Welcome to the March edition of the FUE newsletter. We started this month in high gear with preparations for the FUE 40th Annual General Meeting, and I must say it was a success. On 21st of this Month, we had a full house of member employers and invited guests. We carried out elections for the Chairperson, Vice Chairperson and five board members.

Additionally, following the successful launch of the Employer of the Year Awards (EYA) 2019 survey, I would like to encourage you to participate in the EYA survey that will lead us to the upcoming EYA dinner where we will be presenting awards to winners in various categories. You could be one of the winners and you equally have the opportunity to share and learn best business and human resource practices.

Besides that, enjoy reading the rest of the newsletter.

Douglas Opio  
Executive Director, FUE

Launch of the Employer of the Year Awards (EYA) 2019 Survey

The 2019 Employer of the Year Award survey was officially launched on 13th March 2019 at Kampala Sheraton Hotel. The survey will be conducted by the Federation of Uganda Employers in partnership with Makerere University. The survey has two main objectives; firstly, to document best practices that provide organisations with insight on human resource and business practices in the country, and secondly, to recognise employers who are excelling in terms of human resource and business practices.

The survey will be conducted under the theme, “transforming organisations to optimise productivity”. Rapid changes in competition, demand, technology, and regulations have made it more important than ever for organisations to be able to respond and adapt quickly. It’s therefore no surprise that many organisations are embarking on transformation efforts, sometimes in response to outside pressure and other times to get ahead of it. New technologies, new customer expectations, and new sources of competition often from players that didn’t exist five or even three years ago, and that follow entirely new business models together are leaving organisations with less and less time to react. This perhaps explains why only about 25% of transformation initiatives are considered to be successful.

As more and more organisations face pressure to transform their performance, it is crucial for them to understand how proven change tactics increase their chances of success and how to avoid approaches that undermine transformation efforts. Against that background, the 2019 EYA survey will be conducted with the aim of examining transformation in organisations and how it is being leveraged as a driver for organizational/business productivity within participating organisations.
Transformation within the context of the survey is an intense, organization-wide program to enhance performance and to boost organizational health. Transformational change differs from routine change initiatives in that it deals with the fundamental identity, values, and culture of a firm. Thus, such transformations produce change in which deeply held values, beliefs and assumptions are challenged and modified. Transformation will be assessed by surveying efforts made up of three dimensions including the initiatives, processes and cultural adaptations. These are elaborated upon as follows:

The initiatives
Initiative changes focus on implementing new programs, projects or procedures (e.g., implementing a new organizational structure, customer service agenda, quality improvement effort, cost reduction program, etc.).

The processes
These focus on the ways in which work gets done, adopting a relentless delivery tempo aimed at creating an effective performance infrastructure. Core processes are identified and effort is made to improve those processes through work simplification, value added assessments and other such reengineering efforts.

The cultural adaptations
These occur within an organisation when the fundamental ways of doing business are reconceptualised. The identity of organization is transformed both for employees and customers.

When transformations succeed, they radically improve the important business drivers, such as topline growth, capital productivity, cost efficiency, operational effectiveness, customer satisfaction, and sales excellence. Participation in the survey is open to all employers in the country and your organisation has the opportunity to undertake an HR audit while having the opportunity to learn from others. In addition, your organisation could win an award in one of the categories. To participate in the survey, you can get in touch with the Federation of Uganda Employers (FUE). The survey will run from 13th March 2019 up to 8th November 2018 when the awards dinner will be held. However, beyond the dinner a feedback seminar will be held to provide a learning opportunity for participating organisations and other employers.

This article originally first appeared in the New Vision.

FUE participates in the 3rd Pan African Youth Conference on African Unity and Development 2019


The Pan African Youth Conference on African Unity and Development is a multi-stake holder youth-led and driven platform which aims at building capacities and strengthening engagement of children and youth in the current policy and decision making processes at national, sub regional and continental levels.

On the behalf of the employers we exchanged ideas in line with the future of work giving particular focus on what it mean for employers and majorly on what it means to young people.
On 21 March 2019, we successfully held our 40th Annual General Meeting as the Federation of Uganda Employers. The meeting that took place at our Head Office in Namanve was graced by over one hundred seventy participants.

In attendance were; Mr David Mugisha, the Commissioner for Labour at MGLSD on behalf of Hon. Janat Mukwaya, the Minister of Gender, Labour and Social Development, Mr Wellington Kibebe, the ILO Area Director, Mr Gideon Badagawa, the Executive Director of Private Sector Foundation Uganda, as well as Mr. Peter Christopher Werikhe, the Secretary-General NOTU, to mention but a few.

Among the issues discussed included the FUE work plan and budget 2019, receiving and approving the FUE Annual Report for 2018, as well as Election of New Office Bearers on to the FUE board; Eng. Dr Silver Mugisha, MD, National Water and Sewerage Cooperation was elected as the new FUE Chairman and Mrs Annet Nakawunde, MD, Finance Trust Bank was elected as the new FUE Vice Chairperson.

Other companies that were elected on the board included; URA, World Wide Fund (WWF), Uganda Printing and Publishing Corporation, Partners for Children World Wide and Q-sourcing Uganda.

It is in this same regard that we appreciate all our members for honoring the invitation and actively participating. We are looking forward to another great year.
Douglas Opio, FUE Executive Director appeared on Day breaker, a morning TV show at Record TV to talk about the upcoming launch of the EYA survey 2019.

Eng. Dr. Silver Mugisha, the newly elected FUE Chairman talks to Journalists about the Employer of the Year Awards.

Mrs Martha Munnu, Chairperson EYA technical committee addresses journalists at the launch of the EYA survey 2019.

Improving Supervision and Employment Relations at the Workplace Training
Where: FUE Offices, Kiwanga
Date: 11th - 12th April 2019
Member fees: 380,000/= Non Member fees: 600,000/=  

Essentials of Occupational Safety and Health (Osh) Training
Where: FUE Offices, Kiwanga
Date: 9th - 10th May 2019
Participant fees:
Member fees: 380,000/= Non Member fees: 600,000/=  

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