The year 2019 has come to a grand close. December has been a month of celebrating achievements and strategising for the New Year ahead.

The International Labour Organisation (ILO) celebrated 100 years of existence this year. The Centennial celebrations at global level started at the occasion of the 2019 Labour Conference in Geneva, the regional celebrations at the ILO Africa Regional Meeting in Abidjan early this month, and the national celebration was commemorated in Uganda on 11th December under the theme ‘The Future of Work in Uganda’. We would like to congratulate the tripartite partners comprised of the Workers, Employers and Government on this milestone and for the commitment to continue working together towards social justice and decent work for all.

I also take this opportunity to thank our members, partners and well-wishers for the dedicated support extended to us at FUE in various capacities this year. Your patronage has been key in all we have traversed. We look forward to even exceptional accomplishments ahead.

I wish you a Merry Christmas and a Prosperous New Year 2020.

Together for Employers.

Douglas Opio
Executive Director, FUE
A panel discussion that tackled technology, resource allocation, job creation, informal and formal sectors, incomes, savings, tax and social justice was held and warranted further consideration.

“Uganda needs to strengthen social dialogue in labour and trade, enhance measures geared towards prevention and elimination of child labour and boost employment creation through youth entrepreneurship.” Mr. Wellington Chibebe-ILO Regional Director.

“FUE is proud to be part of the ILO tripartite structure of governance and implementation of the decent work agenda; we would like to re-affirm our commitment in this front” - Eng. Dr. Silver Mugisha-FUE Board Chairman.

Remarkable progress has been established in light of decent work and more is yet to be done for a brighter future of work.

Components to this approach could include:

- Promoting effective social dialogue and tripartism, respecting fundamental principles and rights at work, commitment to full productive and freely chosen employment for all, strengthening education, training and skills systems, promoting transition to formality, supporting the rural economy, extending social protection, advancing gender equality, strengthening labour market institutions and governance with attention to new forms of work and labour migration and lastly improving productivity and the environment for sustainable enterprises.

An inclusive approach and shared vision of African states fosters a future of work where women and men can work in conditions of freedom, security, equity and dignity.
The Federation of Uganda Employers’ Executive Director, Mr. Douglas Opio together with other Executives from Coca-Cola, Citibank, Uganda Breweries Limited, Nation Media Group, Vivo Energy Uganda, Standard Chartered Bank and Graphic Systems, Light for the World, Sight Savers, ADD international among others organized a media launch of the Uganda Business and Disability Network (UBDN) under the theme “Towards a Disability Inclusive Workplace”.

The function was held at Coca-Cola Head office on 3rd December 2019 which coincided with the International Day for Persons with Disability.

UBDN is an employer-led network which works towards creating a conducive workplace environment and culture that promotes disability inclusion. It is premised on the ‘Make 12.4% Work Initiative’ – a strategy that strives to promote disability inclusion and decent work through creation of a workforce culture that is confident, respectful and inclusive towards persons with disabilities besides promoting the recruitment, retention and empowerment of PWDs through professional development to improve their skills, boost their self-esteem and fight stigma.

Founding members of UBDN include; Coca-Cola, Citibank, Uganda Breweries Limited, Nation Media Group, Vivo Energy Uganda, Standard Chartered Bank and Graphic Systems.

At the launch, each of the fore-mentioned founding members made commitments to work together to enhance the UBDN agenda of making 12.4% Work and encourage other companies to join the network for a similar cause to make the world a better place for all including for PWDs.
“Engaging the Youth to champion the end of new HIV/AIDS infections” was the theme under which the World AIDS Day 2019 was commemorated. The ceremony was held at Busaana Sub-County headquarters in Kayunga District on 1st December. The event was attended by the Vice President, H.E Edward Ssekandi, The Minister of Health Hon. Dr. Jane Ruth Aceng and FUE delegates among other dignitaries.

The main purpose of the occasion was to encourage the youth to discover their role in the fight and control of HIV and AIDS in Uganda and the world at large. According to statistics from the UNAIDS report of 2018, there were 53,000 new infections which reflected a 34% increase, and the reported cases include youth between 15 and 24 years old.

Zero discrimination of people living with HIV/AIDS, the A.B.C strategy of ‘Abstinence, Be Faithful and Use of Condoms’ was re-echoed to the youth and married couples to achieve the presidential fast-track initiative to end HIV by 2030.

