

## **THE CENTRAL ORGANISATION OF FREE TRADE UNIONS (COFTU)**

The Central Organisation of Free Trade Unions- Uganda (COFTU) is a National Labour Centre/ federation of Labour Unions founded in 2003 and established by an Act of Parliament, the Labour Unions Act, in 2006.

COFTU operates a National Secretariat in Kampala at its head office on 3A, 3rd Floor, Rovis Complex, Plot 49, Ntinda Road, Ntinda, Kampala.

Currently COFTU has organised members in recognized and or registered workers Organisations, national labour unions, professional bodies, workers associations, district workers' Organisations and grassroots structures up to the village level countrywide representing workers from the public, private, formal and informal sectors.

### **Vision**

A leading Labour federation in Uganda for a just and prosperous society with empowered workers.

### **Mission**

To unlock the potential of Ugandan labour and advance the economic and social interests of workers by promoting a free Labour movement in a progressive and socially responsible manner.

## **VALUES**

### **Integrity**

Upholding honesty, transparency and ethical behaviour including interactions with members, avoiding conflict of interest prioritising members interests above personal gain, ensuring fairness and equity in resource distribution, accurate communication and adhering to relevant laws

### **Justice and Equity**

Ensuring fair treatment and opportunities for all workers. Advocating for fair wages, safe working conditions and equal opportunities regardless of gender, race or background. Promoting diversity and inclusion and social justice.

### **Transparency and accountability**

Promoting Open and Honest Communication between the unions and their leaders, regarding decision, negotiations and actions taken including holding ourselves answerable for results of those such decision.

### **Solidarity and Member centeredness**

Fostering unity and mutual support among workers to achieve common goals, prioritizing members, understanding their needs and interests, ensuring that their voices are heard, advocating for policy actions that directly benefit members and equipping them with tools to actively participate in unions.

### **Efficiency and effectiveness**

Implementing streamlined and effective policies, processes and procedures for handling negotiations, inquiries and grievances while embracing a culture of continuous improvement of union practices, strategies and operations are regularly evaluated and refined to enhance efficiency and effectiveness. Monitoring and evaluating our performance periodically and enable data driven decision making.

### **Flagship Programmes/Strategies**

- 1. The 'Go, Organize and Develop' Agenda for the Workers:** The core function for COFTU is to organise workers first and foremost into a strong, independent, united and democratic movement run for and by workers themselves.
- 2. Workers Labour and Productivity Institute:** To empower workers with knowledge and various skills aimed at making them more productive, efficient and competent in their work and dedicated entirely to creating new competencies, attitudes, culture and practices of trade unionists and workers.
- 3. The Legal Aid for Workers Programme (LAWP):** For the promotion and protection of labour rights of the vulnerable and marginalized workers through empowerment of communities and individuals in Uganda.
- 4. Programme for Economic Empowerment of Labour for National Transformation (PETWE):** The PETWE program supports COFTU in empowering and transforming working people economically.
- 5. The Information and Solidarity Forum (ISF):** Focuses on the dissemination of relevant information and promote solidarity among workers
- 6. Social Security:** The Social security programme aims at advocating for comprehensive policies that ensure financial stability for workers during their time of employment and out of employment, illness or retirement.
- 7. Eliminating Child Labour:** COFTU in partnership with other development organisations drives awareness campaigns on the importance of education and the adverse effects of child labour on the well being of the child.
- 8. Maternal and Child Health:** COFTU advocates for better healthcare access and quality services through advocating for more health workers.

Objectives

Proposition to our members: Add pics or simple writing

Advocacy

Accessibility

Benevolence



## **NATIONAL UNION OF LAWYERS, JUDICIAL OFFICERS AND ALLIED WORKERS (NULJAW)**

### **PREAMBLE**

Exercising our sovereign and inalienable right to freedom of association and to form/join Labour Unions of our choice for promotion of our social and economic interests/principles and the Constitution making process in order to promote honest, representative, viable, vibrant, voluntary, democratic, independent and free Labour Union.



Cognizant of the existing and relevant applicable legal framework, especially the Constitution of the Republic of Uganda under Article 29 (1) (e) and Article 40 (3) which guarantees workers' freedom to association as a means of improving conditions of Labour workers and that is essential to sustainable progress. Whereas the fundamental and permanent mission of advancement of the economic and social interests of workers is vested in the Labour Union movement; we, the Labour Union representatives, firmly commit ourselves to a unified Uganda for the highest respect of Labour rights.

### **THE UNION VISION**

To uphold the dignity of labour and preserve, strengthen and protect human and labour rights.

### **THE UNION MISSION**

To fully organize and represent workers in the National Union of Lawyers, Judicial officers and Allied workers (NULJAW) to have their rights, social and economic interests well-articulated, advocated, promoted, and defended by the Union

### **THE UNION ADDRESS**

The National Headquarters of the Union shall be situated at Plot 2101, Kirabo Complex, Bukoto-Kisasi Road – Kampala. Postal address is P.O. Box 3164, Telephone Number 256 706-446103 or at any other place as may be determined by the National Executive Council (NEC) of the Union from time to time.

### **THE SCOPE**

To secure complete Organization and membership of all workers employed in the justice sector and all employees in the Legal Profession, Enrolled Advocates, Lawyers, Judicial officers, Paralegals, Legal Clerks in Law firms, Courts, Organizations, Companies, Parastatals, all kinds of Businesses and Entities in all sectors and judiciary sector staff.

### **AIMS AND OBJECTIVES**

- a) To regulate wages and conditions of its members and generally to protect the interests of the members.
- b) To regulate the relations and settle disputes between a member(s) and an employer(s) and/ or between a member and another or between members themselves and other workers who are not Union members, by means of amicable agreement whenever possible.
- c) To represent the rights of our members and engage in the collective bargaining agreements in order to improve the conditions of work and be the voice of the noble legal profession and promote members' professional development and ethical conduct.
- d) To contribute to upholding and promoting the rule of law in Uganda.
- e) Through negotiations and engagements, to further the development of law as an instrument of social engineering and social justice.
- f) To promote gender equity and equal opportunities without discrimination on any ground including sex, race, religion, place of residence, ethnic social, political, economic affiliations or belief and also define and enforce correct and uniform practice and discipline among members and between the employers and the union members.
- g) To provide an instrument of cooperation among the judiciary's employees, labour unionization, aggregation and articulation of their collective views, interests, opinions and decisions upon matters affecting dispensation of justice and make recommendations to interested parties in relation to the training of lawyers.
- h) To participate in all matters aimed at improving delivery of justice and give all necessary assistance to the effective implementation of any legal aid scheme established and governed under any law.
- i) To secure and maintain harmonized membership employment and service for all members and consider and deal with all matters affecting the professional interest of union members.
- j) To secure strategic and effective representation of the judiciary workers in the government, public and private organizations where such representation may be relevant and imperative and cooperate with the representative bodies of other professional bodies.
- k) To provide for members any benefits and services as the Organs of the Union may determine from time to time.
- l) Generally, to promote the social-economic interests and educational programs for the members.
- m) To promote and encourage establishment of savings and credit cooperative societies, either at branch or National level as may be decided upon by the relevant organs of the Union.

