Welcome to this edition of the June Newsletter 2019. We started this month with participation in the East, Central and South African Employers’ Organizations Conference that took place in Malawi. The conference on the Future of Work was a gathering of Employers’ Organizations like FUE across the region. It was organized by the International Organization of Employers (IOE) and hosted by the Employers Consultative Association of Malawi (ECAM).

Next was the International Labour Conference where I, and the FUE Chairman led the employers’ delegation from Uganda. The conference took place at the ILO headquarters in Switzerland, Geneva. Unlike the past conferences, this year’s conference was particularly special since marked a centenary celebration of ILO’s existence and congratulated ILO as a tripartite organization that has been at the forefront in the promotion of decent work for all.

Besides that, a lot has been going on; Employers of the Year Awards survey, trainings, as well as the ongoing member servicing of our members.

Lastly, to all FUE members thank you so much for being a part of the federation. To the new ones, thank you so much for choosing to join FUE. We are looking forward to adding value to you.

Douglas Opio
Executive Director, FUE

Regional Workshop on ‘Alternative Dispute Resolution’ and “Technical Vocational Education and Training’

This month we held a regional workshop covering two aspects; Alternative Dispute Resolution (ADR) Mechanisms in East Africa and Technical Vocational Education and Training (TVET). The discussion centered on sharing experiences of ADR in the region using the Danish model, with key focus on the Danish way of resolving employment issues.

The Danish model was prized by participants as it gives Employers and Workers liberty to determine collective employment issues without interference from Government. For instance, Under the Danish model, issues around salaries and wages are determined at a bipartite level without interference from Government.

Moving on within the aspect of Technical Vocational Education and Training (TVET), discussions focused around the value TVET adds to the different economies of the EAC member states, tackling issues like enhancement of skills. It was clear from the Danish model that recruitment is based on competence rather than academic qualifications only, and that under TVET, there can be more employable graduates besides equipping even the unemployed to create their own enterprises. These outcomes call for attention to employers to be keen on what the labour market demands and work hand in hand with stakeholders to boost technical education.
**FUE Participates in the 43rd East, Central & Southern Africa Conference on the Future of Work**

About 60 representatives of Employers’ and Business Member Organizations (EBMOs), as well as representatives of the African Youth Commission (AYC), government and international organizations including ILO and IOE, were hosted by Malawi’s employer organization the Employers’ Consultative Association of Malawi (ECAM) in Lilongwe from 3rd-4th June where deliberations focused on the future of work, its repercussions for the region, for young people, for policy makers, and for organizations such as IOE and ILO.

“The Future of Work” theme was selected to encourage Employers and Business Member Organization participants to share their activities and experiences in preparing to respond to the future needs of their affiliated companies; to provide a platform for African youth to contribute their voice to the policy discourse; and to inform and prepare the employer participants for the Centenary Session of the International Labour Conference, also focusing on the future of the world of work.

For all parties, bridging the skills gap was identified as an area of key concern going forward. There was a particular focus on anticipating skills requirements for the future, and equipping Africa’s youth with the requisite skills and competences necessary to respond to labour market needs and to become entrepreneurs and employers in their own right.

**Call for Young Employers to Participate in the EYA 2019**

The mantra still stands that ‘Every Good Employer’ is a member of FUE. Over the years FUE has continuously identified, ranked and recognized HR best practice through the Employer of the Year Award (EYA) Survey. Prior to the award ceremony, we run the survey where participating companies and organizations are evaluated on various HR attributes to establish excellence in HR practice in line with a given theme, and where the best get recognized accordingly at the awards event dinner.

FUE is currently conducting the main survey but we still invite you to send your participation form so that you also get to participate in the 2019 survey. This EYA 2019 survey edition again has the special category of Young Employers. We therefore appeal in a special way to those Young Employers between 18 and 35 years of age, with a registered company that has been in existence for more than a year with a minimum of 5 employees to enlist and participate in the survey under the “young employer” category, fully sponsored by ILO. This is your time to rise and shine, an opportunity to grow your business to the next level. Call us now on +256776959932 / +256751044657 or email us on beatrice.mujuni@fuemployers.org
FUE Industrial Court Orders Employers to Negotiate with Workers Unions

In June 2019 court ruled that there is no question of declining negotiation with Labour Unions, and therefore ordered Employers to negotiate Recognition Agreements and Collective Bargaining Agreements with the Labour Unions.

It is on such grounds that FUE encourages all employers to join the Federation as we are better placed to offer expert advice, on how to handle and relate with unions, as well as issues of negotiations including concluding CBA’s.

