

UG NEWS

Our Union Our Strength



1st Edition, 2020



**ZAMBIA UNION OF GOVERNMENT
AND ALLIED WORKERS**

Our Union Our Strength



UG Comrades during the 3rd Nation Governing Council at Chaminuka Lodge in Lusaka- 2020

Chief Editors Comment

With our first special edition of a newsletter, we proudly send to the workers highlights of where we are coming from, where we are today and where we are headed as a union. The past 5 years of our existence has been met with great successes and challenges, coupled with various learning curves. As we wind up the year 2020, UG is again prepared to unbundle more member centred programs in 2021. Capitalising on the feedback received so far, we are confident that gaps are progressively closing up and that members will be satisfied belonging to the union.

UG believes in a united force, our strength fully rests on our togetherness through inclusiveness. Therefore, we call on all our members countrywide, to tap into the many products and services the union has put in place. Most of these are explained in this magazine and extra information can easily be accessed in various departments through our local leadership.

“Workers’ Rights First”



John Nsubalu

Our Union Our Strength

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Zambia union of Government and Allied Workers (UG) Secretariat Offices, Plot 20 Sianjalika Road, Wood lands Lusaka

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HISTORICAL BACKGROUND

The Zambia Union of Government and Allied Workers (UG) was formed in 2012, and initially called Union of Government Workers.

In 2012, the idea to establish the union was born and spearheaded by a patriotic team of Government employees in all the Provinces of Zambia. The team passionately pursued the idea despite meeting several challenges, discouragements and setbacks along the way, until the idea culminated into an institution.

The Union was registered with the Ministry of Labour on the 29th February, 2016 as *Zambia Union of Government and Allied Workers (UG)*.

The name of the union was changed after a realization that it sounded a little restrictive in terms of scope of membership. The change enabled inclusion of both government workers and Allied workers in quasi Government institutions.

Recognition

The Zambia Union of Government and Allied Workers got its recognition by government on the 3rd May, 2016, which is a prerequisite for every trade union to be in existence.



Left- Comrade Muyaywa Kabisa - UG President,
Right- Dr. Vilepi Mtonga, Permanent Secretary PSMD

The signing ceremony between the Zambia Union of Government and Allied Workers and Government took place on the 29th February, 2016 at Public Service Management Division (PSMD), Cabinet Office, Lusaka.



Left- Comrade Kabisa, and (Right) Dr. Mtonga,
Exchanging signed Recognition Agreement at PSMD

Upon recognition, an extra ordinary meeting was held at Amaka Lodge in Lusaka, attended by all National Governing Council members and other union leaders. Several progressive resolutions were made at this meeting, such as establishing of secretariat offices, drawing up an initial national recruitment plan as well as employing support staff at Secretariat.

The union went straight into a planning process regarding the establishment of structures in Provinces, Districts as well as departments in order to attain efficiency in the running of the institution.

Provincial Structures

Within the first month of recognition by government, the union managed to set up provincial structures and activated operations in all provinces with a view to grow the union membership and enhance interaction with members, in order to work towards implementing the many policies the union had proposed.

The National Governing Council shared the vision with all provincial leadership and also provided them with a constitution among other necessary documents and/tools to aid their operations.

The union has ever since worked hard to realise its vision by upholding to its mandates as enshrined in the constitution.

UG - WHAT IT IS

Zambia Union of Government and Allied Workers (UG), is a member representative trade union organisation, whose affiliation is for all unionisable workers, employed by the Civil Service Commission, quasi – government institution or any such Service Commission where employees may be desirous to be represented by the Union.

VISION

The vision of the Union is to have a strong force of workers that defend their rights in a positive and sustainable working environment