n) To promote, aid and encourage viable economic projects to improve and strengthen the Union financial base.

o) To establish and maintain funds by means of entrance fees, voluntary contribution, subscription, levies, and by borrowing on such security and such terms as may be arranged from time to time by the relevant organs of the Union.

p) To seek and obtain legal advice and any other assistance on matters affecting the Union protecting the rights of a member(s) on matters arising out of the relationship with their employers.

q) To co-operate with other Organizations on matters of common interest with a view to taking common action when necessary or desirable.

r) To acquire either by purchase, lease, or otherwise any moveable, immoveable property or other assets and to sell, to let, to mortgage, to charge or otherwise deal with or dispose of the same.

s) To pursue any other objects which a Labour Union may legally perform in furtherance of the interest of the Labour movement

#### **MEMBERSHIP**

a) Membership of the Union shall be open to all unionisable workers employed in the establishments under the Union demarcation.

b) The Union membership shall inter-alia be drawn from all the employees in the justice sector which include but not limited to Law firms, Courts, Legal Aid Service Providers, Legal Departments, Organizations, Companies, Parastatals, all kinds of Institutions, Agencies, Businesses and Entities in all sectors that employ legal personnel for representation and the judiciary sector staff.

c) Application to the union for membership shall be addressed to the General Secretary using forms that will be designed for the purpose. In the event of a merger or amalgamation with any other Union, Membership shall automatically be continued into the resultant union without any interruption, with evidence of approval by the organs of union.

d) Upon admission to membership, the member shall be bound by the Union constitution and rules, resolutions and decisions of the National Executive Committee and the Delegates conference and other relevant organs of the Union.

e) The General Secretary shall issue membership cards together with registration number to the member.

f) The General secretary shall maintain a current register of all members of the union.



### **Who Can join?**

Advocates and lawyers in public or private practice

Judicial officers and court staff

Legal officers in government or parastatals

Law firm and legal department employees

Legal clerks, paralegals, and allied legal workers

### **Why Join**

Protection of your labour rights

Legal and professional representation

Access to workshops, training, and development

Collective bargaining support

A community that supports your voice and well-being

### **How to join?**

Fill out the official membership form

Submit it through your workplace representative or online (coming soon)

Pay the affordable membership fee

Get your membership card and welcome kit.

### **Membership Process**

Application for membership is addressed to the General Secretary using designated forms. Upon admission, members are bound by the Union constitution, rules, and decisions of its governing organs.

The General Secretary issues membership cards and maintains a current register of all members

Email Us

[info@nuljaw.com](mailto:info@nuljaw.com)

Our Location

Plot 2101 Kirabo Complex, Bukoto-Kisasi Road, Kampala, Uganda

Have any Questions?

[+256-706-446-103](tel:+256-706-446-103)

## **UGANDA LIBERAL TEACHERS UNION (ULITU)**

### **Brief Background.**

The union was registered on 12th/12/2018 by the Registrar of Labour Unions and issued with certificate LU – 44. The union supply code number is 484 and our bankers are Stanbic Uganda limited Ntinda branch. a/c 9030015686501.

On 18<sup>th</sup> /July/2019 ULITU signed a recognition agreement with government as a machinery for negotiating terms and conditions of service for ULITU members on government payroll.

### **Physical location.**

Our secretariat office is at Centre for labour excellence building along Ntinda – Kigowa road, KCCA Nakawa Urban Council, Ntinda town about 5km from Kampala City Centre.

ULITU is affiliated to central Organization of Free Trade Unions as our National Labour Federation. We are members of Public Service Negotiating and consultative Council.



### **Vision**

A voluntary, democratic and motivated teachers' labour force, organisation, ready to meet the dynamic global challenges for quality livelihood of its members.

## **Mission**

To fully involve union members to involuntary articulation of their interests and active contribution towards amelioration of Uganda's education challenges and meeting their social economic development needs.

## **Our Core Principles**

ULITU stands for 3 fundamental principles;

- Voluntarism
- Democracy
- Independence.

## **Objectives of the Union.**

The objectives for forming the union are contained in the ULITU Constitution which include;

Promoting decent work environment for our members through negotiations rather than confrontations.

Relentlessly protect all members of ULITU and provide an opportunity for them to air out their views and grievances.

To lobby and negotiate with key stake holders both public and private for better terms of service and decent work environment for our members.

To promote professionalism as a basis for authentic negotiation for the welfare of its members and make them a productive labour force.

To connect teachers in Uganda nationally and internationally through affiliation to other Labour organisations.

## **How to become a member?**

For one to become a member, one has to apply by filling in a membership form and accept deduction of 1% of the monthly gross pay especially those on government payroll, except for associate and Honorary members.

Membership cut across all sub sectors of Education management in the country, namely; Pre-primary, Primary, Secondary, Tertiary and Universities both on government payroll and private education institutions. Those in private sector monthly check off is effected after signing collective bargaining agreements with responsible employee schools/institutions.

We have so far 30,000 teachers who have applied to join the union but only 50 teachers have started checking off. Delayed check-off is a result of bureaucracy at district local leadership

## **Leadership in the union.**

Leaders of the union are elected at the National Congress, the most recent one was held at Lajora gardens, 2020.

The National Executive Committee (NEC) has a total of 20 members.

There are various sub-committees of the Union that support Secretariat to perform their duties.

### **Active Branches**

These include Kayunga district, Tororo, Kumi, Bugiri, Kasese, Kabale, Mbarara, Kampala, Lira, Gulu, and West Nile region.

These districts elected their branch executives.

### **Activities since registration of the union.**

The Union has moved from stage to stage over the years since registration.

It has a union Constitution, Financial Policy, employment Policy for our staff.

The Union elected officials then embarked on a country wide programme to mobilize and recruit more members. We had reached a membership potential of **30,000** teachers country wide but outbreak of Covid – 19 in the county followed by National lockdown greatly impacted on our programmes for close to 2 years. This limited our movement to different parts of the country and also caused financial constraints.

