



COLAZ

OFFICIAL NEWSLETTER 1/2025

OF THE COLLEGE LECTURERS'

ASSOCIATION OF ZIMBABWE

Editorial

Compliments of the season from the Union headquarters, colleague lecturers and tertiary staff, members and non-members alike!!! As we enter this great future, we cannot forget the past. We salute all members of COLAZ for your loyalty and commitment to the cause. Together we made this momentous transformation of our status a reality. A shout-out to all heroes and heroines of our struggle for recognition and affirmation of vocation. Well colleagues we can shout out loud and proclaim; It is victory at last!!! And we say this without any apology. COLAZ has delivered. Long Live lecturing, long live!!! Mabuphile Ubulecturer, Mabuphile!!!



David Dzatsunga COLAZ President

SCHEDULED ACTIVITIES

FOR 2025

- Women capacitation Workshop
- Policy Formulation Workshop
- Disability Workshop
- Provincial Meetings
- Annual Conference

TESC REGULATIONS

TESC service regulations are soon to be gazetted and will be available to the members and the Union soon.

TESC UPDATES

The TESC Secretary, Dr Engineer Mudondo formerly the principal of Harare Polytechnic assumed duty in November 2024. COLAZ welcomed him with a congratulatory letter and in his reply, he committed to work hand in glove with the Union. We hope to engage him formally soon.

Lest we forget the Mbizvo era. The illegal transfers of some of our branch leadership, including our President. The lights and water, the defied court victories, persecution of our members for merely belonging to COLAZ, including being denied opportunity for promotion. Lest we forget those villains who, because of the structurally corrupt Pricing and Production Policy (PPP), made our lives a living hell. The directly and indirectly involved. The culture of fear and the intimidation leading some of us to indifference and hopelessness. Please save a thought for the many comrades we lost along the way. Our first Women Representative, Bridget Marimazhira, who succumbed to a debilitating illness because she could not afford her medical care after being transferred from Bondolfi Teachers College with not a salary due to penalties for the "crime" of incitement. We remember Wilmore Maponde of Westgate, the Maveseres, Chiedza Magwizi and those I may not have mentioned, who paid the ultimate price in pursuit of our common cause. Also, the many survivors who could not get here with us due to death, retirement, or resignation. We salute you all for planting a tree that others are now sitting under after you are gone.



THE ROLE OF COLAZ BEHIND THE BIRTH OF TESC

Zimbabwe's education landscape is undergoing a very interesting terrain with a paradigm shift from Education 3.0 which was inherited from the colonial era to what is now purely home-grown Education 5.0. The colonial-based Education 3.0 mainly focused on teaching, research and outreach and was moulded to produce learners that would have the know how to be employed and work for companies owned by the colonial masters. The cycle of producing learners for them to look for employment can be aptly noted as unsustainable if any economy wants to be independent and self-sufficient. In the second Republic, a decisive educational paradigm shift has therefore witnessed the birth of Education 5.0 which is not only heritage based but seeks to fully utilize the citizen's intelligence and knowledge in harnessing Zimbabwe's natural resources.

WHY ALL TESC MEMBERS MUST BELONG TO A UNION+

Membership is the lifeblood of a union. Our union dues are what keeps the Union ticking. Without Union dues, TESC would never have been a reality. We are stronger together. One finger cannot kill a louse. There is no pride in being a free rider. Collective agreements benefit even those who are not subscribing to the Union.

HOW TO JOIN THE UNION

- Visit our website on www.coalaz.org and download membership form and submit to the chairperson
- Give branch chairperson your EC number and I.D number and phone number

Or directly send your details to the office or send details to this **whatsapp** number 0773707949 or to coluz2009@gmail.com. / www.coalaz.org

During this struggle, many of our number lost hope and belief and withdrew their membership to the Union, using the cliché "COLAZ is doing nothing". Even when we managed to get the then Permanent Secretary out, some still would rather subscribe to teacher unions. We understood the pressures and we invite all those members back into the Union fold. Come back comrades, there is much work ahead with TESC. So many more rivers to cross before we can find a place of rest.

A new employer means new challenges and we need even greater unity now that we do not enjoy the comfort of numbers that we had in the Civil Service.

Our former Minister, Prof. Murwira, we thank him for not only acknowledging our legitimate grievance but fighting in our corner. Without his sterling efforts the Manpower Planning and Development Act would never have seen the light of day.

Finally, we wish to thank His Excellency, the President of Zimbabwe for ascending to the Act and delivering the 70% of university salaries for ourselves.



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BENEFITS OF JOINING THE UNION

- Legal representation
- Collective bargaining
- Solidarity
- Power of numbers
- Advocacy and lobbying

Numbers are an enabler for schemes such as loans, funeral policies, housing etc. Viva Union!!!

HOW TO GET INVOLVED

- Talk to your college branch representative
- Participate in committee meetings
- Learn about your rights
- Sign union support cards
- Vote in union elections

RECOGNITION BY TESC

COLAZ is registered as a union in terms of section 28:01 of the labour relations act and is therefore by implication recognised.

NEGOTIATIONS

Members are informed that because of the transition and the absence of TESC service regulations the employer and the Union are yet to formalize the dialogue framework which should result in the establishment of a collective bargaining council hence most of the information that we share is obtained informally.

AFFILIATIONS

COLAZ is a member of the Zimbabwe Confederation of Public Sector Trade Unions (ZCPSTU) of which the President of COLAZ is the Secretary General. COLAZ has been a member of Education International (EI) since 2015. COLAZ is represented in the Tripartite Negotiating Forum (TNF).

Solidarity is the life blood of any union.



COLAZ Executive

BUILD THE UNION