



Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union (HTS-Union)



HTS-Union at a Glance

GOVERNMENT,
EMPLOYERS &
WORKERS NEED
ONE ANOTHER &
NO ONE CAN DO
WITHOUT THE
OTHER

GENERAL INFORMATION PACK



4th Edition, 2023

FOR LOCAL RELATIONS, HTS-UNION WORKS WITH THE FOLLOWING ORGANISATIONS



Ministry of Gender, Labour and Social Development- as the supervisor to Labour Unions The Government line Ministries, including Ministry of Tourism Wild Life and Antiquities, and Ministry of Trade, Industry and cooperatives, among others.



Federation of Uganda Employers (FUE)
www.employers.co.ug



Uganda Wildlife Authority (UWA)
www.ugandawildlife.org



Uganda Hotel Owners Association (UHOA)
www.ugandahotels.co.ug



The Union is also a life member with the, Uganda Red Cross Society (URCS)
www.redcrossug.org



National Organisation of Trade Unions (NOTU)
www.notu.org.ug

FOR INTERNATIONAL SOLIDARITY, HTS-UNION IS AFFILIATED TO THE FOLLOWING GLOBAL UNION FEDERATIONS.



International Union of Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Worker's Association (IUF)
www.iuf.org



IndustriALL Global Union
<http://www.industrial-all-union.org>



Union Network International (UNI)
www.uniglobalunion.org



International Domestic Worker's Federation (IDWF)



World Federation of Trade Unions
<http://www.wftucentral.org>



The Union also collaborates and networks with the, Bakers, Food and Allied Workers Union (BFAWU) of the UK
www.BFAWUDRIVE.co.uk



HTS-Union JUSTIFIED MANDATE

Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union (HTS-Union) like any other Labour Union, **exists** by Articles 29 1. (e) and 40 3. (a), (b), (c) and (d) of the Constitution of the Republic of Uganda, 1995 as amended,,, and **operates and functions** by the Labour Unions Act, 2006 among other relevant Labour Laws.

HTS-Union pursues the main objective which is to Advance, Advocate, Promote, Protect and Defend workers' Social-Economic interests at work through representation and Collective Bargaining. To this end, the Union thereby strives to ensure job security, better terms and conditions of employment for good/harmonious industrial relations and improved productivity through social dialogue as a way to realize decent work for men and women in the tourism, hotel, food, supermarkets and allied sector.

Labour Unions work in a tripartite partnership with government and employers using the Social Dialogue principle. However, HTS-Union leadership attaches remarkable value to employers as they form the basis for Union's existence and growth. In our function as a union, we strive to promote, protect and ensure continuity of employers and their organisations/establishments.

Affiliations and networks:

For purposes of strategic alliance solidarity, effective cohesion, cooperation, collaboration, coordination and networking, **HTS-Union** as a body corporate, is locally affiliated to the National Organisation of Trade Unions (NOTU).

HTS-Union is also globally affiliated to the following Trade Unions Global Federations:-

1. International Union of Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association (IUF);
2. Union Network International (UNI)
3. IndustriALL Global Federation and;
4. International Domestic Workers' Federation (IDWF).
5. World Federation of Trade Unions (WFTU)

HTS-Union also works in partnership and collaboration with the following organizations:-

1. Bakers, Food and Allied Workers' Union of the UK;
2. Federation of Uganda Employers (FUE);
3. Uganda Hotel Owners' Association (UHOA);
4. Uganda Wildlife Authority (UWA);
5. Ministry of Gender, Labour and Social Development as the supervisors to Labour Unions; and
6. Other Government line Ministries which include; Ministry of Tourism, Wildlife and Heritage and Ministry of Trade, Industry and Co-operatives among others.
7. **HTS-Union** is also a life member organization with the Uganda Red Cross Society.

