Dear Valued Member,

Welcome to the FUE October newsletter edition!

The year is coming to a close end, we continue to take advantage of the endless possibilities that exist to achieve more for the good of our economy.

It is with great pleasure that we announce the Employer of the Year Award (EYA) 2021/2022, under the theme, "Employer Resilience". EYA 2021/2022 is different and comes with great and valuable partnerships. We proudly welcome PricewaterhouseCoopers and Prudential Insurance as key partners of EYA 2021/2022. We look forward to delivering a very credible experience and increase opportunity for recognition to outmatch the previously recognized number of Employers.

Please contact us for any inquiries, remember the survey is as good as the number of people who participate. Kindly encourage employees to fill out the survey to have phase one completed and stay tuned for details on phase two.

As we may all know, 2021 was declared the international year for elimination of child labour. As the chairperson of the ILO Business Network on Forced Labour, I am mandated to ensure that Employers’ supply chains are free from any form of child/forced labour. To this end, we made an action pledge to improve business conduct and child labour compliance among FUE member companies engaged in the tea and coffee growing. This pledge will ultimately benefit over 1000 children. Let’s work together to promote the rights of children and adopt decent work standards.

On a celebratory note, it’s been 59 years of independence, an incredible journey of growth and development. As Employers, it must be our goal to continuously innovate, create and sustain jobs.

Thank you,

Together for Employers!

Douglas Opio
Executive Director, FUE

"Mastery is a product of consistently going beyond our limits."

Stewart Emery

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Quote of the Month

“Mastery is a product of consistently going beyond our limits.”

Stewart Emery
The Employer of the Year Award (EYA) 2021/2022 was officially launched this month under the theme, “Employer Resilience”. The theme is cognizant of the shifts in employer practices that COVID-19 presented to our members since March 2020. We have predicted that some of these shifts/changes will stay with us for the longer term.

The EYA 2021/2022 is different from before and it comes with great and valuable partnerships. We proudly welcomed PricewaterhouseCoopers and Prudential Insurance as key partners of EYA 2021/2022 and we look forward to delivering a very credible experience for all our membership and increase opportunity for recognition to outmatch the previously recognized number of Employers.

The EYA 2021/2022 will be implemented in two phases;

**EYA PHASE 1 - SURVEY & LAUNCH OF THE REPORT**

1. **Survey – We Value the Employee Voice.**

   For the first time, EYA 2021/2022 will hear from the Employees in your organizations on what they consider as valuable people practices. Through a survey, your Employees will give opinion on the value attached to the key contemporary practices below;

   1. Collaboration and communication.
   2. Reward and recognition.
   3. Learning and development.
   4. Diversity and inclusion.
   5. Employee wellness.
   6. Community involvement and social impact.
   7. Employee engagement and enablement.
   8. Workplace culture and alignment.

   Further, the information collected from the survey will be used to prepare an ‘Employee Voice Report.’ It is anticipated that this report will produce a ranking of the most valued practices as well as Employers that emerge as highly rated by the Employees for implementing these practices.

2. **Launch of the Employee Voice Report**

   FUE in partnership with PricewaterhouseCoopers and Prudential Insurance will host a launch of the report with an aim to achieve the following;

   1. Disseminate findings
   2. Learning from the ‘Best’
   3. Recognize Employers

   EYA 2021/2022 will provide an opportunity to learn from Employers that achieve a high rating from their employees on one or more of the practices above. These Employers will be given an opportunity to share with others on how they do it. It is envisaged that various Employers will emerge as highly ranked from the Employee’s Voice Survey. EYA phase 1 will recognize these Employees.

**EYA PHASE 2 - VERIFICATION & AWARDS**

1. **Verification for Award**

   Employers that will be highly ranked will be encouraged to participate in the verification exercise. The verification is EYA’s iconic practice of validating that indeed systems and processes exist and are applied consistently, thus confirming sustainability for a medium to longer term.

2. **Grand Dinner and Awards**

   The Awards will be given during a grand dinner whose details will be communicated to you in due course.

   This is a special call for your participation. You may have received a link to the survey from PricewaterhouseCoopers. If not, please use the link below to join Phase 1 of EYA.

