



# NATIONAL ORGANISATION OF TRADE UNIONS (NOTU)

ANNUAL REPORT 2009



## 1.0 Introduction

National Organization of Trade Union (NOTU) is one of the umbrella centres for Unions in Uganda having 20 total affiliates. NOTU was established by the decree of 1973 section 29 as amended by the labour Union Act of 2006. The center therefore has existed for 37 years.

However it is known that there have been so many challenges for the centre which include hostile political environment of the country, economic reforms internal contradiction within NOTU and lack of recognition by the policy making and implementing organs of government.

Worthy to note is that irrespective of the above short comings, NOTU has remained at the fore front in terms of guiding, defending and representing the labour movement of Uganda. As per now we have representatives in parliament, on the immigration board and the on the NSSF board.

### 1.1 NOTU Mission statement

NOTU mission statement summarizes of what type of institution it ought to be which goes “to help build a strong, service-oriented self sustaining labour organisation through the management of viable affiliated labour unions and to achieve a dynamic employment environment facilitating the enactment and surveillance of acceptable labour laws/standards and employment policies for sustainable human and trade union rights of all working people in Uganda”

### 1.2 NOTU Vision Statement

NOTU vision which states “a leading trade union National Center with capacity to promote and defend workers’ interests in the country” leaves no room to doubt what its desires are.

### 1.3 NOTU Constitutional Objectives

NOTU constitutional objectives are also very clear and they run as follows;

- 1) To promote and safeguard the interest of all registered labour unions affiliated to it and the welfare of workers in Uganda
- 2) To assist such labour union to find practical solutions to problems of organisation and administration
- 3) To settle disputes concerning representation

- 4) To encourage the development of strong unified and viable unions in Uganda and to establish sound industrial relations
- 5) To give legal advise and assistance to its affiliates
- 6) To promote social and economic benefits to its members
- 7) To operate and promote, aid and encourage the establishment of cooperative and the economic institutions owned wholly or partly by workers, affiliated unions or NOTU on their benefit
- 8) To secure adequate representation on government and industrial bodies, committees or any other such bodies that deal with labour legislation or any other matter affecting labour

This gives NOTU the roles of providing education and training to the affiliated union members, sensitizing them about any policy that concern the workers, lobbying and advocating for good conditions of service for all the worker affiliated to it and conducting organizing activities to recruit new members in the trade union ranks. NOTU also render a representative role as it represents workers in various organs of the government.

In order to achieve the above objectives, NOTU has the obligation to work hand in hand with all the policy making and implementing bodies. This can be realized by the policy responsible bodies availing NOTU the drafted bills affecting the workers such that it can sensitize the workers before such bills are passed.

### 1.4 NOTU leadership

- 9) NOTU is under the leadership of Peter Christopher werikhe as the Secretary General, Owere Usher Wilson the Chairman General, Kaggwa Stanley the Vice Chairman General, Oloka Mesilum Deputy Secretary General, Katende Nabulya Sarah Treasurer General and Marry Immaculate Mayende Deputy Treasurer General. All these leaders a politically appointed but after elections the Secretary General becomes the chief executive and a fulltime employee of the National organization of Trade Unions.

NOTU's management includes the Secretary General and Deputy Secretary General who are elected by the quinquennial Delegates Conference (QDC) which sits every after five years. Upon election the Secretary General becomes a fulltime staff of NOTU and the Chief Executive but the deputy Secretary General retains his previous job. Other members of the Secretariat include the Chairman General, Vice Chairman General, Treasurer General and Deputy Treasurer General.

The management also consists of four departments and other main sections. Each of these departments has technical staff heading them i.e. Director of research and development, Director of Education and training, Director of Youth and Women and the accountant. These departments are.

- (a) Economics and Research department
- (b) Education and Training department
- (c) Women/Gender and Youth department
- (d) Accounts department

#### 1.4.1 NOTU central governing council

The NOTU Central Governing Council (CGC) consist of all General Secretaries of Trade Unions Affiliated to NOTU, members of the Secretariat, three representative from NOTU women committee, three representative from NOTU youth committee and one permanent member from each affiliated union. The Central governing Council Meets twice a year to receive reports and recommendations of the Secretariat and make decisions or directives. The CGC also prepare reports and recommendations to the General Congress which convenes after five years. The role of the Central Governing council is to decide, determine and approve policies concerning the operations of NOTU.

#### 1.4.2 NOTU Secretariat

NOTU secretariat is the executive committee led by the Secretary General as the Chief executive. The other members of the Secretariat are Chairman General, Vic chairman General, Deputy Secretary General, Treasurer General and the Deputy Treasurer General. The Secretariat does the daily administration of the Centre, and prepares reports and recommendations for decision taking of the CGC.