Brief History of HTS Union:

HTS-Union was formed in 1957 at Lake Victoria Hotel Entebbe and first registered in 1959 as Trade Union No. 2 under its first name, Uganda Hotels and Domestic Workers' Union that has evolved to its current name as mentioned above. The Union was formed for the main purpose and/or function of advancing, advocating, promoting, defending and protecting the social-economic interests of the workers in the sector of jurisdiction. Indeed tens of thousands of **HTS-Union** members have and continue to benefit from the Union Collective Agreements (CBAs) over the years. To date **HTS-Union** continues to represent workers of its prescribed sector of jurisdiction.

Aims and Objectives

The Union was formed for the following aims and objectives:

- a) To regulate wages and work conditions of its members and generally to protect the interests of the members
- b) To regulate the relations and settle disputes between a member(s) and an employer(s) or between a member and another or between members themselves and other workers who are not Union members by means of amicable agreement whenever possible.
- c) To provide for the members any benefits as the organs of the Union may determine from time to time.
- d) To promote social economic interests and educational programmes of the members.
- e) To promote and encourage establishment of savings and credit cooperative societies, either at branch or National level as may be decided upon by relevant organs of the Union.
- f) To promote, aid and encourage viable economic projects to improve and strengthen the Union financial base.
- g) To establish and maintain funds by means of entrance fees, voluntary contribution, subscription, levies and by borrowing on such security and such terms as may from time to time be arranged by the relevant organs of the Union.
- h) To seek and obtain legal advice and any other assistance on matters affecting the Union, protecting the rights of members on matters arising out of the relationship with their employers.
- i) To co-operate with other organizations on matters of common interest with a view of taking common action when necessary or desirable.
- j) To acquire either by purchase, lease or otherwise any moveable, immovable property or other assets and to sell, let, mortgage, charge or otherwise deal with or dispose off the same.
- k) To pursue any other objectives which a labour Union may legally perform in furtherance of the interest of the labour movement.

STRATEGIC OBJECTIVES

1

To organize, recruit, raise awareness of stakeholders for sustainable union membership recovery and informative systems enhancement.

2

Promote good governance, employment creation, improve finance resource base and infrastructure development for sustainable growth

3

To promote social dialogue and just-transition for compliance, improved standards and competitiveness

4

To strengthen strategic alliances with local and international likeminded organisations for improved union viability and solidarity

Spiritual Guidance to the Union.

Proverbs 10:4

(being lazy will make you poor, but hard work will make you rich)

1st Corinthians 1:10

(By the authority of our Lord Jesus Christ I appeal to all of you brothers and sisters to agree in what you say, so there will be no divisions among you. Be completely united with one thought and one purpose).

HTS-Union's membership Scope:

Organize and represent workers in the following sectors:

Hotels, Leisure, Restaurants, Clubs and catering, Tourism, Wildlife Conservation

Food Processing, Bakeries and Confectionaries

Supermarkets and Supply Chains, Food/Merchandise Delivery companies

Janitorial, Domestic Workers, and Allied sub sectors

Area of Membership JURISDICTION

HTS-Union draws its membership from but not limited to; Hotels, Resorts, Lodges, Motels, Inns, Guest Houses, Restaurants, Bars, Pubs, Member Clubs, Health Clubs, Cafes, Bakeries, Confectionaries, Supermarkets, Food Processing Plants, Meat Packers, National Parks, Conservation Areas, Sanctuaries, Tour Companies, Museums, Golf Courses, Recreation Areas and Domestic Workers.

(Ref: Article. 5 of the Union Constitution).



SOME OF HTS-UNION BRANCHES (Over 120)

Lake Victoria Hotel Entebbe., Sheraton Kampala Hotel, Serena Hotels/TPS (U), Imperial Group of Hotels, Speke Group of Hotels, Eureka Place, Protea Hotels (U) by Marriott, Golf Course Hotels, Marasa Lodges, Hotel Africana, Silver Springs Hotel, Colline Hotels, Jinja Nile Resort, Sunset Hotel International, Paradise on the Nile, Mt. Elgon Hotel, Mbale Resort Hotel, Wash & Wills Hotel, Entebbe Flight Motel, Esella Country Hotel, Sunrise Inn, Soroti Hotel, Mountains of the Moon Hotel, Rwenzori Travellers Inn, Kalya Courts, Ndali Lodge, Kyaninga Lodge, Agip Motel, Oxford Royal Hotel, Lake View Resort Hotel, Acholi Inn, Bomah Hotels, Palema Country Hotel, Churchill Courts, establishments, Uganda Golf Club, Kampala Club Ltd, Gardens Restaurant, Faze2 & Faze3, 2 Friends Hotel, Latitude O° Hotel; and over 130 Hotel units under UHOA,

