



FUENNEWS

THE VOICE OF EMPLOYERS

WORD FROM THE ED



**Dear Valued Member,
Welcome to the FUE July
newsletter edition!**

I will begin with reference to a popular saying, "There is always light at the end of the tunnel". This was a hopeful month owing to the reduction in the cases of COVID-19, decline in death rate and numerous recoveries of several persons that were affected by the virus. As we anticipate the lifting of the national lockdown instituted by the President, I encourage you to keep a positive attitude, adapt to the new normal such as remote working and utilize digital channels of communication to continue business operations but most importantly continue to adhere to the COVID-19 SOPs.

Despite the challenges presented by the COVID-19 pandemic, Uganda had the privilege to host the Confederation of IGAD Employers (CIE) first AGM on 8th and 9th July 2021. CIE is an association of Employers of the Inter-government Authority on Development (IGAD) set up to reinforce tripartite dialogue and advance engagement with International Labour Organisation (ILO) in key regional matters related to the world of work. FUE represented Employers at the event and advocated for the importance of collaboration and networking among African states to develop our continent.

Furthermore, innovative employment relations is a key aspect to stay afloat in these unique times hence we have modified our training calendar to suite your current needs and aid adaptability to the current work trends. We are readily available to conduct more in-house customized virtual trainings tailored to your needs, so do not hesitate to reach out to us.

Thank you,

Together for Employers!

Douglas Opio
Executive Director, FUE

In This Issue

- 1 Word from the ED.
- 2 Uganda hosts 1st CIE Annual General Meeting.
- 3 Uganda Disability Stakeholders Convening.
- 4 President Museveni to decide on NSSF (Amendment) Bill.
- 5 Road to a Gender Inclusive World of Work.
- 6 Uganda's COVID-19 Journey.
- 7 Floods in Kasese
- 8 FUE Advertorial
- 9 Member Spotlight

Quote of the Month

"The best preparation for tomorrow is to do today's work superbly well."

William Osler

UGANDA HOSTS 1ST CIE ANNUAL GENERAL MEETING

The Confederation of IGAD Employers (CIE) is the association of Employers of the Inter-government Authority on Development (IGAD) that was formed in October 2019 to reinforce tripartite dialogue, promote engagement with the IGAD secretariat and ILO in key regional matters related to the world of work. It comprises the countries of Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan and Uganda.

On 8th and 9th July 2021, CIE convened its first Annual General Meeting (AGM) in Entebbe, Uganda. The main purpose of the event was to deliberate on the achievements, challenges, opportunities and future priorities of the Confederation. In addition, key on the agenda was the role or regional employers' organisations in advancing decent work and regular labour migration and the experience of national employers' organization in advancing labour mobility.

Our Executive Director, Douglas Opio in his speech, emphasized the importance of partnerships and applauded CIE for the efforts to increase trade and labour relations among member states for the development of Africa.

Prof. Mthunzi Ndwaba delivered the keynote address highlighting increased population growth of about 230 million people in member states providing a sizeable market that attracts both



domestic and foreign investors. He revealed challenges faced by IGAD states including inadequate capacity of job creation, skills limitation, low quality products and low rates of productivity that deter development. In addition, Prof. Mthunzi advocated for attitude change, increased productivity, youth skilling and partnership with Productivity Centre of South Africa as solutions to counter these challenges.

During the event, the Secretary General CIE presented the Draft Strategic Plan that highlights three priority areas namely;

- Priority Area 1: Building the capacity of the secretariat of CIE.
- Priority Area 2: Strengthening the

membership base of Employers in the IGAD region.

- Priority Area 3: Representing employers in all regional and international arenas and ten outcome areas.

The deliberations were concluded with a number of actions and member states committed to move forward even stronger in advancing free movement of persons and regular labour migration.

To attain economic growth in Africa there is need to strengthen inter-state relations and partnerships. This coupled with youth skilling and inclusive labour policies will contribute to job creation and decent work for all.



