Dear Member,

Welcome to the FUE March newsletter edition.

It is my sincere hope that Employers are pushing on strong amidst all that is happening in light of the threat posed by the Covid-19. It is no doubt that organizations are interrupted and as such it is time to be more innovative to see that our organizations survive during these tough times. FUE is available to support its members during this period.

We would like to formally inform you that our Governing Council took a decision to postpone the FUE AGM of 19 March 2020 and a new date will be communicated. This followed H.E the President's address on action against the Covid-19, which actions included the ban of public gatherings of more than 10 people, among others.

We apologize for the inconveniences this may have caused.

We urge Employers to heed to the current health guidelines on the corona pandemic to ensure safety and health of workers for smooth operations. We also want to draw your attention to the tripartite Covid-19 statement issued by the Minister of State for Labor Employment & Industrial Relations.

Lastly, we want to re-assure you that FUE will be available to serve you throughout this period.

Together for Employers!

Douglas Opio
Executive Director, FUE

---

On Friday 13th March 2020, the Federation of Uganda Employers (FUE) and National Organization of Trade Unions (NOTU) signed an MoU to work together towards skills development in Uganda. The signing was part of the joint skills workshop organized at Hotel Africana with the following objectives;

- To identify & address skills gaps & shortages within our labor market
- To have a well-structured policy dialogue around lifelong learning
- To discuss opportunities for provision of skills training
- To promote mechanisms for enhancing recognition of skills acquisition at work places.

Every Employer desires to have workers whose skills set match their job description to ably execute their duties. Currently the Ugandan education curriculum covers theoretical knowledge and does not provide for practical skills required for particular jobs hence high rates of under and unemployment.

Skills are a pre-requisite for decent employment and labor productivity. Given the high skills mismatch level, the high unemployment rate and the big youth population in Uganda, it is therefore prudent to advocate for Business Technical Vocational Education and Training (BTVET) as an avenue to skill and create more jobs for the youth.

The workshop also discussed work-based learning as a way to improve skills and equip workers with the required knowledge to execute their jobs. This could be done through trainings, apprenticeships, graduate volunteer schemes,
research and partnerships. There is need to promote and coordinate the ‘Skilling Uganda’ strategy to increase the quality of skills provision and equitable access to skills development.

Learning patterns in the Ugandan curriculum need to be studied to cater for both theory and practical lessons to ensure University graduates are ready for the job market and students develop skills as opposed to only having theoretical knowledge.

These interventions will address the skills mismatch and improve on skills shortages at Ugandan workplaces and ultimately a productive thriving economy.

THE NATIONAL CAPACITY BUILDING WORKSHOP IN DATA ANALYSIS FOR POLICY DEVELOPMENT ON CHILD LABOUR

Through the African Union (AU) agenda 2063, African countries committed to eliminate all forms of child labour on the continent in line with Target 8.7 of the SDGs (Agenda 2030) thus:

• Take immediate and effective measures to eradicate forced labour
• End modern slavery & human trafficking
• Secure the prohibition & elimination of the worst forms of child labour including recruitment and use of child soldiers, and
• By 2025 end child labour in all its forms.

At the IV Global Conference on the Sustained Eradication of Child Labour held in Buenos Aires Argentina in November 2017, the AU pledged to “Develop and implement a continental plan of action (2019 – 2030) on eliminating all forms of child labour and exploitation; Embark on a continent-wide campaign to intensify efforts at eliminating all forms of child labour, exploitation and child trafficking; Enhance statistics and database on child labour and exploitation for evidence based policy on the continent”.

The workshop was organized by the United Nations Education Scientific and Cultural Organization (UNESCO) in collaboration with the Ministry of Education and Sports (MoES).

In attendance were officials from the Ministry of Education and Sports – TIET and TVET Departments, Bukalasa Technical College, representatives from National Curriculum Development Centre, National Council for Higher Education, Makerere University College of Agriculture and Environmental Sciences, Ministry of Agriculture, Busitema University, Kyambogo University, Abilonino Teacher of Instructor College-Kole, Directorate of Industrial Training, Development Partners, UNESCO Coordinator and Project consultants.

