

FUE NEWS

AN OFFICIAL NEWSLETTER FOR FEDERATION OF UGANDA EMPLOYERS

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WORD FROM THE ED

Dear Esteemed Member!

Welcome to the FUE October 2019 Newsletter edition!

It's been quite a dynamic month with so many highlights; we landed on Hoima soil to hold a sensitisation on labour laws and engage with our members in the region, we also had a number of policy related workshops where we ably represented employers. Last but not least, we had a fascinating 8th Annual Women Leadership Conference 2019 and FUE is grateful to all who made it possible, from our partners, to all dignified participants that attended. We congratulate the FFP 12th and 13th cohort graduates – it's now their time to shine brighter!

The Employer of the Year Award (EYA) 2019 Survey was successfully concluded and we are now preparing for the award giving ceremony slated for Friday 8th November 2019 at the Kampala Serena Hotel from 5pm. I take this opportunity to invite you to attend the occasion as we make merry in celebration of best practices and productivity of organisations.

Looking forward to see you there and enjoy this October issue!

Together for Employers

Douglas Opio

Executive Director, FUE

8TH ANNUAL WOMEN LEADERSHIP CONFERENCE 2019



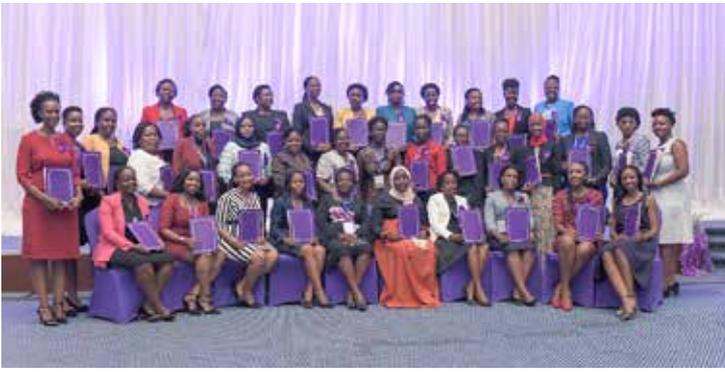
Since inception in 2012, FUE has so far held seven Annual Women Leadership Conferences (AWLC). The conference has gained prominence as a leading women empowerment forum and provides an opportunity for Ugandan women leaders as well as aspiring young women to network from all spheres including the corporate world, business, politics and civil society, as well as share and exchange inspiring ideas and knowledge on leadership.

The 2019 conference was held under the theme; “Unlocking the innovation capacity of women in the world of work” Innovation was discussed throughout the sessions, including the importance and impact of innovation as well as the need for women to take charge of their innovative capacity.

The conference was graced by the Right Hon. Speaker of Parliament, Rebecca Kadaga as Guest of Honour. Other



key resources included the FUE Chairman Dr Eng Silver Mugisha, Mr Anders Wengen-Parnter at Tinkr AS as keynote speaker and Ms Linn Tomasdatter a consultant with Tinkr Sweden. Others included Ms Allen Kagina the Executive Director-UNRA and Ms Elisabeth Svendsen, Project Manager of Female Future Program-Norway.



Delegates included officials from government, women leaders from the corporate world, civil society and business circles, and other esteemed guests including the 12th

and 13th Female Future Program cohort that had a colourful graduation.

A huge thank you to our partners

for the support in ensuring the day was a success. Onward to 'Unlocking the innovation Capacity of Women in the World of Work.'

Some key take home quotes from the conference;



"As women we need to work even harder to get to the top, let's always be extra prepared for the leadership positions we deserve."
Rebecca Kadaga- Rt. Hon. Speaker of Parliament.



"Innovation will develop the productive capacity of our nation and can only be harnessed through collaboration, therefore women leadership and innovation should be supported and promoted"
Eng. Dr. Silver Mugisha- FUE Chairman and MD, NWSC



"Women need to role model and demonstrate that it is possible to shine at the top."
Allen Kagina-ED, UNRA



"Women and Men have to work together to fix the innovation gaps in our organisations for adequate transformation."
Anders Wengen- Partner, Tinkr AS



"FUE takes pride in promoting women leadership because women make excellent leaders and have a greater innovative edge."
Douglas Opio-ED, FUE

ASSESSMENT ON DESIGN AND DEVELOPMENT OF THE TVET CURRICULLUM

FUE was represented on 16th and 17th Oct by the Policy and Research Department at the workshop for Capacity Assessment on Curriculum Design and Development of the Technical, Vocational, Education and Training (TVET) materials in Agro-processing and Post-harvesting Management along the maize, fruits and vegetable value chain.

