

CSBAG BUDGET NEWS



Civil Society calls for Enhanced salaries for Uganda's Education Sector



A group of children in class in Uganda Source (BugumiroNews)

For years, Uganda's teachers have carried the weight of a nation's future on their shoulders—often going unpaid for months, working in overcrowded classrooms, and supplementing their meager salaries with side businesses just to survive.

The FY2026/27 Ministerial Policy Statement (MPS) for the Education and Sports Sector reveals a troubling truth: while the sector budget has increased by **UGX 189 billion**, the very people delivering education remain undervalued, underpaid, and overstretched.

According to the Auditor General's report, staffing levels in education institutions remain critically low. In **238 secondary schools, only 11,665 out of the required 17,894 positions (65%)** are filled. In tertiary institutions, the situation is even worse—just **2,283 out of 4,026 positions (57%)** are occupied.

Schools are forced into desperate measures. **231 secondary schools have resorted to locally recruiting 8,628 staff**, incurring an additional cost of **UGX 61.34 billion** and generating salary arrears amounting to **UGX 1.6 billion**. This represents a systemic shift of staffing costs from Government to schools and, ultimately, to already struggling households.

As a result, teaching has become financially unsustainable. Low salaries drive qualified teachers away from the profession, force existing teachers to seek supplementary income, and make rural postings particularly unattractive. When teachers cannot afford rent, school fees for their own children, or basic healthcare, retention becomes impossible.

Consider what happens in a school with 35% of its teaching positions vacant. Class sizes balloon. Science subjects go untaught because there is no specialized teacher. Remedial support disappears. And the teachers who remain burn out under impossible workloads—often teaching multiple subjects outside their expertise.

Capitation grants under USE and UPOLET programmes remain inadequate, with a funding shortfall of **UGX 26.65 billion** identified in sampled Local Governments. When schools cannot afford basic operational costs, teacher welfare is inevitably deprioritized.

The consequences extend far beyond teacher livelihoods. Poor remuneration directly undermines learning outcomes. Overworked, financially stressed teachers cannot deliver quality instruction. High turnover disrupts student learning and school stability. The inability to attract qualified graduates into teaching perpetuates a cycle of poor quality that affects generations of learners.

Furthermore, the current approach creates perverse incentives.

When Government fails to recruit and pay teachers adequately, schools hire locally—but without sustainable financing. This creates arrears, which then crowd out resources for learning materials, infrastructure maintenance, and other essential services. The UGX 1.6 billion in salary arrears is not just a debt; it is a symptom of a broken financing model.

Civil society organizations working on education, equity, and public finance call on Government to take immediate and decisive action:

Government must align teacher recruitment with actual staffing requirements, prioritizing underserved schools and critical subject areas. This requires a multi-year plan with dedicated financing.

The Ministry of Education and Sports should develop a phased plan to absorb these teachers, reducing the financial burden on schools and households while ensuring these educators receive the compensation they deserve.

Uganda cannot attract and retain quality teachers while paying wages that fall below a living standard. Enhanced salaries must be prioritized within the Medium-Term Expenditure Framework.

In addition, the **UGX18 billion** National Child Disability Assistance Programme must be protected from budget cuts and integrated with capitation grants, accessible infrastructure, and teacher training on inclusive practices.

Enhanced teacher salaries must be an investment in Uganda's future.

CSBAG IN THE MEDIA

@JuliusMukunda: Fuel prices have increased by 200 shillings for both diesel and petrol. This is why we are asking the government to explain the motivation behind this decision, especially since the timing is very wrong.

#NextBigTalk #NextRadioUg



#BUDGETINGFORADVOCACY

The CSBAG team tracking and validation of Change Stories under the Strengthening Public Accountability and Investment in Education (SPAIE) Project with an interaction with a parent of Abiriamajo Primary School to find out some of the achievements and confirm CSBAG's involvement.

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SOURCE: The FY2026/27 CSO Position Paper on Education and Sports