Additionally, as a Union we experienced slow growth due to internal leadership and management wrangles which were brought to the attention of the registrar and we later moved on amicably. We are also challenged by some local government officials who are uncooperative and adamant to effect check off of our new members.

### **Achievements registered so far.**

We have been involved in activities to eliminate child labour in Uganda through COFTU.

Been celebrating World Teachers Day under different themes at all levels in the country over the years.

Promoting children's rights and elimination of corporal punishments in schools.

Advocating for our members social and economic development

Worked closely with the government to prevent high cases of covid-19 victims in schools during the 2019-2020 period.

Formed a union SACCO and got seed capital of Shs. 6.6 billion from H.E the President of Uganda

The union SACCO has purchased a building as a permanent home which in future will accommodate union secretariat too.

We are members of public service and Consultative Council where we negotiate for decent work environment and pay for our members.

Our General Secretary has been a member of the National organising committee for International Labour day celebrations in the country for now 5 years.

### **Union Budget-Plans**

We are in the process of setting up a website to help our people apply to join the union online and also give them updates about various union activities both nationally and internationally.

Teams are ready to go out again for wide scale mobilisation of new members.

Visit branches to support them to start checking off.

Employ more staff at the Secretariat.

Plan for annual general meeting in December 2025.

### **Uganda Liberal Teachers Union Members SACCO LTD.**

In line with one of the union objectives of encouraging a spirit of creativity and dynamism among our members, 30 teachers came together and formed ULITU members SACCO Ltd which was registered in September 2023.

In 2024, H.E. The President of the Republic of Uganda gave the SACCO seed capital of Shs.6.6 billion for members to borrow at low interest rate and start up income generating projects to supplement their low salaries.

Currently, the SACCO has membership of 350 teachers, out of which 108 have already taken loans from the union SACCO for various personal projects.

### **Conclusion**

The union appreciate Government of the Republic of Uganda through the line ministries, development partners, COFTU and all other stake holders for the support and constant guidance.

With more resources coming in, the Secretariat will ensure that membership increases, check-off is effected and trainings are conducted.

**VOLUNTARISM & SOLIDARITY!**

### **UGANDA FARM AND AGRO-BASED WORKERS' UNION (UFABWU)**

#### **What is UFABWU?**

Uganda Farm and Agro-Based Workers' Union (UFABWU) is a National Labour Union that organizes and defends interests of all workers in the Agricultural Sector i.e. Farm (animal,

fish and crop), plantation, Agricultural Enterprises. Agro- Processing Companies, Marine and other related sectors.

It was registered on 29<sup>th</sup> Dec. 2006 as a labour union No. 38 (LU038) under the provision of Labour Unions Act No. 7 of 2006.



**UFABWU is affiliated to the following organizations:**

Central Organization of Free Trade Unions (COFTU)

UISTAACT in France

Public Service International (PSI) in Switzerland

IUF in Switzerland

**Philosophy**

Struggle through strength of numbers and International Solidarity

Ideology: Equity and decent work at all work places

**Vision**

Empowered Agricultural workers socially and economically, social justice through harmonious industrial/labour relations and Collective Bargaining for all workers in the Agricultural sector.

**Mission**

Provision of a recognized legal and united strong workers' organization for member's social & economic wellbeing in salaries enhancement, negotiations, representation and voicing of workers' interest in the Agricultural sector.

**Objectives of UFABWU**

The aims of the union are many but generally, the main objectives are:

To organize all workers in the Agricultural sector in Uganda and to provide a united forum for negotiation, representation so as to improve on the terms, conditions and quality of service.

Unity through strength of numbers and solidarity among members.

Collective bargaining power/rights practiced

Continuously Workers' education and training carried out.

Social, Economic and Political rights of members promoted;

Equality and equity through fair distribution of resources advocated for;

International Labour standards ensured and practice; (Fair pay, Fair day, Fair return)

Freedom from exploitation;

Enjoy protection, security and benefits of organization;

To promote harmonious and fair labour relations environment and industrial peace between the workers and the employers.

To enhance skills of the members and productivity through workers' education and training.

Networking and making strategic alliance with other partners.

Generally, to protect the rights and interests of all members, promote, advocate and defend workers interests through Collective Bargaining.

### **Activities**

To organize all workers by continuous sensitization, recruitment and establishment of branches throughout the country.

To foster Good industrial relations, encourage maintenance of good work practice and settling members' grievances that may arise from time to time in the Agricultural sector.

To sensitize workers on their rights at workplace and on the existing legal framework, Labor laws and to advocate for the youth and women workers' rights.

To negotiate and bargain for better terms and conditions of service on behalf of workers and encourage good cooperation between workers and the employers.



To empower all workers through education and capacity building to enable them participate in all union and National development activities in a conscious progressive manner, in SACCOS and other economic programs

Representation in policy and decision-making bodies

To establish good cooperation and partnerships with sister unions, National Labour Centres, International Labour Organizations and civil societies on all matters of common interests.

<https://youtu.be/iZPLg8kVeZo>

### **Members' obligations**

Fill in the union check off membership form designed by Ministry of Public Service

Payment of membership fees and monthly subscriptions

Active participation in membership recruitment drives;

Participation in all workers' educational, capacity building programs and in union meetings

Participation in union leadership and capacity building Trainings.

Joining other workers in solidarity for affirmative actions.

Research and understanding Uganda's Labour laws, ILO Conventions and all the legal framework pertaining workers.

### **UGANDA FARM AND AGRO - BASED WORKERS' UNION UFABWU**

**ADVISORY SERVICES ON; LABOUR MATTERS, AGRICULTURE, HANDS ON SKILLS SPORTS SKILLS**



### **UGANDA MARKETS AND ALLIED EMPLOYEES' UNION: UMAEU**

#### **Introduction:**

UMAEU was established in 2006 as a Labour organization representing market vendors of various markets in Uganda.

This was after the review or amendments in Labour laws which was not covering up or recognize informal economy as part of Labour movements in Uganda.

Therefore, UMAEU was formed to advocate, unite all markets and form one voice with a view of advancing, promoting and protecting workers' rights socially, economically through collective bargaining with local government, municipal council, district/ city councils and other relevant authorities.

#### **SCOPE OF WORK**

The scope of work is to promote, protect and advocate for workers' rights at work through collective bargaining with town, Division, municipal councils, local government, City Council and other relevant authorities

**VISION:**

To generate transformation of all market vendor's community in Uganda Socially, Economically and effective political participation at various levels

**MISSION:**

To protect vendor's interests through effective political participation at various levels.