The workshop was organized by UNESCO in collaboration with the Ministry of Education and Sports (MoES) at the Esella Country Hotel.

Besides FUE, UNESCO and MoES, participants included officials from the National Curriculum Development Centre (NCDC), Ministry of Agriculture, Animal Industry and Fisheries

(MAAIF), Academia from the various institutions and representatives of the different enterprises involved in vegetable, fruits and cereals production.

It was agreed that training of master of trainers and trainers of trainers will be done in the area of agro-processing and post-harvest management and in

subsequent meetings participants will agree on best practices, share experiences on work-based practices, identify key issues related to skills development, identify and harmonize those from private and government sector and identify strategies for strengthening partnerships between the private and public sector.

ILO TRIPARTITE FIELD MISSION TO REFUGEE SETTLEMENTS IN INSINGIRO

From 2nd to 4th October 2019, a tripartite delegation comprised of officials from the Ministry of Gender Labour and Social Development (MGLSD), FUE and the National Organization of Trade Unions (NOTU), organized by the International Labour Organization (ILO) camped in Insingiro district for phase two of the ILO field mission activity to assess refugee response and their livelihood performance.

The delegation was tasked to comprehend and assess opportunities that exist in Insingiro and surrounding areas confronted with large influx of refugees, with an aim of improving the livelihoods of the refugees and the host communities in terms of education and employment as sustainable solutions.



The delegation visited in Nakivale refugee settlement that covers five sub counties with refugees from about 10 countries including DRC, Somalia, Burundi, S. Sudan, Ethiopia among others.

Livestock farming, banana production and trade are the major economic activities in the settlement.

The approach to inclusive marketing systems will improve livelihoods and strengthen the capacity of market players in the region.



LABOUR LAWS & INDUSTRIAL COURT AWARDS SENSITIZATION IN HOIMA

As a national representative body, FUE also organizes employer activities in the country side to interact with members in the regions as well as other employers. From Kabale in the West last month, FUE was excited to visit members in Hoima on 2nd October.

After a whole day of member visits, FUE held an employer's consultative workshop on the labor laws and industrial court awards at Trisek hotel in Hoima District. A number of workplace concerns and labor related matters were raised and employers received first hand advice on labor laws and guidance on employment relations. Participants came from Bwendero Dairy Farm, Butema Brick Factory, MIRAC, Millennium Business School, Living Earth Uganda, UWESO, Crown



Hotel, CNOOC (U) Ltd, UMEME Ltd, Hoima Buffalo Hotel, Red cross Hoima, Kitara Civil Society Organization Network, among others.

The workshop specifically tackled recommended practices surrounding terminations and dismissals, precedents of the industrial court, guidance on provisions of the employment laws concerning terminations and dismissals, and guidance on work place registration to the employers in Hoima.

The workshop was interactive and participants requested FUE to conduct more of such useful learning sessions for employers.

UAERA EXTRA-ORDINARY MEETING



“It is a great privilege to interact with the Employers. The Federation of Uganda Employers (FUE) exists because employers exist. Employers set the agenda for what FUE does.” The Executive Director, FUE, Mr Douglas Opio, observed while addressing members of the Uganda Association of External Recruitment Agencies (UAERA) at their ‘Extra Ordinary Meeting on 3rd October 2019 at Hotel Africana’.

He noted that one of the biggest challenges Recruitment Agencies face is reputational damage. He encouraged the Recruitment Agencies to improve their image and committed FUE support to them and UAERA.

The UAERA members

were taken through FUE’s value proposition including lobbying and Advocacy work, Employment Relations & Legal work, and the Business support services it offers to the Ugandan business community and encouraged them to join FUE and enjoy benefits of direct membership.