Notice of Legal Mandate to Employers, Under the Higher Education Students’ Financing Board (HESFB) Act of 2014

Following the workshop organized by FUE and the Higher Education Students’ Financing Board on 9th May 2019, please take note that a legal mandate has been given to Employers under the Higher Education Students’ Financing Act of 2014 to rally around the repayment process.

In the Act, ‘Employment’ has been defined to mean a contract of service or a person in self-employment. The mandate states that where there is a contract of service, the Employer has a role to play towards helping the Board recover the funds. This relationship has been legitimatized under the Act and every Employer has an obligation to the HESF Board. Under section 24 (2) of the Higher Education Students’ Financing Act of 2014, the repayment of a students’ loan shall be charged on the salary, wages or income of the person who received the student loan. This therefore means that the mandate of the Employers is very pertinent to the Board.

Therefore, where an employer fails to make necessary deductions or where the employer makes deductions and fails to remit the funds to the HESF Board, such an Employer commits an offence punishable by law without limitation to imprisonment. The Employer must ensure that they inquire into the circumstances of all recruited staff to establish whether or not they are on the Students’ Loan Scheme and once confirmed, inform the board promptly.

For details please refer to the official notice from Higher Education Students’ Financing Board which can be found on the FUE website www.fueemployers.org

New Members

In the month of June, FUE welcomed the following new members to the employer fraternity

1. Uganda National Oil Company – Platinum
2. National Environment Management Authority – Platinum

FUE Industrial Court Orders Employers to Negotiate with Workers Unions

In June 2019 court ruled that there is no question of declining negotiation with Labour Unions, and therefore ordered Employers to negotiate Recognition Agreements and Collective Bargaining Agreements with the Labour Unions.

It is on such grounds that FUE encourages all employers to join the Federation as we are better placed to offer expert advice, on how to handle and relate with unions, as well as issues of negotiations including concluding CBA’s.
FUE leads Uganda’s Employer Delegation to the 108th International Labour Conference in Geneva

Between 10th and 21st June 2019, the FUE Chairman and Executive Director led a delegation of Employers to represent Uganda’s employers at this year’s International Labour Conference. The two weeks conference took place at the ILO headquarters in Geneva, Switzerland. We take this opportunity to extend our appreciation to members that supported and constituted the 2019 Employer delegation including National Water and Sewerage Corporation, Civil Aviation Authority and Coca-cola. The Ugandan tripartite delegation to the ILO was led by Hon Janat Mukwaya the Minister of Gender Labor and Social Development.

In an interview during the opening ceremony of the 108th session of the International Labour Organization Conference in Geneva, the FUE Chairman Dr. Eng. Silver Mugisha encouraged Employers to offer decent work if they are to get sustainable productivity. He also emphasized sustainable development as a key model, promotion of mitigation of effects of climate change and ensuring social justice and inclusion at the workplace.

He added that organizations should look beyond aid and develop a self-sustaining mentality, increase focus on technical and vocational skills development for staff, inculcate the need for life-long learning, with emphasis on education for staff as key in supporting access to and retention in the job market in Uganda.

The FUE Chairman further urged the employers to embrace principles of the Tripartism as enshrined in the various International Labour Organization principles and standards.

On his part, the FUE Executive Director Mr Douglas Opio informed employers that this year’s ILO conference was particularly special since it marks the centenary celebration of ILO’s existence, and congratulated ILO as a tripartite organization that has been at the forefront in the promotion of decent work for all.

“We need to discuss the future of work while taking into account the future of the businesses that shall create the desired jobs. Businesses need the right environment to create sustainable and decent jobs,” he said.

Experts committee meeting of the East African Employers Organization (EAEEO)

On 20th June, FUE hosted the EAEEO experts committee meeting in Kampala. The meeting was attended by members from the employer organizations from the EAC partner states of Uganda, Kenya, Tanzania, Zanzibar, Rwanda and Burundi. The experts discussed a study report on the impediments of free movement of labor within the EAC partner states and how employers operating within the region can be assisted, then the report with proposals of recognizing academic qualifications and skills across the EAC, and also the sustainability of the EAEEO where a proposal of conducting the “EAC Employers Summit” was endorsed, to be organized in 2020.

Save the Dates
Annual women leadership conference: 25th October 2019
EYA awards event dinner: 8th November 2019

Contact us:
Plot 1207 Kiwanga Rd, Namanve, P.O.Box 3820, Kampala
+256 392 777 410, info@fuemployers.org, www.fuemployers.org