Uganda Wildlife Authority(UWA)

Kibale Conservation Area, Murchison Falls C.A, Queen Elizabeth C.A, Mt. Elgon C.A, Kidepo Valley C.A, Bwindi/Mgahinga C.A, Lake Mburo C.A, Igongo Cultural Centre & Hotel, Zziwa Sanctuary etc

Food Sector; Britania Allied Industries Ltd, Hariss International (RIHAM), MetaPlus (U) Ltd, Kiddawalime Bakery Ltd, Leo Biscuits, Balaji Group (EA) Ltd, Jassan Food Industries, Jubillie & Comesa Food Industries, etc.

Commerce Sector; Majid Al-Fatuim (Carrefour), Cynibel Supermarkets etc

Supply Chain; Afri-Fresh Uganda Ltd & Afri-Fresh Enterprises Ltd Others include Kampala Club; Uganda Golf Club; etc

How to join HTS-Union as a member:

It is important that you join the Union when you start working;

- You can ask the shopsteward (Union leader) at your workplace to help you join the union.
- Call HTS-Union Head Office on +256 414 272 903 OR +256 700 107 722 or request for the Membership Application form from the head office by email on info@hts-union.org or www.hts-union.org. or visit the Secretariat at Wakaliga - Rubaga and get more information.

MANAGEMENT AND ADMINISTRATION OF THE UNION:

The Union is managed in accordance with the Union Constitution and the Labour Unions Act 2006 under its well constituted management organs, the National Executive Council (NEC), the Finance Administration & General Purpose Committee (FAGPC) and the National Secretariat among others.

Cognisant of the fact that Organizational growth, development and good operational life is premised on the planning aspects of the organization as the best way to determine the future using its past, present and the surrounding environment. HTS-Union is now operating under its strategic plan 2023-2027 and a finance and accounting policy among others.

National Executive Council:

The general management and administration of the Union is comprised by the said Council constituted by a 30 member team of democratically elected leaders that provide the general guidance on all matters of the Union. This is done through the Council sessions that sit as expressly provided for by the Union Constitution.

HTS-Union National Executive Council (NEC) appreciates all stakeholders that in one way or the other, engage in policies, programmes and activities that enhance the plight of workers. The council pledges its continued efforts in using the Rights Based Approach, participatory, good governance practices and Social Dialogue to undertake our mandate in a manner that advances and promotes improved productivity and development.



Elected NEC members during QDC at Sheraton Kampala Hotel, Feb 2022



**Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union
(HTS-Union)**

NATIONAL EXECUTIVE COUNCIL MEMBERS - 2022




Muzaale Patrick
 National Chairman


Mauku Richard Mosee
 General Secretary


Sabiti Elijah
 General Treasurer


Muhanguzi Alex
 Vice National Chairman


Mbekeke Carol
 Deputy General Secretary


Chandle Christine
 Deputy General Treasurer


Baleke John Whyte
 Director Planning & Operations


Agadi Jane
 Chairperson Women Committee


Nailiya Luke
 Chairperson Youth Committee


Okeilo David
 Deputy Director for Organising, Training & GH


Namugenda Assumpta
 Deputy Director of Gender / SIGs


Nengone Rosemary
 Secretary Women Committee


Adong Immaculate
 Youth Committee


Atima William
 Council Member


Turyasingura Miriah
 Council Member


Sengo Simon
 Council Member


Seerunkuma Ronald
 Council Member


Kabatuku Daphine
 Council Member


Lugolobi Geoffrey
 Council Member


Bukerya Martin
 Council Member


Jaleldin Yaamin
 Council Member


Seekatawa Julius
 Council Member


Lopeyo John
 Council Member


Muwera Dawson
 Council Member


Taban Bunhan
 Council Member


MBARARA


Mugume William
 Council Member


Nambuya Aleha
 Council Member


Okeilo Kenneth
 Council Member


Ejobi Joseph
 Council Member


HOIMA

Plot 477, Wakaliga Ssekabaka Kintu Road, Lubaga P. O. Box 3799 Kampala (U). Tel: +256 414 272 903, +256 700 107 722 E-mail: info@hts-union.org, Website: www.hts-union.org