**AIMS AND OBJECTIVES**

1. To regulate wages and conditions of its members and generally to protect interests of members.
2. To regulate relations and settle disputes between a member and employer or employee or between one member and another or between members themselves and other workers who might be or might not be members of the Union, by means of amicable agreement whenever possible.
3. To provide members any benefits as the finance, Administration and general purposes committee or Annual Delegates Conference may from time to time decide.
4. Generally, to promote the social, economic and educational status of the members in any lawful manner.
5. To promote and encourage establishment of saving and credit cooperative society either at branch or national level as may be decided upon by the finance, administration and general purposes committee.
6. To promote aid and encourage involvement in viable economic projects to improve and strengthen the union finance.
7. To establish and maintain funds by means of entrance fees, voluntary contributions, subscription, levels of borrowing on such security and such terms as may from time to time be arranged by finance and general purposes committee.
8. To seek and obtain legal advice and any other assistance on matters affecting the union, protecting rights of members, or members on matters arising out of relationship with their employers, town council, Division council, Municipal council, City council or local government.
9. To cooperate with other organizations on matters of common interest with view to taking common action when necessary or desirable.

10. To acquire either by purchase, lease or otherwise movable or immovable property or other assets and to sell, to let, mortgage, charge or otherwise deal with or dispose of the undesired property.

11. To affiliate to any trade union fraternity.

12. To pursue any other objects which a Labour union may legally perform in furtherance of the interests of Labour movement.

### **MEMBERSHIP**

Membership of the Union shall be open to all workers employed in the establishments under the union demarcation.

a) The branch Secretary shall compile a report of new member(s) to the general secretary.

c). The general Secretary on receipt of such information from branch Secretary shall compile a general record for the union membership.

### **LEADERSHIP:**

The union is led by a n Executive council comprising of National Chairman, the General Secretary, the national Treasurer, their deputies and other committee members.

**"One vendor, one Voice"**

## **UGANDA CHEMICAL PETROLEUM & ALLIED WORKERS UNION (UCPAWU)**

Background

The Uganda Chemical, Petroleum, and Allied Workers Union (UCPAWU) is a dynamic and forward-thinking trade union championing the rights and welfare of workers in Uganda's chemical, petroleum, and allied union. Recognized by the International Labour Organization (ILO) and affiliated with the Confederation of Free Trade Unions in Uganda (COFTU) and IndustriALL Global Union, UCPAWU is part of a powerful network representing thousand of workers country wide. Our union proudly serves employees across critical sectors, including chemical and pharmaceutical industries, petroleum and gas, manufacturing, and allied services, partnering with companies that drive Uganda's economic growth. UCPAWU is committed to ensuring fair wages, safe workplaces, and the elimination of Gender-Based Violence (GBV) and Sexual Harassment (SH) through innovative training programs and robust case management tools. By negotiating transformative collective bargaining agreements (CBAs), we empower workers with a strong, united voice and provide employers with a stable, productive, and motivated workforce. Joining UCPAWU means becoming part of a vibrant community dedicated to fostering industrial harmony, creating opportunities for professional growth, and driving sustainable development. Together, we build stronger industries, protect workers' dignity, and promote mutual respect, ensuring success for both employees and employers. Partner with us today, and be part of the change shaping Uganda's industrial future.



## **OUR VISION**

The vision of the union is a society where workers enjoy the freedom of association, are organized and democratically represented, and their working terms and conditions of service and incomes improved through collective bargaining, dialogue and negotiate

## **OUR MISSION**

The mission of the union is to inform organize, recruit, train and democratically represent workers in the petroleum and chemical sectors and negotiate for better conditions in an acceptable legal framework that allows for the free express of workers' rights.

## **Why You Should Join UCPAWU?**



### **1. Advocacy for Workers' Rights:**

UCPAWU serves as a strong voice for workers, ensuring fair treatment, equitable pay, and protection against unfair practices in the workplace

### **2. Collective Bargaining Power:**



## 8. Access to a Global Network:



As a member of UCPAWU, you become part of a wider global network through its affiliation with IndustriALL Global Union, benefiting from international solidarity, support, and resources

### Recent Activities

#### **UCPAWU members Adopt GBV/SH Policy**

On April 18th, 2025, the Uganda Chemical Petroleum and Allied Workers Union (UCPAWU) held a significant National Executive Council (NEC) meeting at the union's head office. The purpose of the meeting was to officially adopt the union's Gender-Based Violence and Sexual Harassment (GBV/SH) Policy. This landmark event marks a critical step in UCPAWU's commitment to creating safer and more inclusive workplaces for all its members. The policy outlines clear mechanisms for preventing, reporting, and responding to incidents of GBV and SH at the enterprise level and within union structures. The meeting was honored by the presence of Workers Member of Parliament, Hon. Agnes Abwoli.

#### **UCPAWU Conducts Training on Member Recruitment, Organizing, and Online Registration**

The Uganda Chemical Petroleum and Allied Workers Union (UCPAWU) successfully held a one-day training for branch leaders on Organizing and Member Recruitment, including Online Registration on May 17, 2025. The training aimed at strengthening the union's capacity to grow its membership, improve visibility, and embrace digital tools for organizing workers across various sectors. Participants were equipped with practical skills in recruitment strategies, mobilization techniques, and how to use the union's online registration platform effectively.

#### **Workers' MP Candidate Annet Birungi Visits UCPAWU to Explore Collaboration**

On May 17, 2025, the Uganda Chemical Petroleum and Allied Workers Union (UCPAWU) welcomed Ms. Annet Birungi, a candidate vying for the Workers' Member of Parliament seat representing the Uganda Nurses and Midwives Union. Ms. Birungi's visit was aimed at fostering unity among trade unions and exploring areas of mutual cooperation. During her engagement with UCPAWU leadership, she shared her commitment to championing workers' rights, improving workplace conditions, and ensuring fair representation for all workers in Parliament.



#### **Shop Stewards Trained in GBV/SH Case Management Tools**

On the 24th and 25th of July, selected shop stewards from various enterprises represented by the Uganda Chemical Petroleum and Allied Workers Union (UCPAWU) participated in a two-day capacity-building workshop organized by IndustriALL Global Union. The workshop, held at Jevine Hotel, Rubaga, focused on strengthening the case management of Gender-Based Violence and Sexual Harassment (GBV/SH) in the workplace. Participants were introduced to practical tools and strategies that will empower them to handle GBV/SH-related cases effectively at the enterprise level. Shop stewards in attendance were drawn from: Rene Industries Wispro Uganda Ltd Mukwano Group Kampala Pharmaceutical Industries This training marks a significant step in promoting safer, more inclusive, and responsive workplaces for all workers, especially vulnerable groups. UCPAWU remains committed to equipping its representatives with the skills and knowledge to protect workers' rights and uphold dignity at work.

