



THE REPUBLIC OF UGANDA
MINISTRY OF EDUCATION AND SPORTS

NRM Manifesto Sector Commitments 2021-2026

A Progress Report

25th May, 2023

Presentation Structure

A. Introduction

B. Priority Areas which include:

- i) Early Childhood Development
- ii) Primary Education
- iii) Secondary Education
- iv) BTVET Education (Skills Development)
- v) Higher Education
- vi) Physical Education and Sports
- vii) Special Needs Education

A. Introduction

- The Ministry is implementing **28** Commitments from the NRM Manifesto for the term 2021-2026 drawn from **seven (7)** priority areas.

B. Priority Areas and Commitments

Commitment 1: - Improve Early Childhood Development (ECD) through institutionalizing training for ECD caregivers at public PTCs and enforcing regulatory and quality assurance system of ECD standards.

- We have mainstreamed the training of ECD caregivers as one of the packages in all Primary Teachers' Colleges (PTCs).
- In addition, effective academic year 2023/24, the Ministry is rolling out Diploma training for ECD caregivers in 22 Core PTCs and availing 1,980 slots for government sponsorship.

Commitment 2: Provision of instructional materials by continuing to increase the budget allocation to textbooks and scholastic materials to reach a (pupil-to-textbook) ratio of 5:1.

- Since FY 2021/22 to-date, the government availed **Shs. 19.1 billion** to procurement of textbooks and instructional materials.
 - a) With this resource, the Ministry was able to procure and distribute 234,138 copies of Science and SST Textbooks each for P5 Pupils and 39,000 corresponding Teachers' Guides for each of the two subjects. These Textbooks were procured at a ratio of 5:1.
- For Mathematics and English, the pupil-to-textbook ratio stands at 1:1 from P.1 to P.7. However, these books are now due for replacement due to wear and tear.

Commitment 3: - Increase community participation in the affairs of schools in their respective areas and report problems like teacher absenteeism and cases of sending away children.

- The Ministry has completed rolling out a mobile phone-enabled Teacher Effectiveness and Learners Achievement (TeLA) digital system to **12,009** public Primary and Secondary Schools as well as Certificate Awarding Institutions to monitor real time-on-task by the teacher in the Classroom delivering on the timetable, the learner in the Classroom, and the Headteacher in the School supervising the teachers.
- We have completed district-based training of headteachers on TeLA in Northern, West Nile, Karamoja, and Eastern Regions, and at least 40,000 teachers clocked-in using TeLA system in March/April 2023.

Commitment 4: - Roll out the Integrated Inspection ICT biometric system in all public schools, which will enable access to real-time data for quick decision-making. The system will be rolled out in all public primary schools.

- The Ministry has completed the roll-out of the E-Inspection system to all the 177 Local Governments. Therefore, we are now able to provide e-inspection and monitoring reports for all primary schools (public and private) provided the inspector makes a physical visit to the School.
- Corresponding to the above, we trained 452 Local Government Inspectors and 48 Inspectors under the Directorate of Education Standards (DES).
- The challenge we still face is the government's ability to facilitate the Inspector to travel to the School.

Commitment 5: - Progressively enhancing salaries and improving other living conditions, particularly staff accommodation for teachers as the economy improves.

- In the Education and Sports Sector, since FY2021/2022, the government has prioritized salary enhancement for Science teaching staff in tertiary Institutions and Secondary Schools as shown in the slides below.
- As the economy improves, the government has a phased plan to enhance the salaries of all its employees that have not been enhanced so far.

Commitment 5(i): - Progressive Enhancement of Salaries for Academic Staff in Tertiary Institutions (includes TVET).