The role of community-led organizations was recognized as a major player in ensuring that persons living with HIV are well catered for. These groups provide counseling service, sensitizations and psycho-social support.

Similarly, on 8th December 2019, the One Dollar Initiative (ODI) held a run under the slogan ‘Until it’s Over’. The run was attended by the Katikkiro of Buganda, Owek. Charles Peter Mayiga and other participants including UN family, Ambassadors, Government Ministries and Business Community among others.

ODI is a platform through which the private sector envisages to raise awareness and mobilize resources towards the fight against HIV/AIDS. 1.1 million People living with HIV are on lifelong treatment paid for by development partners, there is need to have a sustainable domestic financing system to cater for this population. Therefore, an endowment fund was set up to contribute to this cause.

FUE is a proud serving patron of ODI Uganda. Let’s continue to commemorate World AIDS Day annually to mark the strides towards an HIV-free generation.
On the 4th of December 2019, national efforts to fight corruption resulted in an anti-corruption walk led by His Excellency the President of Uganda, Gen Yoweri Kaguta Museveni from the Constitutional Square to the Kololo Independence grounds. He was accompanied by leaders of the other arms of government including the Deputy Speaker of Parliament Hon Jacob Oulanya, and the Rt. Chief Justice of Uganda Justice Bart Magunda Katureebe. The national anti-corruption event was also attended by Ministers, Members of Parliament, Religious leaders and other dignitaries.

The President strongly condemned the act of corruption for the development of the country. He emphasized transparency of budget information, eliminating embezzlement and diversion of funds for national planning as key aspects to consider. President Museveni, further highlighted initiatives that will increase on the income base and reduce this vice in Uganda which include;

- Promotion of livestock farming and agriculture.
- Promotion of small and large scale industrialization to increase the job market.
- Acquisition of new technology for large scale production.
- Expansion of the job market.
- Creating a more formidable base for the judiciary.

The role of the judiciary in punishing perpetrators was commended citing the Inspectorate of Government (IGG) report which indicated that 35 cases and 111 persons have been aligned before court to face the law. In order for the Judiciary and IGG to ably execute the task of curbing corruption, stronger detective systems, collaboration with government institutions and deployment of whistle blowers in all organizations is principle.

FUE commends Employers for taking part in the walk because corruption involves a giver and a taker, and therefore the fight against corruption is a collective effort which starts with me and you.
MEDIA APPEARANCES
Tripartite media engagement to commemorate ILO@100

Mr. Ismail Kalanda - Principle Labour Officer, International Relations at MGLSD was hosted on Bukedde TV Ekyenkyaa show on the 11th December 2019. He highlighted the rights of workers and the role of labour officers in the country.

“Mr. Apollo Onzoma- Principle Labour Officer, MGLSD discussed the contribution of the existence of ILO at national level on NTV on Tuesday 10th December 2019.

“A number of conventions have been domesticated to national laws”

Mr. Bernd Mueller-Employment Specialist, ILO took on the Hot Seat show, KFM on Tuesday 10th December 2019.

“The quality of growth and not the type of growth is key in job creation, we need to identify sectors from which productive jobs can sprout”

Ms Jacky Banya-National Project Coordinator, ILO and Mr. Alex Asiimwe- Commissioner for Labour, Industrial Relations and Productivity spoke on the strides Uganda has taken to achieve social justice and decent work on Urban Today show, Urban TV on 11TH December 2019.

“The declaration “Future of Work was launched this year at the International Labour Conference which member states pledge to adopt” Ms Jacky Banya-National Project Coordinator, ILO

“Having a unique skill set is vital, valuable skills determine ones pay”
Mr. Alex Asiimwe- Commissioner for Labour, Industrial Relations and Productivity
### NEW MEMBERS

The Federation of Uganda Employers would like to heartily welcome the following December new members:

| ICCO Cooperation Uganda | Jinja Area Communities Federation | Infectious Disease Research Collaboration | Awamo Uganda Limited |

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### ADVERTORIAL

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Also, gift your loved ones with the @JumiaFoodUG festive combo! Best price you can get, simply order here [http://bit.ly/2LwQmG2](http://bit.ly/2LwQmG2) for instant delivery!