#### 4.3 NOTU Quinquennial Delegates conference

This sits after five years to make decisions on the recommendations of the Central Governing Council. The QDC also determines the new leadership of NOTU. The QDC consists of at 11 members from each union, members of the secretariat, members of the Parliament and Members of the NSSF board. The last QUC was held in December 2008 and the next is expected to take place in 2013

#### 2.1 COUNTRY PROFILE

Uganda is estimated to have a population of over 29 million with a rapid growth rate of 3.4 % per year, making it the third fastest growing country in the world (UNFPA and PRB, 2005). Approximately, 15% of this population is urban while the majority (85%) lives in the rural area. Life expectancy at birth is quite low at 46.9 years for females and 45.5% years for males while the infant mortality rate is high at 86.1 per 1,000 live births. The median age of the population is 14.9% years, implying that nearly half of the population is aged less than 15 years. The proportion of the population aged 15-24 estimated at 20.1 % and that over 60 years at 3.8% (UBOS, 2005).

#### 2.2 Poverty in Uganda

The poverty analysis used below is adopted from the recent poverty reports of UBOS. In recent years there have been significant declines in rural and urban poverty incidence in Uganda. At National level, poverty remained the same in urban areas. However a significant decline is observed in rural areas between UNHS 2002/03 and UNHS 2005/06. The number of rural people living below poverty line 2005/06 declined from 9.3millions in 2002/03 to 7.9 millions in 2005/06. In Urban areas the corresponding decline was from 14.4 percent to 13.7 percent recording a slight increase in the absolute number of the poor from 0.5 to 0.6millions (UBOS, 2006) Drivers of poverty in Uganda include the;

- Sudden loss of employment;
- The ability to earn through injury;
- The lack of productive resources, particularly land and cattle,
- The sudden loss of social support;
- Weather calamities such as drought, flood,
- The lack of productive assets,
- Exploitation & Discrimination,
- Lack of opportunities,
- Low education/ lack of skills, ignorance,
- Weather, disability, illness and disempowerment.

Now groups considered the most at risk include those who are disabled, widows, chronic poor married women, street kids, orphans, the elderly, the landless, casual labourers, refugees, the internally displaced and youth.

### 2.3 Labour Sector in Uganda

Currently the Uganda labour force is estimated to be 9.8 million for person aged 14-64 years, of which 53% are female. About 85% of the labour is in rural areas. A notable percentage of the labour force is illiterate (30%). Close to 77% of the labour force has either no education or has attained primary education. In addition, about 75% of the labour force is below 40 years. This indicates that majority of the individuals entering labour market have no skills considering that the primary schools do not offer vocational working skill training.

Further analysis reveals that majority of the labour force are in Central and Eastern regions. The current labour force participation rate is 80%. Participation levels by selected background characteristics show rural women had higher participation rates than their urban counterparts. The participation of female for lower ages are higher than that of males which shows that female enters the labour market at young ages than that of males.

Employment to Population ratio is the proportion of the target population that is employed. The ratio provides information on the ability of an economy to create jobs. Currently (i.e. by 2007) about 77.4% of the working age group (14-64 years)

are employed. Also to note is that Northern region has the highest employment to population ratio (82%) as compared to other regions, thus a very good region for recruiting union members. (labour market status information report 2007).

## 3.0 NOTU ACTIVITIES 2009

### Introduction

NOTU held its 6<sup>th</sup> Quinquennial Delegate conference in December 2008 which brought in new leadership in 2009, however as much as a number of activities has been conducted since January 2009 many hindrances have made limitations to reach the anticipated levels.

All in all efforts have been made in corroboration with partners' i.e. FES, ILO, Lo-Norway, ITUC, OATUU, Lo-FTF, ICTUR and TUC-London. The activities conducted in 2009 include the following.

### 3.1 . Meetings.

Twelve important meetings with partners were held as follows:

- 2 Management meetings with Lo-Norway
- 3 Management meetings with Lo-FTF
- 2 Management meeting with ITUC –Africa
- 2 management meetings with ILO
- 6 cooperation meeting with FES
- 4 meetings on policy issues with Ministry of Gender, Labour and Social Development
  - 1 Meeting with H.E the president of Uganda.