   Please note; Phase 1 will not attract any participation fee.

   For any inquiries contact us; info@fuemployers.org | 0392777410

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**https://surveycenter1.pwc.com/Community/se/705E3EC92F4D69FD**
2021 was declared as the ‘International year for the Elimination of Child Labour’. The Child Labour Platform (CLP) annual meeting was convened virtually on 21st October 2021 and Our Executive Director, Douglas Opio represented Employers. The CLP aims to identify obstacles to the implementation of the ILO conventions in supply chains and surrounding communities, identify practical ways of overcoming these obstacles and catalyse collective action. At the CLP, FUE made an action pledge to improve business conduct and child labour compliance among FUE member companies engaged in the tea and coffee supply chains. The ultimate beneficiaries of this pledge will be 1,000 children who are at risk or are already involved in harmful child labour in tea and coffee supply chains. Trade unions, Employers, tea and coffee farmers are expected to be the direct recipients of this pledge. We will implement this action pledge in partnership with the Government and other stakeholders by developing one employers’ guide and one business guide on the policy, legal and regulatory frameworks as well as best practices to eliminate child labour. The Employers’ Guide will be based on the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration, 2017).

On 21st October 2021, the Ministers of Labour and Employment of the member states of the Inter-Government Authority on Development (IGAD) convened in Djibouti for the first Ministerial conference on labour, employment and labour migration. The conference was held to deliberate on effective actions and regional coordination mechanisms to enhance the governance of labor, employment and labor migration in the IGAD region. His Excellency Kamil Mohamed, the Prime Minister of the Republic of Djibouti presided over the meeting with other dignitaries namely the Executive Secretary of IGAD, ILO Country Director to Ethiopia, special representative of the African Union, Minister of State for Labour, Employment and Industrial Relations of Uganda and representatives of employer organisations in IGAD states among others.

The conference made the following recommendations;

- Establish the IGAD Ministerial committee on Labor, Employment and Labour Migration.
- Adopt the terms of reference and Standard Operating Procedures for the IGAD ministerial committee on labour, employment and labour migration.
- Adopt the IGAD Regional guidelines on Rights Based Bilateral Labour Agreements.
- Develop a plan of action to implement the Djibouti Declaration on Labour, Employment and Labour Migration (2021) with clear monitoring and reporting mechanism.

During the conference, Ministers of Labour from IGAD states signed the “Djibouti Declaration on Labour, Employment and Labour Migration in the IGAD Region”. Hon. Okello Engola Charles, the Minister of State for Labor, Employment and Industrial Relations, signed on behalf of Uganda. Additionally, the conference committed to advance thematic actions on labour and employment policy guidance, ratification of UN ILO international labour standards, promotion of rights of migrant workers within the region and countries of destination, promotion of social dialogue and promotion of gender equality and equity. The IGAD secretariat was also tasked to develop and follow up the action plan for the implementation of this declaration and to mobilise resources and partnerships.

Employment and labour issues affect all countries and there is need to build partnerships to achieve decent work within the IGAD states to promote growth and development.
The Media has a voice that many people do not and have the power to shape public opinion. Writing stories on a human rights issue such as forced labour and fair recruitment is not like writing a routine news story. It takes more time because of the effort required to investigate: speak to a variety of sources; weigh; and verify them in the process. For this reason, ILO developed a Media Toolkit to support communicators on reporting forced labour and fair recruitment. The toolkit aims to foster contributions to the United Nations TOGETHER campaign, promoting respect, safety and dignity for refugees and migrants, and to the 50 for Freedom campaign, which aims to mobilize support for the ratification of the ILO Forced Labour Protocol. It also aims to further contributions to Alliance 8.7, the global partnership committed to achieving Target 8.7 of the Sustainable Development Goals on eradicating forced labour, modern slavery, human trafficking and child labour around the world.

Many organizations and actors have contributed to the ILO toolkit, including, amongst others, the International Federation of Journalists, the United Nations Alliance of Civilizations (UNAOC), and journalists from many countries around the world.

