

COVID-19

PREVENT THE SPREAD

EMPLOYER GUIDELINE ON COVID-19

Workplace preventions and
control mechanisms

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ENUNGAMYA ERI ABAKOZESA KU SSENKIGA OMUKAMBWE (COVID-19)

Ebirina okugobererwa mu bifo ebikolerwamu
okuziyiza n'okutangila ki ssenyiga kino ekikambwe



Confederation of Danish Industry



THE GLOBAL AND AFRICAN COVID-19 (CORONAVIRUS) SITUATION

Coronaviruses are a family of viruses, which may cause illness in animals or humans. In humans, they cause respiratory infections - from common cold to more severe diseases. COVID-19 is the disease caused by the most recently discovered coronavirus. The COVID-19 outbreak began in China in late 2019. It has since spread rapidly to all parts of the world, including Africa. It affects millions of people and has led to the death of hundreds of thousands.

This guideline focuses on how your company can prevent and/or reduce the spread of COVID-19, and other infections such as colds, flu, and stomach bugs, in the workplace. Low-cost measures can prevent or slow the spread of infections, protect customers, contractors, and employees, and reduce absenteeism due to illness.

The importance of strong OHS systems is highlighted, particularly with regard to Water, Sanitation, and Hygiene (WASH). Likewise, a solid gender-sensitive response is important, since a virus outbreak affects women and men differently - and is typically accompanied by a state of high mental stress, leading to increased levels of sexual harassment and gender-based violence.

The guideline addresses the current COVID-19 situation. However, the guidance is universally applicable. Now and beyond the current situation, it can assist companies to build strong, resilient, and healthy workplaces.

Now is the time to prepare for and reduce the spread of COVID-19. Simple precautions will make a big difference to your company and the country.

THE BUSINESS CASE OF INVESTING IN THE HEALTH OF ALL EMPLOYEES

This guideline has been developed by FUE, RHU and DFPA. It targets top management and OHS Committees, who are key to the implementation of effective health strategies and policies in companies.

But why should companies invest time and resources in promoting employee health?

Because it leads to:

- Healthy, more productive employees - and reduced absenteeism/health care expenses.
- Improved employee motivation, creativity, and innovation.
- Increased product quality - and stronger financial performance.
- Enhanced ability to attract and retain skilled and talented employees.
- Better risk management, due diligence, fewer workplace conflicts, and less risk of litigation.
- Increased ability to attract new customers and orders.
- Resilient local communities, allowing for fewer disruptions in business activities.

To implement a successful COVID-19 strategy, top management should:

- Follow the guidelines of relevant national authorities.
- Prioritise and set aside the funding necessary to implement the strategy.
- Cooperate closely with the OHS and Gender Committees on the key steps presented on the next page - and ensure adequate training of relevant employees.
- Appoint a contact person that workers can reach out to if they have any concerns.

CHECKLIST – 10 KEY STEPS FOR ALL WORKPLACES TO TAKE IN RESPONSE TO COVID-19

1. PRIORITISE WORKPLACE SANITATION TO REDUCE THE RISK OF SPREADING THE VIRUS

- Clean workplace facilities carefully twice a day, incl. objects and surfaces.
- Provide access to running water and soap, or hand-sanitizer at workplace entrances, all toilets, lunch areas, changing rooms, and at entry to transport service.
- Place posters around the workplace to remind staff of the need of good personal hygiene.

2. ALLOW EMPLOYEES TO WORK FROM HOME AND STOP NON-CRITICAL BUSINESS TRAVEL

- Employees who work from home reduce the risk of spreading COVID-19.
- Support the provision of home-based internet/workplace stations, if possible.
- Follow the guidance of the relevant national authorities regarding travel.

3. MAINTAIN A 2-METER WORKING DISTANCE BETWEEN EMPLOYEES IN THE WORKPLACE

- Where work from home is not an option, redesign the workplace to allow for the required working distance – e.g. divide working areas by plastic partitions, create space between workstations, desks, and tables, and provide markers on the floors.
- Reduce business operations, so fewer employees enter the factory premises.