UGANDA DISABILITY STAKEHOLDERS CONVENING

According to the United Nations, there are currently over 600 million people living with disabilities throughout the world of whom 400 million live in developing countries and 81 million in Africa. In Uganda, 12.4% of the population are persons with disability.

On Thursday 29th July 2021, the Uganda Disability Stakeholders Meeting was convened virtually under the theme **"Taking Stock of the Disability Sector in 2021"**. The meeting was organized by the East African Philanthropy Network incorporation with the Disability Funders Forum to reflect on the pertinent issues affecting the disability sector in Uganda.

Our Executive Director, Douglas Opio represented as a panelist and shared experiences and lessons on increasing the private sector's support to Persons with Disabilities (PwDs) and ways to sustain partnerships created during the pandemic. He also discussed the philanthropic efforts of the employment sector towards PwDs in these unprecedented times, citing awareness campaigns, willingness of employers to hire PwDs, high level commitment of stakeholders and flourishing of disability focused enterprises as positive outcomes.

He proposed joint lobbying and advocacy, increased disability

awareness, recognition of businesses with good practices and knowledge sharing engagements as ways to increase support from the private sector towards the plight of PwDs.

Mr. Opio also recommended staff and human resource training on disability inclusion, equal opportunities in job vacancy announcements, review of human resource manuals and hiring 1-5% of employees with disabilities.

In addition, other panelists namely Mr. Moses Owori and Ms. Esther Kyozi from Development Initiatives and National Union of Disabled Persons in Uganda (NUDIPU) respectively highlighted the need for the creation of

a representative Uganda Disability Data Working Group, call for existing donors to reallocate budgets towards data management, drafting of a strategy for the development of disability statistics, investment in skilling of PwDs in use of digital technologies and COVID-19 vaccine accessibility to inform government policy, strategies and budgetary plans in the disability sector.

FUE has been instrumental in sensitizing Employers on adopting disability-inclusive workplace polices. PwDs represent untapped source of potential skills and talent as they contribute to overall diversity and productivity levels in organisations.

UGANDA DISABILITY STAKEHOLDERS CONVENING

Taking stock of Uganda disability sector in 2021

SPEAKERS

- Esther Kyozi, NUDIPU
- Douglas Opio, Federation of Uganda Employers
- Moses Owori, Development Initiatives
- Catherine Mugabo, CivSource Africa

MODERATOR

- Catherine Mugabo, CivSource Africa

zoom MEETING

10.00AM - 12.30PM EAT

THURSDAY 29TH JULY, 2021

@EAPhilanthropy | @PhilanthropyEA | East Africa Philanthropy Network | EAPhilanthropy | www.eaphilanthropynetwork.org

East Africa Philanthropy Network | Uganda Disability Funders Forum

FUE Staff Commentary

PRESIDENT MUSEVENI TO DECIDE ON NSSF (AMENDMENT) BILL

President Museveni has promised to pronounce himself on the issue of workers mid-term access to their savings by 4th August. This commitment was made during the meeting with key stakeholders that he convened at State House on Wednesday, July 21 2021 to discuss the National Social Security Fund (Amendment) Bill, 2019 as the way forward.

During this stakeholders' meeting, conflicting figures were reportedly presented by different parties as the amount required for mid-term access by savers to their NSSF benefits. While workers representatives indicated in their position paper that shs. 800 billion was needed to meet the savers mid-term access; the funds' Managing Director Richard Byarugaba estimated that up to shs. 3 trillion would be required for the same.

As a result of the fore mentioned contradiction in figures, the President decided to postpone the meeting to August 4, when he hopes to pronounce himself on the matter based on clear figures.

"Let us give ourselves two weeks and conclusively solve this matter. I want to be clear with the figures. I am going to do my own research. Let us meet on August 4," the President was quoted to have said during the meeting.

Since the clause on mid-term access to NSSF benefits has been the only issue that President Museveni raised on this Bill that was passed by parliament in February this year, it is expected that when this clause is approved, he will assent to the NSSF (Amendment) Bill to an Act.