A follow-up meeting will be convened when the adjustments to the fore mentioned drafts have been finalized so as to make the roadmap for the implementation of the BEAR II Project.

FUE was represented at the National Stakeholders’ Workshop for the validation of the draft Curriculum Blueprint and the development of other Technical Vocational Education Training (TVET) materials in agro-processing and post-harvest management, for the implementation of the Better Education for Africa’s Rise (BEAR) II project from 3rd - 4th March 2020 at the Ministry of Education.
The 20th International Conference for Labour Statisticians (ICLS) has recently amended the 18th Resolution concerning statistics of child labour aiming at harmonising the international statistical standards for the identification and classification of children in productive activities and child labour. The 20th Conference also represented a milestone for the elimination of forced labour, with the endorsement of guidelines concerning the measurement of forced labour. In addition, a new International Classification of Status in Employment 2018 (ICSE-18) has been adopted. These amendments and guidelines will have significant implications for future measurement and policy formulation, including in the context of measuring progress against Target 8.7 of the Sustainable Development Goals (SDGs).

The International Labour Organisation (ILO) with the support of the “Accelerating Action for the Elimination of Child Labour in Supply Chains in Africa” (ACCEL Africa) project financed by the Government of The Netherlands, organised a training course on ‘Child Labour and Forced Labour Data Analysis for Policy Development from 23rd-27th February 2020 in Cairo Egypt.

The five-day workshop brought together participants from national statistical offices & ministries of labour from 15 countries, as well as regional workers’ and employers’ organizations from Economic Community of West African States (ECOWAS), Common Market for Eastern and Southern Africa (COMESA) and African Union Commission. The ACCEL Africa project aims at among other things, to support African countries in institutionalizing innovative and evidence-based solutions that address the root causes of child labour in supply chains. The objectives of the capacity-building workshop were:

i. To strengthen participants’ capacities on the concepts and definitions of child labour and forced labour, derived from national and international legislation, and on the translation of these concepts into statistical definitions, with particular reference to the Amendments recently introduced by the International Conference of Labour Statisticians.

ii. To share experiences, discuss lessons learned and identify best practices in the fight against child and forced labour.

iii. To promote dialogue between data producers and data users

Several countries in Africa have developed National Action Plans (NAPs) to accelerate the elimination of child labour. However, the appropriate statistical information necessary for the design, implementation and monitoring of child labour NAPs remains lacking in many countries in the region. In addition to the data gaps, there is also lack of harmonisation in the production of child labour statistics due to differences in the definition of concepts and data production methods.

As such, a solid knowledge base on child labour and forced labour is critical for the development and improvement of national and local policies and programs such as NAPs and policies relevant to child labour, including policies regarding education, vocational training, social protection, employment creation, and poverty reduction, amongst others. From this perspective, the collection, analysis and interpretation of data play a fundamental role in the monitoring of child labour and forced labour and designing appropriate, targeted and impactful responses.

FUE participated in a strategic planning workshop for a tripartite project to address decent work deficits in the tobacco sector in Uganda from 3rd to 5th March 2020 at Collin Hotel in Mukono. The workshop was organized under the tripartite arrangement with Government represented by the Ministry of Gender, Labour and Social Development (MGLSD). The Federation of Uganda Employers (FUE) represented Employers while both National Organization of Trade Unions (NOTU) and Central Organization of Free Trade Unions (COFTU) represented Workers.

The meeting was attended by Government representatives from the Tobacco growing and destination countries including Uganda, Algeria, Australia, Brazil, Canada, the Democratic Republic of the Congo, Indonesia, Italy, Malawi, Mauritania, Mozambique, Namibia, Nicaragua, South Africa, Sweden, the United Kingdom, the United States of America, and Zimbabwe.

The purpose of the workshop was to exchange views on the further development and implementation of the integrated strategy to address decent work deficits in the tobacco sector. The meeting action points would serve as a note to inform further development and implementation of the integrated strategy which was first presented to the ILO Governing Body at its 332nd session in March 2018.

