



UGANDA PROFESSIONAL SCIENCE TEACHERS' UNION

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UPSTU STATEMENT ON LABOUR DAY 2024: IMPROVING ACCESS TO LABOUR JUSTICE

Uganda Professional Science Teachers Union extends sincere appreciation to the government, employers, and other stakeholders for their tireless efforts in addressing issues affecting workers in Uganda, as we mark Labour Day 2024 - with national celebrations at Mukabura Grounds, St. Leo's College Kyegobe in Fort Portal city, on Wednesday, May 1, 2024. To our esteemed members, the science teachers, we deeply value your unwavering dedication and hard work in shaping the minds of our future generations.

Labour Day is a time to reflect on the achievements and challenges faced by workers in Uganda. It is also an opportunity to take action to address pressing issues and improve the lives of working people.

This year, we commend the government's efforts towards improving access to labour justice and promoting occupational safety and health, which are essential for maintaining a fair and equitable labour market and protecting workers from exploitation. Initiatives such as the Annual National Labour Convention and Expo, workplace inspections, and awareness campaigns spearheaded by the Ministry of Labour, Gender, and Social Development.

However, we also recognize that there is still much work to be done. Persistent challenges such as unfair dismissals, withheld wages, and unsafe work conditions continue to affect workers in Uganda. That's why we call on the government, employers, and other stakeholders to take action to address these issues and ensure that every worker is treated with dignity and respect.

This year's Labour Day theme, ***“Improving Access to Labour Justice: A Prerequisite for Increased Productivity,”*** resonates deeply with our mission at UPSTU:

- One of UPSTU's primary objectives is advocacy. We work tirelessly to influence policies that benefit educators and improve the education system in Uganda. Through our advocacy efforts, we strive to ensure that science teachers are treated fairly and receive the support they need to excel in their profession.
- UPSTU is dedicated to negotiating with the government and private institutions to secure fair and competitive salaries and benefits for our members – the most recent case being science tutors who have been earning an approved Science Salary Scale (enhanced in 2022) as indicated in the Circular Standing Instruction (CSI) No.1 of 2022 SCHEDULE 4B but were suddenly removed from this science pay in September 2023 without formal communication. We believe that science teachers deserve to be compensated justly for their hard work and dedication. By negotiating on behalf of our members, we aim to improve their working conditions and quality of life.
- In addition to advocacy and negotiation, UPSTU provides legal education and support to our members. We believe that every science teacher

should be aware of their legal rights and responsibilities. That's why we offer workshops, seminars, and resources to educate our members about relevant laws and regulations affecting their profession. We also provide legal assistance and representation to members in employment-related issues, ensuring that their rights are protected and disputes are resolved fairly.

Call to Action

As we celebrate Labour Day 2024, we call on all stakeholders to take action to improve the lives of working people in Uganda.

To the Government:

- We urge the government to continue its efforts to improve access to labour justice and occupational safety and health for all workers in Uganda.
- We call on the government to strengthen and enforce existing labour laws and regulations to protect the rights of workers.

To Employers:

- We call on employers to prioritize the safety and well-being of their employees.
- We urge employers to provide fair wages, safe working conditions, and access to social security benefits for all workers.

To Our Members:

- We encourage science teachers to join UPSTU (Labor Union for all Science Teachers in Uganda), and become part of a strong, united voice for science education in Uganda.
- We invite science teachers to take advantage of the legal education and support services offered by UPSTU to protect their rights and advance their careers.

To the Public:

- We ask the public to support the rights of workers in Uganda by advocating for fair wages, safe working conditions, and access to social security benefits, for increased productivity and service delivery.
- We encourage the public to recognize the valuable contributions of workers to national development and prosperity.

Conclusion

As we celebrate Labour Day 2024, let us reaffirm our commitment to ensuring fair access to labour justice and occupational safety and health for all workers in Uganda. Improving Access to Labour Justice is indeed a prerequisite for increased productivity. Together, we can build a brighter future for working people across the nation.

ENDS