### **UCPAWU TRAINES WORKERS AT AFROPLAST INDUSTRIES**

The Uganda Chemical Petroleum and Allied Workers Union (UCPAWU) successfully conducted a training at Afroplast focusing on Grievance Handling and Gender-Based Violence & Harassment (GBVH) at the Workplace. The training aimed at equipping workers and union leaders with practical knowledge and tools to address workplace grievances effectively, while also strengthening awareness and strategies to prevent and respond to GBVH in line with ILO Convention 190. We thank the workers of Afroplast for their active participation and commitment, and our partners for supporting this important initiative. Together, we are building safer, fairer, and more inclusive workplaces. #UCPAWU #WorkersRights #EndGBVH #GrievanceHandling #Afroplast.

**Joining UCPAWU is more than just being part of a union it is a commitment to securing your future, protecting your rights, and contributing to a fair and thriving labor environment for all.**

Contact:

Green Estate Jokolera, Wakiso district

ugandachemicalpetroleumalliedw@gmail.com

+256 700965425

www.ucpawu.org

**UGANDA SCIENTISTS RESEARCHERS & ALLIED WORKERS UNION (USRAWU)**

This Union was registered in 2004 with the Ministry Gender, Labor & Social Development. Under the Union ACT, This Union is an affiliate of the central Organization of Free trade Unions (COFTU). It is Located in Ntinda, P.O Box 22490, Kampala Uganda. The email [usrawu4@gmail.com](mailto:usrawu4@gmail.com), Website is [www.usrawu.com.org](http://www.usrawu.com.org).

The Union is science and research based, agriculture and information technology professionals and allied staff. Its major purpose is about research and education. It represents the interest of works at all levels. It involves employees who work in public parastatal organizations e.g., UNBS, URVI, NDA, NFA and many others. Upon the payment of membership and monthly subscription, one becomes a Union member. The secretariat is determined by the executive committee as per the constitution.

Our Core values

Believing in Unity, being the solid front to build the strong, service oriented, self-sustaining Labor union through the management of viable subscribing shop branches at all levels.

Believing in solidarity to achieve a dynamic employment environment facilitating the enactment and enforcement of acceptable labor laws/ standards and employment policies for sustainable human and trade union rights of all scientists, researchers and the allied workers in Uganda

Well as it is constitutional right and necessary that a workers as full freedom off association and a right to belong to a labor union of his or her choice as enshrined in the Uganda constitution 1995 as amended article 29 1E and Article 40 (3) to protect and to promote his/her human and trade union rights and he/she shall be free interference, restraint, intimidation, or coercion from employers or his/her agents.

Where us the organization of workers into labor Unions has been demonstrated to be and essential to economic, social and political freedom of society and essential functioning of democracy to ensure that workers shall live and work without discrimination or exploitation and well as

The natural rights of those who labor is to enjoy to the fullest extent the fruits of their labor and since it is impossible to obtain the full reward of labor except by uniting in the labor union established upon its sound principles.

We declare solidarity and unity under the Uganda scientists' researchers and allied works unions.

Activities of the union

The executive committee shall be collectively responsible for the management of the union.

Conducting the meetings of union.

Elect and appoint office berries.

They do C.B.A (agreement).

Determine the specific duties and modes of day to day work as guided the committee.

To organize mobilise and recrute members.

To educate train and do research collaborations.

To make programs for economic development of staff. (investments) ie workshops.

To laisse and coordinate with other organizations/unions.

To promote and support the interest of woman.

Handling and settling of disputes grievances in the unions or organization structures.

Promote the interest and support of the youth with in the union and organization workers.

To establish branches of the unions for effective management and flow of workers interests.

## **ACHIEVEMENTS**

Union workers are informed of their rights and their empowerment.

The leadership of the union consist of national executive committee for the management of the affairs of union.

Our national chairperson – Dr. James Kasigwa,

Depute vice chairperson – Hilome Sabbehe Mayanjja,

General secretary – Ag. Cathrine Mutenga Kabagambe

Deputy General Secretary – Eunice Aloo

National treasurer – Rabbecca Newumbe

Assistant National treasurer – Dorothy Kisakye

National Organizing Secretary Education and research - Mathew Ochola

The program officer – Godfrey Mugabe

Woman affairs – Dr Priver Namanya B

secretary for youth affairs – Ngobi Godfrey

secretary for dispute resolution - Kasadha James

Secretariat:

3A, 3rd Floor, Rovis Complex,

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Phone: +256 414 374 487,

E-mail: [info@coftu-ug.org](mailto:info@coftu-ug.org) and [coftu04@gmail.com](mailto:coftu04@gmail.com)

Website: [www.coftu-ug.org](http://www.coftu-ug.org)



## **National Union of Courier, Telecom and Allied Workers (NUCTAW)**

### **Background**

The National Union of Courier, Telecom and Allied Workers (NUCTAW) was registered on **29th December 2006** under Section 18 of the **Labour Unions Act No. 7 of 2006**. The union represents employees in courier services, telecommunications, and allied sectors across Uganda. Its mandate is to **advance, promote, defend, and protect** the socio-economic interests and rights of workers within these industries. NUCTAW has a potential membership of **30,000 workers**, with about **5,500 registered members** and **1,050 active subscribers**. The union maintains strong collaboration with the **Federation of Uganda Employers (FUE)**, other national unions, and international partners. It upholds the **tripartite framework** between workers, employers, and government.

### **Core Roles and Functions**

NUCTAW exists to advocate for fair labour practices, handle grievances, recruit and organize members, and conduct training and sensitization programs. The union focuses on collective bargaining, workplace justice, and members' welfare through dialogue and negotiation.

### **Key Objectives**

- Promote fair wages, safe working conditions, and social welfare.
- Unite workers across courier, telecom, and allied sectors for collective strength.
- Mediate disputes between workers and employers.

- Build workers' capacity through education and training.
- Foster cooperation with government, employers, and other unions.
- Support government programs that align with decent work principles.

### **Membership**

Open to all employees in the courier, telecom, and allied industries—both formal and informal sectors—regardless of race, gender, or creed. Members pay a one-time fee of **UGX 1,000** and a **2% monthly subscription** from earnings.

### **Member Benefits**

- Strong collective bargaining power.
- Representation in labour disputes and grievances.
- Access to education and training on labour rights.
- Participation in national and international workshops and conferences.

### **Funding Sources**

NUCTAW is financed through membership fees, monthly subscriptions, levies on severance pay, property sales, investment income, and donations from partner organizations.