Background

The National Social Security Fund (Amendment) Bill, 2019 was passed by Parliament on Wednesday, February 17,



2021. This amendment process started around July 2019 with the drafting of the Bill and stakeholder's consultation by the Parliamentary Committee on Gender, Labour and Social Development.

The need for mid-term access to NSSF savers benefits was made known to parliament by most of the beneficiaries during stakeholders' consultation. The outbreak of COVID-19 pandemic and its devastating effects only made the call for the same much louder. It is on this basis that parliament acted with urgency in passing this NSSF bill partly to enable NSSF savers access part of their benefits to mitigate their vulnerability caused by the pandemic.

However, President Museveni felt that workers and policy makers needed to discuss further the amendments in this NSSF Bill particularly this clause that allows savers to have mid-term access to their NSSF benefits so that he is sure that allowing access to 20 per cent of the accumulated savings and interest will not affect the percentages of interest that NSSF offers them (savers) before he can sign this Bill into law.

**By Patrick Ajuna
Policy and Advocacy Officer**

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ROAD TO A GENDER INCLUSIVE WORLD OF WORK



Did you know Uganda was the first country in Africa to endorse the Gender Equality Seal for Private Enterprises?

But what is the Gender Equality Seal, you may ask?

The Seventeen Global Goals are the heart of development worldwide, they were set in 2015 by the United Nations under Agenda 2030. Sustainable Development Goal Five: 'Achieve gender equality and empower all women and girls', is among the most crucial ones and as such, various initiatives have been established to achieved it. The United Nations Development Programme designed an innovative Gender Equality Seal Programme to create a more gender equal world.

The Gender Equality Seal is a collective effort involving private sector companies, civil society and national Governments to establish and achieve standards that advance gender equality and from it, is the Gender Equality Seal Programme which is a voluntary hands-on program that qualifies participating companies' a certification seal for gender equality best practices at the workplace.

That's right, Employers and Employees, let's take a moment to reflect, and ask ourselves, whether our workplaces are gender inclusive? If not, what are the gaps? Is there balanced representation of females and males at your workplace? Is there a balance in leadership representation at top management level? Is there a balance in pay for both men and women? Is there adequate awareness on sexual harassment at your workplace? Does your workplace promote work-life balance? and How

inclusive are your workplace policies?

These and many more are crucial questions that we must pose to ourselves and act on with urgency to accelerate progress if we are to see gender parity in our lifetime.

The International Labour Organisation global stats reveal that as of 2019 labour participation of men was 93.5% compared to only 62.1 % of women. Despite women accounting for 39% of the labour workforce globally, the share of women participation in managerial/ decision-making roles is only 28%. On the issue of pay-gaps, numerous research shows that most women working in the similar positions as men are remunerated less, the wage-gap is commonly illustrated as: women earn 82 cents of every dollar men make. Not to mention the gap created by unpaid care work that falls largely on women. To say the least, on many fronts, gender equality remains elusive.

The COVID-19 pandemic made the strides towards gender equality in the labour force even wider, seeing that women were the most affected by the labour market disruption. In 2020, only 47% of women participated in the labour market compared to 74% of men.

The good news is, we can still make a difference, Employers can re-define their entities, by simply adopting gender-equality best practises through gender mainstreaming and going the extra mile of enrolling for the Gender Equality Seal Programme. Basically, Employers ought to create an enabling environment for a levelled ground in which both women and men participate in decision making at all levels and through the formulation of gender responsive work policies that provide for family-friendly working conditions, a balance in remuneration, opportunities for professional development and fortification from violence and harassment.

So, what's the catch? You may wonder! Well, believe or not, research proves that gender equality makes business sense. Organisations that are keen on gender equality perform better financially, are more innovative and

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"Gender equality is one of the major drivers of economic development, thus, every day we fail to deliver gender equality principles, we pay the price and the journey just gets longer and gruelling."

Let's engender our workplaces to leave no one behind!"

highly productive. The cherry on the cake, is that organisations attain a glowing reputable global image as well.