4. PROVIDE HIGH-QUALITY PERSONAL PROTECTIVE EQUIPMENT (PPE) TO EMPLOYEES E.G.

- Vizors, where the minimum working distance is not possible.
- Masks, incl. instructions on correct use, as recommended by national authorities.

5. PROVIDE SALARY AND WORKPLACE INSURANCES TO ALL EMPLOYEES, INCL. EMPLOYEES SENT HOME

- If possible, continue payment of salaries and insurances. Sending staff home with no salary or insurance can be fatal to people and your business - demand decreases and markets collapse.
- Provide information about company support (e.g. employee assistance program).

6. PROTECT AGAINST ABUSE AND PROVIDE SAFE TRANSPORTATION FOR EMPLOYEES, ESPECIALLY WOMEN

- Public transportation is affected by COVID-19 – provide safe alternatives, especially if employees work evening or night shifts.
- Where possible, some employees can be provided accommodation at company premises, provided they remain safe. Special protection should be made for female employees to avoid abuse.

7. ENSURE ACCESS TO GRIEVANCE MECHANISM

- Establish a way for staff to voice concerns regarding the company's COVID-19 response, sexual harassment, and other abuse.

8. ESTABLISH A PROCESS FOR HOW TO HANDLE EMPLOYEES INFECTED WITH COVID-19

- Develop a plan for how to handle a situation where employees display COVID-19 symptoms.
- Inform the relevant authorities at the National Coronavirus Hotline [919 / 0800 100 066](tel:9190800100066) / [0800203033](tel:0800203033). Report Any Emergencies on [0782909153](tel:0782909153), [0772460297](tel:0772460297), [0772469323](tel:0772469323).

9. COMMUNICATE THE ABOVE STEPS TO ALL EMPLOYEES TO SUPPORT AWARENESS

- Place posters and fliers in English and Luganda at visible places. Hang the COVID-19 posters at relevant areas in your workplace - e.g. entrance/exits, toilets, and canteen to prevent the spread of COVID-19.
- Set up ways to communicate daily with workers online (e.g. Skype or Zoom) and use social media to raise employee awareness.
- Demonstrate leadership – be visible and make sure communication is honest and optimistic.

10. FOLLOW THE COVID-19 CONTROL MEASURES RECOMMENDED BY THE RELEVANT AUTHORITIES

- Develop a company continuity plan in compliance with the pandemic control measures recommended by the Ministry of Health and World Health Organization.

Frequently check for updates at:

www.health.go.ug/covid/about-corona-virus/

www.who.int/emergencies/diseases/novel-coronavirus-2019

HANG THE COVID-19 POSTERS AT RELEVANT AREAS IN YOUR WORKPLACE E.G. ENTRANCE/EXITS, TOILETS AND CANTEN TO PREVENT THE SPREAD OF COVID-19



INFECTIOUS DISEASES - AND THE NEED TO PROTECT VULNERABLE EMPLOYEES

Infectious diseases spread from person to person in different ways, and the strategy and measures the company should adopt, differ accordingly.

COVID-19 spreads through small droplets from the nose or mouth of an infected person, when this person coughs or exhales. Other people inhale the droplets or become ill if they touch objects - like laptops, materials used for harvest or maintenance, and door handles - where the droplets have landed. The spread is prevented by implementing efficient hygiene measures, home-isolation of infected employees, allowing employees to work from home, a minimum working distance between employees, and by avoiding handshakes and hugs.

STIs - like HIV and AIDS, Syphilis, and Gonorrhea - spread through sexual intercourse. The company prevents the spread by providing free condoms and information to all employees to drive fact-based awareness of the risks and how to avoid them.

