I will begin with reference to a renown saying, “Tough times don’t last, but tough people do” which is extremely relevant as we face challenges related to the COVID-19 pandemic.

I truly hope that we are standing firm and keeping physically and emotionally sound while going about our work.

We are in the second half of the year and national restrictions in line with the pandemic are slowly easing up, FUE wants to ensure that Employers are prepared to accommodate employees as they get back to work. In our Employers’ webinar this month, we discussed COVID-19 Workplace Preparedness and the Safe Return to Work, and we were pleased to learn of the various best practices Employers have in place to ensure workplace safety as employees return to work. As usual, FUE is available to offer further support and guidance as highlighted in the workplace safety guides, we previously shared.

We also had your Employment Relations needs in check through a webinar on ‘Managing Employment Contracts’ considering that it has been a growing concern for Employers as normal business operations have been disrupted. I urge you to attend Module 2 of this webinar scheduled for 20th August 2020 for more valuable insights.

Thank you.

Together for Employers!

Douglas Opio
Executive Director, FUE

On Wednesday 15th July 2020, we hosted a webinar under the topic “COVID-19 and Workplace Preparedness: The Safe Return to Work”. COVID-19 has led to interruption, suspension and closure of several businesses due to the lockdown as a prescribed measure to curb the spread of the corona virus. As the economy slowly opens up, it’s important to weigh the mental and physical safety of employees and prepare the workplace for their return.

In a poll question administered during the webinar, we asked if participants felt it is now safe to physically return to work. 80% responded in the affirmative while 20% disagreed.

Hon. Medard Lubega, the keynote speaker made a submission centered on the legal aspect of containing the virus while focusing on the Occupational Health and Safety Act 2006, the Workers Compensation Act 2000 and the Public Health Act 1935 (and its several regulations like the Covid-19 of 2020), while highlighting the Employers’ responsibility of providing a safe environment for staff to work.

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As an Employer, it is crucial to assess and recognize the direction your business is taking so that you adjust and re-align employees in terms of documentation, amending workplace policies and procedures during and after the unprecedented times of COVID-19. On Thursday 23rd July 2020, we organized a virtual sensitization for Employers on “Managing Employment Contracts” targeting senior managers as key contact points for staff.

Grace Nabakooza, our Head of Employment Relations & Legal facilitated the training with a detailed presentation highlighting how to amend employment contracts to align with the new normal like working from home, pay cuts, leave and changes in terms of employment in accordance to Section 54 of the Employment Act, 2006.

Employers should note that Key Performance Indicators (KPIs) and targets can and should always be adjusted to measure results as performance management is key to productivity. Regarding amendment of contracts, dialogue between employers and employees with records of negotiations and consent signatures are obligatory. Participants were also tipped on the importance of having mutual agreements between the two parties with documented proof in case of legal issues.

We hope that the training was beneficial to you and in case you missed out, here is the link and password to the webinar recording.

Webinar Recording Link: https://bit.ly/3jHrKr7  Password: !xjd=z96

Also look out for module 2 as a build up from this webinar under the topic; “Separation of Parties in Employment Contracts” which is scheduled for Thursday 20th August 2020.

This Bill seeks to address the gaps in the existing law that governs curriculum development in the country (NCDC Act, 1973) which was enacted over 40 years ago majorly to address the need for producing human resources for white collar jobs. However, due to the many changes that have since taken place in the education sector and the world of work, the amendment of NCDC Act, 1973 becomes necessary to align with these new changes.

The key highlights in the position presented were calls for; provision of national communications framework, regular review of the curriculum, provision of tracer studies to ascertain the effectiveness of the curriculum and inform policy decisions, addressing overlap in mandate, strengthen linkages with the world of work and skills anticipation and assessment. The deliberations were candid and insightful.

As soon as the Parliamentary Committee finalises consultation with various key Stake holders, the NCDC (Amendment) Bill, 2020 will be presented on the floor of Parliament for debate.

FUE NEWS | JULY 2020

THE NATIONAL CURRICULUM DEVELOPMENT CENTRE AMENDMENT BILL, 2020

On Wednesday, 29th July the FUE Policy and Research team interfaced with the Parliamentary Committee on Education and Sports and presented FUE’s position on the National Curriculum Development Centre Amendment Bill, 2020.

