

MEMORANDUM OF UNDERSTANDING

THE PARTIES TO THIS AGREEMENT ARE

BASIC EDUCATION TEACHERS UNION OF ZAMBIA

(Hereinafter referred to as **BETUZ**)

AND

BOTSWANA SECONDARY SCHOOLS TEACHERS UNION

(Hereinafter referred to as **BOSETU**)

AND

LESOTHO TEACHERS TRADE UNION

(Hereinafter referred to as **LETTU**)

AND

PROFESSIONAL EDUCATORS UNION

(Hereinafter referred to as **PEU**)

AND

PROGRESSIVE TEACHERS UNION OF ZIMBABWE

(Hereinafter referred to as **PTUZ**)

AND

TEACHERS UNION OF NAMIBIA

(Hereinafter referred to as **TUN**)

1. The Parties to this Memorandum note the following:

- 1.1 The Dakar Declaration on Education for All
- 1.2 The effects of Globalization on Education and Teaching
- 1.3 The continued erosion of benefits for Workers in General, and Teachers in particular
- 1.4 The common challenges confronting Teachers and Education in the SADC Region
- 1.5 The need for like-minded Unions to cooperate and work closely together

2. AUTONOMY / INDEPENDENCE OF THE PARTIES

Whereas the above Parties have agreed to enter into this Memorandum of Understanding where they will work together in an effort to learn from each other in order to uplift and improve the conditions of their members; now wherefore the Parties agree as follows:

- 2.1 That each Party to this Memorandum of Understanding is an autonomous and independent Party, and that the Parties will respect the independence and autonomy of the respective Parties to this memorandum.
- 2.2 To respect each other's structures and procedures, and further undertake that all business conducted between the Parties and for purposes of this Memorandum will be conducted in good faith.
- 2.3 To record that all Parties to this Memorandum are equal Partners, regardless of the fact that from time to time different Parties may assume the Chair or the Secretariat.

3. SCOPE OF THIS MEMORANDUM OF UNDERSTANDING

- 3.1 The Parties agree to work together in the following areas:
 - 3.1.1 Organizing, where possible, joint Leadership Workshops and Capacity building Programmes.
 - 3.1.2 Sporting and Cultural activities.
 - 3.1.3 Attending each other's Conferences and other activities.
 - 3.1.4 Sharing of information on a regular basis.
 - 3.1.5 To offer solidarity and support to sister unions facing internal and/or external challenges.
 - 3.1.6 Any other activity agreed upon by the parties.
- 3.2 This agreement will not in any way affect any arrangements that respective Parties currently have Nationally, Regionally or even Globally, or that Parties will have in future.

Handwritten signatures:
TUD
Tuz
JG
BR.
V.M.

4. NAME OF THE ORGANISATION

For purposes of this Memorandum, the Parties will operate and function under the name Association of Non-aligned Teacher Unions in Southern Africa, abbreviated ANTUSA, and hereinafter referred to as the Association.

5. OFFICE BEARERS OF THE ASSOCIATION

The Association shall have the following Office Bearers:

5.1 OFFICE OF THE CHAIRPERSON

- 5.1.1 Leaders of the Parties will elect from among themselves a Chairperson, whose duties shall be, among others:
- 5.1.2 To convene and preside over all meetings of the Association, in consultation with the Secretary
- 5.1.3 To be the spokesperson of the Association, and to communicate decisions of the Association to the public, should the Association so decide.
- 5.1.4 To be in regular contact with the Leadership of the respective Parties in order to communicate educational issues that may arise in the different countries.
- 5.1.5 To perform all tasks and functions as delegated from time to time by the Association.

5.2 OFFICE OF THE DEPUTY CHAIRPERSON

- 5.2.1 Leaders of the Parties shall elect from among themselves a Deputy Chairperson, who shall deputize the Chairperson, and act as Chairperson when the Chairperson is unavailable or unable to perform his / her functions.

5.3 OFFICE OF THE SECRETARY

- 5.3.1 Leaders of the Parties shall elect from among themselves a Secretary, whose duties shall be, among others:
 - 5.3.1.1 To take care of the records and documents of the Association.
 - 5.3.2.2 To be in charge of the correspondence of the Association
 - 5.3.3.3 To take Minutes during Meetings of the Association, and to distribute same to all Parties no later than 14 days after the Meetings of the Association.

Handwritten signatures and initials:
A
M2
B.R.
V.M.

5.4 OFFICE OF THE DEPUTY SECRETARY

- 5.4.1 Leaders of the Parties shall elect from among themselves a Deputy Secretary, who shall deputize the Secretary when the Secretary is unavailable or unable to perform his / her functions.
- 5.5 No party shall have more than one Office Bearer.
- 5.6 The office bearer's positions shall rotate annually amongst the parties.

6. FUNDING OF THE ASSOCIATION

- 6.1 There shall be no monetary subscriptions to the Association.
- 6.2 Each Party shall bear its own costs relating to traveling to the Meetings of the Association, or any meeting required in terms of this Memorandum.
- 6.3 The Host Party shall bear the costs of accommodation of all parties attending Meetings of the Association.

7. DURATION OF THE MEMORANDUM


This Memorandum shall commence upon signature by each Party, and shall continue for an indefinite period, provided that any Party may resign from this Memorandum by giving a Calendar Month Notice to the Secretary.

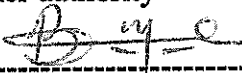
8. ENTIRE AGREEMENT

- 8.1 Proposed amendments to this Memorandum shall be sent to the Secretary not later than three months prior to the meeting of the Association. The Secretary shall circulate the proposals not later than a month before the meeting.
- 8.2 This Memorandum of Understanding constitute the entire agreement, and no amendments or variations hereto shall be of any force and effect unless reduced to writing and signed by all parties.

TRD
TMZ
BR
V.M.


Thus done and signed in Kabwe, Zambia on this the 29 December 2007


.....
BETUZ, represented by VICTOR MWANZA who warrants
his/her authority



BOSETU, represented by BARAEDI ROYAL LEKABE who warrants
his/her authority

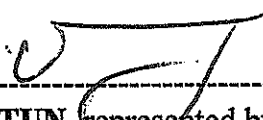
LETTU, represented by _____ who warrants
his/her authority



PEU, represented by JACOB KOTI DIKOB who warrants
his/her authority



PTUZ, represented by TAKAJAFIRA ZHOU who warrants
his/her authority



TUN, represented by MATHONYORA KAVITHA who warrants
his/her authority