According to an assessment by ILO, the reasons for increasing number of Ugandans leaving the country for work are linked to high population growth, youth unemployment, low wages, and the demand for labour in destination countries. An average of 12,000 Ugandans leave for the Middle East annually in search of employment. At least 98 per cent of migrant workers to the Middle East, which currently stands at 140,402, are employed as casual labourers with only 0.2 per cent holding professional jobs, while 1.8 per cent work in semi-professional placements. Many of these Ugandans especially those migrating to Middle Eastern countries, are often connected through private employment agencies. Many of these workers are exploited by paying recruitment fees and associated costs: excessive arrangement fees to cater for passports and other travel documents, transport costs such as air tickets.

The media has a key role to play in exposing these abuses. Dedicated reporting about labour migration and unfair recruitment practices can mitigate these practices that denigrate humanity and promote decent work.

During the two-day validation workshop that took place from 14th-15th October, stakeholders including the Media, Government officials from the Ministry of Gender, Labour and Social Development, Foreign Affairs, reviewed the toolkit and made recommendations for necessary amendments to suite the national framework and put the ideas into context.

The toolkit will soon be launched and sensitization of the media on labour migration matters for the adaptation of this kit will follow.
'Make 12.4% Work’ is a project being implemented by the National Union of Persons with Disability (NUDIPU) and Light for the World., the project aims at promoting inclusive employment for persons with disabilities (PWDs) in Uganda. In the interest of decent work which involves the implementation of inclusion policies, we joined this initiative as key partners and we have since sensitized employers on disability inclusion of PWDs at the workplace, its benefits and the overall goal to leave no one behind. Since the inception of this initiative companies signed up and pledged to incorporate disability inclusive policies and programs in their operations.

The national and international legal framework make provision for PWDs in terms of inclusion with employment, under the Persons with Disability Act, 2020 Section 9.

1. An employer shall not discriminate against persons with disability on the basis of disability of that person.
2. An Employer shall;
   (a) In an advertisement for a job, where appropriate, encourage persons with disability to apply for the job.
   (b) Provide an applicant with a disability who applies for the job reasonable accommodation necessary to undertake the job interview.
   (c) Provide an employee with a disability reasonable accommodation in the performance of the job or task.

On the 26th October 2021, a national dialogue meeting was held with stakeholders to highlight the gaps and challenges hindering the promotion of inclusive employment for PWDs in Uganda and to discuss findings, recommendations from the engagement meetings with members of the District Service Commission and identify solutions to the key issues raised to catalyze progress of disability inclusion in the employment sphere.

The Minister of State for Gender, Labour and Social Development, Disability Affairs, Hon. Hellen Asamo was in attendance. In her remarks she highlighted the barrier to employment for PWDs, accessibility, attitudinal and limited skills. She called for collective effort especially in the area of awareness raising to issues pertaining persons with disability. She concluded by pledging support to stakeholder’s initiatives around ensuring PWDs get equal opportunities in the world of work.

As an Employers body, we are set to implement a disability inclusive procurement plan by the Uganda Business Disability Network (UBDN). The gist is to have a system in which PWDs can be considered in the procurement processes of business operators, essentially PPDA employment for PWDs. This plan is in inception stage, therefore ideas from employers and other stakeholders are welcome. Having an inclusive workplace helps an organization gain competitive advantage through higher productivity levels, due to diversity and innovation. It also expands market, breeds higher employee morale, improves retention and boosts reputation. Be a model employer, employ PWDs and make the world a better place.

On 9th October 2021, Uganda commemorated 59 years of Independence at the Kololo Airstrip. Various dignitaries including the Vice President Jessica Alupo, Speaker Jacob Oulanyah, Chief Justice Alfonse Owiny-Dollo, Prime Minister Robinah Nabbanja, religious and cultural leaders were in attendance. This memorable occasion was held under the theme 'Celebrating Our 59th Independence Day as We Secure Our Future through National Mind-Set Change’.

His Excellency, President Museveni in his address revealed that the country has experienced economic growth despite the challenges faced during the COVID-19 lockdowns. He encouraged citizens to embrace government efforts on wealth creation and economic transformation highlighting the Emogoa and Parish Development Model programs that the government introduced to alleviate poverty and transform 39% of Ugandans from subsistence to commercial economy. Mr. Museveni believes these programs will create more jobs for the youth, widen the tax base and increase purchasing power.