Include the needs of the most vulnerable employees in company continuity plans

- During global pandemics, some employees are more at risk than others - especially:
 - Female employees - and blue-collar, pregnant, or breastfeeding women.
 - Disabled employees or employees living with HIV and AIDS.

To address the needs of employees most at risk, the company should:

- Identify risks and enable employees to voice their concerns in the current situation.
- Implement relevant measures to reduce the risks. Pay specific attention to women – e.g.
 - The risk of increased violence and sexual harassment – at work and at home.
 - The double burden women carry as the main caregivers is likely to increase.

THE IMPORTANCE OF 'WASH' TO REDUCE THE SPREAD OF INFECTIOUS DISEASES

WASH is the collective term for Water, Sanitation, and Hygiene. The three are key in fighting diseases like COVID-19, and if one is missing, the others cannot prevail - without toilets, water sources become contaminated; without clean water, basic hygiene is not possible.

In countries and places where individuals face barriers to WASH, companies can play a key role in breaking down these barriers. They can prioritise WASH-programs to prevent the spread of COVID-19 and future pandemics. The company should:

- Ensure access to clean, running **water** for all employees.
- Provide decent **sanitation** – clean toilets and waste disposal/ garbage cans with lids.
- Support employees in developing good **hygiene** practices, especially handwash with soap.



THE IMPORTANCE OF GOOD LEADERSHIP DURING THE COVID-19 CRISIS

Be honest and communicate fact-based to foster trust – focus on

- How is the company and employees affected by the COVID-19 crisis?
- What is the company strategy to handle the crisis – and the necessary employee behaviour?

Use the right amount and form of communication

- Communicate often to avoid myths and negative storytelling.
- Stick to short, relevant, and easy understandable messages.

Create confidence in top-management

- Inform employees about the likely scenarios and their consequences.
- Conduct frequent information meetings, where employees are included in identifying solutions – this creates trust and hope.
- Let employees know that management is available to listen to their concerns.

Provide employees with a feeling of hope

- Demonstrate a firm belief that things will get better - and share the good stories.
- Praise employee contributions – e.g. positive behaviour change.

Act as a role model to kickstart change

- Follow the company procedures; wash hands and use PPEs.
- Show no-tolerance regarding sexual harassment and violence in the workplace.

EMBEERA YA SSENYIGA OMUKAMBWE MU NSI YONNA NE KU SEMAZINGA W'AFIRIKA

Obuwuka bwa ssenyiga Omukambwe bugwa mu ttuluba ly'obuwuka obuyinza okulwaza ebisolo oba abantu. Mu bantu buleeta okukosebwa mu mawuggwe okuviira ddala ku ssenyiga n'ekifuba okutuuka ku ndwadde ez'amaanyi. Ekirwadde kya ssenyiga Omukambwe kyatandikira mu China mu mwaka gwa 2019. Okuva olwo, kigenze kisasaana mu bitundu by'ensi eby'enjawulo nga kw'otadde ne Afirika. Kikosezza obukadde bw'abantu era kiviiriddeko bangi okufa.

Ennungamya eno etunuulira engeri kampuni gy'esobola okuziyiza oba okukendeeza okusasaana kwa ssenyiga Omukambwe ku mulimu. Okuyita mu nkola ezitali za bbeeyi, osobola okutangira okusasaana kw'obulwadde ku mulimu nga okukolola, ssenyiga n'okulumizibwa mu lubuto. Kino kija kukuuma ba kasitoma, bakontulakita wamu ne bakozi ba Kampuni. Mu ngeri eno, kampuni ekendeeza ku kwoosa olw'obulwadde n'okukomya oba okukendeeza okusasaana kwa ssenyiga Omukambwe (COVID-19).

Ennungamya eno esengeka omugaso gw'okuba n'enkola y'obuntebenkevu n'obulamu obulungi ku mulimu, n'addala nga WASH. Bwe kityo, okubeera n'enteekateeka eyamba ku kikula ky'abantu ya mugaso engeri akawuka gye kalubba abakazi n'abasajja mu ngeri ey'enjawulo. Akawuka era kaleeta suleesi eyinza n'okuviirako emisango gy'okukabassanya wamu n'okutulugunya okweyongera.