NOTU met H.E the president of Uganda and the following issues were discussed

- Operationalisation of industrial court. Since then judge has been appointed and the panel including the registrar, ILO to support the orientation training of the court.
- Minimum wage was requested and His Excellency advised workers to make a write up.
- Increasing Pay As You Earn threshold from shs. 130,000 – 235,000/=, the president called for the write up.
  - For the Employment policy he requested the minister responsible for follow-up and the draft has gone to the carbonate
  - Non-Compliance of Employers on Unionization he suggested for a tripartite conference.
  - On HIV/AIDS he promised to support workers. NSSF he promised to discuss its fate

### 3.2 Organizational Meetings:

The Following Meetings have been conducted:

1. 29<sup>th</sup> June 2009 secretariat meeting.
2. 1<sup>st</sup> April Secretariat meeting
3. 3<sup>rd</sup> April 2009 Central Governing Council meeting.
4. 22<sup>nd</sup> April 2009: NOTU Central Governing Council meeting
5. 26<sup>th</sup> June 2009: Central Governing Council meeting.

### 4.0 WORKSHOPS

The following seminars and workshops were conducted:

#### 4.1 EPA NEGOTIATION WORKSHOPS

NOTU is fully participating in the economic partnership; in this regard NOTU was represented in two workshops one in Uganda which was conducted on 19<sup>th</sup> – 20<sup>th</sup> February 2009 at hotel Africana with support from FES. NOTU also attended the second EPA workshop on 17<sup>th</sup> -18<sup>th</sup> July 2009 in Nairobi Kenya.

These workshops were organized to give trade unions of east Africa community region an update of EPA negotiation, the integral relations between EAC negotiations and common market of EAC.

The deliberations were meant to ensure that trade Unions understand perfectly what is provided for in the current EPA<sup>s</sup> and what this could translate into in terms of trade, development impact on decent work agenda or social welfare of both workers and the people in EAC.

The intention was to ensure that final EPA<sup>s</sup> give mutual benefits to the stake holders and not exploitation by the developed partners. The stake holders were also request to come up with their stand on the EPAs

### 4.2 NOTU/FES SECRETARIAT INDUCTION WORKSHOP 22<sup>ND</sup>-24<sup>TH</sup> FEBRUARY 2009 BUZIGA COUNTRY CLUB

The workshop targeted NOTU secretariat and twenty participants who included six members of NOTU secretariat, three trustees of NOTU, three members of Parliament, two members of the disciplinary committee, three members of the NSSF board and three technical officials. The workshop was intended to introduce the new leaders to good corporate governance program and practices.

The participants were trained in, leadership skills, communication strategies good corporate governance, Prospects and challenges of organizing workers in Uganda and international trade union relation. At the end of the retreat NOTU top leaders were set in motion to advocate and lobby for the workers rights in Uganda.

### 4.3 NOTU/FES TOP TRADE UNION LEADERS' RETREAT – 9<sup>TH</sup> – 12<sup>TH</sup> MARCH 2009 JOKA'S HOTEL BWEYOGERE.

The Retreat targeted the General Secretaries of the Twenty NOTU Labour Union Affiliates, Workers' Members of Parliament, NOTU Secretariat members and NOTU and FES Technical Personnel with the main objective of equipping Trade union leaders with capacity to cause transformation in NOTU as an institution basing on poor performance in 2008 so as to chart a way forward on how to better the future. The workshop had professional facilitators in the areas of leadership and management, corporate governance and constitutional management.

At the end of the retreat the following were identified as areas of major attention for implementation in the year 2009:

1. NOTU Constitutional Amendment
2. Organizing and Recruitment
3. Education and Training
4. Resource Mobilization, management, transparency and accountability.
5. Women and Youth elections and their involvement in trade union programs
6. Publicity, effective communication & Research
7. Repackaging trade union products and enhancing public relations.

From the above identified issues some of them steps have been taken since then and right direction is being observed e.g. by the end of 2009 part of the constitution was amended

#### 4.4 NOTU/LO-NORWAY SEMINAR FOR TOP TRADE UNION LEADERSHIP 24<sup>TH</sup>-25<sup>TH</sup> MARCH 2009 COLLINE HOTEL MUKONO.

After the problems that befell NOTU in 2008 and having subsequent quinquennial delegates' conference in December of the same year, Lo-Norway provided support of the above seminar with the objective of building capacity of NOTU in its new leadership so as to avoid the poor adherence of the cooperation between NOTU and Lo-Norway. This arrangement was organized by Lo-Norway through a technical team of Camilla Houeland – Lo-Norway Africa international advisor and Robinson Sikazwe – Lo-Norway consultant Africa Region. The seminar targeted the General Secretaries of the Twenty NOTU Labour Union Affiliates, Workers' Members of Parliament, and NOTU Secretariat members attracting 40 participants.