Uganda is cited as a Gender Equality Seal model, therefore walking the talk is paramount. Out with the stereotypes on male dominated professions and feminised jobs, and in with a wholesome fulfilling decent work allure.

Gender equality is one of the major drivers of economic development, thus, every day we fail to deliver gender equality principles, we pay the price and the journey just gets longer and gruelling.

Let's engender our workplaces to leave no one behind!

**By Beatrice Mujuni
Communications Officer**

UGANDA'S COVID-19 JOURNEY

The COVID-19 virus that is currently ravaging the world has been with us since March 2020 when the first case was reported in Uganda. As a result of the pandemic, the President instituted a national lockdown to curb the spread of the infections among the population. The lockdown entailed closure of schools, halting public transport and a ban on public gatherings. The 1st wave of the pandemic presented over 38,000 cases and 300 deaths in Uganda as of January 2021. Nevertheless, the COVID-19 infections reduced and the lockdown was lifted so that citizens could return to work and students could report to school.

The Government in partnership with the World Health Organisation (WHO) worked tirelessly to ensure procurement of vaccines to fight the virus. The COVAX facility allocated Uganda 3,552,000 doses of the AstraZeneca vaccine for the period of January to June 2021. In March 2021, we received 964,000 doses of the AstraZeneca vaccine shipped via the COVAX facility and the WHO. A total of 330,077 people were inoculated with the first jab of the vaccine with priority given to more than 21.9 million people at higher risk including medical workers, social workers, security personnel and the elderly. By July 2021, 1,110,867 people had been vaccinated with the Government targeting to vaccinate 21,936,011 people that account for 49.6% of the country's population.

However, the days of hope darkened again when the 2nd wave of the virus was reported in May 2021. The new surge of infections included five new variants namely Delta, Eta, Beta, Alpha and the local strain. New cases described similar symptoms such as high fever, dry cough, loss of taste and smell, chest pain, difficulty in breathing and loss of speech or movement. The growing number of cases overwhelmed the health sector because hospitals were struggling to accommodate the high number of patients requiring intensive care and oxygen support. Also, the high costs of treatment ranging between 2 million to 5 million shillings daily in private hospitals exasperated the COVID-19 problem.



Owing to this, the President instituted a national lockdown on 18th June 2021 for 42 days to minimize the spread of the virus. He instructed closure of schools, advised following Standard Operating Procedures (SOPS) and re-enforced curfew to promote health and safety. The Office of the Prime Minister (OPM) was tasked to distribute relief money of 100,000/= to vulnerable poor that are unable to get food due to lockdown constraints.

Regardless of the negative effects of the pandemic, the government has been able to acquire 116 ambulances from Ministry of Health, OPM and Red Cross as well as 282 double cabin trucks from the 29 billion shillings contributed by the public to support the COVID-19 response. Of the balance of the 29 billion shillings, UGX 3.3 billion will construct a blood bank in Soroti RRH and 2.4 billion will construct Port Health Facilities at Cyanika and Vurra. Other interventions like home-based care for patients with mild symptoms and discovery of herbal solutions like Covidex have sped up the recovery process. Furthermore, Luwero Industries Limited has been able to produce medical oxygen, masks and sanitizers to support hospitals facing shortage of oxygen supply in the treatment of COVID-19.

As of 24th July 2021, 1,436,820 COVID-19 samples had been tested registering 91,355 confirmed cases, 71,750 recoveries and 2,483 deaths. Although we have lost a number of Ugandans due to this infection, there is hope because of the reduction in positive cases daily with Mulago

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National Referral Hospital reporting 71 active cases with 11 Intensive Care Unit (ICU) cases and 60 High Dependence Unit (HDU) cases as of 21st July 2021.

This trend shows that the virus is under control and can be eliminated if we all follow SOPs and hold each other accountable. We encourage you to stay safe and keep a positive attitude as we continue to fight this virus.