Ennungamya eno, eteekeddwatereddwa okusobola okukola ku mbeera ya ssenyiga Omukambwe (COVID-19) era kusobola okwesigamizibwako mubuli mbeera yonna. Kino kisobola okuyamba kampuni okuteekateeka ebifo ebikolebwamu nga birina eby'obulamu ebiri gguluggulu.

Kino kye kiseera okuteekateeka era n'okukomya okusasaanyizibwa kwa ssenyiga Omukambwe (COVID-19). Ebiragiro ebitonotono bisobolera ddala okuleetawo enjawulo ennene mu kampuni yo n'eggwanga lyo.

OMUGANYULWO OGULI MUKULABIRIRA EBY'OBULAMU BY'A BAKOZI

Ennungamya eno ya kuyamba banannyini bitongole n'abakulembeze ab'okuntikko, obukiiko obukola ku buntebenkevu n'obulamu obulungi, awamu naabo abasomesa bannaabwe; bonna basaale mu kuteeka mu nkola emitendera n'amateeka g'okukuuma obulamu mu kampuni.

Lwaki banannyini zi kampuni banditadde obudde n'ensimbi mu kutumbula eby'obulamu by'omukozi? Kino bakikola kubanga omugannyulwo munene nnyo oguva mwekyo, nga bino wammanga:

- Abakozi abalamu era abakola emirimu gyabwe obulungi.
- Okukendeeza okuyosa okwandivudde ku kulwala.
- Okutumbula obuyiira n'okuvumbula ebipya era n'okwagazisa abakozi okukola.
- Okwongera omutindo gw'ebintu ebikolebwa.
- Okwongera kunnyingiza n'ebyenfuna bya kampuni.
- Okwongera amaanyi mu kusikiriza abakozi abapya n'okusigaza abakozi abakugu era ab'ebitone.
- Enkwata ennungamu eyebigwa tebiraze n'okunonyereza.
- Okukendeera kw'enkaayana n'okuwawaabirwa mu bamateeka.
- Okwongera etuttumu n'okumanyika kwa kampuni.
- Okwongera okusikiriza abaguzi abapya n'ebigulibwa.
- Abantu bo kubyalo abalumirirwa era nga tebasannyukira mukutawannyizibwa mu mirimu gya kampuni.

Okusobola okukwasisa enteekateeka y'okulwannyisa ssenyiga Omukambwe (COVID-19) obulungi, banannyini zi kampuni bakole bino:

- Okugoberera ebiragiro ebirambikiddwa ebitongole bya gavumenti nga eky'obulamu ne kyabakozi.
- Okusumuusa n'okuteeka ebbali ensimbi z'okussa mu nkola enteekateeka eno.
- Okukolagana n'obukiiko bw'obuntebenkevu n'obulamu obulungi/ obw'ekikula ky'abantu n'abasomesa bannaabwe ku mitendera egisaliddwawo egiri kulukalala oluddako.
- Okulaba nga abakozi abalina okusomesa bannaabwe ku by'obulamu babanguddwa bulungi. Kampuni esobola okwatagana n'ebitongole ebyabulijjo okusobola okukola kino.

EMITENDERA 10 EBIFO EBIKOLELWAMU GYE BIRINA OKUGOBERERA MU KULWANNYISA SSENKIGA OMUKAMBWE (COVID-19)

1. SOSOWAZA EBY'OBUYONJO KU MULIMU OKUSOBOLA OKUKENDEEZA OKUSASAANYA KW'AKAWUKA

- Yonja ku mulimu gwo n'obwegendereza entakera buli lunaku okusingira ddala ebifo n'ebintu ebikozesebwa n'ebikwatibwako ennyo.
- Teeka awanaabirwa engalo ku buli awayingirirwa mu kampuni, awaliirwa emmere era ne ku kaabuyonjo.
- Teekawo amazzi amayonjo ne sabbuuni ku buli kaabuyonjo eri ku mulimu.
- Timba ebipande ku kaabuyonjo okujjukiza abakozi obwetaavu bw'okukuuma obuyonjo bwabuli muntu.