MISSION

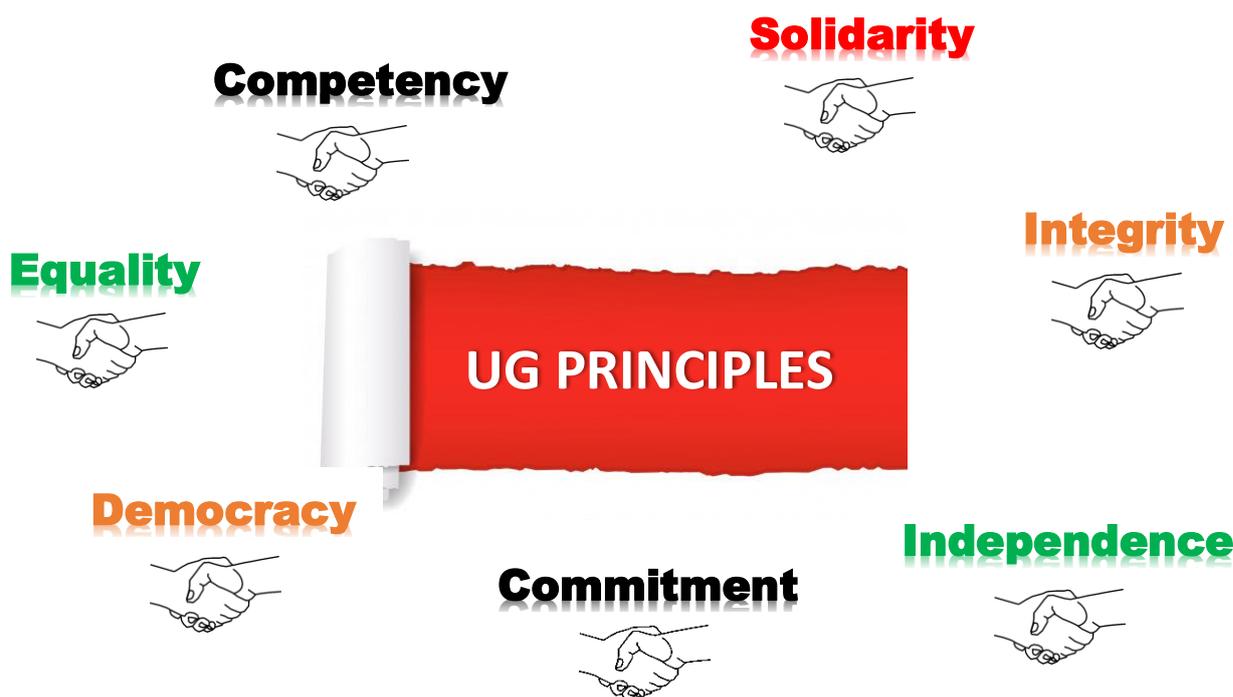
The mission is to improve the quality of lives of workers and their families by upholding dignity of labour, enhance workers’ productivity, promote industrial peace and contribute to their social economic development by mobilizing them under one voice.

VALUES AND PRINCIPLES

As a Trade Union, UG is united by the belief in the dignity of workers, their worth and services they provide. It is dedicated to improving the lives of workers and their families through creating a just and human society by upholding the following principles:



Comrade Muyaywa Kabisa (Right), UG President with Comrade John Nsululu (Left) UG General Secretary at HQ



NATIONAL GOVERNING COUNCIL

The National Governing Council of the Zambia Union of Government and Allied Workers (NGC), is the supreme body of the union, whose mandates are to oversee and make decisions over all the affairs of the organisation. The NGC plans and presents for adoption all activities of the union to the Supreme Council as well as represents the Union in any matter, forum and or activity deemed to be in the interest of members among others. The NGC also stands firm in monitoring the organisation's mission, purpose, direction, priorities and strategies. This is in order to ensure that the life of the organisation, is throughout anchored on and within the boundaries of the institution and legal obligations.



Muyaywa Kabisa
President



Crispin Mikabo
Vice President
Labour



Bernard Mwape
Vice President
Professional Affairs



John Nsululu
General Secretary



Barbara Chimbwe
DGS
Professional Affairs



Misozi Luhana
DGS
Administration



Patrick Phiri
DGS
Finance & Investments



Mulipa Nkhata
NC - Membership Mobilisation



Sitondo Kumatongo
NC - Education & Training



Annie Mulowezi
National Trustee
General Professions



Mirriam Mumbi
National Trustee
Health Professions



Grace Chikwemba
National Trustee
Allied Professions



Syllian Kunda
National Trustee
N- Resources Professions



Judith Chaongopa
National Chairperson
Women Co-ordinating Council



Viola Ndele
National Secretary
Women Co-ordinating Council

SECRETARIAT

John Nsulala

General Secretary
(Head of Secretariat)

Misozi Lukana

Deputy General Secretary Administration
(In charge of administration)

Patrick Phiri

Deputy General Secretary Finance and Investment
(In charge of accounting unit & investment)

Babbara Chimbwe

Deputy General Secretary Professional Affairs
(In charge of professional affairs)

Milpa Nkhata

National Coordinator Membership and Mobilization
(Responsible for the organization of the Union Membership and Mobilization)

Sitondo Kumatongo

National Coordinator Education and Training
(Responsible for Education & Training of Union Structures and general membership)

Viola Ndele

National Secretary - Women's Coordinating Council
(Responsible for co-ordinating all women activities)

DIRECTORATES

The Zambia Union of Government and Allied Workers has four directorates, which are responsible for policy implementation of the organisation, through existing union structures.



Liyiwali Lubinda
Director
*Planning, Research and
information Management*



Burnwell Mulenga
Director
*Recruitment and Membership
Mobilisation*



Cecillia Makalu
Director
*Media and Public
Relations*



Allen Siyubo
Director
Professional Affairs

EDUCATION & TRAINING

The mandates of the department are to educate and train all union structures and the general membership in various labour matters in order to build capacity regarding their roles through raising awareness. UG stands for a united strong force of workers to defend workers' rights. The Union, therefore, takes it upon itself to highlight these rights.