HTS – Union Secretariat Structure 2023						
General Secretary (C.E.O)						
						
No	A		B		C	
	GT (DFL)	DPO	DOT/GH	DG/SIGs	CBOT & NC	
2	DDFL (Finance & Logistics)	DDPO (Projects, Programs & Events)	DDOT&GH (Organizing/Education)	DDG/SIGs (SIGs Programs)	(Over site)	
3	Accountant (Finance Officer) (AFO)	Projects Coordinator (PC) Research, Data Management & Documentation Officer (RDMDO) Industrial Relations/Legal Officer (IRLO) (HR).	Operations/Grievance Handling Officer (OGHO)	Senior Gender Officer (SGO)	GS' Asst. I/c Sectors	
			Union Branches Coordination Officer (UBCO)	Labour Migrant & Domestic Workers Officer (LMDW)		
B	Accounts Assistant (Receivables & Publications Officer) (AARP)	Administration Officer (AO) Snr. Regional Coordinator (SRC) Data Management/Documentation Officer (DMDO)	Grievance Handling Officer (GHO)	Gender Officer (GO)		
			Organizing & OSH Officer (OOO)	OSH Officer (OO)		
4	A Debt Collection Officer/Deliveries (DCO)	Regional Coordinators (RC)	Organizing & Recruitment Officer (ORO)	OSH Officer (OSH-O)		
B	Snr Driver/Deliveries (SDD)	Office Admin. Assistant, Receptionist (OAR) Assistant Regional Coordinators (ARC)	Education & Recruitment Officer (ERO)	Project Desk Officer		
				Assistant OSH Officer		
5	A <ul style="list-style-type: none">Data ManagementAccounts ClerksDriverSecurity Support Staff (Cleaners)	Security Guards	Field Organizing & Recruitment Officer (FORO) Welfare Assistant (WA)		Volunteers and Interns	
B		Office Assistant	Field Assistant			



ADC at Pope Paul Memorial Hotel, Nov 2019

NOTE

All tripartite partners, the Government, Employers and the Workers need one another because not one of them can do without the other and each one's efforts and services complement each other's interests directly. "Remember that labour is the most important factor of production" never should one treat labour as a commodity in the production process.



Secretariat members at HTS-Union Headquarters, Kampala

Secretariat:

The Secretariat is responsible for the day-to-day operations, planning and implementation of Union Organ decisions and the day-to-day activities. The Secretariat comprises of a formidable team of committed and competent leaders and officers who have ensured strategic growth and sustainable development of the Union.



HTS-Union 9th Congress at Sheraton Kampala Hotel, Feb 2022

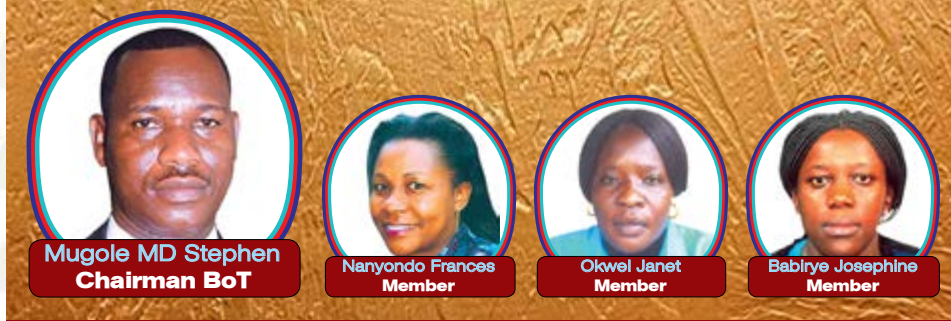
Finances:

The funds are utilized according to the Union's Constitution Articles, 13, 14, 15, 16 and 17. These articles are consistent with the relevant provisions of the Labour Unions Act 2006 Sections 45 - 50; Union finances are annually audited by external auditors appointed by the Minister responsible for labour. In addition, the Union developed and adopted an operational Financial & Accounting Policy

Democracy:

HTS-Union has been proven to be the champion of democracy in the labour movement in Uganda; the Registrar of Labour Unions has this on the record in the Ministry responsible for Labour. The Secretariat plans and endeavours to organise and conduct Organ meetings as stipulated in the Union Constitution.

HTS-Union Board of Trustees



Since 2001, the Union has organized four Congresses, one at the Sheraton Kampala Hotel in 2003, at Enro Hotel - Mityana in 2008, at Old Kampala Secondary School in 2014 and again at the Sheraton Kampala Hotel in Feb, 2022. In August 2011, HTS-Union also organized a Special Delegates Conference to resolve leadership wrangles. The Union also organizes Annual Delegates Conferences and periodical Council Meetings among other mandatory meetings as a way of democratically and transparently conducting union business including elections in branches.



HTS-Union 9th Congress at Sheraton Kampala Hotel, Feb 2022



IUF - Fast Foods workers' rights procession against Sexual Harassment in Geneva 2020

UNION PROGRAMS AND ACTIVITIES:

The Union programs and activities are guided by the union strategic plan, 2017-2021 and relevant existing policies.

Some of the key activities include but not limited to the following:-

- General administration and management of the Union.
- Effectively defending the Union Constitution.
- Awareness raising of workers and employers on their rights and obligations at work through workshops and meetings.
- Representation of workers in all aspects of work/employment at policy and all other levels.
- Educating and Organizing new membership and new branches.
- Negotiating Recognition Agreements (RAs) with employers.
- Negotiating Collective Bargaining Agreements (CBAs).
- Reviewing the existing Collective Agreements.
- Mitigating work related, unforeseen situations through negotiation of MoUs with government and employers.
- Equitably handling members' grievances and other related issues.
- Providing legal guidance, services and assistance to Union members and member organisations.
- Training Union leaders and members in different disciplines.
- Participation in relevant National policy formulation and legal reforms.



ILO committee of experts developing guidelines for sustainable tourism sector recovery after covid19



Some of the Union programs under implimention include the following:-

- Women Project by IUF
- HRCT Project by IUF
- Domestic Workers Social Protection Project by FES
- Participating in East Africa Union Building Project by IndustriALL
- Labour Migration Resource Centre by ILO

Other important activities:

- Economic empowerment of Members, especially through Revolving Fund (RF) project in UWA.
- Establishment and operationalisation of a Workers' Solidarity, Cooperative, Savings & Credit Society Limited (WOSCO) for the Secretariat staff, NEC officers including all Union members and managers especially from our Union membership area of jurisdiction among other workers.
- GBV/Sexual Harassment, HIV/AIDS programmes and activities within the Union and its membership.
- Child labour programmes and activities within the Union and its membership and their extended families.
- Occupational Safety and Health (OSH) training in its various core aspects.
- Women's Wing programmes and activities.
- Domestic Workers' Programmes/Activities.
- Research and information activities.
- Information Management System program
- Providing consultancy services and guidance to both workers and employers in our sector.
- Social Corporate Responsibility.

- Ensuring cooperation, collaboration, partnerships, coordination and networking with other relevant organizations both locally and internationally.

Organizing and recruitment:

The current leadership took charge of the union in 2001 when the Union consisted of only 293 members throughout the country. Lack of membership was therefore the biggest problem of the Union and yet it is the life line of any labour Union. Considering the fact that **"The strength of any labour Union lies in its numerical superiority"**, the Union administration embarked on organizing as an ongoing exercise and by the year 2020, the Union had recruited over 50,000 members countrywide. However, COIVD-19 pandemic reduced our membership to 28,000 but membership recruitment remains a continuous exercise. To this end, HTS-Union has secured its presence in all regions and many districts in the country.