The meeting was also attended and addressed by the NOTU Secretary General Mr. Peter Werikhe who led other union members and underscored the need for cooperation of recruitment agencies with the ILO social partners to accelerate the streamlining of their sector for their own benefit.

CONSULTATION FOR THE DEVELOPMENT OF A NATIONAL ACTION PLAN ON BUSINESS AND HUMAN RIGHTS

The Uganda National Action Plan (NAP) on Business and Human Rights is a government document that articulates the policies, obligations and structures of businesses and derives from the constitution of Uganda. The NAP is based on the United Nations guiding principles and the process was started in February 2019 led by the Ministry of Gender Labour and Social Development (MGLSD).

On 2nd October 2019, a private sector consultative meeting for the development of Uganda's NAP on business and human rights was held. It was attended by among others the Chairperson of Uganda Human Rights Commission, Hon Meddie S.K. Kaggwa, the Deputy Representative, OHCHR, Ms Nicole Bjerler, the Commissioner Equity and Rights, MGLSD, Mr. Bernard Mujuni and many other representatives from various

organizations including FUE. In the meeting, the overview of field findings by MGLSD were presented, which guided discussions on key business and human rights issues in Uganda. The private sector representatives also made their recommendations for addressing human rights issues and gaps in the draft NAP.

The NAP will guide government's actions on the state duty to respect human rights, then the corporate responsibility by businesses to adhere to human rights, and mechanisms of access to remedy where there has been abuse, in line with the UN guiding principles. All FUE members are advised to take interest and familiarize with this soft law as it has binding requirements.



MEDIA APPEARANCES



Ms. Golda Obama, the FUE Director Human Resources, Training and Consultancy discussed 'Women and Innovation at the Workplace' on 4th October 2019 on Record TV's Day Breaker show.



Ms. Fatmah Nsereko, Coordinator of the FUE Women Executive Chapter delivered informative insights on 'Innovation at the Workplace' on 1st October 2019 on the NTV morning show.



TRAINING ON ALTERNATIVE LABOUR DISPUTES RESOLUTIONS



As part of its duty to support employers and build their capacity to build and maintain harmonious employment relations at the workplace, FUE conducted a training on Alternative Dispute Resolution (ADR) on 23rd Oct for Employers in the western region at Virina Garden Hotel in Kasese. Over the years and since the revival of the Industrial Court of Uganda, there has been a huge case backlog at the Industrial Court. This has led to delayed justice and long waits by the litigants for the final award. To this end, there has been general acceptance

to use alternative means to settle labour complaints when they arise to reduce case back log & save on time spent in mainstream labour litigation. More specifically, the alternatives will also assist Employers to focus more on their business needs other than remain on tension over prolonged labour cases before the labour offices & industrial court. The training offered basic knowledge concerning alternative dispute resolution mechanisms and was attended by Chief Executives, HR personnel, Supervisors and Managers of enterprises in region.

NEW MEMBERS

We are delighted to have **Golden Tulip Canaan Hotel** and **Security Link Uganda** on board the Federation of Uganda Employers as members!



Golden Tulip Hotel



Security Link Uganda

MEMBER ENGAGEMENT

FUE team after a meeting with HR Manager and Administrator at Bwendero Dairy Farm in District



FUE team after a meeting with the Manager, Hoima Buffalo Hotel.



FUE UPCOMING EVENTS

The Employer of the Year Award (EYA) 2019 event Dinner

Theme: *'Transforming Organizations to Optimize Productivity.'*

Date: Friday 8th November 2019

Venue: Kampala Serena Hotel

Fare: Ticket - 350,000/=

Corporate table sitting 10

3,000,000/= participating organisations

3,500,000/= non-participating organisations

The FUE CEO Forum

Date: 21 November 2019

Time: 8:00am- 10:00am

Venue: Sheraton Hotel

General Sensitisation on Occupational Safety Health and Workplace Registration

Date: Friday, 22nd November 2019

Venue: FUE Head Office, Namanve

Time: 8:00am-4:30pm

Fare: Paid-up members- one free participant Non-members-350,000/= each participant

Extra participant from paid up members