The workshop covered the following areas:-

- ABC of Trade Unions
- Principles of management
- Leadership theory and practice
- Principles of financial management
- NOTU/ Lo-Norway cooperation
- The global financial crisis
- Review of NOTU strategic plan

The participants gained a lot from the above interventions and promised to change NOTU's corporate governance strategy.

#### 4.5 NOTU/FES WORKSHOP ON NATIONAL DEVELOPMENT PLAN (NDP 2009-2015) 26<sup>TH</sup> - 28<sup>TH</sup> APRIL 2009, COLLINE HOTEL – MUKONO.

The Poverty Eradication Action Plan (PEAP) which has been Uganda's planning framework for both poverty eradication and development since 1997 came to an end. Government has now introduced the National Development Plan (NDP) to replace PEAP. The NDP will run on a 5 year term development planning basis instead of the 3-years Medium Term Expenditure Framework (MTEF)

The NDP- theme being **Growth, Employment and Prosperity For All** NOTU and her 20 affiliated unions have the greater stake for six(6) main reasons namely:-

1. To examine how far the NDP is in line with the ongoing country decent work programme (between Uganda and ILO); of creating quality jobs.
2. To ensure that NDP meets the Millennium Development Goals (MDG<sup>s</sup>) especially poverty eradication through employment creation
3. To ensure the labour components in the APRM-POA are taken care of in the NDP.
4. Plan how workers in formal sector can join/form SACCO<sup>s</sup> at work places to fight poverty in their households.
5. To ensure that workers benefit from the government programme of prosperity for all despite the threat by the global financial crisis.
6. To ensure the global financial crisis does not derail the NDP.

In that regard therefore NOTU and her affiliates sought to critically consolidate their participation in the making of the NDP and contribute to the measures that ensure the NDP objectives No.1 and No.2 are met- namely increase household income-proportion of persons below poverty line/income percapita and No. 2 "enhance the quality and availability of gainful employment by creating more jobs, increasing formal employment, improve quality of employment and reduction

of unemployment” – as well as No. 6 on environmental protection and No. 7 on governance particularly on corruption and workers’ rights.

### Purpose of the workshop

Given that situation therefore it was important for NOTU/trade union leaders to meet the framers of NDP and sectoral coordinators of NDP and economic analysts at the above workshop. The workshop did;

1. Analyze and assess the performance of PEAP particularly in areas of NDP’s objective No. 1, 2, 6 and 7.
2. Discuss with particular sectoral coordinators namely Agriculture, Gender and Social Protection, Labour and Employment, Industry and Trade, Environmental and Natural Resource, Works, Transport and Physical Infrastructure, Information Communication and Technology, Health, Education and Public Service from ministries on what applicable measures to put in place to meet NDP objectives No<sup>s</sup>. 1, 2, 6 and 7.
3. Contribute concrete proposals on effective participation of trade unionists/workers towards the success of NDP, its periodic monitoring and evaluation as measured against workers’ interest and aspirations expressed in MDGs, APRM-POA, CDWP and the formation of SACCOs at work places.
4. Contribute proposals on government draft bills namely Pensions Regulatory Authority, NSSF Reforms, and Health Insurance Schemes etc.

This workshop attracted 40 participants.

#### 4.6 NOTU/FES/ UPEU/BUILDING UNION WORKSHOP FOR NEWLY ELECTED SHOPSTEWARDS 25<sup>TH</sup> -28<sup>TH</sup> JUNE 2009 JOKA’S HOTEL BWEYOGERERE.

In principle of good governance Unions undertake their democratic rights of holding regular elections of office bearers at different levels of leadership.

Reference to the above Uganda public employees Union (UPEU) and building union have just concluded this exercise which saw many new faces taking up responsibilities.

In order to enable these new Shop stewards have capacity to take on their new roles, they deserve training in some crucial areas of interest in reference to the nature of their office.

It is against the above background that NOTU sought assistance from FES to run a 2 days workshop for them. The workshop attracted 30 Shop stewards each union sending 15 but sensitive to gender representation

The General objective was to raise awareness on the role and functions of a Shop steward at the workplace.

