

# FUE NEWS

AN OFFICIAL NEWSLETTER FOR FEDERATION OF UGANDA EMPLOYERS

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## WORD FROM THE ED

We are at new beginnings, a new year, a fresh start and yet another opportunity to make a difference in our nation this 2020

A Happy New Year 2020 to you dear member. At FUE we are geared up and ready to continue serving you beyond expectation.

I am pleased to announce that this year FUE celebrates 60 years of existence as the premier voice of Employers. All our activities this year will be in commemoration of our Diamond Jubilee "FUE@60"

We are ever grateful for your support and cooperation as witnessed in 2019 and we hope for a much stronger bond with Employers this year.

FUE's value proposition is designed to see all Employers thrive and as such, I implore you to take full advantage of your membership this year and participate in our menu of services including our business support programs.

Let us fly the Employer flag high!

Together for Employers

*Douglas Opio*

Executive Director, FUE



## HUMAN RESOURCE, TRAINING AND CONSULTANCY



2020 is here and we had a wonderful time offering you training service in 2019. We are excited for what is in store for you in 2020. Just a sneak peak of what you can expect from the FUE Human Resource, Training and Consultancy Department this year;

- Enrolment for FFP classes cohort 14 and 15 to start on 15<sup>th</sup> and 22<sup>nd</sup> February 2020 respectively.
- The 9<sup>th</sup> Annual Women Leadership Conference & Graduation of FFP cohort 14 and 15 in October 2020.
- The Employer of the Year Award 2020 Survey.
- Training and Consultancy Services.
- Executive Training in Employment Relations (ETER) to commence in April class 2020.

Specifically, for the 1st quarter of the year, we have planned for a General Sensitization on Performance Management, Graduation of 2019 ETER class & roll out of 2020 class, commencement of the 14<sup>th</sup> and 15<sup>th</sup> Leadership Development Female Future Program (FFP) and Training of Champions in the Children's Rights and Business Principles program.

Our training and consultancy services come with lots of benefits for organizations. Over the years participants have gained in-depth understanding



of particular topics and are exposed to various concepts and ideas which can be applied to the needs of the organization.

Organizations have also been awarded certification of expertise after in-house and general trainings.

Partnerships and networking opportunities with participants from various reputable participating organizations have come out of our trainings, enriched with key peer to peer experiences of live cases and workplace scenarios which add value to our general trainings.

We urge you dear member to plan for 2020 bearing in mind that *“Learning is not attained by chance, it must be sought for with ardor and attended to with diligence.” -Abigail Adams*

***We wish you an enriching 2020!***

## MEMBERSHIP DEVELOPMENT, MARKETING AND COMMUNICATIONS



The FUE Membership Development, Marketing and Communications department is responsible for recruiting, servicing and conveying information to members. 2019 was a tremendous year with a number of activities featuring existing members and a total of 45 new members joined the FUE fraternity.

FUE membership is categorized and varies from Platinum, Gold, Silver, Bronze and Copper. For an FUE member, membership means benefiting from the wide range of FUE services in support of labor & employment relations, and specifically labor productivity the sustainable way – because it’s the good employers who are FUE members.

Being an FUE member guarantees members an FUE account manager who keeps close contact and updates the member on the wide range of benefits a member is entitled to, the policy & advocacy work streams for their participation & benefit, the activities, events & networking opportunities for them to engage, the various FUE services & programs for them to benefit from, and lastly the wide range of labor & employment relations services depending on the membership category.

Owing to FUE’s representative role under the ILO tripartite, recognition by government under the Ministry of Gender Labor & Social Development, recognition by Trade Unions, and the role of representing employers at the EAC level under the EAEO, at the African Union level under the Business Africa and at the international level under IOE – including annually at the ILO conference as official Employer



representative for Uganda, therefore being involved with FUE gives an employer leverage in terms of “belongingness” “solidarity”, “insurance” and “networking “ which are key for any formidable business, company, organization or employer in Uganda.

This year as we celebrate 60 years we would like

to have more members aboard FUE to share the valued benefits of being an FUE member. We pledge quality of services to our members as per our value proposition. Remember Every ‘Good Employer’ is a member of the Federation of Uganda Employers.

In addition, we want to invite our members to rally behind FUE as we celebrate FUE@60 and support us fully in the planned FUE@60 events which are scheduled to run from January and climax in August at the FUE conference which will be the main celebration event.

***We wish you a fruitful and eventful 2020!***

# POLICY AND RESEARCH



The Policy and Research Department would like to thank you for your invaluable support and active participation in our various activities, programmes and events in 2019. This year comes with great opportunities, new ideas and a renewed level of optimism in our quest to deliver excellent services in 2020.