2. KKIRIZA ABAKOZI OKUKOLERA EWAKA ERA SALA KO ENGENDO EZITEETAAGISA NNYO MU NTAMBUZA YA KAMPUNI

- Abakozi abakolera ewaka bakendeeza ku bulabe bw'okusasaanya ssenyiga Omukambwe (COVID-19).
- Eri ebibinja by'abakozi ebimu, kino tekikosa ntambula ya mirimu okugeza abakozi abakola nga ba kkalaani oba abakola ku mbeera z'abakozi bannaabwe ku mulimu n'abakola emirimu egitali gya nkizo nnyo.
- Bwe kiba kisoboka, abakozi bakolere ku mutimbagano (Yintanenti) nga basinziira awaka.
- Goberera amateeka ku by'entambula agalambikiddwa ebitongore bya Gavumenti.

3. LEKAWO EBBANGA ERITAKKA WANSI WA MITA EMU MU BAKOZI KU MULIMU

- Bwe kiba tekisoboka bakozi kukolera waka, kyusa engeri gyebatuulamu eteekawo ebbanga mubbo, okugeza okuzimba obusenge obubaawula obwa pulasitiika.
- Kendeeza enkola y'emirimu ekkirizisa abakozi ab'olubatu bokka okuyingira awakolerwa.

4. WA ABAKOZI EBIKOZESEBWA EBIBATAASA OKUFUNA OKUKOSEBWA N'OBULWADDE NGA BAKOLA EMIRIMU OKUGEZA:

- Ebyambalo ebibikka omubiri gw'omukozi yenna bwekiba nga enkola ey'okuteekawo amabanga tesoboka.
- Obwambalo obubikka omumwa n'ennyindo (masiki) nga kw'otadde n'ebigobererwa mu nkozesa y'abwo nga bwebirambikiddwa abe by'obulamu. Naye manya nti waliwo ebbula lya bu masiki n'ebikozesebwa ebibataasa abakozi okufuna okukosebwa n'obulwadde munsu yonna.

5. ABAKOZI BONNA N'ABO ABASINDIKIBWA EWAKA BAWEEBWE OM USAALA WAMU NE YINSUWA

- Obulabe bw'okusindika abakozi ewaka nga tebaweebwa musaala na yinsuwa buso bola okukosa abantu ko ne bizinensi nga kwotadde eby'enfuna by'eggwanga okudobonkana.
- Bwe kiba kisoboka sigala ng'osasula omusaala ne yinsiwa z'abakozi.

6. TEEKAWO ENTAMBULA ETUUSA ABAKOZI KU MIRIMU NADDALA ABAKYALA

- Ssenyiga Omukambwe (COVID-19) akosa entambula y'olukale; teekawo enkola endala ennungamu.
- Kino kya mugaso essaawa yonna, naye kyankizo singa abakozi bakola kawungeezi oba ekiro.
- Bwekiba kisoboka, abakozi abamu basobola okusula ku mulimu bwewatekebwa wo embeera ennungamu. Abakozi abakyala abasula ku mulimu baweebwe obukuumi obw'enjawulo okuziyiza okutuusibwako okukabasannyizibwa.

7. FUBA OKULABA NGA WALIWO ENKOLA EGONJoola ENSONGA EZIRUMA ABAKOZI

- Teekawo enkola esobozesa abakozi okuloopa n'okugonjoola ebibannyigiriza mukitongole ebikwata ku ssenyiga Omukambwe (COVID-19).