Annual Salary (Ug. Shillings)

| Position | Salary Scale | FY 2021/22 | FY 2022/23 | Variance | %age Change |
|----------------------------------|---------------------|--------------------|--------------------|--------------------|--------------------|
| 1.Principal | U1SE (Sc.) | 34,800,000 | 127,468,776 | 92,668,776 | 266% |
| 2. D/Principal | U1E (Sc.) | 33,066,900 | 78,000,000 | 44,933,100 | 136% |
| 3. Principal Health Tutor | U2 Med | 25,486,716 | 59,058,660 | 33,571,944 | 132% |
| 4. Principal Lecturer | U2 (Sc.) | 25,486,716 | 54,000,000 | 28,513,284 | 112% |
| 5. Senior Health Tutor | U3 Med | 17,960,276 | 55,058,660 | 37,098,384 | 207% |
| 6. Senior Lecturer | U3 (Sc.) | 17,960,276 | 51,000,000 | 33,039,724 | 184% |
| 7. Health Tutor | U4 Med | 13,228,336 | 52,901,712 | 39,673,376 | 300% |
| 8. Lecturer | U4 (Sc.) | 13,228,336 | 48,000,000 | 34,771,664 | 263% |
| | | | | | |
| Total | | 181,217,556 | 525,487,808 | 344,270,252 | 190% |
| | | | | | |

Commitment 5(ii): - Progressive Enhancement of Salaries for Science Teachers in Secondary Schools.

Annual Salary (Ug. Shillings)

| Position | Salary Scale | FY 2021/22 | FY 2022/23 | Variance | %age Change |
|------------------------|---------------------|-------------------|-------------------|-------------------|--------------------|
| 1. Health Tutor | U4 Med | 13,228,336 | 48,000,000 | 34,771,664 | 263% |
| 2. Lecturer | U5 (Sc.) | 14,400,000 | 26,400,000 | 12,000,000 | 83% |
| Total | | 27,628,336 | 74,400,000 | 46,771,664 | 169% |

Commitment 5(iii): - Progressively improve living conditions, particularly staff accommodation for teachers as the economy improves.

- Regarding staff accommodation for teachers, **612 staff houses** have been constructed and completed in **102** new Seed Secondary Schools under the first Phase of UgIFT.
- As a Ministry, we have made it our aim that any new Schools we construct, they must be complete in terms of minimum infrastructure which includes at least **six staff houses**. Within the next 3 to 4 years, we expect to construct an additional **1,572** teachers' houses under UgIFT phase 2 and 3 and the Uganda Secondary Education Expansion Project (USEEP).

Commitment 6: - Continue improving the quality of education by strengthening supervision.

- The combined annual budget for Inspection and Monitoring of Schools and Tertiary Institutions in the two Financial Years for 2021/2022 and 2022/2023 was **UShs.15.35 billion.**
- However, the resource envelope for Inspection is still low at a unit cost of Shs. 352,800/= per school per year, and a fixed budget of Ushs.4.0 million per Local Government per year. Which means that the Local Government can only inspect eleven Schools per year only once.

Commitment 6 (*continued*):

- For the period under review, the government provided **UShs. 4.3 billion** in FY 2021/2022 for the recruitment of **448** Inspectors by the Local Governments to meet the ratio of one inspector per 40 Schools.
- A further **UShs.1.0 billion** has been earmarked in FY 2023/24 to finalise the recruitment and deployment of School Inspectors to meet the operational ratio 1:40.

Commitment 7: - Introduce the school feeding program.

Cabinet guided that feeding of children while at school shall remain the responsibility of parents and guardians.

Commitment 8: - Construction of 258 new secondary schools in sub-counties without a public secondary school.

- The government completed the construction of **102** out of **117** new Secondary Schools under the first phase of a World Bank Credit facility commonly referred to as the Uganda Inter-governmental Fiscal Transfer (UgIFT). Program for Results
- Construction on the 15 seed secondary school sites is on-going at various construction stages. [*Details in Annex 1*]

Commitment 8 (*continued*):

- We have also handed over **111** out of **115** sites to contractors to embark on construction new Secondary Schools under the 2nd Phase of UgIFT [*Detailed list in Annex 3*]
- Additionally, the procurement process for **27** Secondary Schools under the 3rd Phase of UgIFT has already kicked-off [*Detailed list in Annex 4*].



Construction Work at **Nyabihoko** Seed Secondary School,
Ntungamo District under UgIFT-Phase 2.

Construction Work at **Nyabihoko** Seed Secondary School, Ntungamo District under UgIFT-Phase 2.





Atego Seed Secondary School, Nebbi District, constructed under UgIFT-1



Bata Seed Secondary School in Dokolo District constructed under UgIFT-1.

