

FUE NEWS

WORD FROM THE ED



Dear Cherished Member,

Welcome to the FUE February newsletter edition!

The year is moving quite well so far. We are currently in high gear preparing for the 42nd FUE Annual General Meeting (AGM) due to take place on Thursday 25th March, 2021. This year seeing as the COVID-19 pandemic is slowly getting under control, we will hold the AGM physically at our head office in Kiwanga-Namanve. You can guarantee that we will ensure all COVID-19 SOPs are in place for each and everyone's safety.

This 2021 AGM is an election year and we therefore call upon those that would like to take up leadership positions to come forward.

Note that only paid-up members for 2021 will participate in the election process and

we therefore urge all members to endeavor to pay subscription fees before the 25th March. Thank you in advance for your cooperation.

In the spirit of supporting our members we have started an **FUE Member Spotlight Section** in the newsletter to feature the exceptional work members do in growing our economy. Keep up the great work!

Thank you.

Together for Employers!

Douglas Opio

Executive Director, FUE

GENERAL SENSITISATION ON INTERNATIONAL ESSENTIAL LABOUR STANDARDS AND LABOUR LAWS COMPLIANCE IN UGANDA

On Friday 26th February 2021, we conducted a General Sensitization on International Essential Labour Standards and Labour Law Compliance in Uganda. The webinar facilitated learning on strategies on how to navigate the ambiguous provisions of the law. The sensitization targeted General Managers, Human Resource Managers and Legal Officers to share experiences and encourage quality learning.

Since the enactment of the 4 employment laws in Uganda in 2006, it has become evident among the employers that some provisions have become obsolete, unclear and have a limited scope. This has created unfair labor practices and poor terms & conditions of employment, compromising labour law compliance.

The main objective of the sensitization was to ground key aspects of the current employment laws applicable in Uganda in relation to agreed general International Labour Standards.

Participants were able to understand employment laws and regulations governing employer-employee relations, their applicability and the challenges in implementation. They were also encouraged to appreciate compliance with the Employment laws in Uganda.

The onus therefore is on Employers to ensure a harmonious working environment to prevent labour disputes, litigation as well as destructive employee behavior due to unlawful acts. This will enhance tripartism and social dialogue in the employment sector as we strive towards decent work for all.



General Sensitisation

INTERNATIONAL ESSENTIAL LABOUR STANDARDS AND LABOUR LAWS COMPLIANCE IN UGANDA

Join the e-network of Employment Relations specialists in this highly specialized online SENSITIZATION!

Friday 26th February 2021

FUE Paid-up Members	: Free
FUE Unpaid-up Members	: UGX 100,000
FUE Non-Members	: UGX 200,000

TO REGISTER <http://bit.ly/3bpFAvg>

For more information contact Yusuf Nsubuga on Email: yusuf.nsubuga@fuemployers.org or +256 783 717110 | +256 702 780515

BUSINESS FOCUS ON EAST AFRICA

On the 18th February 2021, our Executive Director, Douglas Opio represented Ugandan Employers at the Business Focus on East Africa online event. The event was organized by the Norwegian-African Business Association (NABA) that seeks to promote business opportunities on the African continent, adding value to companies doing business in African Markets.

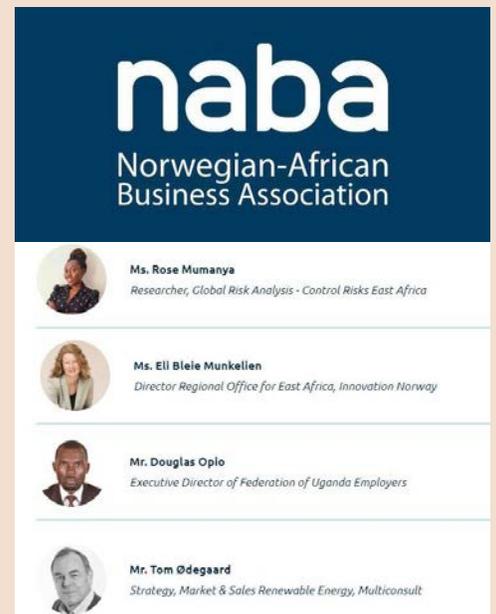
As a panelist, Douglas shared perspectives on the current status and business opportunities in Uganda. The other speakers included an analyst from Control Risks, Innovation Norway which has their Regional Director in Nairobi, CEO of Centum Investments, James Mworira (Kenya) and Mohammed Dewji (Tanzania), who also shared on various

perspectives from their regions.

