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Lomé, 11th July 2013

O/R.: 046/2013/SG/RB

Dear Mr. President,

**Urgent appeal for the full implementation of the 20% salary increment for Ugandan teachers**

The African Regional Organization of the International Trade Union Confederation (ITUC-Africa) representing sixteen million workers in forty eight (48) countries writes to support our affiliate in Uganda, the National Organization of Trade Unions (NOTU), in appealing to government to fulfill the agreement on salary enhancement for Ugandan teachers. The agreement reached between the Ugandan National Teachers Union (UNATU) and Your Excellency on 28th July 2011, provided for the increment of teachers' salaries by 50% payable in three installments effective F/Y 2012/2013.

As a result of this undertaking, UNATU called off their strike action with the view that government would honor her commitment of paying the salary increment in the following manner:

MTEF 2012/2013 by 15%

MTEF 2013/14 by 20%

MTEF 2014/15 by 15%

However, information reaching us indicates that the budget presentation for F/Y 2013/2014 by the Ministry of Finance Planning and Economic Development did not provide the 20% second installment as agreed.

ITUC-Africa wishes to bring to the attention of the government that breaching an agreement reached in good faith by two parties is an infraction on the rights of the teachers to fair wages as anticipated from the agreement and also represents a threat to industrial harmony.

Already, we have been informed by NOTU that failure to adhere to the agreement would result in an industrial strike action not only by teachers, but the entire

workforce in Uganda. We therefore strongly urge Mr. President to take the necessary steps and processes that will guarantee the payment of the agreed pay rise so as to avoid the industrial action.

For emphasis, NOTU and its Teachers' affiliate have asked for the following, which represent possible steps to ensuring the implementation of the agreement of 28 July, 2011:

- The 20% salary increment which was agreed upon last year be paid unconditionally
- The parliament of the Republic of Uganda should not pass the Budget for the F/Y 2013/2014 without the provision for payment of the Teachers Salary increment

We trust that Mr. President will act decisively in good faith to ensure that the agreement is fully honored, which will make the strike notice unnecessary.

As we continue to monitor developments relating to this matter, we extend to Mr. President the assurances of our highest esteem.

Yours sincerely,



Kwasi Adu-Amankwah  
General Secretary