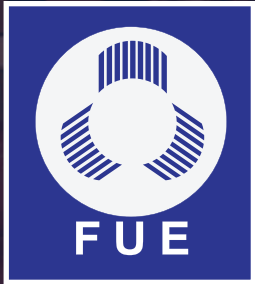


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FUE NEWS

An official Newsletter for Federation of Uganda Employers





WORD FROM THE EXECUTIVE DIRECTOR

Greeting from FUE,

It is evident that the year has skyrocketed. August has come to an end. In the next four months, we will be in a new year. But well, what does this mean to you? Focus and determination to do what you have to do. That is what we are doing.

In a few weeks' time, we will hold the 7th Annual Women Leadership Conference one of our key events of the year. Plan to send all your female executives to be there and learn more about what FUE is doing for women or you can consider getting on board as a company by choosing to sponsor the event. Details about this will follow.

Otherwise, welcome to the August Newsletter. Do not hesitate to get in touch with us in case of anything.

Yours in service,
Douglas Opio,
Executive Director FUE



FUE visit trip to Norway

Under the leadership of the ED, Douglas Opio, Fatmah Nsereko and Shaffi Manafa travelled to Norway for a number of engagements with NHO, one of our social partners. One of the engagements was a breakfast meeting organized by NHO in Oslo. The ED offered a presentation on what FUE can do for Norwegian employers especially those with operation in Uganda.

Among those in attendance was the Norwegian Ambassador to Uganda HE Susan Eckey. The ED also had a meeting with Jannik from Great Place to Work and they discussed how FUE can partner with Great Place to Work to enhance HR and productivity issues for FUE members.

Besides that, there was a meeting between FUE and NHO team discussing women empowerment issues within the Norfund portfolio and specifically how they can scale up through the Female Future Program and the Annual Women's Leadership Conference (AWLC) in Uganda.

More updates on this visit will be communicated. The new board recognized there was a need to review the workers' compensation act of 2000 following the first review meeting held in March early and the review process has started. We will keep you posted on the outcome of this.



FUE Chinese business clinic

On 7th Aug 2018, we conducted a Chinese Business Clinic at the Kampala Serena hotel, the first one of its kind organized by FUE in partnership with NHO.

The purpose of this seminar was to provide advice to the Chinese employers, contractors and Chinese business community in Uganda with practical tips and guidance on how to comply with the Ugandan labour laws and employment relations requirements in Uganda, among others. We also exposed them to precedents at the Industrial Court and highlighted out the fact that most of these start as simple workplace issues but later escalate to full litigation cases.

In addition, our Executive Director called upon them to become FUE members. He gave an exclusive presentation on the FUE value proposition to the Chinese business fraternity; showing them what and



what we intend to give them upon joining FUE.

We were graced to have key delegates like Mr Zhang Weidong Chairman – CECCIU, Ms Tori Tveit, Director –NHO, Mr Yu Wu, Deputy Director General – CEC and Ms Zhao Xiufen, Economic & Commercial Counselor - Chinese Embassy as well as HE Susan Eckey, Ambassador - Norwegian Embassy. In attendance were executives from top Chinese employers in the country.

From random interviews, it was a pleasure to know that the seminar added value to participants. They learnt a lot, and as FUE, it was a pleasure to start an active working relationship with the Chinese business community.

FUE consultative meetings in progress

The Federation of Uganda Employers with support from the ILO and DECP is in the process of consulting its members for the development of the new strategic plan 2019 – 2022 and the new business agenda 2019-2021.

At the moment we have held consultative meetings with sectoral associations and the northern, western and western regions.

Upcoming consultations will be held with a few selected member companies as well as key important interviews with selected CEOs, of FUE member companies. We will keep you posted on the progress of this initiative.



Preparation for the 7th Annual Women's Leadership Conference

Last year we successfully held FUE's Annual Women leadership conference courtesy of FUE women executive chapter. This time around we are back at it again, preparations for the AWLC have kick-started, a working committee is on the ground putting things together.

The theme for the Conference will be "Leaving a Legacy in Leadership". The conference will be held on 19th October 2018 and Kampala Serena Hotel. Our keynote speaker will be Dr Dehorah France, Director ACTEMP. Among other speakers will be Mr Nicholas J. Okwir, Chairperson FUE, Susan Eckey, Her Excellency the Royal Ambassador of Norway to Uganda, Mr Wellington Chibebe, Director ILO, UN resident representative Rosa Malango, Hon. Ruth Achieng, Minister of Health as well as Alumni experience talks from women who have gone through the Female Future Program.

In addition to the above, we will have panel discussions with Sarah Kiyimba, CEO Bravod Hotel, Dr Derrick Samuels from the US, Barbara Mulwana, CEO Nice House of Plastics, Nsubuga Pauline. Kasese Nails & Wood among others.

Plan to send your female executives to attend but also you can choose to be apart as an organization by sponsoring the event.

FUE Signs a MoU with Fuzu

Fuzu is a careers development platform that connects employers to the right employees and vice versa. Their online platform has more to it than the ordinary jobs website. Job candidates log on, fill up a form that captures the most needed information every employer is looking for

For the employer, the platform participates in the sorting process. A good example is; upon posting of a job description, ordinarily, the employer can receive 500 applications, or even more. How the system makes the process simple, it will go through all the 500 and rank the top 100. To cut this number even further, using the system filters you can reduce that number even to the top 30 or 20 most suitable candidates and contact those instead

of the traditional method of dealing with the 500 applications.

That is the main reason why we bought into their proposal. This month, we signed a MoU that will ensure a working relationship between FUE and Fuzu. We are working on the integration of Fuzu system with our jobs website to serve our members even much better when it comes to recruitment.

We encourage our all our members to frequently get in touch with us whenever they need candidates for the respective positions. With this system in our hands, we can now serve you better.

The launch of the medical arbitration board

On August 15, 2018, FUE attended the launch of the new board for medical arbitration which handles disputes on assessment for workers compensation at a meeting held at the Ministry of Gender, Labour and Social Development. The old board cited their challenges and made proposals for how the new board could overcome them. They also recommended the inclusion of workers representatives on the new board.

The new board recognized there was a need to review the workers' compensation act of 2000 following the first review meeting held in March early and the review process has started. We will keep you posted on the outcome of this.

Mbarara FUE business clinic

On the 22nd of August 2018, the Federation of Uganda Employers organized a business clinic in Mbarara as a way of touching base with our members in the regions. During our visit in Mbarara we talked about workplace registration, policy updates, challenges facing employers in Mbarara as well as consultation in ER and Legal.

It was also an opportunity It also gave an opportunity for the ED to interface with employers in Mbarara, listen to them and speak to them about pertinent issues.

Trainings

Practical Fire Fighting and Prevention at the Workplace

Date: 20th - 21st Sept, 2018

Venue: FUE offices - Kiwanga

Time: 8:30am-5:00pm

To register contact:

trainings@fuemployers.org