Specific objective were to;

1. Raise knowledge of the role of a Shop steward
2. To train in grievance handling
3. Train in collective bargaining and negotiation skills
4. To train in management of union meetings
5. To train in trade union leadership skills.
6. Raise awareness of the labour laws
7. To train in communication skills

#### Topics presented were;

1. Role of a Shop steward
2. Grievance Handling
3. Collective Bargaining and Negotiation Skills
4. Organizing and Recruitment Skills
5. Leadership Skills
6. The New Labour Laws
7. Communication skills
8. Managing union meetings

#### 4.7 NOTU/ILO DISSEMINATION WORK SHOP OF HIV/AIDS POLICY 18<sup>th</sup> JUNE 2009 IMPERIAL ROYALE HOTEL KAMPALA.

The above workshop attracted 40 participants from various NOTU affiliates. The major objective was the dissemination of information regarding the HIV/AIDS workplace policy as provided by ILO standards.

#### 4.8 TRADE UNION MEETING ON EPA NEGOTIATION IN THE EAC REGION AT HOTEL AFRICANA KAMPALA, UGANDA 19<sup>TH</sup> – 20<sup>TH</sup> FEBRUARY 2009.

#### 4.9 ILO Coop Africa Workshops have been attended

**1<sup>st</sup> of May – Labour Day Celebrations:** This is an annual event whereby workers participate in the match passed and presenting their memorandum to His Excellency the President. The full text is available on request. But some of the concerns raised included:

- The need to establish a Labour Productivity Centre
- Put in place a minimum wage
- Put in place an employment policy and

In his response to the workers' submission His Excellence the President proposed for a retreat with the trade union leaders to iron out those issues raised by the workers. This is yet to materialize.

#### 4.10 NOTU/FES workshop for newly elected youth trade union leaders 12<sup>th</sup>-15<sup>th</sup> August 2009, Maria Flo Hotel – Masaka

##### Introduction

Like in many parts of the world, Uganda Labour Movement faces a threat of low membership resulting from structure adjustment programmes and low recruitment of young workers. If this trend continues the survival of trade unions in Uganda shall be questionable due to the steadily declining levels of membership. The fact that Unions do not enjoy support of a large number of workers undermines their relevancy of creating harmonious industrial relations.

Efforts have to be devised of training the available young works in the ranks of trade unions so that they understand the spirit of trade unionism fully such that they can organize and recruit other young workers in the ranks of trade unions. It dose not stop only at mere recruitment and organizing other young workers but even the mantle of leadership is before them at an appropriate time.

It is known fact that the working youth form the biggest percentage of Uganda's Labour force and therefore it is of paramount importance that they are part and partial of the decision making process in matters of labour movement and on this effect NOTU has just concluded the elections of youth leaders who need to be trained to avail them with the required skills to take on the new responsibilities.

Therefore it was against the above background that NOTU sought assistance from FES to have a workshop for Youth Trade Union Leaders for purposes of enriching them with leadership skills and gender mainstreaming.

##### General objective

The overall objective of the workshop was to build capacity within the newly elected youth leaders so as to organize and recruit more youths, empower their leadership abilities to take on the new challenges.

##### Specific Objectives

1. To create awareness among the youth at all levels regarding the need for their active participation in trade unionism.
2. To promote all-round trained youth who are useful and developmental in youth knowledge on AIDS.
3. To make the youth capable of identifying and understanding their problems better and getting means and ways of solving them by themselves.
4. To produce youth who can ably handle problems that make them backward, underdeveloped and vulnerable.
5. To trainee the newly elected youth leaders with the appropriate leadership skills.

## Output

At the end of the workshop the;

1. Youth were knowledgeable about the operations of trade unions
2. Youth trade union leaders were aware of their problems in trade unions, workplace, society, and how to solve them. .
3. Youth Trade union leaders were aware of the new challenges of HIV/AIDS epidemic and informed of the national strategies of control.
4. Youth leaders were capable of managing leadership positions due to skills gained.
5. Youth trade union leaders aware of their role in trade unionism.
6. Youth trade union leaders aware of their rights as embedded in the Uganda labour laws.
7. Youth trade union leaders capable of negotiating for their rights.

## Activities (presentations and group activities)

1. Paper presentation on trade union basics and ABC of trade Union.
2. Paper presentation on the role of Youth leaders in trade union movement.
3. Presentation on the challenges faced by the youth in the trade union movement.
4. The country HIV/AIDS strategic sector plan 2007-2012 and the HIV/AIDS workplace policy.
5. Leadership skills.
6. The New Labour Laws
7. Occupational Health and Safety at Workplace
8. Collective Bargaining and Negotiation Skills
9. Organizing and Recruitment Skills