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We are delighted to be conducting a Workers’ Compensation Insurance Survey on behalf of the Uganda Insurers Association.

In Uganda, workers’ compensation insurance is a regulatory requirement under the provisions of the Workers’ Compensation Act 2000 (Ch 225). The law provides that workers who are injured at work will obtain payment for lost wages, medical costs, and occupational rehabilitation expenses without regard to their personal negligence or fault (no fault).

Since the enactment of the Act in 2000, an assessment made on workers’ compensation indicated that on average 2,000 cases of work-related accidents are reported annually. This is partly due to contracting out, outsourcing and casualization of labor amidst the lack of awareness of the legal provisions under the Act Cap 225.

The survey is therefore designed to involve both Employers and Workers to ascertain knowledge and compliance levels, impact, challenges and health measures that Employers have in place regarding workers’ compensation. Further, it will assess the uptake of insurance policies such as (group and individual life assurance) and inform the impending revision of the Workers’ Compensation Act 2000.

The survey was officially launched and began on Monday 20th July 2020 to run for a maximum of 3 months across all regions of the country.

As Employers, your cooperation through this process is highly appreciated.

Thank you.
It is in the DNA of business to turn challenges into opportunities and to innovate and develop practical and realistic solutions. Government, Organizations and United Nations officials from all over the world attended a virtual conference on Tuesday 7th July 2020 organized by the Business and Industry Major Group under the theme “Inclusive Multilateralism in Action: Working Together to Build Stronger, Resilient and Sustainable Economies” in light of the COVID-19 pandemic. The event underlined synergies at national and global level of COVID-19 response and recovery with the Sustainable Development Goals (SDGs), and made the case for mainstreaming private sector partnerships and expertise into the UN Decade of Action and Delivery.

Our Executive Director, Douglas Opio, represented employers as a panelist, he discussed the challenges of the new UN reform process, the role of businesses at the local level from the United Nations Development Assistance Framework (UNDAF) to SDG implementation and the best practices businesses are engaged in with the UN and specialized agencies.

The high-level debate also highlighted opportunities to mobilize all of society for action towards sustainable and resilient recovery and growth, leaving no-one behind. As businesses in partnership with governments and the multilateral community innovate and develop practical solutions to respond forcefully to the crisis, they should maintain momentum towards the 2030 Agenda for Sustainable Development.
NEW MEMBERS

Our family is growing bigger every day! A warm welcome to our July new members Liquid Telecom and UgaChick Uganda.

MEMBER ENGAGEMENT

Always a great pleasure to touch base with our members. Thank you for having us, Mayondo Engineering Works Ltd.
FUE SERVICES CATALOGUE

POLICY AND ADVOCACY

Lobbying and Advocacy
Representation at National and International level i.e. parliament and boards among others
Research i.e. work place and applied research
Information i.e. policy updates, publications and reports

EMPLOYMENT RELATIONS & LEGAL SERVICES

Sensitization i.e. general and in house sensitizations
Basic and Comprehensive Advice
Audit, Review, and Draft ER/L workplace documents
Negotiation and Mediation
Representation at labor office and industrial court among others

BUSINESS SUPPORT SERVICES

Programs i.e. The FUE Women Executive Chapter, The Executive Training in Employment Relations (ETER), The Employer of the Year Awards (EYA) and ILO Child Labor Project among others.
Recruitment e.g. sourcing and sorting CVs, interviews and contracts
Performance Management i.e. review, set, monitor and evaluate KPIs
Organization Development i.e. Job Description review, analysis and development
Basic and Comprehensive HR audits
Mini and Comprehensive OSH audits
Review and Develop HR, OSH and other manuals/policies
Consultancy
Networking events e.g. AGM, CEO meetings, EYA events and Annual Women Leadership Conference
FUE Promotion Services i.e. advertising in reports and on website, exhibitions and brand visibility at FUE events.

UPCOMING EVENT

VIRTUAL GENERAL SENSITIZATION

Topic:
‘Separation of Parties in Employment Contracts Management’

Date: Thursday, 20th August 2020 | Time: 10AM-12PM (EAT)

Payment Modality: MTN Mobile Money | 0780 259 051
Fees: UGX 52,000

For inquiries, contact Yusuf Nsubuga at yusuf.nsubuga@fuemployers.org | 0702 780 515