***By Ruth Atim
Communications Assistant***

FLOODS IN KASESE



Since then, floods have been re-occurring nearly every year. In 2020, Kilembe Mines Hospital was finally relocated to Kasese Catholic Diocese in Kasese town. This left Kilembe area with no hospital. Just recently on 15th July 2021, floods re-occurred. Workplaces have been faced with the same challenges putting great risk on the safety and health of workers in Kasese since they live and work in a hazardous area. This could eventually lead to a decline in productivity levels hence affecting the country's economy growth.

As Employers, we stand in solidarity with the people of Kasese and call for continued Government interventions for support.

FUE continuous to offer technical support to Employers in Kasese to ensure Employers operate following Occupational Health and Safety standards through OSH audits and workplace registration for smooth operations in a safe environment.

By Kedress Muhindo
Western Region Coordinator

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FUE Advertorial

Check out our revised training calendar tailor-made to provide valuable insights on adaptation to new work trends. Reach out to our, Training Manager on yusuf.nsubuga@fuemployers.org to schedule a customized training suited for your organization needs.

REVISED TRAINING CALENDAR (JULY – DECEMBER) 2021				COST (UGX)	
CODE	TOPIC	OBJECTIVE/TARGET GROUP	DATE/ VENUE	MEMBER	NON-MEMBER
GT ER 2104	Employment Practices amidst covid-19 and the aftermath – <i>Master class</i>	<ul style="list-style-type: none"> To provide grounding in key aspects of managing employment contracts, Discipline and grievance handling at the workplace. 	30th July	100,000	200,000
GT MGT 2103	Employee Health and Wellness - <i>Master class</i>	<ul style="list-style-type: none"> To equip managers with requisite skills to manage employee's mental and physical health during this pandemic for optimum productivity. 	27th August	100,000	200,000
GS MGT 2102	Measuring Productivity of Remote Teams	<ul style="list-style-type: none"> To utilize communication tools to establish trust, build relationships, strengthen accountability and resolve conflicts effectively that may arise as a result of mismanaging remote teams. 	24th September	Free	100,000
GS ER 2102	Employment Laws and regulations	<ul style="list-style-type: none"> To provide grounding in key aspects of the current employment laws applicable in Uganda and to strengthen tripartism and Social Dialogue. 	27th October	Free	100,000
GT ER 2103	Retrenchment and it's Procedures	<ul style="list-style-type: none"> To equip participants with adequate knowledge on employment life cycle and proper guidelines in managing all forms and procedures for retrenchment. 	25th November	100,000	200,000

FUE MEMBER SPOTLIGHT

SafeBoda

SafeBoda is revolutionizing transportation, payments, and on-demand services in Africa's cities. We believe that everyone in African cities should have access to affordable services at a click of a button. Based primarily in Uganda, and Nigeria, with specialized teams working remotely worldwide, we are a venture-funded company that is already having a huge impact on millions in Africa.

Mission

SafeBoda is dedicated to empowering its communities to thrive.

Vision

Everyone in African cities has access to affordable services at a click of a button.

Core Values

- Community
- Innovation
- Transparency
- Safety
- Trust
- Integrity
- Commitment.



Business Partnerships

As a company, SafeBoda has multiple stakeholders, and we aim to balance the needs and interests of all of them. To aid us in this aim we adhere to the Shell General Business Principles.

At the click of a button, SafeBoda provides a safe, more convenient, mobile-first transportation platform for Africa's booming young population. On the high-frequency use of our transportation service, SafeBoda delivers value to consumers, drivers,

and passengers, with additional financial services, payments, and other on-demand services to keep Africa moving forward.

SafeBoda has had a number of notable achievements including;

- 1 million rides in Ibadan
- 500,000+ orders of food, grocery, pharmacy, essentials, and beverages delivery services.
- Vaccinating the SafeBoda community in Kampala.
- Donating food to the SafeBoda community in Kampala.

Download the [SafeBoda](#) app to enjoy various services at affordable rates! Follow us on social media @ [SafeBoda](#) for live updates on offers and so much more!



SAFE BODA: EMPOWERING COMMUNITIES TO THRIVE!



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