COLLECTIVE AGREEMENTS:

Collective bargaining which is one of our core mandate as a Union, is done on a day-to-day basis. We indeed continuously engage individual and group employers in our Sector to negotiate new Collective Agreements and review existing agreements for the working terms and conditions of employment with several employers. HTS-Union has become the leading trade union in terms of securing collective agreements with employers and as negotiation experts both locally and internationally

Most important and historical is the Recognition Agreement and Collective Bargaining Agreements (CBA) with Uganda Hotel Owners' Association (UHOA) that cover over 130 hotel units in the country which were concluded in 2007 and 2008 respectively. During COVID-19 pandemic, using our expertise, we initiated negotiations of Memorandums of Understanding with employers to mitigate the negative effects of the pandemic on both employers and employees and 1 record recognition agreement with Latitude 0° Hotel and a CBA review with Protea Hotel by Marriott, Entebbe.



Importance of Collective Bargaining Agreement

It is a Tripartite component Social dialogue as a key principle in ILO and in particular convention, No 98, 1949, Article 29 of the Constitution of the Republic of Uganda 1995 as amended 2005 and the Labour Laws provide for Collective Bargaining Agreement, especially Section 24, (d) of the Labour Unions Act 2006.

- CBA presence at work place proves compliancy of the Laws of the Land by the Company.
- Sets minimum terms and conditions of service/employment.
- Raises the awareness of both management and employees on their rights and obligations at work
- It determines disciplinary code/procedures hence promoting discipline amongst workers.
- Provides for a systematic grievance handling process and procedures that are consistent with the Law.
- CBA puts in place a systematic Human Resource Management mechanism which works as a Management Tool.
- Setting acceptable a negotiated minimum standard that makes the administration and management of situations definite and easier.
- CBA existence and implementation at work place minimizes Litigation/Court action by Employees against Employers.
- It creates hope as it deals with ambiguous situations hence improving staff loyalty to the Company.
- CBAs control Labour turn-over while promoting employee retainance.
- It generally creates peaceful Industrial Relations at work place.
- CBA works as a motivation tool for employees hence making staff more productive.
- Streamlines communication between management and workers.



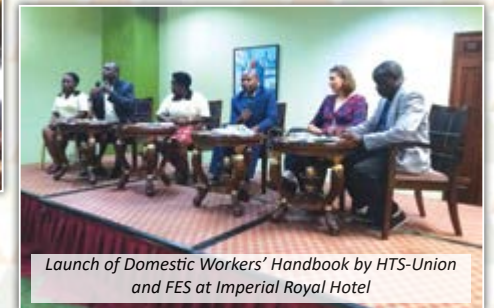
Speke Group of Hotels managers' training on Collective Agreements



Happy moments at the ILC, 2019 after adopting ILO C.190 on ending violence and harassment



Consultative meeting between NOTU and the Ministers, Hon Betty Among and Hon Okello Engola



Launch of Domestic Workers' Handbook by HTS-Union and FES at Imperial Royal Hotel



Organising and recruitment of new UWA member at Kaweweta Military Training School



Meeting on Covid19 effects at Hotel Africana



Domestic Workers' evaluation meeting at Hotel Africana



IndustriAll OSH training at Esella Country Hotel



Tourism Stake holders Workshop by HTS-Union at Kolping Hotel Hoima, April 2023



Tourism Stake holders Workshop by HTS-Union & IUF at Kampala Serena Hotel



Tourism Stake holders Workshop by HTS-Union & IUF at Africana Hotel Kampala



Tourism Stake holders Workshop by HTS-Union & IUF at Sheraton Kampala Hotel



Tourism Stake holders Workshop by HTS-Union & IUF in Northern Region

TRAINING:

- The Union values training a great deal and it is one of the unions' preferred activities. Sensitization and training of both leaders and members is a continuous programme.
- The Union Council and Secretariat members always undergo both local and international training in different aspects.
- Study Circles which target the rank and file members is one of the methods we deploy to enrich Union members with information.
- Periodical General Staff Meetings in different companies to sensitize workers of their obligations, rights and discipline at workplace.
- Regular Regional leadership training sessions for Union leaders.
- HTS-Union among the other IUF (Global Federation) member unions in Uganda is running a project for women empowerment.
- IndustriALL capacity building training project is ongoing.
- IDWF Domestic Workers Training Project ongoing.
- ILO through NOTU trained 39 HTS-Union branch leaders for three weeks in Jinja.
- Sensitization sessions for employers and managers on the labour laws, the rights and obligations of both workers and employers at workplace.
- Migrant Workers Resource Centre that offers training to migrant workers pre-departure and returnees resettlement and entrepreneurship skills.

IMPORTANCE OF A LABOUR UNION TO THE TRIPARTITE PARTNERS; (Government, Employers and Workers)

(i) Government:

- Compliancy with the International Labour required standards; the ILO Conventions 87 and 98 among others can only be realized where government allows free operations of Labour Unions.
- The tripartite arrangement under the ILO where Uganda is a member state can only be constituted when workers have the freedom to form or join trade unions by law.
- Trade Unions world over conduct programmes and activities that directly contribute to the GDP of economies internally and externally eg CBA proceeds and workers' efforts which improve the tax base.

- Contribution to decision-making processes in the country at different levels as stakeholders such as workplace, Government Agencies/Boards, Parliament, etc.
- Increased Social Security as a result of higher Standard of Living, attributed to negotiated terms and conditions of employment.

(ii) Employers:

Uganda is a law abiding state which has ratified many international standards e.g. ILO conventions, treaties and domesticated them by enacting local laws including labour Laws.

An employer to be considered law abiding and compliant should among other things allow workers to exercise their freedom of association by joining a labour union of their choice, right to representation and collective bargaining as stipulated under article 29(1) and 40(3) of the Constitution of the Republic of Uganda, 1995 as amended 2018.

Effective industrial relations between employers and Labour Unions yield into the following attributes:

- Observes, maintains and regulates the working relationship between the employer and employees to the benefit and satisfaction of either party through social dialogue.
- Handles complaints/grievances and any other problems related to labour legislation, bargaining agreements, terms and conditions of service, established practices etc hence improving employee's discipline.
- Improves Industrial relations by dealing with human resource issues more professionally, consistently and justly.
- Engages in social dialogue with employers on various employees' issues to avert strikes, picketing, go slows or other forms of Industrial Actions.
- Promote employees' involvement in the organizations' decision making processes, trains members, builds their confidence thereby making them to like their jobs more, make them more loyal to their employers and hence bringing about improved productivity and good service delivery.
- Collective Bargaining/negotiations with employers improve various terms and conditions of employment for employees whose good effects benefit both parties.
- Build confidence and loyalty of workers hence more productive workforce.

- Bridges the gap between the employer/managers and employees.
- Offer training to its members in various disciplines which enhances workers' efficiency, output and competences hence their productivity.
- Links union members to other organized workers in the world through representation.
- Union representation at Disciplinary Committee Hearings creates harmonious dispensation of cases and reduces on litigation in situations where discontented employees with disciplinary decisions by management alone prefer Court actions.

(iii) Workers: -

- The Union Advances, Advocates, Promotes, Protects and Defends workers' social - economic interests at work through representation and Collective Bargaining.
- Ensuring job security and better terms and conditions of employment through negotiations of the Collective Bargaining Agreements (CBAs).
- Offers representation opportunities to union members with other government agencies eg NSSF Board, Parliament, District Workers Councilors, etc

Some of the relevant constitutional and legal provisions in regard to Representation, Organizing and Recruitment of union members;

The Constitution of the Republic of Uganda as amended, 2018;
Articles 29(i) (c) and 40(3) (a) (b) and (c)

The Labour Unions Act 2006;

Sections **3** (a) (b) (c) and (d), **4** (a) (b) (c) (d) and (e) and **5** (a), (b) 3, 4 and **Section 24.1 (d)** among others. All these Sections quoted herein above provide for workers' freedom to associate and join Unions of their own choice for effective representation and Collective Bargaining and making it mandatory for employers to recognise unions for purposes of collective bargaining.