Likewise, he assured Ugandans that the government is able to protect them from health emergencies as seen through the efforts to fight the COVID-19 pandemic. The President also advised citizens to follow SOPs and get vaccinated to defeat the virus completely.

We commend the patriotic spirit of every Ugandan towards the peace, freedom and development of our great nation. Let us strive to build a secure future for generations to come.
Technology has created a boom in business outsourcing which has in turn produced a robust gig economy. The “Future of the Job Market” webinar series we have been conducting in partnership with Brighter Monday Uganda (BMU) concluded with a final webinar themed ‘Business Outsourcing and the Gig Economy’ on 7th October 2021.

The keynote speakers were Mr. Abdul Makubuya, the Organisational Development Manager, National Social Security Fund (NSSF) and Mr. Timothy Mugume, Country Manager, Jumia Food Uganda. In their presentations, they highlighted the reasons people work in the gig economy including having an alternative source of income, need for work-life balance and the desire to control their employment journey. They also revealed the benefits of hiring a gig worker such as accessibility to specific expertise, developing skills of existing workforce, low costs of operation and improvement of culture and productivity.

Don’t miss more of our exclusive upcoming webinar series on various topics to enhance business growth.

FUE signed MoU with the Uganda Fisheries and Allied Workers Union for the purpose of improving collaboration in the creation of workplace harmony in the sector.
The International Labour Organisation-Global Business Network on Forced Labour (ILO-GBNFL) in partnership with the International Organisation of Employers (IOE) has launched the

‘Global Award for Small and Medium Enterprises (SME) on Forced Labour’

We implore Employers in the SME sector to embrace the opportunity to showcase their actions, receive recognition for the critical role they play, to share their ideas, experience and good practices with the wider business community. Brief details on this include;

- The award is for actions taken by an SME (with approximately 250 employees or less) to strengthen its ability to prevent and table forced labour
- The judging criteria will be on innovation, impact, sustainability and collaboration
- Entrants are required to submit a short document and video detailing the actions taken and impact.

Kindly submit your entries by 15th November 2021.
For inquiries contact; info@fuemployers.org | 0392 777 410
SUPPORT THE DRIVE TO PROMOTE EMPLOYABILITY SKILLS AMONG STUDENTS

On Thursday, October 21, 2021, the Federation of Uganda Employers (FUE) in collaboration with the Directorate of Industrial Training (DIT) and Uganda Business and Technical Examination Board (UBTEB) organized a workshop for the key stakeholders to exchange ideas on the modalities for creating a partnership between the industry (employers) and TVET institutions on skills development in Uganda, and lay strategies for the sustainability of this partnership.

Among those who attended the workshop were Ms. Loy Muhwezi, the Commissioner for TVET, Ministry of Education and Sports, FUE officials including Ms. Annet Nakahunde, the Vice chairperson of the Governing Council and Mr. Douglas Opio, the Executive Director, Mr. Patrick Byakatonda, the Director for Directorate of Industrial Training, Mr. Onesmus Oyesigye, the Executive Secretary, Uganda Business and Technical Examination Board, officials from different Technical and Vocational Training Institutions in Uganda, development partners, and the media. The workshop took place at Kampala Serena Hotel.

The objectives of this workshop were to: bring together the industry and training institutions for sustainable partnership, launch the Industry-TVET Partnership, discuss and agree on the priority areas for partnership, and share knowledge and experiences of TVET education in Uganda.

Most of the stakeholders at the workshop if not all welcomed the idea of the Industry-TVET partnership and pledged their support for the implementation of the new TVET policy. As part of the way forward, it was suggested and agreed that a strong TVET Working Group comprising of employers, education providers and the assessment bodies with FUE in the lead be created, regular engagements for updates be made, plus translating whatever were discussed and agreed upon into concrete action through signing of the Memorandums of Understanding (MOU’s). Indeed, the workshop was very productive with constructive ideas from various stakeholders.