NUCTAW remains committed to **strengthening industrial relations, promoting workers' rights, and enhancing decent employment standards** across Uganda's courier, telecom, and allied sectors

### **National Union of Drivers, Cyclists and Allied Workers (NUDCAW)**

The National Union of Drivers, Cyclists and Allied Workers (NUDCAW) continues to stand as a powerful voice for the informal sector, particularly the transport workforce, from long-distance truck drivers to boda riders, delivery agents, and vehicle assistants (conductors) across Uganda. Over the past two years, the union has recorded remarkable progress in advocacy, safety, and member empowerment.

NUDCAW has mediated more than a hundred workplace and contract disputes, helping members secure reinstatement and fair compensation. The union has also run a series of national campaigns on occupational safety and health, distributing reflective jackets and helmets to thousands of riders while promoting road discipline and accident prevention. Working closely with government and partners, NUDCAW has helped over 4,000 members enrol in social protection schemes, ensuring they access health care and retirement benefits.

Beyond representation, NUDCAW has emphasized skills development, conducting workshops in safe driving, first aid, and customer care. Over 6,000 workers have benefited from these trainings, which boost both professionalism and income opportunities. The union

has also engaged transport platforms and employers to push for fairer rates and transparent grievance systems, ensuring that even gig-economy workers enjoy decent work standards.

To its members, NUDCAW offers more than advocacy — it provides access to training, protective gear, insurance enrolment, and cooperative savings opportunities. Members also enjoy legal aid, financial literacy sessions, and negotiated discounts on fuel and maintenance services.

Grounded in the values of **Solidarity, Safety, Dignity, Accountability, Inclusivity, and Professionalism**, UDCAW envisions **a safe, dignified, and economically secure future for all transport workers in Uganda**. Its mission remains clear: **to organize, empower, and protect transport workers through collective action, skills development, and fair policy advocacy**.

NUDCAW's commitment continues to drive progress in Uganda's transport sector — making every journey safer and every worker stronger.

## **UGANDA PARASTATAL, STATUTORY AUTHORITY AND JUDICIARY WORKERS' UNION (UPSAJWU)**

### **About Us**

UPSAJWU is a national public service union registered on 29 Dec. 2006 as labour union No. 36, pursuant to section 18 of the labour Unions Act No. 7 of 2006,

The union is formally recognized by the Ministry of Public Service under the Public Service Negotiating, Consultative & Disputes Settlement Machinery Act, 2008 as a legally constituted & representative body representing the interests of her members.

UPSAJWU signed a recognition agreement with the government of Uganda on 22<sup>nd</sup> November, 2011 to represent Uganda Parastatal/Government bodies/ Authorities and the Judiciary.

### **Scope**

That recognition grants Union officials the right of access, contact and organizing workers in any government employing unit including all government departments, Ministries and autonomous bodies which the union covers.

Negotiating and Consultative Council representation at Ministry of Public Service on the council across this country.

The mandate of UPSAJWU is diverse as stipulated in her constitution.

Scope is in the areas of research, lobbying, collective bargaining, advocacy, conciliation, representation.

The **vision** of UPSAJWU is to have a transformed decent working environment that promotes quality service delivery and economic advancement.

The **mission** of UPSAJWU is to establish and maintain an efficient machinery for justice through recruiting, training and protection of workers' rights and their social security.

## **Objectives**

- ▶ To organize all workers employed directly or indirectly in government Ministries, Departments, Parastatal bodies, Statutory Authorities, Commissions, the Judiciary and other related sectors
- ▶ To provide a united forum for negotiation and representation
- ▶ To improve on the terms, conditions and quality of services in the sector through workers' education and training in order to build good relations between members and employers and encourage their participation in the joint negotiation processes.

## **Union Member Benefits:**

- \*Collective bargaining & Negotiation.
- \*Representation and participation at all levels of quality and decision making
- \*Continuous Trade Union Training for members..
- \*Salary enhancement
- \*Greater job stability and tenure arbitration
- "Solidarity to members nationally and internationally
- \*Participation in Economic development activities including SACCOs and Entrepreneurship trainings

The Union bridges the gap between Government as the employer, the employees and the general public

## **Gender and Women Empowerment;**

Through,

- \*Gender equality at the workplace, the labor market and society at large
- \*The full integration of women into trade union organizations & their access to leadership positions
- \*Gender perspectives in trade union work, at all levels

## **Leadership**

1. Mr. Oketcho John Siel, General Secretary, Member of the Public Service National Negotiating & Consultative Council, and Chairman General of the Central Organisation of Free Trade Unions (COFTU).
2. Ms. Betty Lizzie Katooko, National Chairperson and member of the National Steering Committee on End child labour / The National Technical Coordination Committee on Alliance 8.
3. Nabirye Susan, National Treasurer and Panelist of the Industrial Court

## **Who can join UPSAJWU?**

All employees, workers employed with in Government employing Units and Autonomous bodies.

### **Affiliation**

The Union is affiliated to;

- The Central Organization of Free Trade Unions-COFTU.
- Public Service International (PSI)

*United for Justice!*

### **ADDRESS**

Location: Plot 9 Ntinda, Adjuscent Ministers Village Hotel.

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### **UPASU: UNIVERSITY PROFESSIONALS AND ACADEMIC STAFF UNION**

#### **1. Formation**

UPASU was formed and registered on December 29, 2006 by concerned academic and professional employees of public and private universities to champion the rights and interests of university academic and professional staff as well as other stakeholders.

#### **2. Legal basis**

This effort is backed by article 40 of the 1995 constitution which gives every worker the right to form and join a trade union of his or her choice to promote his or her economic and social interests and to engage in collective bargaining. This constitutional provision was brought into operation by the Labour Unions Act of 2006 which among others spells out the rights of workers to form unions (section 3) and prohibits employers from interfering with union formation (section 3) or victimizing anyone engaged in forming a union or engages in union activities (section 4). The Act also makes it an offence for any employer (public or private) to stifle union formation (section 5).

For government universities, the Public Service (Negotiation, Consultative and Disputes Settlement Machinery) Act – 2008 strengthened the hand of unions in government organisations by making it mandatory for all government bodies to have consultative committees with a national negotiation and consultative council at the apex to negotiate and or consult on all issues affecting employees. These committees and council are backed by a public service tribunal mandated to hear and arbitrate any disputes and make binding awards in the same manner a civil court would do. Additionally, UPASU's activities are

backed by articles 2 and 10 of the Kampala declaration on academic freedom which stipulate as follows:

Article 2: Every African intellectual shall be entitled to the respect of all his or her civil, political, social, economic and cultural rights as stipulated in the International Bill of Rights and the African Charter on Human and Peoples Rights.

