
- (b) Sec. 5 (1) of the Industrial and Labour Relations Act, Cap 269 of the Laws of Zambia

Leaders of current unions have given themselves too much power at the expense of their teacher members, so much that they are not readily available to the members. EdTUZ relates the union's leadership and its membership with a contract of service.

2. Audited financial reports accessible to by members

- (a) Article 21 (3) of EdTUZ Constitution
- (b) Sec. 61 of the Industrial and Labour Relations Act, Cap 269 as amended by Act No. 30 of 1997

While other unions hide financial reports from their ordinary teacher members, EdTUZ - in the spirit of transparency and accountability, one of its values and principles - will avail audited financial reports to the union members because they are the owners of the money for which the Secretariat will be custodian.

3. Membership influence and participation in critical decision-making process

Articles 28, 29 and 30 of EdTUZ Constitution speak to this uniqueness. There has been widespread lack of consultation with members in making decisions that have a lasting impact to the members. EdTUZ is bringing uniqueness in this respect.

4. Massive worker education

Article 4 (4) (1) of EdTUZ Constitution is the basis of this unique element.

EdTUZ puts high premium on worker education in order to develop a cadre of professionally informed and productive workers, and in order to enhance harmony with the employer. Every member of EdTUZ will be educated in the *Social Dialogue for Teachers in Zambia*, among other key topics of worker education.

5. Equitable wages and salary scales

Article 22 of EdTUZ Constitution speaks to this uniqueness of the union. EdTUZ employees' wages shall be within Ministry of Education wage scales equivalent to a similar operational office in the Ministry of Education.

6. Limited tenure of office

Article 11 of EdTUZ Constitution delimits all executive positions to a maximum of two (2) terms.



7. Monthly subscription of 0.8 %

The following provisions attest to this distinguishing factor:

- (a) Article 6 of EdTUZ Constitution
- (b) Sec. 22 (1) of the Industrial and Labour Relations Act, Cap 269 of the Laws of Zambia as amended by Act No. 30 of 1997

8. Teacher cooperative within the union

Article 7 of EdTUZ Constitution speaks to the union's unique resolve to utilise the cooperative initiative to empower teacher members.

9. Quadrennial conferences open to all members

Article 12 (2) (d) attests to this distinct element of EdTUZ. Unlike is the case with current teacher unions, attendance of quadrennial conferences for EdTUZ will be open to all members who can afford to participate in the said conferences either physically or by online means.

10. Member-driven constitution

Article 28 (1) of EdTUZ Constitution speaks to this quality. The constitution of EdTUZ is a product of submissions gathered from its members from all the ten provinces of Zambia. This also explains why the said constitution is readily available to all the members of the union; it is not kept under key and lock from members as other unions' constitutions seem to be.

11. Accountability and transparency to the members

The following legal provisions speak to this uniqueness of EdTUZ:

- (a) Article 21 (3) of EdTUZ Constitution
- (b) Sec. 61 of the Industrial and Labour Relations Act, Cap 269 as amended by Act No. 30 of 1997

EdTUZ activities, plans, practices and policy direction are accountable and transparent to the union's members, given that the said members are the owners thereof.

12. Multi-sectorial approach

Article 9 (4) and Article 35 (3) of EdTUZ Constitution speak to this unique feature of EdTUZ. All education sub-sectors are each represented by a specific appointed Director whose function is to represent specific interests not common to the others.

13. Inclusiveness on membership

Part I: Preliminary Provisions, Preamble of EdTUZ constitution forms the basis for inclusivity. EdTUZ includes any member by consent, ranging from ECE to tertiary education (college level) from both public and private institutions.