The recent years have seen a policy shift by the Government of Uganda in favour of promoting TVET to enhance practical-oriented and competence-based learning through hands-on training programmes, to promote skills for self-employment and job creation. The Business, Technical, Vocational Education and Training (BTVET) Strategic plan, 2012 – 2020 of ‘Skilling Uganda’ and the TVET Policy of 2019 are geared towards improving the quality of education in the country and the development of the country’s stock of human resources, especially the youth for sustainable socio-economic development including the attainment of the Uganda Vision 2040 which aims at transforming the country from a predominantly peasant and low-income country to a competitive upper middle-income country within 30 years.

According to the new TVET Policy of 2019, there is a paradigm shift and reforms in the TVET system. The policy provides for the creation of the employers-led TVET system that emphasizes a flexible, workplace-oriented environment delivery, skills and competence-based training in line with the market (employers’) labour demands rather than the general education system which is certificates based, and it (policy) shifts TVET management from the government to the public private partnerships, among other reforms.

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(graduates) is a good development and needs to be embraced and supported for the successful implementation of this new TVET policy because the problem of skills mismatch and shortages in the labour market in Uganda and the resultant high unemployment rate especially among the youth is well documented and needs no further elaboration.

However, given the impact that Uganda’s century old academic-oriented colonial education system has had in the country through orienting learners for white color jobs, the TVET courses are still not yet popular among the majority of Ugandans who prefer to pursue university education including humanities than joining TVET institutions. Changing such a mind set in favor of TVET, however good the policy is, cannot be achieved overnight, but with concerted sensitization efforts, TVET can be repositioned as an appealing education option among Ugandans.

Besides the attitude challenge, the TVET institutions in Uganda and their training facilities are still insufficient for the existing demand for post-secondary education in the country. In this regard, we should not lose focus on lending a hand to promoting skills among students who are pursuing humanities and other arts-related courses in various universities in Uganda as well. Universities and the industry (employers) can explore areas for collaboration on skills development including internship placements, research and innovation, teaching skills, and workplace learning through the Public Private Partnership Act, 2015 to enhance employable skills among university students for mutual benefits.

Some of the courses in humanities like those which relates to governance, psychology, gender, peace and development are still relevant in addressing the needs of the present Uganda which courses prepare these young people as agents of change. According to the Global Youth Development Index and Report (2016), young people are a force for peace, democracy, equality and good governance - a catalyst for global consensus-building, and an essential resource for sustainable development and poverty eradication. So, when they are given the necessary skills and the art of doing things in their different fields of study, even graduates in humanities can be as important human resources and as productive as those who go through TVET institutions.

The current practice where students in most Ugandan universities are left to search for themselves the places for internships and placements in the sectors of their choice who only brings acceptance letters to the management of their respective faculties after securing placements, yet it should be the responsibility of each university to make such arrangements with the relevant sectors in the industry, is one of the defects in the university education and the major cause of lack of skills set needed for the contemporary economy among the majority of university graduates in Uganda. This is because such an arrangement leads many students into having internships in inappropriate places or those which are not relevant to their courses, hence getting inadequate workplace training, experience, and supervision.

Obadara, et al., (2015) sums up the need for building an effective collaborative system between the Industry and universities to enhance employable skills among students saying, “Universities are an integral part of the skills and innovation supply chain to business. This supply chain is multi-dimensional, it has to be sustainable, and it has to have quality, strength and resilience. These attributes can only be secured through close collaboration, partnership and understanding between business and universities. Without the collaboration or partnership, universities cannot deliver all the services that business needs in a manner that business may wish; that is the nature of supply chains”.

By Patrick Ajuna
Policy and Research Officer
STRENGTHENING ADVOCACY FOR GREATER IMPACT

Much as the universe has diverse groups of people with different beliefs and lifestyles, we are united in one way or another by what affects us. And for this reason, we have the 17 global goals set for collaboration to put an end to inequities, re-evaluate approaches to life and ascertain the resources we have in order to create positive change. Each one of us definitely has one, two or more issues that affect us directly or indirectly, in line with health, education, poverty, gender equality, decent work, climate change among others. And depending on how these issues affect us, we hold certain conviction and are propelled to take action consciously or even unconsciously.