The objectives of the workshop were to help social partners understand the ILO context of decent work in the tobacco sector and understand the national context of the project. The participants were also educated on the project’s aims so that they to take into account decent work conditions as a whole in Eliminating Child Labour in the Tobacco growing countries.

The FUE ED emphasized that the Agricultural sector, in this case tobacco growing is a vital source of livelihood and employment for thousands of people despite being a hazardous economic
The Federation of Uganda Employers partnered with Cheshire Service Uganda to organize a stakeholder dialogue from 11 to 12 March in Kampala. This meeting brought Employers from various sectors to discuss inclusive and gainful employment of Persons with Disability.

The physical tour to the Tobacco growing district of Hoima revealed enormous gains that accrue to the farmers as compared to other would be alternatives. It is not right to single out Tobacco which is sustaining livelihoods, therefore, the best alternative to reduce child labour in tobacco growing lies in finding better solutions to carry out their activities in a more sustainable way.

Participants identified the prevailing decent work deficits in the tobacco sector and their main drivers at national level in Uganda and they were aided to find solutions to the identified problems.

Furthermore, they suggested pillars of the 'Integrated Strategy' including:

1. Promoting an enabling policy environment for decent work in tobacco-growing countries
2. Strengthening social dialogue
3. Assisting tobacco-growing communities to address decent work deficits like child labour and encouraging transition to alternative livelihoods.

The fundamental principles and rights at work, including the elimination of child labour, occupational safety and health and other international labour standards should be implemented to replicate the good practices and lessons learned on the promotion of decent work from the past and ongoing work in the tobacco sector in line with ILO's decent work agenda.

It was highlighted that stereotypes have affected policy and perceived value of our Persons with disabilities (PWDs) in society. Employers were encouraged to look past these limitations and consider outcomes of productivity from the services of PWDs. More still, understanding the laws in place is key and massive sensitization of Employers was recommended to see the
It is no doubt that for businesses to thrive, Employers must be intentional to elevate PWDs through boosting capacities, adopting best practices and policies in response to inclusion at the workplace.

**CONSULTATIVE MEETING ON PROMOTING YOUTH EMPLOYMENT**

FUE represented Employers at a Multi-Stakeholders’ Consultative Meeting on Promoting Youth Employment through Integrating Employability Skills in Teacher and BTYET Education. The meeting was organized by the Ministry of Gender, Labour and Social Development (MGLSD) in collaboration with the College of Education and External Studies, Makerere University on Thursday 12th March at the Ministry of Gender offices.

This engagement was set up to gather views and ideas from stakeholders for the development of the final report on the study “Integrating Employability Skills in Teacher and BTYET Education” being conducted by the College of Education and External Studies, Makerere University, under the Research and Innovation Fund. The study is aimed at generating approaches for increasing employability skills in Teacher and BTYET Education.

A report will be made and it will inform further action.

**NEW MEMBERS**

We warmly welcome Seed Effect Uganda to the FUE family.

**PARTNERSHIP ENGAGEMENT**

FUE signs MoU on project partnership with Sight Savers and ADD International to host Uganda Business Disability Network.
TAKE NOTE:

The following documents can be accessed on our website www.fuemployers.org

- The FUE Employers Guide on COVID-19
- The ILO COVID-19 impact and policy guide
- The statement on the social economic effects of the global corona pandemic in Uganda by Hon. Mweisgwa Rukuna-Minister of State for Labour, Employment and Industrial Relations.

FUE COVID-19 PREVENTION GUIDELINES

- Avoid touching face, nose & mouth with unwashed hands
- Maintain reasonable distance (at least 1 meter between yourself and person who is coughing/sneezing)
- Frequently wash your hands with soap
- Avoid hand shakes and hugging at all times
- If you have fever, cough and difficulty in breathing, seek medical care immediately.
- Wear a face mask to cover your nose and mouth for personal protection
- Avoid travel if you have flu-like symptoms
- Disinfect surfaces and objects people frequently touch

#StaySafe #FightCOVID-19
#TogetherforEmployers

www.fuemployers.org