



**Federation of  
Uganda Employers**  
*The Voice of Employers*

**THE VOICE OF EMPLOYERS SINCE 1960**



## ORGANIZATION PROFILE

The Federation of Uganda Employers (FUE) is the premier voice of Employers on social and economic issues. It is recognized both locally and internationally as the sole employers' organization in Uganda.

The Federation was initially registered as a corporate body on 18<sup>th</sup> August 1960 under the names "Society of Employers" which was changed to Federation of Uganda Employers on 17<sup>th</sup> August 1961 and registered under the Trustees Incorporation Act 1939 Cap 126 Laws of Uganda.

For 60 years now FUE has supported start-ups, small and medium size enterprises, and large organizations to thrive.

As the official delegate and voice of Employers in Uganda, FUE derives its mandate from the ILO tripartite declaration and therefore consults on behalf of Uganda's private sector on matters of labor and Employment relations.

FUE is therefore affiliated to the International Organization of Employers (IOE) at the global level, to Business Africa at the African Union level, and to the East African Employers Organization (EAEO) at the EAC level. It is the officially recognized body that represents Ugandan Employers at the annual International Labour conference.

## Our vision

The leading organization in serving employers interests and needs by 2023.

## Our mission

To enhance Employers' competitiveness through policy advocacy, provision of business support services, fostering sustainable employment relations and job creation.

## Our objectives

- ◆ To encourage and promote the development and maintenance of good relations between employers and the workers and the observance of fair and equitable conditions of employment.
- ◆ To promote and encourage consultation amongst its members on matters concerning employment and industrial development.
- ◆ To advise and cooperate with the Government of Uganda and with others in promotion and protection of employment interests and industrial development.
- ◆ To promote and encourage awareness about the labour market amongst employers [through conducting surveys and the collection and dissemination of statistical information and advice on all matters of such interests].
- ◆ To collaborate with the Government of Uganda and other bodies in surveying requirements of Employers in the fields of skilled and specialist personnel, manpower development and to promote and advise in the promotion of schemes for training of personnel locally and abroad.
- ◆ To advise Employers on labour disputes and to present and arrange for the representation of Employers in any proceedings before the arbitration board, committees of inquiry and industrial court.
- ◆ To initiate, promote, support or approve legislative and other measures affecting or likely to affect the interests of Employers.

## FUE Governance structure

FUE's governance structure includes

A Board of Trustees,

The Annual General Meeting of FUE members

The Governing Council which is the FUE supreme organ led by the Chairperson and which operates with 4 committees namely the Executive Committee, the Member Services Committee, the HR Finance & Administration Committee and the Audit Committee

The Secretariat headed by the Executive Director who is also the FUE CEO.

## FUE Staff structure

The FUE secretariat currently comprises of 30 staff members spread out in the five FUE departments namely;

1. Finance and Administration,
2. Membership Development & Marketing,
3. Policy & Research,
4. Employment Relations & Legal, and
5. Human Resource, Training & Consultancy.

The Federation has base across the country, with the head office located in Namanve Kiwanga and regional offices in Mbale for the East, in Lira for the North and in Kasese for the West.



## The work of FUE revolves around 3 core aspects;

- Policy and Advocacy
- Employment Relations and Legal
- Business Support Services

As a member-based organization, FUE exists to serve its members, with over 600 members now FUE is very instrumental in ensuring its members are model employers, operating in line with the labour laws and decent work standards.