Article 10: All members of the intellectual community shall have the freedom of association, including the right to form and join trade unions. The right of association includes the right of peaceful assembly and formation of groups, clubs and national and international associations

UPASU thus provides a legally robust forum for a unified voice for all professional and academic employees at public and private universities given that the current associations split these categories of employees into two forces: the professional staff such as those in human resource management; public relations; administration; academic registrar's office; estates department; university medical services; bursar's office; procurement among others having a separate association in some cases and the academic staff having another of their own.

With UPSU in full operation, university employees in Uganda will reap the benefits of belonging to both the existing associations and the union in line with the governing laws.

### **3. Aims and Objectives**

**3.1.** To protect, promote and defend the social and economic interests of university professional and academic staff through representation, advocacy and collective bargaining

**3.2.** To promote respect and observance of university professional and academic staff

**3.3.** To promote the professional interests of members individually and collectively,

**3.4.** To act as an advocate for better conditions of members' employment and better relations between them and their employers while safeguarding their interests;

**3.5.** To undertake educational programmes that advance the academic and professional wellbeing of members;

**3.6.** To foster good industrial relations and encourage maintenance of good work practices in universities and related institutions;

**3.7.** To promote Adult, Further and Higher Education and research;

**3.8.** To provide and maintain such services to members as may be approved by The Delegates' Conference or the National Executive Council from time to time;

**3.9.** To promote equality for all including through collective bargaining, publicity material and campaigning, representation and education and training;

**3.10.** To actively oppose all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, class, caring responsibilities, marital status, disability, age, or other status or personal characteristic;

**3.11.** To affiliate as an independent organisation to other national, continental and international unions and union federations and to cooperate, where appropriate, with them or any of their affiliated unions;

**3.12.** To affiliate to, cooperate with, make donations to or otherwise expend money on or in support of such other trade union or labour organisations, organisations for the advancement of education or other organisations in Uganda or abroad which in the opinion of the National Executive Council or the Delegates' Conference have the same or similar aims, objects or policies as the union;

**3.13.** To pursue by appropriate means approved by the National Executive Council or Delegates' Conference lawful acts of solidarity with other trade union or labour organisations, organisations for the advancement of education or other organisations in Uganda or abroad which in the opinion of the National Executive Committee or Delegates' Conference have the same or similar aims, objects or policies as the union.

**3.14.** Notwithstanding any other provision of these Rules no part of any fund of the Union, or of any local branch/local association, shall be used for, or with a view to, affiliation to any political party;

**3.15.** To do all such other things as may in the opinion of the National Executive Council or Delegates' Conference be incidental or conducive to the attainment of these objects.

#### **4. Union Jurisdiction**

The union's geographical area of operation is Uganda. The scope of membership includes all professional and academic staff in universities and affiliated and related institutions in Uganda both in the private and public sectors.

#### **5. Membership**

The following are eligible for membership of the University Professional and Academic Staff Union:

**5.1.** Persons in full, part-time or self employment whose work is concerned with the provision or professional support of education, training or research in the Further Education/Learning and Skills Sector or in Higher Education institutions (called qualifying employment) based in Uganda;

**5.2.** Persons who have been (but are no longer eligible to remain) a member under section 3.1 and who become unemployed, or retire and no longer continue in qualifying

employment, provided they retain an active interest in Further Education/Learning and Skills Sector or in Higher Education;

**5.3.** Persons elected to honorary membership. Honorary membership may be conferred on any member who has rendered outstanding service to the University Professional and Academic Staff Union for 10 years or more at national or local level or to any person who has rendered outstanding service to Further Education/Learning and Skills Sector or Higher Education. Election to honorary membership is by the Delegates' Conference on the recommendation of the National Executive Council;

## **6. Rights of Members**

**6.1.** Members are entitled to attend and vote at meetings of their designated branch/local association or central group and stand for election to any office in the Union and vote in any election of the National Executive Council;

**6.2.** Members are entitled to receive on request a copy of the Constitution, Rules and such other publications of the Union as determined by the National Executive Council;

**6.3.** Members are provided with information and advice on educational and professional matters in accordance with procedures determined by the National Executive Council;

**6.4.** Assistance on professional matters may be given in accordance with procedures determined by the National Executive Committee.

**6.5.** Members qualifying for membership under section 3.1 and paying a subscription to the University Professional and Academic Staff Union, and honorary members, are eligible to request legal advice and assistance in accordance with the Legal Advice and Assistance Scheme provided that the matter upon which assistance is sought arose whilst the member was in membership under section 3. The provision of such legal advice and assistance are at all times at the discretion of the National Executive Council. Any advice or assistance is granted in accordance with the Legal Advice and Assistance Scheme, the regulations of which are determined and issued by the National Executive Council from time to time. The National Executive Committee has the power to delegate decisions on the granting of legal advice and assistance to appropriate bodies or individuals.

**6.6.** The Union is not bound to provide any assistance to any member who commits to a course of action without having obtained the Union's prior authority; and the Union is not bound to reimburse or indemnify any member in relation to any costs or expenses (including legal costs and expenses) incurred without the Union's prior authority.

## **7. Obligations of Members**

**7.1.** All members have an obligation to abide by the Constitution and Rules of the University Professional and Academic Staff Union, and to refrain from conduct detrimental

to the interests of the Union, from any breach of the Constitution, Rules, Standing Orders or directions (properly made in accordance with the Constitution) and from all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, class, caring responsibilities, marital status, disability, age, or other status or personal characteristic.

**7.2.** All members have an obligation to pay the correct subscription in accordance with Statutory Instrument No. 71 of 1974, section 45 of the Labour Unions Act, 2006 and Article 7 of the UPASU constitution and to keep payments up to date. Failure to do so may result in suspension of member rights and benefits.

**7.3.** All members have an obligation to actively participate in the activities of the Union for the purposes of furthering any of its objectives in accordance with the Constitution.

## **8. Subscriptions**

**8.1.** The subscription year shall run from 1 September to 31 August.

**8.2.** The subscription rate is two percent (2%) of gross salary/pay in accordance with the Labour Unions Act, 2006, The public service (negotiating, consultative and disputes settlement machinery) Act 2008 and Article 7 of the UPASU constitution. The rate of national subscription due from members may be reviewed by the National Executive Council, subject to the endorsement of the Delegates Conference to maintain consistence with the law of the time or economic conditions.

**8.3.** Branches/local associations may agree that members of the branch/local association shall pay a supplementary local subscription.

**8.4.** A person whose membership derives from the provisions of a joint membership or a reciprocal membership scheme pays subscriptions determined in accordance with agreements approved by the National Executive Council.