Commitment 9: - Provision of instructional materials —improve the teacher/ scholastic material ratio by providing textbooks to both public and private secondary schools aiming at reaching a teacher to book ratio of 1:3 for the (revised) Lower Secondary Curriculum.

- Since FY 2021/2022 the government has provided **Shs. 32.8 billion** for procurement of textbooks and other instructional materials to implement the lower Secondary Curriculum by procuring **16.4 million** copies of textbooks of which **8.6 million** copies were for S.1 and S.2 whereas **7.8 million** copies for S.3 and S.4.
- The supplies for S.1 and S.2 were to both public and private secondary schools.
- On the other hand, S.3 and S.4 textbooks were distributed at a ratio of 1:3 for core subjects and 1:5 for non-core subjects in FY 2022/23.

Commitment 10: - Complete the ongoing construction projects (of schools).

We have attached the current status of performance under Development of Secondary Project phase II .

Sofar, **17** sites have been completed; **31** sites construction is ongoing and for the **38** sites construction works are to commence in FY 2023/24.

[*Detailed status in Annex 7*]

Commitment 11: - Progressively rehabilitate the traditionally historical public secondary schools.

- The Ministry has identified **120** traditional Secondary Schools to be rehabilitated, renovated, and expanded using a funding facility from the Global Partnership for Education (GPE-II) and a concessionary credit facility from the World Bank. This project commences in July 2023, and shall run for 5 years.

Commitment 12: - Operationalize new government-owned and grant-aided schools by recruiting secondary school teachers and providing science equipment (science kits, reagents, and ICT equipment).

- The government has not been able to avail funds to grant-aid Secondary Schools during this period under review.
- The Ministry received **5,002** recruitments from the Education Service Commission of which **2,005** were deployed to operationalize the new Seed Secondary Schools [*Details in Annex 6*].
 - There are **2,022** staff that are not deployed pending the provision of an additional wage of **Ushs. 50.09 billion**.
 - Lastly, there is need to recruit a further **1,622** staff to fill the staffing gap in the new Seed Secondary Schools.

Commitment 12 (*continued*): -

- On the other hand, the government availed **Ushs. 24.0 billion** for the operationalization of 117 new Seed Secondary Schools as follows [*Details in Annex 2*]:
 - Science kits: - **Shs. 5.4 billion**
 - Science Reagents: - **Shs. 978.4 million**
 - ICT Equipment: - **Shs. 17.6 billion**

Commitment 13: - Promote e-learning and computer literacy.

- As a matter of Policy, all our new Seed Secondary Schools now include an equipped ICT lab. **Ushs. 17.6 billion** was utilized to supply the computers for the constructed Labs, which is already done in the period under review (FY 2021/22 and 2022/23).
- Under the ULEARN Project, the Ministry shall design, develop, host, and manage a platform to house digital content that is aligned with Curricula in our Schools.
- We have asked Ministry of Energy to energize the Labs, and were are waiting for commitment of funds.

Commitment 14: - Deal with under-utilization of (public) BTVET institutions through relaxing entry requirements and language of instruction so that willing learners, regardless of previous qualifications, are eligible for admission.

- As provided for under the TVET Policy 2019, the Ministry started implementing decentralized modality for TVET admissions in 2021 at regional level as opposed to central admissions. This has led to an average increase by **59 percent** in VTIs and Technical Schools with an **89 percent** rise in female admissions.
- This increase in public TVET admissions is largely attributable to ease of affordable access occasioned by regional institutions as opposed to central posting/admissions that are not sensitive to the economic background of learners.

Commitment 14 (*continued*): -

- Additionally, the entry criteria into TVET have been relaxed by removing the requirement for a Pass Grade in English and Mathematics at P.7 to join technical schools, and the removal of the requirement to pass English, Mathematics, and the basic Sciences as minimum criteria for joining Vocational Technical Institutes.
- Furthermore, the Ministry has continued to implement modularised training and assessments in TVET enabling interested learners to study at their own pace.
- Lastly, entry into TVET started recognizing admission based on prior learning (knowledge and skills the person already has).

Commitment 15: - Establish Nwoya Agro-processing Technical Institute and upgrade the six BTVET institutions to centres of excellence.