## FUE MEMBERSHIP

### Membership Categories.

1 <b>Platinum</b> UGX 3,000,000/=	2 <b>Gold</b> UGX 2,500,000/=	3 <b>Silver</b> UGX 2,000,000/=	4 <b>Bronze</b> UGX 1,500,000/=	5 <b>Copper</b> UGX 800,000/=	6 <b>Zinc</b> UGX 400,000/=
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## Membership Benefits

### Sensitization

General sensitization  
In house sensitization (labor laws)

### Advice

Basic advice (Telephone, WhatsApp, Call, SMS)

### Audit, Review, and Draft Employment Relations/Legal Workplace Documents

Auditing Employment Relations/ Legal (ER/L) & Workplace documents

### Negotiations

Advice  
Reviewing agreements  
Developing counter proposals  
Registering CBAS  
Monitoring and Implementation  
Writing negotiation feedback report

### Mediations

Advice  
Review proposal  
Develop counter proposal  
Follow up / monitor implementation

### Labor Law Compliance

Advice on legal audit  
Advice on workplace registration

### Recruitment

Sourcing CVs  
Performance Management  
Review

### Organization Development

Job Description Review  
Human Resource (HR) document review (HR Manuals, Job Descriptions, contracts etc) 10% Sample

### Mini Occupational Safety and Health (OSH) audits

Review of OSH documents vis-à-vis the law  
Staff interviews and site inspection  
Mini Report  
Mini OSH audit. 10% sample  
Review of OSH documents vis-à-vis the law

### Manuals/ Policies

Reviewing

### Website access

### Networking Events

Annual General Meeting (AGM)  
FUE Chief Executive Officer (CEO) Forums  
Annual Women Leadership Conference (AWLC)  
Employer of the Year Award (EYA)  
Employment Relations (ER) Conference  
One Dollar Initiative (ODI)  
United Nations Global Compact  
International Labour Organization (ILO) Conference



## FUE SERVICES

**What we do for employers is categorized into 3 as follows;**

- Policy and Advocacy
- Employment Relations and Legal
- Business Support Services

### Policy and Advocacy

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

### Employment Relations & Legal Services

- a) Sensitization i.e. General and In-house sensitizations
- b) Basic and Comprehensive Advice
- c) Audit, Review, and Draft Employment Relations/ Legal workplace documents
- d) Negotiation and Mediation
- e) Labour Law Compliance
- f) Representation at Labor Office and Industrial Court among others
- g) Employment Relations and Legal Trainings and Consultancy

### Business Support Services

#### i) FUE HR Services

- a) Recruitment e.g. sourcing and sorting CVs, interviews and contracts
- b) Performance Management i.e. review, set, monitor and evaluate Key Performance Indicators (KPIs)
- c) Organization Development i.e. Job Description review, analysis and development
- d) Basic and Comprehensive Human Resource (HR) audits i.e. HR document review, staff interviews and mini or comprehensive reports
- e) Mini and Comprehensive Occupational Safety and Health (OSH) audits i.e. review OSH documents vis-à-vis law, staff interviews and site inspection among others
- f) Review and Develop HR, OSH and other manuals/ policies
- g) Consultancy

#### ii) FUE Member Networking events

These include;

- a) Annual General Meeting (AGM)
- b) FUE CEO meetings,
- c) Employer of the Year Award (EYA) events
- d) The Annual Women Leadership Conference (AWLC)
- e) The Employment Relations (ER) Conference
- f) FUE Policy dialogues
- g) FUE promotional events
- h) FUE Workplace Health promotion events
- i) Global Compact outreach events
- j) The International Labour Organization (ILO) Conference

#### iii) FUE Promotion Services:

These include advertising in reports and on website, at exhibitions and brand visibility at selected FUE events.

#### iv) FUE Programs

##### 1. The FUE Women Executives Chapter (FUEWEC) which promotes 3 objectives namely;

- a) Female Future Program Uganda (FFP)
- b) Annual Women Leadership Conference (AWLC)
- c) The Mentorship program

##### 2. The Executive Training in Employment Relations (ETER)

##### 3. The FUE HIV&AIDS Workplace Programme

##### 4. The FUE Employer of the Year Award (EYA) Survey

##### 5. The UN Global Compact Network Uganda

##### 6. The FUE China Africa Program

##### 7. FUE Partnerships & Projects

- a) NHO
- b) ILO
- c) DECP
- d) DI
- e) IOE



## FUE CONTACT DETAILS

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**Social Media handles;**

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