Trade Union Rights

Workers are sensitised on their rights pertaining trade unionism to prevent them from conflicting with their employer. The following are some of the rights:

1. the right to take part in the formation of a trade union;
2. the right to be a member of a trade union of that employee's choice
3. the right, at any appropriate time, to take part in the activities of a trade union.
4. the right to obtain leave of absence from work for union assignment.
5. the right not to be prevented, dismissed, penalised, victimised or discriminated against or deterred from exercising the rights conferred on the employee.
6. the right of any employee not to be a member of a trade union or to be required to relinquish membership.

The department also educates workers on occupation health and safety matters, as it affects their livelihood directly. In this sensitisation, more emphasis is put on how safe the environment is, appropriateness of tools, protective material among other issues. Workers are advised to engage management through the union representatives once gaps are identified. The department also sensitise members on civic matters country wide. The main objective of this training is to raise awareness among workers on the



Comrade Sitondo Kumatongo - National Coordinator-
Education and Training,

significance of their participation in civic duties. It is expected that once workers are well informed in this regard, they will take keen interest in the local and or national governance and fully participate within the confines of the law.

The department educates the general membership and the union structures on their roles in various departments. This ensures smooth running of union matters and enlighten members on trade unionism. Ultimately workers are able to articulate labour matters and work within the expected circles.

Further, the department takes special interest in the welfare of its members regarding separation from work. To prevent workers from undergoing post service crisis, the department educate the members on preretirement preparations and planning.

To achieve this program, the union has embarked on identifying various investment opportunities such as fish farming, Pig production, bee keeping among other projects. The union has identified technocrats who are training and equipping members with the relevant knowledge in this regard. It has also started identifying pieces of land countrywide so that our members can start developing while they are still in service.

UG has embarked on a project dubbed as “Campaign for a Corruption Free Service.” In an interview, National Coordinator – Education and Training, Mr. Sitondo Kumatongo, said that the campaign is aimed at educating members and the general public not to engage in corrupt practices while providing service to the public. He further explained that as a Union, it is not always easy to render support and help members who are caught up in corrupt activities. *“Our aim is basically to educate and train our members and leaders to avoid corrupt acts”,* he said.

UG PARTNERS WITH ACC ON A CAMPAIGN FOR A CORRUPTION FREE SERVICE



From left to right – Comrade Barbara Chiimbwe-DGS Professional Affairs, Comrade John Nsululu-General Secretary, Comrade Muyaywa Kabisa-President, Comrade Misozi Luhana-DGS Administration. During a Press briefing on a campaign for a corruption free service at UG headquarters in Lusaka

Mr. Sitondo added that part of the role of his department is to educate and train union structures and the general membership, on terms and conditions of service, code of ethics and conduct.

He further highlighted that members need to be trained and educated about their responsibilities at the workplace so that they are able to discharge their duties diligently.

He explained that it is a duty of all workers to be exemplary in performing duties in their workplaces and avoid all vices that can lead

them into conflict with service delivery mandates at the work place. The emphasised that as a union we shall continue to advocate for a corruption free service among workers.



A Corruption Free Zambia Begins With Me



LAUNCH

OF POLITICAL & GOVERNANCE CONSCIOUSNESS PROGRAM

UG is this year in November scheduled to launch a Political and Governance Consciousness Program. Speaking in an interview, UG President comrade Muyaywa Kabisa said that the purpose of the program is to raise awareness among members as regards politics and governance issues. Mr. Kabisa said that the program will also enable members to participate in governance programs from an informed position and also be able to hold their leaders accountable. He emphasized that these programs are key to the Union because they will be able to place government employees at a position where they will be of value to government and the community.

“We are launching this program in November this year if the Corona Virus will not disturb us. It will bring comrades from the SADC Countries and our members together, so that we interact and share ideas on political governance”, he said.



Comrade Muyaywa Kabisa - UG President



Mr. Kabisa stated that UG, which is an affiliate of the Federation of Free Trade Unions of Zambia (FFTUZ) and World Federation of Trade Unions (WFTU) is poised to greatness because among other programs, it looks at the political and economic interest of its members.

He reiterated that the Union was formed for a sole purpose of meeting the expectations of government employees and pointed out that it was the view of the founding members to come up with one strong Union that will represent the aspirations of workers in government.

Trade Unions and Direction

“UG has been in existence for less than 5 years and so far, it has shown the direction of where all unions should get to. For us this is not an end, our members should look out for more because there are many incentives and programs in store for them”, - President Kabisa

Further the President highlighted that currently there is a number of trade unions in the country that translates into fragmentation in terms of resources.

He noted that most of these unions are failing to sustain their structures because of not having adequate resources. He said that lack of these resources also translates into unions failing to provide some benefits and incentives to the members.



“Structures are supposed to be funded, given equipment and other materials that will help them take Union representation closer to their members, but unfortunately this is not happening in most unions because of lack of resources”, he said.