8. TEEKAWO EMITENDERA GY'OKUKWATAMU ABAKOZI ABAKWATIDDWA SSENKIGA OMUKAMBWE (COVID-19)

- Beera n'enteekateeka ennambulukufu ey'okukwatamu embeera singa omukozi alwala oba alaga obubonero bwa ssenyiga Omukambwe (COVID-19).
- Tegeeza abobuyinza mangu nga olina obubonero byolabye kumuntu yena nga oyita kunamba zino; 919 / 0800 100 066 / 0800203033 / 0782909153, 0772460297, 0772469323.

9. TEGEZA ABAKOZI BONNA EMITENDERA GINO OKUSOBOLA OKUYAMBA MU KUMANNYISIBWA KU SSENKIGA OMUKAMBWE (COVID-19)

- Kubisa ebipande, obupapula ne sitiika eby'abakozi mu luzungu ne mu nnimi endala ezawano era bitimbe mu bifo webirabibwa obulungi ku mulimu.
- Bwe kiba kisaanidde, kozesa omutimbagano osobole okuyamba mu kumanyisa abakozi
- Beera kya kulabirako ng'olaga obukulembeza obulabika, obw'amazima era nga buzaamu esuubi.

10. GOBERERA EBYO EBISALIDDWAWO AB'OBUYINZA KU SSENKIGA OMUKAMBWE (COVID-19)

- Ekiseera kyonna, goberera enteekateeka y'ekitongole ekwatagana n'emitemdera gy'okulwanyisa ekirwadde egyasalibwawo ab'obuyinza.
- Weyongele okumanyisibwa ku sennyiga omukwambwe oburi mumutimbagano ogwa ekitongole ky'ebyobulamu kwegwanga ne ky'ensiyona ku.

www.health.go.ug/covid/about-corona-virus/

www.who.int/emergencies/diseases/novel-coronavirus-2019

TIMBA OBUPANDE OBUTANGILA SSENKIGA OMUKAMBWE MUBIFO EBYOLUKALE EWAKOLERWA NGA AWAYINGILILWA/AWAFULUMILWA, MUKABUYONJO, AWALILWA EMERE OKUZIYIZA SSENKIGA OMUKAMBWE.



ENDWADDE EZISIIGIBWA N'OBWETAAGU BW'OKUKUUMA ABAKOZI ABEETAAGA OKUYAMBIBWA

Endwadde ezisiigibwa zisasaana okuva ku muntu omu okutuuka ku mulala mu ngeri ezitali zimu era obukodyo n'emitemdera kampuni ze girina okukozesa gyawukana.

Ssenkiga Omukambwe (COVID-19)

Asasaana okuyita mu matondo okuva mu nnyindo oba mu kamwa k'omuntu omulwadde singa akolola oba ayasimula n'okwekwata mu maaso. Abantu abamu bayingiza amatondo ago okuyita mu kuyingiza omukka oba balwala oluvannyuma lw'okukwata ku bintu nga kompyuta, eminyolo gy'enziiga amatondo we gagenze. Mu kino, okusasaana kusobola okukendeezebwa singa bateeka mu nkola emitendera gy'obuyoyo, okweyawulira ewaka eri omukozi yenna omulwadde, n'okukolera ewaka oba obuteeriraanagana mu bakozi nga bali ku mulimu.

Endwadde z'ekikaba omuli akawuka ka siriimu, kabotongo n'enziku

Endwadde z'ekikaba zisaasana okuyita mu kwegatta n'omuntu alina endwadde eno. Kampuni esobola okukendeeza okusasaana kw'obulwadde buno ng'egaba ebiziya eri abakozi wamu n'okubasomesa basobole okumanya akabi akali mu kufuna obulwadde buno era ne ngeri ki oy'okubwewalamu.