- The Ministry finalised the preparation of the infrastructure designs and associated bills of quantities for the proposed Agro-processing Centre of Excellence at Nwoya.
- The execution and implementation of development of Nwoya into a national centre of excellence in Agro-processing value-addition awaits identification and availability of funding to the tune of \$ **23 million**. (United States dollars).

Commitment 15 *(continued)*:

- The government completed the rehabilitation, expansion, and equipping of the following six TVET institutions into Centres of Excellence in the following corresponding field:
 1. UTC Lira: - Roads and Bridges construction
 2. UTC Elgon: - Construction (general)
 3. UTC Bushenyi: - Manufacturing
 4. UTC Kichwamba: - Construction that supports Oil and Gas
 5. Uganda Petroleum Institute Kigumba (UPIK): - Oil and Gas
 6. Bukalasa Agricultural College: - Agriculture



A newly built Welding and metal fabrication workshop at UTC Kichwamba, Kabarole district.

Commitment 15 (*continued*):

- UTC Kichwamba was accredited by **City and Guilds in October 2021** as an **international Vocational Qualifications Level 2** training centre in construction-related trades that support the Oil and Gas sector.
- In addition, **five (05) workshops** were constructed and equipped, namely:
 1. Electrical workshop,
 2. Plumbing workshop,
 3. Welding & metal fabrication workshop,
 4. Machine joinery workshop,
 5. Carpentry & wood workshop.



A newly built welding, fabrication, pipefittings, and materials testing laboratory at UPIK, Kiryandongo district.

Commitment 15 (*continued*):

- UPIK attained international accreditation status from the Offshore Petroleum Industry Training Organization (**OPITO**) as well as **City and Guilds** in **24** programs up to Level 3 certification. And the government constructed and equipped the following:
 1. Electrical workshop
 2. Upstream/downstream operations workshop
 3. Instrumentation workshop,
 4. Mechanical workshop,
 5. Welding, metal fabrication, Pipe-fitting, & material testing laboratory workshop.



The newly built Library and ICT Laboratory Complex at Bukalasa Agricultural College in Wobulenzi, Luwero district

Commitment 15 (*continued*):

- Bukalasa Agricultural College was twinned with **Dalhousie University** of Canada to upgrade to a centre of excellence offering competency-based training in the various Agricultural trades in crop and animal husbandry.
- In addition, **thirteen (13) new** facilities were constructed while **nine (09)** renovated and equipped.



Students at Bukalasa Agricultural College participate in the testing of the new equipment for the fruit-processing plant at the Institution.



Part of
equipment
delivered to
UTC
Bushenyi,
Bushenyi
District.

Commitment 15 (*continued*):

- UTC Bushenyi has twinned with **SFERE-France** to offer a series of internationally accredited programs as a centre of excellence in **the manufacturing trades**.
- The government provided and equipped the following facilities at the institution:
 1. A classroom block,
 2. Three (03) workshops,
 3. A multi-purpose hall, and
 4. A four-storeyed students' hostel.



Part of the Road equipment delivered to
UTC Lira, Lira district in March 2022

Commitment 15 (*continued*):

- **UTC Lira** twinned with **Northern Alberta Institute of Technology (NAIT)** to become a center of excellence offering internationally accredited training in construction of highways, road drainage, bridges, and road construction. Existing infrastructure was upgraded, and the following new facilities constructed:
 1. Soil Testing Laboratory Block,
 2. Lecture Rooms and Administration Blocks,
 3. A hostel for girls and another one for boys,
 4. Staff Housing.

Commitment 15 (*continued*):

- UTC Elgon also twinned with **Northern Alberta Institute of Technology (NAIT)** to upgrade into a centre of excellence offering programs in general building construction trades. In addition, the government has provided the following facilities to the institution:
 1. Four (**04**) laboratories and four (**04**) workshops,
 2. One (**01**) demonstration room,
 3. One (**01**) Administration building, and
 4. A Girls' Hostel.

Commitment 16: - Complete the construction of facilities in 21 BTVET Institutions [*List in Annex 5*].



A 240-bed capacity Girls' Dormitory completed and commissioned on 18th Dec. 2022 at Arua School of Comprehensive Nursing and Midwifery, Arua district.