President Kabisa added that to generate resources, UG has one key pillar which is investment. He pointed out that currently the Union has established a company known as *UG Investment Trust*, which receives 10 percent of all employees’ subscriptions that goes to investment. He said that this company has since invested small-scale financing, which is the provision of loans to government employees with a view to generating additional income and also redeeming employees from

exploitative micro lending institutions around the country.

“The union is also looking at coming up with an insurance company which will provide insurance services, general and specific to all government employees so that workers monies will revolve amongst workers”, he said.

Mr. Kabisa also said that the Union has come up with a deliberate approach to establish offices that will perform certain functions, which will help the union to meet its objectives.

He said that this is with the view to having a strong trade union that meets professional requirements of its members as a priority.



Comrade Misozi Luhana-Deputy General Secretary

In an interview, Deputy General Secretary in charge of Administration, Cde Misozi Luhana highlighted two major incentives the union is currently providing to subscribing members.

The two incentives are based on the Funeral and Medical Hampers respectively. She explained that the purpose of these hampers is mainly to incentivize the members and help ease their burden during the times of need.

“We prioritize providing social aid to our members in times of need”, she said.

Funeral and Medical

Policy hampers on offer to UG members

She clarified that the funeral hamper stands separate from the funeral insurance provided to all government workers by Madison Insurance. The later covers the spouse, children, parents to/as well as the subscribing member.

She further clarified that despite having the National Health Insurance Scheme, UG members are still entitled to a medical hamper provided by the Union, which mainly assists them in undertaking different types of medical diagnostic tests, such as Computed Tomography (CT-Scan) as well as procurement of expensive prescribed medicines. However, the introduction of the National Health Insurance Scheme has placed a need on the union to amend the medical policy in order to return its relevance.

“Sometimes members are sick at home or hospitalized for a long time. During such times, as a union, we are obliged to visit them and provide necessities as need may be”, she said.

Cde. Luhana further hinted that adding to the two mentioned incentives under her department, the union is also providing other incentives to subscribing members, such as baby hampers and loan facilities.



UG PROMISES THE BEST FOR IT'S MEMBERS

The General Secretary Comrade John Nsululu, who is one of the founding members of the union said in an interview that the Union has grown tremendously in its 4 years of existence.

He said that the Union has recorded over 25,000 members since its inception and Secretariat has grown to over 15 members of staff.

He also highlighted that the main goal of the union is to improve the welfare of government workers and change the way labor movement is handling issues.

He further intimated that previously workers did not appreciate the importance of belonging to a union, which limited them only to the traditional forms of representation. UG on the other hand came through with many non-traditional incentives in addition to traditional forms.

He pointed out that the union faced a lot of challenges with registration, but the founding members fought hard to have it registered as Zambia Union of Government and Allied Workers.

"We lodged an application for registration with the Ministry of Labour and Social Security on 29th June, 2012 and were only granted the certificate to start operating as a Union on 29 February 2016", he said.

Currently, UG has lined up a number of programs for members that will be rolled out over the years. The General Secretary Mr. John Nsululu highlighted that the union aims at serving its members in the best way possible.



Comrade John Nsululu - General Secretary

"We have just started, and we have done quite a lot in a short period of time. Our members should be very proud of who they are and must never be intimidated by what others are doing", Cde Nsululu.

In an effort to meet members' needs, UG has set up a Finance Company that gives loans to members at very affordable rates. He explained that the union intends to reduce the lending rates further, so that members do not land into the hands of exploiters.

He stated that this company is not only helping the members, but also giving the Union a financial backbone. He further said that the Union also has an Insurance Company (Workers' Life) and a general dealer company (UG Investment Trust Company Ltd) which will help in enhancing the financial capacity of the institution to better the lives of members.

He pointed out that real estate is another investment that the Union has ventured into that will benefit members.

"We do realise that Trade Unions across borders are doing good in business and we hope to emulate them. We just want to appeal to our members to be patient with us", he said.

EDUCATION

SUPPORT FOR MEMBERS

Education Support

As a way to actualise membership academic and education advancement, the union gives support to its members in form of finance, this is aimed at meeting members aspirations by providing support towards their training and development. Basing on the current union policy, all programs within Zambia from certificate to masters, are considered for funding by the union.

Several members so far have benefited from UG Education support schemes in the last three years. The members under the sponsorship program come from all the 10 provinces of Zambia and are currently advancing their academic endeavours. Every 6 months, a new group is selected for sponsorship while another exits.



Comrade Choshya Grace. A proud beneficiary of UG Education Support. Graduand in Bachelor of Arts in Public Administration.

UG MoU's with Universities

The union has partnered with some universities to lessen the financial burden on members who are willing to advance their professional and academic endeavours.

The department of professional affairs signed MoUs with leaning institutions, which include:

- University of Africa (UoA)
- Africa Research University (ARU)
- Supershine University (SSU)
- Harvest University (HU)

In these partnerships, students are able to access various scholarships. The union intends to engage many other institutions for such progressive MoUs.



