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DECLARATION

I, Litau Nalishebo do sincerely declare that this dissertation is a representation of my own original research which has never been published before or presented as a treatise for the award of any academic credentials at any institution of higher learning within or outside Zambia. However it is hereby affirmed that this research did incorporate related and relevant published works of other scholars which have been adequately acknowledged.

Signature of Author

Signature of Supervisor.....

Date

CERTIFICATE OF APPROVAL

This dissertation of Litau Nalishebo has been approved as partial fulfillment of requirements for the award of the degree of Master of Education in Adult Education Degree by UNZA examiners.

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ABSTRACT

This dissertation looks at the constraints to effective planning and implementation of workers' education programmes in Zambia National Union of Teachers (ZNUT). The purpose of the study was to identify constraints to effective planning and implementation of workers' education in ZNUT and suggest ways of overcoming them.

The objectives of the study were:

- a. to analyse how the organisational structure affected the planning and implementation of workers' education training programmes;
- b. to establish whether or not teacher members participated in planning and prioritising their training needs;
- c. to determine whether or not the procedures and criteria used in the teacher selection process of workers' education programmes assisted members to participate;
- d. to investigate the effectiveness of the modes of publicity used in the publicity of workers' education programmes; and
- e. to establish whether or not the logistics involved in the planning and implementation of the programmes affected member participation;

The study used a descriptive design and used the descriptive statistics to present data. Data were collected using semi-structured interviews and self administered questionnaires. Information was obtained from two ZNUT officials and the Director of Workers' Education. Other sources were 100 teachers, 10 headteachers, 10 chairpersons of the 'five-man committee' (each five-man committee was made up of five teachers headed by a chair person. These committees represented ZNUT in the school). Teachers were selected using the simple random sampling procedure and the other sets of population were selected using purposive sampling procedures.

The findings revealed a number of constraints faced by planners and participants to the programmes. The first major finding was that, due to the hierarchical arrangement of the offices, programmes were either delayed or abandoned. Secondly, it was found out that there was non involvement of stakeholders and trainings were insufficient and irrelevant. This resulted in low member participation in the workers' education training programmes. Thirdly, there was lack of

coordination amongst officers involved in workers' education trainings which had resulted in inconsistency. Fourthly, there was inadequate funding which had resulted in ineffective planning and implementation of programmes. Lastly, there was no monitoring and evaluation of the programmes which had resulted in ineffective and inefficient implementation of the programmes.

The following recommendations were made:

1. ZNUT should decentralise workers' education training programmes so that power and responsibilities could be shared amongst the executive officers and all stakeholders;
2. there should be massive mobilisation of stakeholder participation by ZNUT in order to improve on the low member participation;
3. in order to improve on the effectiveness of the programmes, ZNUT should increase the funding for the training programmes from 30% to 50% and the money should be paid directly to the implementing office; and
4. ZNUT should introduce monitoring and evaluation systems of programmes in order to assess the efficiency and effectiveness of the training programmes.

DEDICATION

I dedicate this dissertation to my late parents who believed that education was the key for my better tomorrow.

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LIST OF ACRONYMS

AIDS	:	Acquired Immune Deficient Syndrome
CTU	:	Christian Trade Union
DEBS	:	District Education Board Secretary
HRD	:	Human Resource Development
FFTUZ	:	Federation of Free Trade Union of Zambia
HIV	:	Human Immunodeficiency Virus
ICCTU	:	International Confederation of Christian Trade Union
ICFTU	:	International Confederation of Free Trade Union
ICTU	:	International Confederation of Trade Union
ILO	:	International Labor Organization
NISTCOL	:	National In-Service Teachers College
NORATA	:	Northern Rhodesia Africa Association
NORATU	:	Northern Rhodesia Africa Teachers Union
STI	:	Sexual Transmitted Infections
TIZ	:	Transparency International Zambia.
UNESCO	:	United Nations Educational, Scientific and Cultural Organization
WEA	:	Worker Education Association
WFTU	:	World Federation of Trade Union
ZNUT	:	Zambia National Union of Teachers

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