

WHAT IS UG?

Zambia Union of Government and Allied Workers (UG) is a Union of Government Workers in the Zambia Public Service created by workers to ensure one strong voice for workers in Zambia.

WHO IS ELIGIBLE FOR MEMBERSHIP?

Membership to the Zambia Union of Government and Allied Workers in Zambia (UG) shall be open to employees in the public sector specified as follows.

1. All employees of the Government of the Republic of Zambia employed by the Public Service Commission eligible for Union membership and Serving under various services Commissions of the Government of the Republic of Zambia.
2. All eligible employees in grant aided institutions under the Government of the Republic of Zambia shall enter into recognition agreement with the Zambia Union of Government Allied Workers (UG).

VISION

A united strong force of workers that defend their rights in a positive and sustainable working environment.

MISSION

UG is committed to improve the quality of lives of Government Workers and their families by upholding dignity of labour, enhance worker's productivity, promote industrial peace and contribute to social – economic development by mobilizing workers under one voice.

CORE VALUES

We, as an organization of Government workers, united by the belief in the dignity and worth of workers and the services they provide and dedicated to improving the lives of their families, in creating a more just human society, will uphold the following principles.

- 1 Solidarity.
- 2 Democracy.
- 3 Commitment.
- 4 Competence.
- 5 Equality.
- 6 Integrity
- 7 Independence.

UG AIMS AND OBJECTIVES

The aims and objectives of UG are as follows –

1. To enhance solidarity among all Government workers in Zambia.
2. To work towards obtaining and safeguarding meaningful salaries and conditions of employment.
3. To foster good relationship between the employer and employees.
4. To encourage members to participate in issues of national concern such as development, and governance.
5. To represent members social, economic and political interests in National matters.
6. To work with other Trade Unions, and other membership organization in the interests of its members.
7. To promote professionalism, efficiency and Government in places of work.

WHAT ARE SOME OF THE INCENTIVES MEMBERS OF UG ENJOY?

Members of UG enjoy the following incentives among others.

1. Provision of **Education Support** through its professional department support program (PDSP) to members intending to pursue Higher/Tertiary education i.e Bursaries, Education loans, Education support hamper, etc.
2. Professional **Member Convocations** organize programs for workers in the same profession to meet and share experiences and refresh their skills. These will be facilitated by experts in the

relevant fields.

3. **Legal Aid** Provision to members with legal queries or cases before the court of law.
4. **Grievance Handling** dealing with grievances that members may have at their place of work.
5. Representation in **Disciplinary hearing** for members who may be facing disciplinary charges at their work place.
6. **Baby /Maternal Hamper** Provision of maternal support to a member that is expecting a new born baby.
7. **Medical Support Hamper** provision of support (Financial, Maternal, Moral etc.) to members, when they are admitted to the Hospital or are terminally ill.
8. **Funeral Support Hamper** the union provides funeral support to members who may lose a relative i.e. a Parent, a spouse or a child.
9. **Loans and Advances** the Union provides Loans and Advances to its members (at lowest rates) and to non-members at market rate, through its microfinance company (UG finance).
10. **Provision of Union Regalia** to all members to create a sense of belonging and identity.
11. Provision of **workers education** to sensitize them on various issues affecting their lives.
12. Labour Forums to enhance members participation in matters affecting them at places of work.

INVESTMENT UNDER UG RENT TO OWN HOUSING PROJECT

Through partnership with a contractor whose responsibility is to build complete houses ranging from low, medium and high cost as per desire of the member, the Union has given opportunity to its members to own shelter before their retirement from public service.

The member will occupy the house and pay monthly rentals towards the purchase of the house for the agreed period up to the price value of the house to be issued with title deeds.

MEMBER CONSUMER SHOP

Through the UG credit shop, members have access to borrow groceries in time of need, payable month – end when they receive their salaries. This helps to save the workers from excessive borrowing and exploitation.

UG INITIATIVE FOR MEMBERS' WELFARE

House hold goods hire purchase – Through this initiative, UG has signed a MoU with its partners, for the supply of various household goods to its members with a flexible payment plan.



UG
for assured industrial representation and
members' incentives



Funeral Hampers

Baby Hampers

Education Loans



Member Consumer Shops

Grievance Handling

Commemoration of
Special Days



VISION

**A united strong workforce of workers that defend
their rights in a positive and sustainable
working environment**



Our Union Our Strength