## Activities (presentations and group activities)

1. Paper presentation on trade union basics and ABC of trade Union.
2. Paper presentation on the role of Youth leaders in trade union movement.
3. Presentation on the challenges faced by the youth in the trade union movement.
4. The country HIV/AIDS strategic sector plan 2007-2012 and the HIV/AIDS workplace policy.
5. Leadership skills.
6. The New Labour Laws
7. Occupational Health and Safety at Workplace
8. Collective Bargaining and Negotiation Skills
9. Organizing and Recruitment Skills

## 4.11 NOTU workshop for the women leaders 10<sup>th</sup>-12<sup>th</sup> September 2009,

### Tick Hotel Kawempe

National Organization of trade Unions (NOTU) has just concluded women elections which saw new faces in the women committee offices. At many occasion women have been left behind yet they are the mothers of the Nation and the world in general. Since NOTU has embarked on putting women in the positions of responsibility, they need specific training which will embed them with all the necessary skills. This exercise will begin with the NOTU Women Committee executive and later to the affiliates.

It is against the above background that NOTU should organize an orientation seminar for the newly elected committee members and other women representatives from the 20 affiliate unions. This seminar will attract the nine Committee members and each union will be requested to send in one women representative making 29 participants and two technical staff.

### The major objective of the seminar

To equip the new women committee leaders with the relevant leadership skills to enable them to handle their new leadership tasks effectively.

### Specific objectives

- a) To create awareness among women at all levels regarding the need for their active participation in trade unionism.
- b) To develop the leadership abilities of the women leaders
- c) To develop the communication abilities of the women leaders
- d) To create awareness among women in trade union circles about their rights ie: maternity leave, and other provisions by the Uganda laws and ILO conventions

To achieve the above objectives the following papers will be presented.

- a) The role of women in trade union movement
- b) Leadership skills

**4.12 NOTU/FES workshop for newly elected shopstewards from Uganda fisheries and allied workers union (UFAWU) and Beverages Union 23rd -26<sup>th</sup> September 2009, Maria Flo Hotel – Masaka 26th- 29<sup>th</sup> September 2009.**

**Introduction**

In principle of good governance Unions undertake their democratic rights of holding regular elections of office bearers at different levels of leadership.

Reference to the above Uganda **fisheries and allied workers union (UFAWU) and Beverages Union have** just concluded this exercise which saw many new faces taking up responsibilities.

In order to enable these new Shopstewards have capacity to take on their new roles, they deserve training in some crucial areas of interest in reference to the nature of their office.

It is against the above background that NOTU seeks assistance from FES to run a 3 days workshop for them. The workshop is to attract 30 Shopstewards getting 15 from each union with respect to gender representation

**General objective**

To raise awareness on the role and functions of a Shop steward at the workplace. At the end of the workshop the shop stewards had acquired skills, in grievance handling, collective bargaining and negotiation skills, in management of union meetings, leadership skills. labour laws and communication skills

**4.14 NOTU/TUC SHOPSTEWARD WORKSHOP ON WORKPLACE HIV/AIDS 4<sup>TH</sup> -7<sup>TH</sup> NOVEMBER AT TICK HOTEL**

**Introduction;**

National organisation of trade unions NOTU received funds from TUC to carry out sensitization programmes on workplace HIV/AIDS. These included conducting Seminars for the Shopstewards, Seminars for the top trade union leaders, joint seminar of NOTU HIV/AIDS focal point persons and FUE, HIV/AIDS workplace seminars and development of materials to be used.

It was against the above background that NOTU organize a Shopsteward seminar to sensitize them on what should be done to control, alleviate and mitigate the spread of HIV/AIDS at workplaces.

**The major objective of the workshop**

The major objective of the workshop was to sensitize the Shopstewards on how to control, alleviate and mitigate the spread of HIV/AIDS at workplaces in Uganda.

**Specific objective of the workshop**

The following were the specific objectives of the workshop.

- To review the HIV/AIDS situation in Uganda
- To distribute the WAP materials
- To establish what should be done beyond awareness creation basing on the behavioural change, care and treatment.
- To establish the process of counseling and testing the case of VCT

### Papers presented

The following papers were presented

- Overview of HIV/AIDS situation in Uganda
- Beyond awareness creation what next? The case of behavioural change, care treatment and support an experience of TASO
- The process of Testing and counseling of HIV a case of VCT
- The role of a Shopsteward
- Communication skills

### Attendance

The workshop was attended by 30 participants among them 20 were males and 10 females.

### Challenges

Participants complained on uniform Transport refund. This was because some of the participants came from distant place such as Mbarara and others came from Kampala.

### Recommendations

The participants gave the following recommendations.

- Certificates to confirm the skills attained.
- More training on HIV/AIDS at workplaces.
- NOTU should organize workplace HIV/AIDS counseling and testing.
- NOTU should coordinate effectively with HIV/AIDS service providers such as AIDS information centre and TASO.