MoU Interaction at Africa Research University (ARU)



Comrade Barbara Chimbwe - Deputy General Secretary- Professional Affairs

UG Collective Agreements with Quasi-Government institutions

In an effort to actualize engagement and representation of employees under quasi-government institutions, the department saw the signing of 2 Collective Agreements (CA) with Quasi- Government institutions. These are National Youth Development Council (NYDC) under the Ministry of Youth and Sports and Nitrogen Chemicals of Zambia (NCZ). The two institutions bring a total of 400 members to the UG family.

National Productivity Policy

The Department of Professional Affairs participated in the Ministry of Labour and National Security stake holder validation meeting of the draft National Productivity Policy at Taj Pamodzi Hotel, Church Road in Lusaka.

The Policy aims at facilitating a common understanding of productivity by creating awareness and building the productive capacity of individuals and organisations. This policy will enable workers to realise their potential and contribute towards national development.

Grievance Handling

The union through the Professional Affairs Department has managed to handle members grievances and continue to win many cases referred by members from all provinces. The Provincial Executive Committees (PECs) have played a major role in reinstatements based on mishandled cases by the employer and pardoning of erring members among other cases.

Formation of Professional Bodies

In June, 2020 the Department of Professional Affairs commenced the identification of various professions so as to ensure an all-inclusive approach on the various trades that are found in all departments. This is in order to ensure that members can enjoy tailored programming and representation by the union which ultimately will specifically address professional needs.



The union intends to see to it that all professions receive equal representation through the set up technical teams under each professional chapter.



UG Professional Affairs team with stakeholders at Taj Pamodzi Hotel during the stake holder validation meeting.

FINANCE & INVESTMENTS

UG Finance

The Company was formed in 2017 as an investment wing of the Union to address the financial challenges of the members and to serve the wider community. The main objectives at inception included the following:

- To serve as an empowerment vehicle for the Union and its membership.
- To provide access to cheaper loan facilities for Union members.
- To offer industry-reflective interest rates to workers.

To broaden the investment portfolio for the union, the union introduced new products as a buffer for both the union and its membership.

UG Finance takes cognizance of the prevailing market rates and currently pursues a cost leadership strategy. Those who have taken a survey of the prevailing interest rates on the market will agree that the institution offers highly competitive rates. The interest rate for beneficiaries is industry-reflective.

Since 2017, the institution has made steady progress. It can be said that the institution has moved from Introduction stage and is moving towards the growth stage. In as far as serving members with affordable loans, the institution is on course. Over 2,000 members have benefitted from inception through loans, support in kind and Corporate Social Responsibility. It is yet to achieve the other objectives as alluded to earlier

Lusaka Province has the highest number of beneficiaries given the fact that it is the host city and has higher access to internet facilities.

Luapula Province has the lowest number of beneficiaries attributed to the low internet access in the region among other reasons. On the other hand, provinces with the low numbers of beneficiaries



should take advantage of this opportunity. The PECs must encourage members to apply for these affordable loans, given that the application process is simple and can be done online.

UG Finance works in collaboration with BIU money, which offers a special service to the general membership of the union, where workers are able to access instant soft loans through an online link.

The union has new products and services that are still under incubation stage and shall be announced in due course. The institution is poised for further growth given the improved levels of capital injection currently. UG Finance is currently able to absorb more clients at any given time. The institution has tremendously improved on efficiency to process loans at greater speed and accuracy. As a result, beneficiaries are assured of quality and customer-focused services.



Comrade Patrick Phiri - Deputy General Secretary
- Finance & Investment

UG GALLERY -HQ



General Secretary, Comrade John Nsululu (Right) presenting donations to Minister of Health Dr. Chitalu Chlufya (left) towards the fight against Covid 19 at MoH



General Secretary Cde. John Nsululu (Right) and Dr. Chitalu Chlufya (left) demonstrating the 'new normal' greeting during the presentation of donations towards the fight against Covid 19



Secretariat meets the General Nursing Council of Zambia (GNCZ) to chart the interests of the nursing fraternity



Honourable Vincent Mwale presenting an award to a hard working UG member in Sothern Provide, Choma District, During the 2019 Labour Day celebrations.



Secretariat with University of Africa (UoA) Management during the signing ceremony of an MoU between the two institutions at UG Secretariat in Lusaka - 2018.



UG Southern Province leadership presenting a UG branded umbrella to Honourable Vincent Mwale in Choma District, during the 2019 Labour Day celebrations.

WOMEN

CO-ORDINATING COUNCIL

The Woman Co-coordinating Council (WCC) is a Department spearheaded by the National Secretary at Secretariat. Owing to the fact that some female government employees are heading households, there is need to promote and provide aid towards their engagement in entrepreneurship. This is to be done by establishing opportunities for women to meet with relevant stake holders and work with them to achieve all proposed projects under the department. From inception, the department so far has met several stakeholders and embarked on a number of projects.

