



# Federation of Free Trade Unions of Zambia

## Profile

### 1. Name of the Organisation:

Federation of Free Trade Unions of Zambia (FFTUZ)

### 2. Date of registration:

28<sup>th</sup> September 1998

### 3. Physical Address:

2<sup>nd</sup> floor Woodgate House East Wing, Cairo Road, Lusaka

### 4. Postal Address:

P.O Box 34739, LUSAKA, Zambia

### Contact Details

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**President: Joyce Nonde Simukoko (Ms)**

**National Executive Secretary: Lyson Mando**

### 5. Current Total Union membership:

50,000

### 6. Affiliated Trade Unions:

- 1) Zambia Union of Financial Institutions and Allied Workers (ZUFIAW)
- 2) Power Generation and Allied Workers Union of Zambia (POGAWUZ)
- 3) Zambia Water and Sanitation Engineering and Allied Workers Union (ZWSEAWU)
- 4) National Union of Miners and Allied Workers Union (NUMAW)
- 5) Secondary Schools Teachers Union of Zambia (SESTUZ)
- 6) Zambia Union of Broadcasters and Other Information Disseminators (ZUBID)

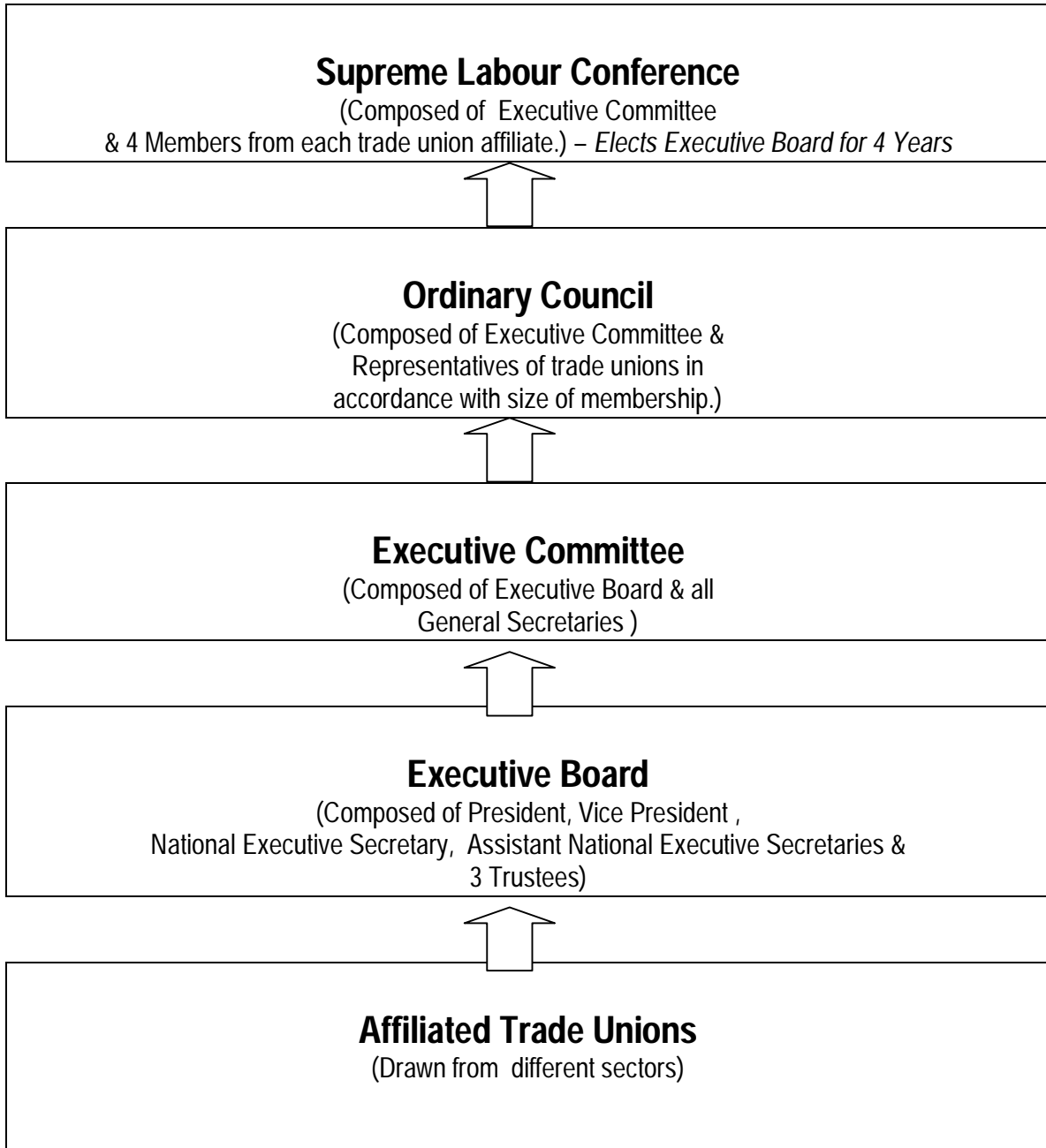
- 7) Agricultural Technical and Professional Staff Union of Zambia (ATPSUZ)
- 8) United House and Domestic Workers Union of Zambia (UHDWUZ)
- 9) National Union of Security and Asset care Workers (NUSACAW)
- 10) Zamtel Union for Middle Management & Associates (ZUMMA)
- 11) National Union of Technical and Administrative Workers