NABA was established by leading Norwegian investors/companies in 2012 with two main objectives:

Bridging experience: To serve as a platform for members who would like to learn from each other, share experiences, make new connections and inform about matters relevant to their operations in African markets.

Bridging knowledge: To increase knowledge about African emerging markets in the Norwegian private sector, among policy makers and through media.



NEW GENERATION UN COUNTRY TEAM – PRIVATE SECTOR SDG MEETING

On 25th February 2021, FUE also participated in a New Generation UN Country Team Meeting towards

Private sector partnerships for Sustainable Development Goals acceleration in Uganda.

The purpose of the meeting was to present an overview of the proposed “Uganda Private Sector Platform for the SDGs”, whose secretariat is at the OPM-as the entity responsible for coordinating our SDG implementation as a country.

The meeting was formally opened with remarks from the UN Country Coordinator Ms Rosa Malango, the Minister Responsible for General Duties in the OPM, Hon Mary Karoro Okurut and the Minister of Trade Industry and Cooperatives Hon Amelia Kyambadde, among other dignitaries.

Presentations and panel discussions focused on **“Private Sector partnerships framework in support of SDGs implementation”** and private sector company **“experience with the UN in the region and new partnership opportunities in Uganda”**.

The Private Sector SDG Platform is envisaged as a nationally owned multi-component and multi-stakeholder mechanism to holistically address various aspects of private sector engagement in the SDGs. It’s a collective response of the United Nations system in Uganda and Government of Uganda to the challenge

of effectively engaging the private sector in SDG implementation.

The private sector in Uganda is recognized as the engine of growth already making substantive contribution to national development and SDGs. It generates over 77% of jobs, 80% of GDP, funds over 60% of investments and provides 80% of Government revenues.

The NDP III, however, also recognized the fact that the private sector in Uganda is still weak and uncompetitive to sustainably drive growth and experience its full potential to impact the SDGs due to among others;

- i) the limited production and organizational capacity,
- ii) absence of a strong supporting environment, and
- iii) inadequate strategic and sustainable government investments and partnerships with the private sector in key growth areas.

The Addis Ababa Action Agenda (AAAA) adopted in 2015 as a blueprint for financing the SDGs called on all businesses to apply their creativity and innovation to solving sustainable development challenges and invited them to engage as partners in the development process, to invest in areas critical to sustainable development, and to shift to more sustainable consumption and production patterns. For this to effectively

happen, calls for the operationalization of this platform. We are glad to inform you that FUE is a member of this SDG Uganda Private sector platform, but also de facto host of the UN Global Compact Network Uganda. FUE is available to help and support you on how you can participate in SDG engagement both at the individual company level or in collective action initiatives. Following this meeting, the Uganda Private Sector Platform for the Sustainable Development Goals will be formally launched in Uganda in March 2021.



CALL FOR PARTICIPANTS IN THE FUE SALARY SURVEY

In line with its core objectives, FUE is interested in enhancing the competitiveness of employers. Remuneration and terms and conditions of service have been identified as a critical component in the promotion of employers' competitiveness and employee retention.

Therefore, FUE is conducting a survey with the main objective of developing a complete picture of pay rates and benefits especially during this difficult situation of COVID – 19 pandemic. FUE therefore, calls upon its members and non-members in different sectors to participate in the 2021 salary survey.

The survey targets all sectors however; specific focus will be given to Public, Manufacturing, Agriculture, Health, Insurance, Banking, construction and Engineering, and tourism and hospitality sectors. All information provided by a participating organization will be treated in the strictest confidence and will be used on a consolidated basis only.

Participating organizations are requested

Call for PARTICIPATION IN THE FUE SALARY SURVEY 2021

FUE is conducting a survey to develop a complete picture of pay rates and benefits to enhance the competitive advantage of Employers especially during these unprecedented times of the COVID-19 pandemic.

Participation is open to Employers in all sectors!

For inquiries or to confirm participation contact us on **0392 777 410 | info@fuemployers.org**

#TogetherforEmployers

to contribute **3,000,000 million** only for members and **5,000,000 million for non-members** to enable FUE facilitate the survey process.