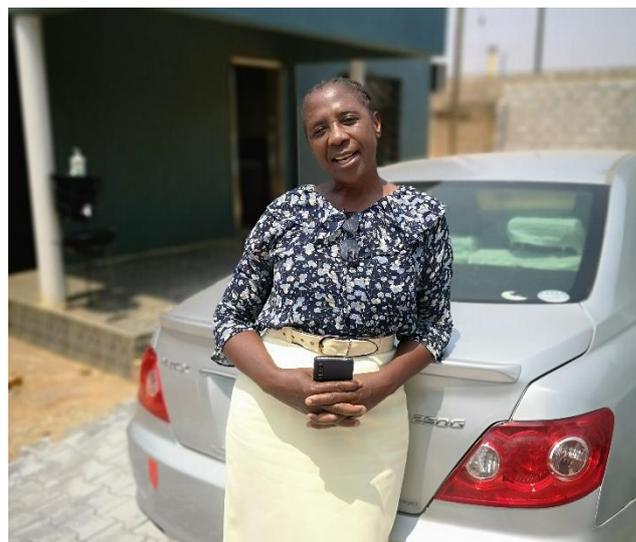
Meeting with Minister of Gender

In 2016 the Women Co-ordinating Council (WCC) met with the Minister of Gender and Child Development, Honourable Professor Nkandu Luo at Government Complex in Lusaka.



Professor Nkandu Luo (seated) with UG Women Coordinating Council (WCC) officials during a consultative meeting at her office

The WCC lobbied for recognition in this regard and consideration for any viable projects in order to elevate the standard of leaving for the women. The Minister highly appreciated the visit and promised to rally behind the course.



Comrade Viola Ndele - National Secretary, Women Coordinating Council (WCC).

The minister also advised WCC to engage as many women as possible as this would greatly benefit most families ultimately once operationalised.

Meeting with the Vice President

In April, 2018 the department met with her Honour the Republican Vice President, Mama Inonge Wina, at her office at Cabinet Offices.



Mrs. Inonge Mutukwa Wina - Republican Vice President

The WCC shared with the Vice President the mandates of the department, as well as goals and specific objectives among other issues.

In her response, the VP highly commended the union for standing up for women as a trade union and establishing a platform where women

can access opportunities to establish themselves. She guided that her office is open for consultation at any time and promised to stand with the Women Coordinating Council in order to realise and actualise the big dream.

Meeting with the Mayor of Lusaka

In 2018 the Women Coordinating Council met with the Mayor of Lusaka at his office at Civic Centre in Lusaka.



Comrade Judith Chaongopa (Left)-Chairperson WCC and Comrade Viola Ndele (Right) - WCC- -National Secretary with his Worship the Mayor of Lusaka Mr. Miles Sampa

The main objective of the meeting was to solicit for land on which the women could implement the many proposed projects.

He advised the department to formalise the request by writing to the Commissioner of Lands and reassured the department of a favourable response. He further emphasised that government looks into the plight of women with keen interest in order to support the women folk that has been disadvantaged in society since time in history. He as well reassured the WCC of support and appreciated the gesture.

Chongwe Co-operative Project

The WCC visited the Chongwe Cooperative project in September 2020 in Chongwe District in Lusaka. The visit was with a view to start the preparations for the 2021 farming season. The UG women members of the cooperative were met and notes shared with them on how the project can be implemented taking advantage of the soon approaching farming season. The women appreciated the visit and confirmed their willingness to take up the project and implement for the benefit of all members of the project.

Furthermore, the women appreciated the union for the brilliant idea demonstrated as well as technical support provided.



WCC visits the Chongwe Co-operative

Women's Day Celebrations

The WCC facilitates through Secretariat the celebration of Women's Day every year. In March, 2019 the celebrations took place at Show Grounds in Lusaka Province, where WCC was exhibiting and privileged to be visited by the Republican President, His Excellence Dr. Edgar Chagwa Lungu.



Comrade Judith Chaongopa - WCC Chairperson (Left), with the Republican President His Excellence Dr. Edgar Chagwa Lungu during the 2019 Women's Day in Lusaka

The President highly commended the policies the union has put in place and expressed joy to see a new approach in unionism, which is member centred and not only biased to industrial relations. He encouraged the WCC to pursue this course diligently as it is addressing the real issues workers go through and providing opportunities for workers to realise their potential.

MEMBERSHIP MOBILISATION

The Department of Membership Mobilisation is the heartbeat of the union, whose main mandates are to ensure a sustained membership growth through various recruitment activities spread across the country and also to retain the membership that is being added to the union on a daily basis.

Headed by the National Coordinator, the department has staff comprising a Director, Deputy Director, Recruitment and Retention Officer and Data Management Officer. Supported by other departments at Secretariat, the department has presided over the membership that has enabled UG to rightfully be labelled as the fastest growing union in Zambia so far.

Being the fastest growing union and eventually reaching the objective of being the biggest union in terms of numbers will be meaningless if this membership is not retained. UG is alive to this fact and interventions to retain this rapidly growing membership have been effected.