### 4.15 NOTU/FUE/TUC WORKSHOP FOR HIV/AIDS FOCAL PERSONS ON WORKPLACE HIV/AIDS -10<sup>TH</sup> NOVEMBER 2009 AT JELIZA HOTEL

NOTU through TUC support organized a joint workshop with FUE to share experience on how they were dealing with the HIV/AIDS scourge at work places. The workshop was fully attended by NOTU affiliates HIV/AIDS focal persons and representatives from FUE.

### Objective of the workshop.

The major objective of the workshop was to share experience on how the two organizations were dealing with HIV/AIDS at workplaces.

### Attendance

The workshop was attended by 6 representatives from FUE and 34 from NOTU affiliates. Among them 27 were men and 13 women making a total of 40 participants.

The workshop also attracted competent and experience facilitators among them were George Tamale from Employers Federation, Kaggwa Stanly from National Union of Education Institutions and Mr. Kasakya Julius who shared with the participants the experience of how to stay positive productive life as he had stayed with HIV for over 10 years.

### Recommendations

The participants recommended the following.

- NOTU/FUE should develop a joint work plan and proposal to deal with HIV/AIDS at workplace.
- The trained peer educators should be utilized and supported
- Have a recognition and honouring the world HIV/AIDS day
- Network with local and international partners to share on how they overcome the HIV/AIDS challenge.

- Establish a resource centre on HIV/AIDS
- Develop HIV/AIDS drama group
- The HIV/AIDS activities should be monitored and evaluated.
- NOTU should continue to have joint workshops with the employers' federation since they are the key in implementing the HIV/AIDS workplace policy.
- NOTU should advocate for provision of ARVs at workplaces
- NOTU should organize HIV/AIDS at workplaces
- NOTU should continuously organize HIV/AIDS awareness workshops.

#### 4.16 NOTU/TUC(WAP) TOP TRADE UNION LEADERS WORKSHOP ON WORKPLACE HIV/AIDS POLICIES AND CBAs 14<sup>th</sup> NOVEMBER 2009 AT JELIZA HOTEL.

NOTU through TUC support also organized a one day workshop for the top trade union leaders. This workshop attracted all the general secretaries and national chairmen of NOTU affiliate Unions.

The major objective of this workshop was to see how the HIV/AIDS article should be included in the CBAs.

Some unions like the transport union had already included articles about the HIV/AIDS in their CBAs. This helped the participants to share experience on how they should include HIV/AIDS articles in theirs.

##### Attendance

The workshop attracted 39 participants among whom were Media who captured the activity very well and it was broadcasted and published in news papers. We had 23 male participants and 17 female participants.

#### 4.17 NOTU/ICTUR WORKSHOP ON STRATEGIC PLANNING FOR THE AFFILIATE UNIONS AT JOKA'S HOTEL BWEYOGERE – 15<sup>TH</sup> – 17<sup>TH</sup> AND 17<sup>TH</sup> – 19<sup>TH</sup> NOVEMBER 2009.

NOTU sought funding from its partners the ICTUR to finance the strategic planning activities for its affiliated Unions. The activity was organized at Joka's Hotel. The unions were divided into two groups each having 10 unions. The first group held it on 15<sup>th</sup> - 17<sup>th</sup> November 2009 and the second group had the workshop on 17<sup>th</sup> - 19<sup>th</sup> November 2009.

The major objective of the strategic planning workshop was to develop strategic plans for all the NOTU affiliates.

The two workshops were fully attended and the information to be included in the strategic plans. However two unions in the names of Horticulture union and the teachers union never turned up. This requires us to have a special programme for them.

#### 5.0 ORGANIZING AND RECRUITMENT

This activity has been basically supported by LO-Norway cooperation since 2002. In 2009 there was limited funds realized towards this cause and as such NOTU only supported a few affiliates in terms of organizing and recruitment is concerned. Organizing funds was only extended to five unions as below.

- Amalgamated Transport and General Workers' Union
- Building and Construction Workers' Union,
- Uganda Public Employees Union
- Uganda Horticultural and allied workers union
- Uganda National Teachers Union

### **Outcomes as a result of NOTU's intervention in the area of organizing and recruitment**

ATGWU, Building Union, UPEU and UHAWU reported to have gained a total of 2000 members within 2009. The Teachers Union recruited but their status report was not submitted to NOTU. UHAWU realized 400 members in 2009.

Other Unions reported organizing and recruitment but mass lay offs caused instability in ascertaining the true recruitments.