Rehabilitation of the 600-bed capacity Queen Elizabeth II Nurses' Hostel at Mulago School of Nursing and Midwifery in Kampala was done with focus on electrical and plumbing works.

Commitment 16 (*continued*):

- Completion of works at the other 19 TVET institutions is pending availability of requisite funds to undertake all the scope of works at each institutions.
- For now, the Ministry completed an infrastructure and equipment needs assessment for **81** out of **142** TVET Institution upon which a Concept Paper for funding support was submitted to MoFPED to source for funds.
- The findings reveal the need for significant financial investment to put in place pedagogical and non-pedagogical infrastructure as well as equipment to bring these institutions to satisfactory levels for TVET delivery.

Commitment 17: - Provide more scholarships and support students enrolling for STEM courses and other courses that are marketable in the current local job market.

- Government new sponsorships for **Science, Technology, Engineering, and Mathematics (STEM) Scientific, Technical Engineering and Innovations (STEI)** programs in FY 2021/2022 were **6,038 students** distributed as follows:
 - Undergraduate degree = **1,800** students
 - Undergraduate diploma = **4,238** students.
- New admissions on government sponsorship into STEM/STEI programs in FY 2022/23 were **3,268 students** as follows:
 - Undergraduate diploma = **1,155** students
 - Undergraduate degree = **2,113** students

Commitment 18: - Continue with the student loan scheme for those not directly sponsored by the Government, but these are to be aligned with the scarce skills in the country.

- In FY 2021/2022, a total of **UShs. 6.1 billion** was disbursed to **1,535** loan beneficiaries of which **1,115** were undergraduate students and **300** pursuing undergraduate Diplomas.
- In FY 2022/2023, the loan scheme took on **2,145** beneficiaries of whom **674** were **females**.

Commitment 18 (*continued*): - Number of Higher Education Student Loan Scheme Beneficiaries by Sex, Degree/Diploma and PWDs

| Year | Sex | Selected | Degrees | Diplomas | PWDs |
|---------------------|--------------|-----------------|----------------|-----------------|-------------|
| FY 2021-2022 | Male | 918 | 657 | 261 | 23 |
| | Female | 675 | 550 | 125 | 7 |
| | Total | 1,593 | 1,207 | 386 | 30 |
| FY 2022-2023 | Male | 420 | 349 | 71 | 18 |
| | Female | 205 | 169 | 36 | 5 |
| | Total | 625 | 518 | 107 | 23 |

Commitment 18 (*continued*): - Number of Higher Education Student Loan Scheme Beneficiaries by Program of Admission

| Intake Year | Sex | Overall | | | PWDs | | |
|--------------|--------------|--------------|------------|--------------|------------|------------|------------|
| | | STEM | Humanities | Total | STEM | Humanities | Total |
| FY 2021-2022 | Male | 913 | 5 | 918 | 261 | 2 | 263 |
| | Female | 668 | 7 | 675 | 125 | 3 | 128 |
| | Total | 1,581 | 12 | 1,593 | 386 | 5 | 391 |
| FY 2022-2023 | Male | 408 | 12 | 420 | 13 | 5 | 18 |
| | Female | 191 | 14 | 205 | 2 | 3 | 5 |
| | Total | 599 | 26 | 625 | 15 | 8 | 23 |

Commitment 19: - Set up a constituent college of Gulu University in Karamoja.

- To-date, we have:
 1. Acquired **462.88** acres of land out of the earmarked **786.4** acres, and compensated the Project Affected Persons.
 2. Developed and submitted a Master Plan for the proposed College and Council to Moroto District Local Government for technical review and approval.
 3. Completed **95 percent** of the Environmental and Social Impact Assessment and currently conceptual designs are being developed for a multipurpose building.

Commitment 20: - Revamp two new regional universities. These are Busoga University and Mountains of the Moon University, which the Government took over.

- Mountains of the Moon was taken over by the Government and operationalised in **FY 2022/2023** with a budget of **Ushs. 39.8 billion**.
- The Ministry set up a **Taskforce** for the establishment of Busoga University during the current FY 2022/23. The Taskforce has made progress on its Terms of Reference but will not be ready to start the University in FY2023/2024 due budgetary constraints.