Below are some of the approaches for membership retention:

- School sponsorship for our members who may wish to further their studies at tertiary level
- Provision of affordable loans through UG Finance, a company specifically formed to deal with financial needs of the members
- The provision of maternal/baby hampers to our members who are expecting a new member(baby) in their family
- The provision of funeral hampers to a member who has a bereavement
- The provision of union regalia to the members



Comrade Mulipa Nkhata, National Coordinator – Membership Mobilisation, during the 2018 Labour Day celebrations in Mushindano - North Western Province

- Participating in all major national events such as Labour day, Women's day, Nurses day etc.

The union welcomes feedback from the general membership and takes necessary measures to address the identified gaps by ensuring that all policies are made to the members' satisfaction. The union continues to engage members through mobilisation meetings to receive feedback on union programs.



Membership Mobilisation Meeting

UG GALLERY - MOBILISATION



CENTRAL PROVINCE GROWTH IN MEMBERSHIP



The Zambia Union of Government and Allied Workers in Central Province has continued to step up its presence in the province with membership currently sitting at above 1,532.

The Province has 12 Districts namely; Kabwe, Chibombo, Serenje, Itezhi tezhi, Shibuyunji, Kapiri Mponshi, Mkushi, Luano, Ngabwe, Mumbwa and Chisamba district.

The UG leadership in the province has managed to set up District Executive Committees in 11 Districts, except for Shibuyunji District, which was recently added to Central Province, detaching it from Lusaka province.

The union in central Province is expected to embark on a recruitment program before the end of this year 2020. This is with a view to increase the membership of the province by a good margin before the end of the year.

The current membership is expected to go on a sharp rise by over 2,000 once members under Correctional Service who were separated from Public Service Division Management are put back on the system.

Owing to the relocating of the Correctional Service Headquarters from Lusaka district in Lusaka Province back to Kabwe District in Central province, more workers under this department are expected to join the union, as it is so far the most preferred union in the province

and countrywide, based on the several progressive social policies the union has put in place.

National Events

The Union in the province has also continued to participate in national events such as Women's Day, Nurses Day and Labour Day among others.

The participation of members in these celebrations adds to the visibility of the union and member satisfaction, in that members appreciate to be identified with the union.



Central Province Membership during the 2019 Nurses Day Celebrations in Chibombo District

Provincial Executive Committee (PEC)

The Central Province Executive Committee (PEC) comprises of 9 officers headed by the Provincial Chairperson.



Central Provincial Executive Committee (PEC) Officials

The Zambia Union of Government and Allied Workers in Lusaka has continued to record tremendous increase in membership in the recent past, with the current number of about 5,280 members, making it a province with the highest membership in the country. The huge increase of membership in the province is as a result of several factors, among which are the good member centred policies the union has aligned for the members, quick professional response to industrial relations cases and quick address of workers' social concerns.

LUSAKA HITS HIGHEST UG MEMBERSHIP IN ZAMBIA



UG members during the 2019 Lusaka Province Labour Day celebrations

It is projected that the membership in Lusaka will soon grow to even greater numbers owing to the fact that sensitisation is ongoing in all districts and departments.

In an interview, the Lusaka Provincial Chairperson, Comrade Nixon Uswenswe Tembo, explained that it's not rocket science, all workers are able to see what UG is doing for the workers and how it prioritises their interests. He further reassured that the union is resolved to continue in this direction, as it is the workers desire to find aid, in times of need.

The union has demonstrated that workers can still benefit from their subscription, which has been the greatest cry for most members out there. The union has also embarked on retention programs in Lusaka, aimed at ensuring that all members access a quality service and fair representation by the union.

Lusaka province PEC is currently going round all departments and districts in the province to sensitize, recruit and form UG structures in order to bring the union closer to the workers. In the past, some departments complained of not having easy access to UG products, attributing the challenge to not having union leadership in place. It is expected that once structures are set up, members shall easily escalate their cases to the union and access the union products without delay. The union is working on modalities to further reduce the waiting time on all incentives and union products in order to attain efficiency in this regard.



Cde. Nixon Tembo (far right) Provincial Chairperson with Cde. Burnwell Mulenga (Third from right) Director – Membership Mobilisation during a meeting with the interim Departmental Workers' Committee at University Teaching Hospital Children's wing

NORTH WESTERN PROVINCE ACTIVITIES

Zambia Union of Government and Allied Workers (UG) has continued registering its presence in North Western Province. The union is now existing in all the 11 Districts of the province with well-established District Executive Committees (DECs).

In the recent past, the Province conducted meetings in various districts with a view of recruiting more members as well as sensitise workers on the incentives the union is currently providing for its members, such as funeral and baby hampers, education support and personal loans among others.



North Western UG leadership socialisation

In line with the union's mission of improving the quality of lives of government workers and their families, the union gave out baby hampers to all districts basing on the applications received for the same.



