



INTEGRATED ART AND DESIGN TEACHERS ASSOCIATION OF UGANDA LTD

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Our Ref: COM/EXT/2023/0110

27th January, 2023

Your Ref:

The Permanent Secretary
Ministry of Public Service
Plot 12, Nakasero Hill Road
P.O Box 7003 Kampala, Uganda.



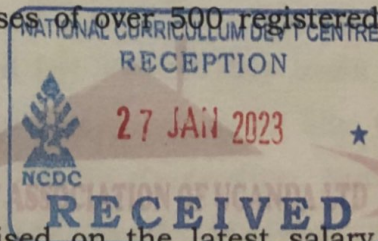
Dear Madam,

RE: PETITION FOR INCLUSION OF ART AND DESIGN TEACHERS IN THE VOCATIONAL SCIENCE TEACHERS' SALARY SCALE.

Reference is made to the above.

INTRODUCTION

The Integrated Art and Design Teachers' Association of Uganda is a duly registered Association under the laws of Uganda and was established in the year 2022 with the aim of bringing together all the teachers of Art and Design in Uganda. The Association currently comprises of over 500 registered members across the country.



BACKGROUND

The background to this petition is premised on the latest salary structure instituted by the Government of Uganda. The Petitioners more specifically refer to the current salary structure for the Vocational Science teachers in all Government secondary schools, tertiary institutions and teachers of Vocational Education.

The Government of Uganda in a bid to promote the practical-based science and vocational subjects as a way of enhancing economic development prioritized the increment of remuneration to favor the teachers of sciences as mentioned

above. However, unfortunately, the Petitioners who equally fall within the same category of Sciences were left out of the new salary structure.

THE PETITION

The Petitioners wish to request that you take note of the fact that Art and Design/Integrated Production Skills (IPS) does not fall within the ambit of Humanities as it has been categorized as mentioned above.

The petitioners wish to emphasize that the Ministry of Education and Sports through the Directorate of Industrial Training (DIT) that is mandated to assess and accredit learners in relation to skills for the world of work notes that there are eight (8) pre-vocational subjects in the new lower Secondary Curriculum and that they are within the ambit of Art and Design/IPS and they include; **Agriculture, Art and Design, Technology and Design, Nutrition and Food Technology, Information and Communication Technology, Physical Education, Entrepreneurship**, etc. Your humble petitioners wish to note that the above referred to document further affirms Art and Design is more inclined to the Sciences as opposed to the Humanities and thus ought to be considered as an essential science. However, while categorizing the science teachers and tutors for purposes of remuneration, there seems to have been an anomaly because the teachers of IPS Art and Design were unfortunately left out. **(Attached hereto is a copy of the referred to document from the Directorate of Industrial Training marked Annexure "A")**

The Petitioners also wish to emphasize that the subject they teach is a pure vocational subject strongly contributing to hands on skills like **Computer graphics, Fashion design, Textiles and Fabric decoration, Industrial & Building Architecture, Shoes & Leather goods making, Ceramics, Multimedia crafts, Product design, Invents Decoration, Tailoring, Weaving, knitting, Interior Design, Beautification, Photography and Videography** among others and their output has led to job creation within Uganda leading to massive production of various goods and services for use within the country and for export. We wish to request that the teachers for the subject above be considered for Science pay just like their counterparts in the Vocational Department rather than they are currently being remunerated.



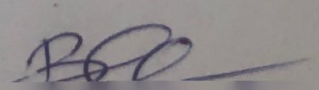
Further, the Petitioners wish to make reference to the National Curriculum Development Centre (NCDC), Uganda National Examination Board (UNEB) which clearly categorises IPS Art and Design under the vocational subjects since it's a skill-based subject. As a point of emphasis, UNEB bars candidates from offering both Technical Drawing and IPS Art and Design since they are both categorized as the same.

It should further be noted that IPS Art is not only a Skill based subject but also an essential in other Science programs such as **Architecture, Building Engineering, Land Economics, Land surveying & Geometrics, Quantity Survey** among others. It is to be noted that in many Universities, for example in Makerere University, Art and Design is under the College of Engineering, Design, Art and Technology (CEDAT). This is not any different for Kyambogo, Kabale and other Universities both Public and Private. *(Attached hereto is an excerpt from the Ministry of Education Notice on requirements for Admissions to the various programs in Public Universities marked "B" with the relevant sections highlighted)*

The Petitioners further have noted with concern that whereas their Art and Design counterparts in Universities and some tertiary institutions are rightly categorized as science teachers and remunerated as such, it is different for them (the Petitioners). The Petitioners therefore invite you to consider IPS Art and Design as a Science subject and not as a humanities subject where it is currently presumed to fall under.

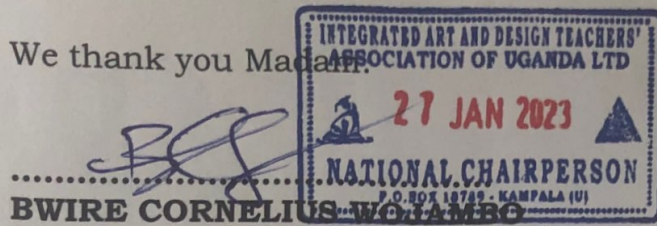
We are alive to the fact that in prioritizing Vocational Science teachers in the current salary structure, the Government of Uganda intended to encourage and promote a science-based economic development, to which IPS Art and Design rightly contributes by virtue of the content the teachers impart onto the learners with emphasis on skilling Uganda in line with the Government programs on wealth creation which are heavily reliant on Vocational Sciences studies.

Therefore, your humble Petitioners seek your intervention to consider and include all IPS art Teachers Tutors and Lecturers among the vocational technical subjects that should benefit from the new Science Salary structure which the Government of Uganda has implemented starting the current financial year 2022/23.



We hope that our petition shall be considered and await a positive response from you. We continue to pledge our total commitment as we build this nation together.

We thank you Madam.



(NATIONAL CHAIRPERSON)

CC: The Permanent Secretary Ministry of Education and Sports

The Permanent Secretary, Ministry of Finance, Planning and Economic Development

The Secretary, Uganda National Examinations Board

The Director, National Curriculum Development Centre

The Director, Directorate of Industrial Training