**8.5.** No subscription is due from members who become unemployed and are seeking qualifying employment, for a period of up to one year from becoming unemployed.

**8.6.** The National Executive Committee may issue directions that, subject to such conditions as they may determine, no subscription shall be due from members when they are undertaking parental duties on unpaid leave or on unpaid professional study or are otherwise on unpaid leave.

**8.7.** A member in receipt of an occupational pension arising from qualifying employment shall pay a subscription, notwithstanding any other part of this Rule.

**8.8.** The National Executive Committee shall determine methods of paying subscriptions (including any supplementary local subscriptions).

## **9. Admission to Membership**

**9.1.** Every applicant for membership completes an application form (provided at the end of this brief for your action), which is submitted to the General Secretary with the first subscription due or commitment to pay subscription due;

**9.2.** Membership is deemed to have begun for the purposes of member rights and obligations on registration by the General Secretary of the application form with payment of or commitment to pay the appropriate subscription.

**9.3.** As proof of commencement of membership, the General Secretary issues a registered member a UPASU membership card;

**9.4.** The General Secretary provides regular reports of new members to branches who have the right to make representations under procedures determined by the National Executive Council in respect of the acceptance into membership of individuals.

## **10. Lapsing of Membership**

Where any subscription payment is not received from a member for five months after its due date, then membership shall cease on the expiry of one month from notice then being sent to the member of the Union's intention to cancel membership, unless there is settlement of all arrears prior to the expiry of such notice.

## **11. Resignations**

**11.1.** Notice of intention to resign is submitted in writing to the General Secretary.

**11.2.** A notice of resignation takes effect at the end of the period in respect of which any subscription payment was due or paid following receipt in writing by the General Secretary, or upon such later date specified in the notice by the member.

## **12. Officers of the Union**

**12.1.** The Officers of the Union (the NEC) include the Chairman, the Vice Chairman, the General Secretary, the Deputy General Secretary, the Treasurer, the Deputy Treasurer and other NEC members;

**12.2.** The General Secretary is the chief executive of the Union, responsible for duties specified by the Rules and Standing Orders of the Union, and duties allocated by the National Executive Committee;

**12.3.** The NEC is elected by the National Delegates Conference every five years;

**12.4.** All members are entitled to vote in the elections for Officers and be voted.

### **13. Organs of the Union**

**13.1.** The National Delegates Conference composed of delegates from each branch is the supreme policy making body of the Union;

**13.2.** The National Executive Council is the supreme executive organ,

**13.3.** The Secretariat headed by the Secretary General is responsible for day to day running of the Union;

**13.4.** Relevant national committees and sub-committees are set up by the NEC from time to time;

**13.5.** Relevant district coordinating committees and sub-committees are set up by the NEC from time to time;

**13.6.** Branches are to be set up at every university or related and affiliated institution of higher learning in the country. Branches are governed by branch committees comprising of the branch chairperson, vice chairperson, secretary, vice secretary, treasurer and three committee members

**13.7.** The secretariat appoints full time staff in accordance with need.

### **Women Dept**

#### **RISING TOGETHER: WOMEN'S VOICE AND LEADERSHIP IN COFTU**

**By Grace Loyo Nyarua**

**Chairperson, COFTU National Women Committee**

**Child Labour Focal Person – COFTU Secretariat**

***“When women rise, communities transform.”***

I am Grace Loyo Nyarua, a trade unionist by training and practice, and a woman leader by passion. Today, I serve as the Chairperson of the COFTU National Women Committee and Child Labour Focal Person at the COFTU Secretariat, Ntinda.

My journey in the labour movement has been guided by one belief that women's empowerment is not just about inclusion, but about transformation. Leadership, to me, is about creating spaces where women can rise, thrive, and impact their families, workplaces, and the nation at large.

***Building Women through Skills and Solidarity***

At COFTU Women, empowerment is practical and purposeful. Together with our members, we have organized skills drives, learning workshops, and innovation sharing sessions that have turned potential into productivity.

Through training in thread bag weaving, beadwork, liquid soap and jelly making, and value addition in agriculture, women have acquired new ways to earn, grow, and lead. These initiatives have inspired creativity, built confidence, and strengthened solidarity across our membership.

***“Every skill shared and every woman empowered adds strength to our movement.”***

Women in COFTU are no longer silent participants — we are innovators, builders, and leaders redefining what it means to work with dignity and purpose.

### ***Honouring the Trailblazers***

Every strong movement is built on the courage of pioneers. I honour the great women who led the COFTU National Women Committee before me and paved the path we proudly walk today.

Madam Sister Okello Ventoline (Mrs.), our first Chairperson from the medical fraternity, was a woman of compassion, unity, and principle. She inspired a generation of working women to stand together for justice and equality.

Bishop Olive Jane Gidudu, who succeeded her, led with grace, humility, and deep conviction. Now serving in ministry, Bishop Gidudu continues to inspire women through faith, service, and transformational leadership.

***“Their footprints remind us that leadership is service and every season calls for new energy to continue the journey they began.”***

I am honoured to lead on the strong foundation they built.

### **Appreciating Our Supportive Leaders**

Our progress has been strengthened by champions who have walked with us.

Hon. Tender Mary Marion (Emeritus), former MP for Workers (Women Representative), generously supported COFTU Women with sewing and designing machines and even sponsored a trainer, empowering women to earn a living through their skills.

Hon. Dr. Abdul Byakatonda, current MP for Workers, donated an industrial sewing machine with full accessories, enhancing our training capacity and supporting our income-generation efforts.

Hon. Agnes Kunihira Abwooli, current MP for Workers (Women Representative), continues to be an extraordinary supporter. She provided plastic chairs for hire, trained women in liquid

soap and jelly making, and guided them on how to conceive business ideas. She has also led pre-International Women’s Day activities, giving COFTU Women visibility and voice year after year.

***“True leadership is measured by how we uplift others.”***

### **Looking Ahead with Hope**

As we build on this legacy, our goal is to make COFTU Women a strong, skilled, and united force of transformation. We aim to expand our economic empowerment programs, strengthen policy influence, and grow networks of mentorship across unions and regions.

To all women in COFTU and beyond: never give up. Every small step — every meeting, every skill learned, every word of encouragement — matters. Together, we are shaping the future of work and dignity for all.

***“The story of COFTU Women is one of continuity, courage, and collective leadership.”***

From our pioneers to today’s leaders, the torch continues to shine brightly. And as we rise together, that light will keep burning for our women, our unions, and our nation.

**Grace Loyo Nyarua**

**Chairperson, COFTU National Women Committee**

**Trade Unionist • Child Labour Focal Person •**

**Transformational Leader**

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