Teeka ebyetaago by'abakozi abeetaaga obuyambi mu nteekateeka y'ekitongole eziya obutatagannyizibwa entambuza y'emirimu gy'akampuni

- Mu nnawookeera bwati asaasana mu nsi yonna, waliwo abakozi ababeera mu bulabe okusinga abalala nga muno mulimu:
 - Abakozi abakazi na ddala abo abakola egya lejjalejja, abakazi b'embuto oba abayonsa.
 - Abakozi abalina obulemu na'bo abalina akawuka ka mukenenya.

Okusobola okukola ku byetaago by'abakozi abali mukatyabaga, kampuni eteekwa kukola bino:

- Zuula obulabe era yamba abakozi okusobola okwogera ensonga ezibaluma.
- Noonya engeri z'okugonjoola ensonga zaabwe mu mbeera eno eriwo.
- Fuba okulaba nti enteekateeka ya kampuni egobererwa ekola ku nsonga ezibaluma.
- Faayo nnyo kunsonga ezikwata ku bakyala okugeza;
 - Obulabe bw'okutulugunyizibwa n'okukabassannyizibwa okweyongera ku muli mu ate n'ewaka na ddala mu mbeera eno ey'omuggalo.
 - Emirimu emingi ennyo abakyala gye beetikka nga mwemuli n'okulabirira abalwadde gilabise okweyongera.
- Teeka mu nkola emitendera gya kampuni okusobola okukendeeza obulabe obutuu sibwa eri abakyala okugeza nga enteekateeka y'okuloopa emisango n'okusomesebwa ku by'obulamukola okukolebwa abakozi abaasomesebwa.



OMUGASO GW'OBUYONJO MU KUKENDEEZA OKUSAASAANA KW'ENDWADDE EZISIIGIBWA

WASH kigambo ekyesigamizibwa ku mazzi, Obuyonjo bw'ekifo n'obw'omuntu. Ebisatu bino bya maanyi nnyo mu kulwanyisa endwadde nga Ssenyiga Omukambwe (COVID-19). Buli kimu tekisobola kuyimirirawo kyokka era ekimu bwe kiba kibulawo, ebirala tebisobola kubeerawo. Okwongerera okutangaaza, ewatali kaabuyonjo, awava amazzi wayonoonebwa, ewatali mazzi gatukula, enkola y'obuyonjo teyinza kubaawo.

Mu mawanga n'ebifo abantu we batasobola kufuna eby'obuyonjo (WASH), kampuni zisobola okukola omulimu ogw'amaanyi okuggyawo omuziziko guno nga bateekawo enkola ya 'WASH' okusobola okukendeeza ku kusaasaana kwa Ssenyiga Omukambwe (COVID-19) n'endwadde endala eziringa ezo.

Amazzi

- Kampuni erina okulaba nti abakozi bonna bafuna amazzi amayonjo.

Obuyonjo bw'ekifo

- Kampuni erina okuteekawo n'okukuuma kaabuyonjo z'ekitongole nga nnyonjo era n'okukubiriza abakozi okuzeeyambisa.

Obuyonjo bw'omuntu

- Kampuni erina okuyamba abakozi okukuuma obuyonjo nga banaaba mu ngalo ne sabbuuni. Kino kiyinza okunyomebwa naye kya mugaso nnyo mu kutangira endwadde.

OMUGASO GW'OBUKULEMBEZE OBULUNGI MU KISEERA KYA SSENYIGA OMUKAMBWE (COVID-19)

Beera wa mazima era wa amawulire amatuuku okusobola okuzzaamu obwesige ng' okola bino:

- Kampuni ekoseddwa etya embeera ya Ssenyiga Omukambwe (COVID-19) ?
- Kitegeeza ki eri kampuni wamu n'abakozi?
- Mitendera ki kampuni gy'erina okukola ku mbeera eno?
- Bicolwa ki n'enneyisa abakozi bye beetaaga okukyusaamu?