Kindly log on to our website

www.fuemployers.org for the **Salary Survey Concept Note**.

For inquiries, please contact us via **Email: info@fuemployers.org** or **Tel: 0392777410**

FUE MEMBER SPOTLIGHT



Graphic Systems (U) Ltd (GSUL) was established in 1997. Today, it employs roughly 300 permanent staff. GSUL received the FUE Employer of the year Award in 2006.

Graphic Systems is the largest printing & packaging company in Uganda. It supplies indoor & outdoor print advertising collateral (pull up banners, tear drops, billboards, and many more items), commercial printing (calendars, books, posters and many more items), cartons, labels, and promotional give away items. In addition, the company manufactures masks and garments (uniforms, t-shirts, overalls, and shirts).

Graphic Systems (U) Ltd is an equal opportunity employer that encourages both women and men to apply for posts in the organization. For example, the work force is approximately 40% women and 60% men. Recruitment is based on staff competence and experience. In addition, the company does not discriminate against the disabled neither



to those living with HIV, or other medical conditions. Graphic Systems (U) Ltd is a founding member of the Uganda Disability Network and has committed to implementing the UN Gender Equality Seal.

Graphic Systems (U) Ltd acts in a socially responsible way toward employees by viewing them as assets and has put policies in place that create a workplace environment that enhances the quality of life of its employees. Many staff members have been with the company

for more than 10 years. Several employees started from junior positions and have grown to senior management positions.

Graphic Systems (U) Ltd focuses on making the company a great place to work by making the employees feel they are part of one big family by:

• Workshops/Training

Graphic Systems (U) Ltd believes in investing in the training & mentorship of its staff. Every year, dozens of employees are involved in multiple trainings to improve their skills and knowledge base. Staff are made to feel like owners of the company, rather than employees.

• Sports and Entertainment

The company also believes in creating a friendly working environment, and so each department has staff parties and activities, to create strong bonds between colleagues.

Graphic Systems (U) Ltd commends the Federation of Uganda Employers for its good work and hopes to maintain its strong relationship with it for the years to come.

Please contact us for your enquiries on below:

Phone: (256) 417 119 600

Email: gsul@graphicsystems-ea.com

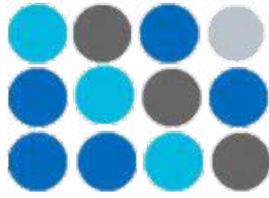


Graphic Systems Football Team



Middle manager Training 2018

FUE MEMBER SPOTLIGHT



**MBALE CLINICAL RESEARCH
INSTITUTE**



Guided by the strategic focus, MCRI aims at;

- Supporting recruitment to large multi-center clinical trials
- Providing a platform for clinical research capacity building and training
- Equipping of a research Laboratory to facilitate processing of Clinical specimens across a broad spectrum of assays to storage in the Biobank for epidemiological profile including Hematology, Microbiology, Parasite culture, Immunology and Molecular sections
- Enabling infrastructure to conduct internationally competitive research
- Attracting, Recruiting and motivating professionally competent core staff

Mbaile Clinical Research Institute (MCRI) a not-for-profit entity registered in Uganda as a company limited by guarantee evolved from a single project - the Mbaile Project (M-PROJ) 12 years ago to a programme level growing institute with highly qualified professionals that work to deliver cutting-edge personalized diagnostics.

MCRI advances clinical research in

pursuit of a vision to be a 'Center for Excellence in Evidence Based Clinical Research, Training and Innovation' within Uganda and internationally.

Over the years, MCRI's portfolio has gradually expanded in research, funding and staff compliment. Clinical research revolves on pediatric diseases including Severe Anaemia, Severe Pneumonia, Malnutrition, SCA, Malaria, alongside many other major studies.

MCRI is grateful to its supportive funders including Wellcome Trust, Imperial College London, MRC, Oxford University, EDCTP, KEMRI and Consortium partners Mbaile Regional Referral Hospital and Busitema University Faculty of Health Sciences.



NEW MEMBERS

We warmly welcome the following new members to the Employer fraternity,



Evidence
Action



UPCOMING EVENT

The 42nd Annual General Meeting

Thursday
25th March 2021

9:00am - 12:00pm

FUE Head Office Kiwanga-Namanve



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