North Western Province - 2019 Women's Day Celebrations

In its continued quest to encourage members to participate in national and international events, UG members from all the 11 districts participated in commemorations of Women's day on the 8th of March, Labour day on May 1st and Nurses day on the 12th of May 2019.

In 2020 all celebrations were put on hold due to the outbreak of Covid-19 pandemic. However, members received regalia and other union incentives during this period. The members also received face masks to help in the fight against the pandemic.

UG President's visit

The Province was also privileged to be visited by the union President Comrade Muyaywa Kabisa.

The president who was accompanied by National Coordinator for membership and UG finance credit officer visited Chavuma, Zambezi, Kabompo, Mufumbwe,

Manyinga, Kasempa and Solwezi districts as well as Solwezi General Hospital, where he held interactive meetings with the members. The union President encouraged members to continue maintaining industrial harmony in order to help the Government achieve its planned developmental programmes.

Comrade Kabisa also sensitized members on the personal loans that the union is disbursing at a reduced rate as well as the education support for members that are not being sponsored by their employer in an effort to improve member welfare.

The Zambia Union of Government and Allied Workers exists in all the 10 Districts of Copperbelt Province with a current total provincial membership of about 2,200. Owing to the good policies and various incentives the union has put in place, the union has continued to expand on the Copperbelt. The leadership in the province currently prioritise member sensitisation on the various incentives the union provides, workers' rights as well as the role of trade unions in public service. The union also participates in national events where participants are drawn from various departments in various Districts.

2019 Nurses Day

The commemoration of the Copperbelt 2019 International Nurses' Day took place in Mufulira District on the 12th of May. The event attracted participants from across the province culminating in a very successful event.

The guest of honour during the event was the Mufulira District Commissioner Mrs. Hildah Kawesha, who flagged off the match past from United Church of Zambia (UCZ) to Rugby Club where the celebration took place. In flagging off the match past, the District Commissioner thanked the organizers of the event and the matchers for their commitment and love of their profession. She further highlighted the significant role the nursing profession plays in monitoring the health of all who fall under their care.

Twelve (12) days before the celebration of the nurse's day, the province also took part in the celebration of Labour day on the 1st of May 2018. The event was hosted in all the Districts in the province with participants coming from various departments. The participation in these celebrations has given confidence to the members as well as trust in the union as it prioritises worker's rights.

COPPERBELT

MEMBERSHIP PROGRAMS



2019 Labour Day Cerebrations in Kalulushi District - Copperbelt Province

Membership Mobilisation

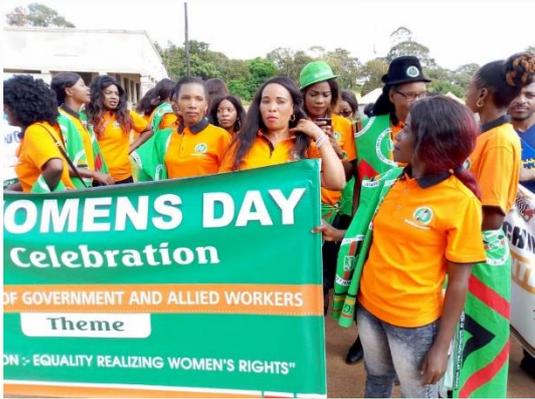
To expand membership status in the province, The Copperbelt Provincial Executive Committee (PEC) successfully conducted a recruitment meeting, where brilliant ideas on how to better the lives of the workers were received from the participants. Among other issues which were discussed, the workers were informed about the significance of trade unionism in the civil service, workers' rights, UG incentives as well as how to escalate all industrial relations cases. These meetings resulted in an addition of about 42 new members, who applied for membership.



Copperbelt Provincial Secretary comrade Alfredimba sensitising workers at Kalulushi General Hospital in Copperbelt Province



UG GALERY - CELEBRATIONS



10 REASONS WHY YOU SHOULD JOIN UG

1. Legal Aid (Aid given to members with legal queries or cases before courts of law or tribunals)
2. Grievance Handling (Dealing with grievances members may have in their places of work)
3. Representation in Disciplinary hearing at work places (When members are facing disciplinary charges, the union will provide representation through all the proceedings.)
4. Funeral support Hamper (When a member dies or has a funeral at his home, the union through the Departmental Workers Committee will provide material support)
5. Baby hampers – a member is given a hamper also known as maternity hamper, before or after delivery of the child.
6. Education support- a member is given support towards school fees to relief pressure.
7. Negotiations for Improved Conditions of Service (Collective bargaining for improved conditions of service)
8. Medical Support Hamper (This is support that will go to members when they are admitted in hospitals or are terminally ill until the end of their employment.)
9. Provision of union regalia, insignia to enhance a sense of belonging (members will be given free t-shirts and other materials branded with the union symbols for them to have the sense of belonging)
10. Educating and training members on civic duties.

Get in touch with the UG membership mobilisation team and Join today.



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Our Union Our Strength



ZAMBIA UNION OF GOVERNMENT AND ALLIED WORKERS



Our Union Our Strength