## **7. Aims & Objectives:**

- a. To promote and protect the interests, rights and freedoms of all affiliated trade unions in Zambia.
- b. To provide material, technical and other forms of assistance to affiliated unions in finding practical and workable solutions to the problems and issues affecting their organisation, administration, representation and bargaining.
- c. To settle inter union and intra-union disputes in the areas of representation, demarcation and operation.
- d. To facilitate the settlement of any industrial disputes in consultation and liason with concerned parties in order to promote industrial peace and harmony.
- e. To ensure that affiliated unions operate within the scope of recognized labour laws and labour standards.
- f. To promote the development of a strong, united, dynamic versatile and financially viable labour movement in Zambia.
- g. To promote and safeguard the rights of workers to join trade unions and participate in trade union affairs without interference from government, political parties, or employers.
- h. To promote effective organization of all workers in Zambia into union members.
- i. To strengthen trade union structures and promote democratic leadership at all levels of trade union organization.
- j. To extend protection, assistance, benefits of collective bargaining, economic advancement to the workers.
- k. To co-operate and extend assistance to other organizations in and out of the Republic of Zambia with objectives similar to those of the Federation.
- l. To provide workers education and training services to rank and file members, shop stewards, branch, district and provincial officials, top leadership and other trade union functionaries.

- m. To assist in organizing and training the unemployed for productive activities in order to facilitate the creation of jobs in small scale and medium sized industries.
- n. To facilitate and assist in the development of workers co-operatives and other income generating ventures.
- o. To defend the trade union rights and provide checks and balances in the process of national development.
- p. To maintain and safeguard the democratic character of the labour movement and protect the Federation from hostile forces who are opposed to the ideals and principles of free and democratic trade unions.
- q. To secure the ratification and application of international labour standards and conventions and the enactment of laws that protect the rights and interests of workers and to bring to the attention of government labour laws and policies considered to be in conflict with the interests of labour.
- r. To promote industrial health, safety and social security of the workers.
- s. To encourage and help workers exercise their full rights and responsibilities of citizenship
- t. To invest some of the Federations' funds in the purchase, lease, acquisition, or mortgage of land, movable and immovable property, fixtures and fittings on the seal of the Federation.
- u. To work for the achievement and sustenance of a negotiated check off system and standardization of membership subscriptions in all unions affiliated to the Federation.
- v. To promote international trade union friendship and solidarity, fraternal and technical co-operation and understanding.
- w. To develop and maintain co-operation with any lawful employers organization.
- x. To provide adequate remuneration and security benefits to full time employees of the Federation including general working conditions, redundancy packages, pensions, gratuities medical legal aid and other necessities which the Federation may deem fit from time to time.
- y. To provide legal assistance to affiliates when need arises.
- z. To carry out any other functions and activities that the Federation may legally pursue in the interests of affiliated unions and workers in general.

## 8. Organisational Structure



## **9. Sector Representation**

- Financial Institutions
- Energy
- Water and Sanitation
- Mining
- Education
- Broadcasting
- Agriculture
- House and Domestic workers
- Health workers
- Industry and Commerce.
- Communications