Kozesa enambika n'enkola entuufu ey'okusasaanya amawulire

- Mu mbeera y'obuzibu, kirungi okuwuliziganya ennyo okusobola okwewala obu limba n'obutasaasanya mawulire gatali matuufu.
- Obubaka bwo bulina okubeera nga bumpi, bwa mugaso era nga butegeerekeka.
- Beera mwesimbu era owe amawulire agazimba obwesiggwa mu bakozi.

Ssaawo enkola ekkirizisa mu bukulembeze obwa waggulu

- Tegeeza abakozi ku biki ebiyinzira okutuukawo n'ebinaavaamu.
- Muteekeewo obukiiko mubibinja ebitonotono okusobozesa okkubaganya ebirowoozo n'okuzuula emikisa emipya n'amagezi. Kino kireetera abakozi okufuna esuubi n'obwesigwa era n'ebisuubirwa ebirungi eby'omumaaso.
- Laba nti abakozi bamanya nti abakulembeze b'okuntikko w'ebali okuwuliriza ensonga zaabwe n'okuzisalira amagezi.

Abakozi bazeemu essuubi

- Balage nti ebintu bigenda kutereera.
- Gabana amawulire amalungi eri abakozi bonna.
- Weebazenga abakozi abalina kye bakoze okugeza abo abakyusizza mu neeyisa.

Beera eky'okulabirako

- Kyoyogera kiteeke mu nkola obeere entandikwa y'enkyukakyuka.
- Goberera emitendera egitekeddwawo okulwanyisa obulwadde ng'onaaba mu ngalo era ng'okozesa eddagala eritta obuwuka wamu n'ebyo ebitekeddwawo okuziyiza ensaasaana y'obulwadde.
- Tokkiriza n'akamu ebikolwa by'okukabassannya era n'okutulugunya ku mulimu.
- Kozesa ebiwandiiiko ebirina obubaka nga: "Fenna awamu tusobola okukendeeza akabi akali mu mbeera eno nga tweyisa bulungi era nga tukuuma obutebenkevu n'obuntubulamu".



ABOUT THE PARTNERS

The Federation of Uganda Employers (FUE) was established in 1960. Today FUE has over 600 members including 27 sectoral associations. FUE is the Voice of Employers on social and economic issues. FUE offers policy and advocacy, employment relations, productivity improvement, legal and business support services including promotion of sexual reproductive health rights and gender equality guidelines and interventions in the world of work. FUE is the Voice of Employers on social and economic issues. It is recognised both locally and internationally as the sole employers' organisation in Uganda.

Reproductive Health Uganda (RHU) is a Non-profit organisation founded in 1957 as Family Planning Association of Uganda (FPAU). We have a long-standing record of providing quality integrated sexual reproductive health information and services, including family planning, HIV/AIDS, safe motherhood, STI management, breast and cervical cancer, etc. RHU focuses on the poor, vulnerable and hard-to-reach people, with special interest in young people using innovative, cost effective approaches. We are affiliated to the world largest sexual and reproductive health and rights (SRHR) organisation, the International Planned Parenthood Federation (IPPF). Our mission is to champion, provide and enable universal access to rights based SRHR information and services to vulnerable and underserved communities especially young people.

Confederation of Danish Industry

DI is Denmark's largest, most representative and influential business and employers' organisation covering manufacturing as well as service industries across sectors such as transport, energy, IT, health, trade, and professional services. Currently, DI cooperates with sister organisations (employers' and business member organisations) in almost 20 countries across the globe. Thereby, DI actively supports the creation of economic growth and jobs by means of more stable and flexible labour markets.

Danish Family Planning Association (DFPA) is a Danish human rights' CSO, which promotes the right to decide over own body and sexuality. DFPA's vision is a world where sexual and reproductive health and rights and equality are acknowledged and respected as fundamental to human well-being and sustainable development - and all individuals can make their own free, informed choices about sexuality and reproduction without risk of discrimination. DFPA is a member of the International Planned Parenthood Federation and works with companies and business associations to institutionalise health and gender equality in the world of work.

