

Press Release

Disability Inclusive Employment Measures Towards Fighting COVID-19

The Covid-19 pandemic has brought a lot of disruptions at work, and these disruptions have affected a lot of people at their workplaces. However, some groups of people have been disproportionately affected including Persons with disabilities.

The Federation of Uganda Employers (FUE) in partnership with Uganda Business Disability Network, National Union of Disabled Persons of Uganda, ADD International, Sight Savers International and Light for the World are calling upon employers to exercise disability inclusive measures towards fighting COVID-19.

In addition to existing COVID-19 control measures that have been put in place for everyone at the workplace, we would like to encourage employers to carry out workplace risk assessment for the Persons with Disabilities. This will help you as employers to identify additional control measures and reasonable accommodation needs that are required to ensure that Persons with Disabilities cope with their job assignments as flexible work arrangements and infection control measures are being implemented.

FUE and its partners continue to fight discrimination at the workplace. The Employment Act, 2006 section 6(3) clearly states that discrimination in employment

shall be unlawful. Among the discriminations this section talks about is disability. In addition, the Persons with Disabilities Act, 2019, section 9 (1) emphasizes about non-discrimination in employment, clearly stating that, an employer shall not discriminate against a person with a disability, on the basis of his/her disability. This therefore requires us as employers to consider affirmative action in times of COVID-19 by prioritizing the employees with disabilities and other vulnerable groups during this difficult time of the pandemic.

As a Signatory to the UN Convention on the Rights of Persons with Disabilities, Government is obliged under Article 27 to recognize the rights of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

FUE calls upon employers to promote affirmative action to employment, provide reasonable accommodation and retention of persons with disabilities amidst COVID-19.