Usually, our actions and sense of responsibility towards issues that affect us or the people around us are a result of what we have experienced, heard or what the general perception of an issue in society is, which ultimately stems from advocacy.

Advocacy is an activity by an individual or group that aims to influence decisions within social, economic and political institutions. It is basically any action that speaks in favour of, recommends and argues for a cause.

In practice, advocacy actually goes beyond its general definition and is an extremely vital element in creating change. In a huge way, advocacy, forms, defines and positions opinions in society more than we can imagine. It is a powerful driver of change.

Isn’t this a good thing? You may wonder, well, most definitely, and for this reason, advocacy must be done prudently with a meticulous strategy in whatever sphere. Dig deep, take a moment to answer these questions. Why are you advocating for this change? Who will benefit from this change? What steps must you take to achieve this change? Have you made adequate research and consultation to address the real underlying issue? How inclusive is your advocacy approach in terms of reach and representation?

For decades, individuals, local and international institutions have come together to solve global issues through advocacy to achieve global prosperity. A case in point is SDG One ‘No Poverty’. According to the World Bank, since 1999, the number of people living in poverty world-wide had fallen by more than 1billion people, which was a great success. But unfortunately, the COVID-19 pandemic has taken this progress many steps back with the number of people living in poverty increasing for the first time in 20 years by a whopping 120million people. Experts predict that this total is expected to hit about 150million people by the end of 2021. To top this off, research by the United Nations reveals that over 100million people could slip back into poverty by 2030 due to climate change.

Current stats on various global issues are appalling and have fuelled great enthusiasm for immediate action. But passion alone is not entirely enough, as a Change-maker/Advocate you must go the extra mile to listen, learn, unlearn, lead and serve following the general principles of advocacy including clarity of purpose, safeguarding, equality and diversity, confidentiality and empowerment.

Grassroot change is still lacking in so many communities within countries all over the world, majorly because, minority opinions are not fully represented in policy frameworks. There is need to broaden the platform for advocacy to allow more inclusive representation of voices at all levels. Basically, advocacy should lean more on empowering and supporting individuals and institutions with the tools to speak from their experiences now more than ever. We need more voices, and renewed action. We must not get consumed by wanting to create change fast but instead be guided and inspired by the process to scratch deeper than the surface of societal and global issues.

As we strive to achieve the Sustainable Development Goals by 2030, we must reflect, be more intentional and strategic in our methods to leave no one behind. While we act—let’s also empower, while we inform—let’s also listen and learn. This way, we strengthen systems from the core and create a vision that precedes us and a legacy of a world that is a reflection of the desired change.

By Beatrice Mujuni
Policy, Advocacy and Communications Officer

“As we strive to achieve the Sustainable Development Goals by 2030, we must reflect, be more intentional and strategic in our methods to leave no one behind. While we act—let’s also empower, while we inform—let’s also listen and learn. This way, we strengthen systems from the core and create a vision that precedes us and a legacy of a world that is a reflection of the desired change.”
RAISING AWARENESS ON MENTAL HEALTH

According to the World Health Organisation (WHO), mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community. On 10th October annually, the world commemorates 'World Mental Health Day' to raise awareness of mental health issues globally and to mobilise efforts in support of mental health.

An article written by Sean MayBerry, CEO of Strong Minds Africa estimates that 100 million people in Africa suffer from clinical depression, with 66 million of this number representing women who are affected twice the rate of men. Uganda is ranked among the top six African countries with rates of depressive disorders affecting 5.1% females and 4.6% males. The WHO highlights depression, bipolar disorder, schizophrenia and dementia among others as mental health disorders.

Unfortunately, the pre-conceived notion in Uganda about mental disorder is ‘madness’ or insanity that manifests in different individuals. This idea is far from the truth because everyone has some risk of developing a mental health disorder, no matter their age, sex, income or ethnicity. Social issues, financial circumstances, biological factors and lifestyle choices can all shape a person’s mental health.

The COVID-19 virus exasperated the mental health problem in Uganda that did not have proper healthcare before the onset of the pandemic. A WHO study on COVID-19 revealed that the virus is associated with neurological and mental complications such as delirium, agitation, stroke, insomnia and depression. The many restrictions of social distancing, lockdowns and closure of business to stop the spread of the virus increased levels of stress and anxiety among the population.