Commitment 21: - Prioritize research and innovation funding to universities.

- In FY2021/22, the Government earmarked funding amounting to **Ushs. 30.0 billion** to Makerere University to support Research and Innovation.
- For FY 2022/23, in addition to Makerere University which is receiving funding of **Ushs. 31.5 billion**, five other public universities (Busitema, Gulu, Muni, Kabale, and Mountains of the Moon) each received Ushs. 1.0 billion to support Research and Innovation.

Commitment 22: - Support construction of sports facilities like the high-altitude athletics training centre in Teryet, Kapchorwa that is under construction.

- The Ministry conducted feasibility studies and prepared project designs for the proposed Akii-Bua Olympic and Buhinga Stadia.
- These documents were submitted to Ministry of Finance, Planning and Economic Development to facilitate the process of obtaining funding for establishment of the two stadia.

Commitment 23: - Design and implement a program aimed at promoting and protecting creative arts and culture industries (such as music, dance, and drama) for income generation.

- The Ministry follows an annual calendar for National Music, Dance and Drama activities in Primary and Secondary Schools every academic year.
- The Uganda Schools Performing Arts (Music, Dance and Drama) festival is a platform that brings together all primary and secondary schools to showcase and develop talent in the performing Arts.
- The festival events start at school level and proceed through District, Regional and climaxes at National level.

Commitment 24: - Establish regional sports-focused schools/sports academies to support early talent identification and development, and the training of requisite human resources for the sports sub-sector.

- This remains an unfunded commitment for the period under review.

Commitment 25: - Support public private partnerships for funding sports and recreation.

- The Ministry concluded the drafting process for the National Physical and Sports Policy which is pending Cabinet approval.
- The National Sports Bill was passed by Parliament and awaits Presidential assent.
- It is on the the National Sports Policy and its corresponding Bill that the corresponding framework to government the establishment of private and public partnerships in the funding of sports and recreation shall be anchored.

Commitment 26: - Maintain the existing (physical education and sports) facilities and construct appropriate standard recreation and sports infrastructure at national, regional, local government and school level in line with the country's niche sports like football, netball, athletics, and boxing.

- Currently, the government is rehabilitating Mandela National Stadium, Namboole and the progress of works is estimated at 70 percent.
- In a bid to construct appropriate standard recreation and sports infrastructure, Ministry conducted feasibility studies and prepared project designs for the proposed Akii-Bua Olympic and Buhinga Stadia.
- These documents were submitted to Ministry of Finance, Planning and Economic Development to facilitate the process of obtaining funding for establishment of the two stadia.



The renovation of Namboole Stadium is being undertaken by the UPDF Engineering Brigade.

Commitment 27: - Progressively revamp two regional institutions for Persons with Disabilities (PWDs), namely Mbale Senior Secondary School for the Deaf and Wakiso Senior Secondary School for the Deaf.

- In FY 2021/22, the following were constructed at Mbale School for the Deaf:
 - A twin Staff House,
 - External Staff Kitchen,
 - 2 Stance VIP Latrine, and
 - A perimeter wall.
- Additionally, 10 electrical sewing machines, 10 hand sewing machines, 100 Ordinary sewing machines, 10 Flat irons, 100 seam rippers (small sewing tool used for cutting and removing stitches) were procured and delivered.

Commitment 27 ([continued](#)):

- In FY 2022/23, Bills of Quantities for construction of two workshop blocks for **Wakiso School for the Deaf** were submitted to UPDF for costing while procurement of tables for the carpentry workshop was at the **evaluation stage**.

Commitment 28: - The Ministry of Local Government should get to every village assembly in all the 68,000 villages of Uganda to pass a resolution on this (issue of school charges in U.P.E. and U.S.E. Schools).

- With the support of the Norwegian Embassy in Kampala, the Ministry undertook a scientific study to look into the issue of extra charges and fees in public schools. The findings of this study informed the Cabinet Paper that was tabled by the Ministry early this year upon which decisions were made regarding what expenses the government shall pay for in its Universal Education Programs and the obligations that remain the parents/guardians' responsibility.
- At an appropriate time, we shall request the Norwegian Embassy and the team of researchers to share this report with the public as was the requirement during the negotiations for funding support.

I thank you.