As a member-based organization, it is FUE's mandate to initiate, support and promote any measures which are in the best interests of its members. To this effect, every department in FUE has prepared a package of activities, programmes



and events for you as contained in their respective workplans for 2020.

As far as the activities and events planned by the Policy and Research department

are concerned, we have already kick started the Salary Survey. The survey is being conducted to provide the relevant information to our members on the issue of the pay structures (salaries and other fringe benefits) offered in similar businesses in the same industry for the purpose of helping our members to benchmark so that they are able to make informed decisions and remain competitive in business.

We further, intend to hold the Employers' Conference 2020 which will be preceded by a number of activities in preparation for the main

event. This Employers' conference will be held under the auspices of the FUE Diamond anniversary "FUE@60" a celebration of FUE's 60th Anniversary which is planned to be a great event.

Last but not least, we shall have a number of consultative meetings with members on issues of common interest out of which FUE Position papers will be prepared as a basis for continuous engagement with the government in form of lobbying and advocacy for a favorable environment for businesses to thrive and for job creation. Programmes and activities to promote entrepreneurial and other individual skills among the youth and the launching of the next FUE Business agenda are also key on our plan.

To this effect, we are grateful in advance for your support to see the success of these activities.

Thank you.

*We wish you an engaging year 2020!*

Sign up for

## Female Future Leadership Program (FFP)

Fees: \$3,300 per participant

For more info contact:

fatmah.nsereko@fuemployers.org {+256772456728}

golda.oboma@fuemployers.org {+256782507538}



# EMPLOYMENT RELATIONS AND LEGAL



The FUE Employment and Legal department is premised on ensuring that Employers are compliant with the minimum requirements of the employment laws of Uganda.

This objective is achieved through providing Employment Relations & Legal advice, recommended best practices for the world of work, training Employers' management teams on aspects of labour & employment and facilitating Employers to work effectively & harmoniously with labour unions.

In regards to the industrial court, it has been

approximated that a total of over 300 cases were registered at the various labour offices and at the MGLSD in 2019. In the same year, an average of over 90 cases were registered at the industrial court of Uganda.

While not all the above have been disposed off, it is important to note that there has been continuous case backlog thereby delaying the administration of justice in labour and employment matters.

Amidst the above statistics, FUE through the employment relations and legal department pledges to continue providing services that

assist the employers to comply with the provisions and requirements of the employment laws and regime in Uganda.

Below, we enlist a series of services that we offer to the employers which are catered for within their subscribed membership;

Sensitisations on labour laws and employee relations for employers' management teams

Employment relations and labour laws advisory services

Mini legal (labour law) compliance audits

Audit of workplace policies and documents e.g. HR

manuals, employment contracts among others

General sensitisations focusing on the awards of the industrial court

This year, we are set to continue providing the above mentioned services for the subscribed members in 2020. This will in turn assist the employers (FUE members) to comply with the employment regime as well as mitigate the legal risk associated with suits (at the industrial court and labour offices respectively) arising from non compliance.

*We wish you a successful 2020!*



Sign up for

## Executive Training in Employment Relations (ETER)

Fees: UGX 7,200,000

For more info contact:

yusuf.nsubuga@fuemployers.org {+256702780515}

joy.ebong@fuemployers.org {+256777251632}



**BOOK YOUR  
SLOT TODAY!**

This is a call to Employers to advertise in the FUE 2019 AGM report to be issued ahead of the 2020 FUE annual general meeting of 19th March 2020.

**Seize this opportunity to spread the word of your organization far and wide, guaranteed by the wide circulation & readership of our report!**

For advert placement contact us on:  
[info@fuemployers.org](mailto:info@fuemployers.org) or 0392777410

**Note:** All artwork should be sent in by 28th February 2020.



## NEW MEMBERS

We warmly welcome the following new members to the FUE family.



Abubaker Technical Services



Mbale Clinical Research Institute



Signum Advocates



Medical Teams International

## MEMBER ENGAGEMENT



FUE Human Resource, Training and Research Team with Mr Harrison Kiggundu, Human Resource Manger-CIPLA Quality Chemical Industries Ltd.



FUE Membership Development, Marketing and Communications Team at JUMIA-Uganda.

## FUE UPCOMING EVENTS 2020

### General Sensitisation Performance Management vis a-vis Industrial Court Implications

**Date:** Thursday 20th February 2020

**Time:** 8:00am - 4:30pm

**Venue:** FUE Head Office - Kiwanga Namanve

**Fee:** Free for one (1) Participant from a paid - up member  
Non - members UGX 500,000

### FUE 2020 Annual General Meeting (AGM)

**Date:** Thursday 19th March 2020

**Time:** 8:00am-1:00pm

**Venue:** FUE Head Office - Kiwanga Namanve

**Guests:** All FUE members



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