

## What makes the Educators' Trade Union of Zambia (EdTUZ) different from other teacher unions?

There is always a better way of doing something. EdTUZ will maximise the potential that lies in teachers to be what they have not been yet and to do what they have not done yet. EdTUZ is a union born out of an electronically facilitated, revolutionary movement of over one thousand teachers for teachers who came together, contributed their resources and collectively triggered its formation and registration. EdTUZ is not a private property. No representative can claim ownership of EdTUZ and behave as though one owns it. What will EdTUZ do differently, which others have not been doing?

## What will distinguish EdTUZ from the other unions are such innovations as the following:

### 1. Power in the teacher members, not representatives:

Employees have power and authority over their trade union and its representatives. Members will be the mechanism to provide checks and balances for their representatives. Being the owners of EdTUZ and members only by consent, teachers will discuss, plan, strategise and seek ways to regulate their representatives. A representative shall not be allowed to portray himself or herself as a god over union members. Any gross misconduct against teachers, who hold the ultimate power over the union, will be met with the full force of the teacher members. Both the general membership of EdTUZ and established purpose of union funds will determine monthly subscriptions.

### 2. Audited financial reports accessible by members:

While internally regulating itself, EdTUZ will be all-inclusive, transparent and accountable to its members, being owned in a practical and true sense by the members. EdTUZ members will be furnished with duly audited annual financial reports. The financial reports will be published in an accessible medium and made available to EdTUZ members in both print and soft copy at operational levels of the Secretariat.

### 3. Membership influence and participation in critical decision and policy making process:

As dependants of teacher members, EdTUZ representatives will have to consult the teacher members, in one way or another, before consenting to any critical decision on behalf of the said teachers. The union representatives will systematically consult the general membership before stating the union's position on certain critical issues of labour and/or public interest.

### 4. Massive worker education:

EdTUZ will embark on massive worker education and capacity building of its representatives at all levels to develop them into effective professional representatives able to handle labour matters, thus, effectively handling teachers' grievances in real time. Subsequently, the union will undertake worker education of all its members for them to know their labour-related rights and responsibilities.

### 5. Proportionate disbursement of union funds to operational levels:

Executive operational funds shall be disbursed proportionately to all provinces and districts and, in the long run, to zones and schools, bearing in mind respective districts and provinces' current record of recruitment, retention and quantity of members.

### 6. Limited tenure of office:

All EdTUZ executive positions are bound to a limited tenure of office of two terms if the concerned representative is given another opportunity to serve EdTUZ. The exception to the rule will be representatives of schools with inadequate human resource.



#### 7. Equitable wages and salary scales:

EdTUZ employee's wages, including, for example, that of the General Secretary, will be within MOE's wage scales equivalent to a similar operational office in MOE. The union salary scales will be made public for the members' consumption. Determining factors will be realistically taken into consideration.

#### 8. Monthly subscription at 0.8% and respect for members' collective voice over their money:

EdTUZ members will debate and decide their subsequent monthly subscription, which is currently at 0.8%, will have a say over the use of their subscription and will decide what is best for them and how best to sustain EdTUZ with their money.

#### 9. Financial education, financial literacy and capacity building in enterprise:

EdTUZ will conduct systematic financial education and literacy, and an enterprising capacity building programme for all its members.

#### 10. Robust nation-wide cooperative entrepreneurship for teachers:

EdTUZ will establish a robust national cooperative enterprise for the teaching fraternity in Zambia to attend to teachers' financial issues, enterprising skills, effective budgeting and planning, thereby building capacity and self-sustenance of EdTUZ members on such critical aspects of life.

#### 11. EdTUZ investment and trade to reduce teachers' monthly subscription:

To reduce the burden laid on teachers by overdependence on their monthly subscriptions, EdTUZ will invest in business ventures and hopefully, in the long run, provide for teacher members' buying shares in the union's companies, creating opportunities for teachers to be shareholders while in active service and in retirement!

#### 12. Retired member's benefit:

Within its means, EdTUZ will, in the due course, plan and establish a manageable retirement benefit in appreciation of any member's financial contributions and membership to the union. Members who retire from the Teaching Service will be paid their benefits; otherwise, their legal representatives will collect the said benefits according to plan.

#### 13. Systematic and meritocratic approach to settling a backlog of matters that matter to teachers:

EdTUZ will engage in research and teacher data capturing and will apply a well-informed, efficient, systematic, meritocratic approach to settling a backlog of teachers' labour matters with the employer.

#### 14. Quadrennial conferences open to all members:

As prescribed, all EdTUZ district, provincial and national quadrennial conferences shall be open to all EdTUZ members.

#### 15. Member-driven constitution:

At one point or another, the members of EdTUZ will discuss their constitution and agree on its general contents in their best interest. Amendment or repeal of the constitution will be driven by the teacher members.

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*EdTUZ your union of choice*



## EDUCATORS' TRADE UNION OF ZAMBIA (EdTUZ)

**"Together As One"**



*What makes  
EdTUZ the  
game  
changer?*