The Employment Act Regulations 2011, Labour Union Check-off Regulations 2011 among other labour Regulations in force.

The above local legislation is in response to and consistent with the **International Labour Organisation (ILO)** Conventions No. 87 (1948)

on Freedom of Association and Protection of the Right to Organise and No. 98 (1949) on the Right Collective Bargaining.

Rights, Obligations of the workers and the employers

Both employers and workers have rights and obligations at work which are regulated by law. These are derived from the following instruments which both parties at the workplace need to be familiar with.

- Employers'/company's in-house rules and regulations;
- Collective Agreements between the Union(s) and the Company(s)
- National Policies i.e. Employment, HIV/AIDS, Child Labour Policies etc.
- The Labour Laws as listed herein above and the relevant Labour Regulations;
- The National Constitution and;
- The International Labour Standards, Conventions, especially those ratified by Uganda

Solidarity Slogans:

Strength in unity;

United we stand, Divided we fall;

United we bargain, Divided we beg;

United we negotiate, Divided we lament;

Together we develop, Divided we languish in poverty.

Join and/or support the HTS-Union/Labour Union Movement in Uganda now.

Workers' Productivity Norms

Pay me the way you want & I work the way I want

or

Pay me the way I want & I work the way you want

and

Treat me badly on the job & I poorly perform

or

Treat me nicely on the job & I will work efficiently

NOTE:

For more information on any of the issues in this Information Pack, please visit the Union website at: www.hts-union.org



MESSAGE FROM THE GENERAL SECRETARY

HTS-Union General Information Pack, also referred to as "HTS-Union at a glance" has been authored to provide general information about HTS-Union with an overview/insight of the main aspects and functionality of the Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union (HTS-Union).

The General Information Pack has been developed to make it easy for members, all stakeholders and the public to have general knowledge about HTS-Union.

I take this opportunity to greatly appreciate HTS-Union Secretariat and the National Executive Council members for their efforts towards the process to produce this Edition and the commitment to the workers' cause in all aspects. All others including the graphic designer, Mr. Kasobya Paul of Bakham Enterprises are appreciated for their good work towards the production of this booklet.

Cognisant that Labour Unions work in a tripartite partnership with government and employers using the Social Dialogue principle, HTS-Union leadership attaches remarkable significance to employers as they form the basis for Union's existence and growth. To this end, we commit to promote, protect and ensure continuity of employers' organisations. Appreciation to you all for your efforts and devotion towards workers' plight and you are invited to share this information.

Mauku R. Moses
General Secretary



MESSAGE FROM THE NATIONAL CHAIRMAN

The main thrust of HTS-Union General Information Pack is to provide information about the Union hence make it easy for people to understand and appreciate our organization generally.

It is critical that industrial relations matters should be given the befitting attention by the tripartite partners at the work place for purposes of improving efficiency and effectiveness of the workers for better service delivery and improved productivity of organizations and the economy at large.

Social dialogue which refers to negotiation, consultation or an exchange of views between representatives of employers, workers and government, is a proved flexible tool for achieving economic and social change. It is most important for parties to always deploy social dialogue in dealing with most situations as the way to resolving issues.

While saluting all stakeholders, I take this noble opportunity to call upon Government, Employers, Workers, Development partners, Civil Society Organizations and other actors to join our efforts to improve Labour standards and situation in Uganda for a better future.

Muzale Partrick
National Chairman



Members at work in one of HTS-Union branches



Consultative meeting between NOTU and the Ministers, Hon Betty Among and Hon Okello Engola



Unions under IndustriAll Global Union Federation match on Kampala streets against precarious work but for decent work

IndustriALL unions match on Kampala streets against precarious work



ADC at Pope Paul Memorial Hotel, Nov. 2019

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