Despite this, there is limited support offered to mental healthcare providers because of the various misconceptions related to mental illness. We only have one mental hospital based in Kampala and 47 psychiatrists for a population of approximately 42 million people. The stigma that mental health patients suffer in society leads to suicidal tendencies, rejection and discrimination.

Additionally, most African countries including Uganda only allocate 1% of national budgets to mental healthcare due to limited information on its adverse effects. A statement from the World Bank defines mental health as “the greatest thief of economic life” with annual global costs from mental, neurological and substance use disorders estimated at 2.5 to 8.5 trillion dollars a year and this figure is expected to double by 2030. Thus, African countries are advised to commit to mental healthcare so as to build robust economies and improve costs of living.

There is need for governments, leaders and individuals to advocate for mental healthcare in Uganda. The time to re-allocate resources to fight mental health disorders that affect the population especially women and children is now. There have to be deliberate efforts to create awareness on mental health, train more psychiatrists, build more hospitals and support one another at all levels.

There is hope despite the challenges of life. Don’t die in silence. In case of any mental challenges, seek professional help. Your mental health matters!

By Ruth Atim
Communications Assistant.

"Uganda is ranked among the top six African countries with rates of depressive disorders affecting 5.1% females and 4.6% males.

The WHO highlights depression, bipolar disorder, schizophrenia and dementia among others as mental health disorders."
BACKGROUND
Proudly Ugandan since 2004, Footsteps opened doors to the public in October 2004. Many thanks to our loyal customers, trusted employees and friends of the company, we have been able to enjoy great success and growth over the past 17 years. Footsteps Furniture Company's guiding principle is: Success in business is limited only by people. So, we focus on the potential and performance of our people. Our commitment to invest in people and emphasis on quality of our products & services makes us unique. Our years of experience enable us to offer clients a unique and satisfying solution to all their furnishing requirements.

“Our purpose is clear and simple: “Providing quality solutions to all furnishing needs”.

MILESTONES
2004 Started Operations
2006 Value addition manufacturing
2008 Formation of Board of Directors
2008/2010 Top 100 Mid-size Company
2009 Started tree planting Go Green Initiative
2014 ISO 9001:2008 Certification
2019 Gold Winner of the Consumer’s Choice Award

Our Sincere thanks to our stakeholders for the many contributions to our Company and we look forward to continuing our partnership for generations.

STRENGTH AND SUCCESSES
The key to Footsteps furniture’s success lies in the fact that it upholds strong family and moral beliefs. We are dedicated to operating by these:

CORE VALUES
1. Efficiency
2. Innovativeness
3. Quality Solutions
4. Integrity
5. Teamwork

CUSTOMER SERVICE
We offer a wide range of after care services to make your experience with us more rewarding. We believe ‘customer is always right’. We therefore encourage our clients to give feedback to let us know how we are doing and how best to improve our service and products.

PRODUCTS
Footsteps Furniture is a supplier of very high class & quality furniture that is comfortable and durable. We guarantee you value for money. Some of this furniture is imported directly from abroad i.e. Korea, Taiwan, UK, China, UAE- Dubai, Malaysia. This helps us to offer better prices and good quality items.

MANUFACTURING
In our state-of-the-art factory, we design and produce furniture to suit our customer’s requirements for example: Workstations, Office tables in all sizes and color, Kitchen Units, Wardrobes, wall mounted shelves, Suspension wall units, Office partitions among others.

OUR SPECIALITY
- Interior Design and Build
- High quality Sofas
- Office chairs (High back swivel & Low back swivel with gas pipe and star base)
- Executive and ordinary Conference tables
- Dining tables (glass & wood) in various sizes
- Quality secretarial chairs
- Visitors chairs in various sizes and color Fireproof Safes in various sizes
- Executive Bookshelves
- Filing cabinets
- Waiting chairs
- Executive chairs in both leather and fabric
- Theatre chairs / Auditorium chairs
- Lecture chairs & tables
- Library shelves & Storage shelves
- Wall to wall carpets
- Wooden Bookshelves
- Kitchens Fittings & Wardrobes