Collective bargaining agreements negotiations were on going in fisheries and theatrical Union with technical backup of NOTU. The desire of the police and prison officers to form a union was at high level and consultations were on going at NOTU offices.

Discussions were on going with Uganda police, prisons, and private guard to form and join the unions. This registered a big hope in the increment of NOTU membership.

NOTU officials with the General Secretary of Hospitality Union made attempts to meet management of hotels in Uganda. We managed to meet management of City royal hotel, Tick Hotel, Pope Paul Memorial Hotel and Maria Flo. Hotel in Masaka. The results from the meetings were promising and sensitization activities for the workers in these hotels were organized.

#### **The challenges of organizing and recruitment**

The organizing activities were limited by many challenges, these included rivalry between NOTU and COFTU, Pseudo Unions still stands pending availing a report by the concerned ministry over the same issues. This situation has provided for a dualism scenario at workplace causing failure of employers to recognize them for example in the Hotel industry. This also persisted the ban on union registration in Uganda which to some extent limited trade union membership.

## **6.0 OTHER ACTIVITIES DONE**

### **CHILD LABOUR**

#### **WORLD DAY AGAINST CHILD LABOUR, 12<sup>TH</sup> JUNE, 2009.**

The above-mentioned day is an internationally recognized event which is meant among other objects to create awareness about the dangers of employing children. Here in Uganda the main celebrations were held at Kyaambogo University and were presided over by state Ministers for Labour and Industrial relations Hon Otaala ILO-IPEC Kampala office was the co-ordinating agency. NOTU was fully represented in most of the planning meetings by bro. Kaggwa Stanly the Vice Chairman General NOTU.

#### **BROAD BAND INTERNET**

ICTUR has also supported NOTU to install a broad band internet which they are also servicing.

#### **TRAINING OF THE FINANCIAL DEPARTMENT**

NOTU hired a finance consultant for a month to train the finance departments on the good inter controls. The secretary General, Treasurer General Deputy Treasurer, General and the Accountant fully participated in this programme in June 2009.

#### **STOPPED THE FORMULATION OF THE 3<sup>RD</sup> NATIONAL CENTER IN UGANDA**

NOTU has worked hand in hand with the ministry of Gender labour and social development to see that the third national center for trade unions dose not come up. The people who failed to make it in the 6<sup>th</sup> delegate conference which was organized in December 2008 decided to come up with another national centre but we have managed to stop it as per the attached documents.

#### **DEVELOPMENT OF BROCHURES**

NOTU through ICTUR has developed HIV/AIDS brochures on workplace HIV/AIDS activities. These have been developed in two languages that's English, Swahili and Luganda. NOTU has already started distributing the brochures at different workplaces.

#### **WOMEN AND YOUTH ELECTIONS**

NOTU organized women and youth elections on 1<sup>st</sup> August 2009 and the following were elected into offices.

NOTU ANNUAL REPORT 2009

## DEVELOPMENT OF BROCHURES

NOTU through ICTUR has developed HIV/AIDS brochures on workplace HIV/AIDS activities. These have been developed in two languages that's English, Swahili and Luganda. NOTU has already started distributing the brochures at different workplaces.

## WOMEN AND YOUTH ELECTIONS

NOTU organized women and youth elections on 1<sup>st</sup> August 2009 and the following were elected into offices.

### New women leaders

No.	Name	Position	Union
1	Kim Atwooki	Chairperson	UPEU
2	Matende Mercy	V. Chairperson	Communication Union
3	Kakooza Nanteza	Secretary	NUEI
4	Kunihira Agnes	Treasurer	Railway union
5	Drito Alice	Publicity and information	Media Union
6	Auma Immaculate	Committee Member	Plantation Union
7	Akonya Ckare	Committee Members	Transport Union
8	Atim Alice Rodha	Committee Member	UGAWU
9	Namande Grace	Committee Member	Beverage Union

### New Youth leaders

No.	Name	Position	Union	Sex
1	Katende Patrick	Chairperson	Theatrical union	Male
2	Areo Harriet	V. Chairperson	Building union	Female
3	Nakalembe Margaret	Treasurer	Fisheries union	Female
4	Musoke Joseph	Secretary	Education union	Male
5	Kabayaga Rose	Publicity Secretary	Railways union	Female
6	Ashaba Ivan	Committee Member	UGAWU	Male
7	Birungi Annet	Committee Members	Nurses union	Female
8	Kasir Ritha	Committee Member	Beverage union	Female
9	Namande Grace	Committee Member	UNATU	Female



20