



## **GUIDELINES FOR ELECTION OF NON-UNIONIZED WORKERS' REPRESENTATIVES, 2025**

EC/16

Date: 27th June, 2025

### **1.0 Introduction**

These guidelines shall apply to the election of non-unionized workers from Sub county to Regional Level.

### **2.0 Laws applicable**

- (a) The Constitution of the Republic of Uganda, 1995;
- (b) The Electoral Commission Act, Cap 176;
- (c) The Political Parties and Organizations Act, Cap. 178;
- (d) The Parliamentary Elections Act, 2005, Cap. 177;
- (e) The Local Governments Act, Cap. 138;
- (f) The Labour Unions Act, Cap. 228;
- (g) The Labour Unions (Election of Workers Representatives to District Councils) Regulations, 2016; and
- (h) Attendant Rules, Regulations and Guidelines that may be made from time to time

### **3.0 Definition**

- i) "Worker"– means any person who performs services in exchange for remuneration, other than a person who performs services as an independent contractor or an apprentice who is engaged primarily for the purpose of receiving training in a trade or profession.
- ii) "Non-unionized Worker" - means any person who is not a member of any registered trade union but performs services in exchange for remuneration, other than a person who performs services as an independent contractor or an apprentice who is engaged primarily for the purposes of receiving training in a trade or profession.
- iii) "Unionized Worker" – These are employees who come together in a trade union to collectively bargain with their employer for better wages, benefits, and working conditions.

### **4.0 Qualifications for nomination of Candidates for Non-Unionized Workers' Representatives**

To qualify for nomination as a candidate for non-unionized workers Representative, one must be:

- i) a non-unionized worker as defined in 3.0 (ii) above of these guidelines;
- ii) a citizen of Uganda;
- iii) a registered voter on the National Voters Register; and

- iv) ordinarily resident in the sub county, Town, Division or City Division in which he/she seeks to be elected as a workers` representative to the district.

**N.B Academic qualifications are not a pre-requisite for one to be elected as a non-unionized workers` representative to the distirct/city.**

**5.0 Nomination of Candidates for Non-Unionized Workers` representatives.**

- (i) The Electoral Commission shall publish in the gazette and local media nomination day(s), place(s) and the time(s) when Candidates for non-unionized workers` representatives at each Sub county, Town or Division shall be nominated.
- (ii) The nomination of a Candidate shall be made on a form provided by the Electoral Commission and submitted by the Candidate herself/himself to the Returning Officer or a person designated by her/him.
- (iii) A person shall not be nominated as a candidate unless he/she is a member of the non-unionized workers Electoral College.
- (iv) A nomination paper shall be signed by the Candidate, proposed by one and seconded by another member of the workers` Electoral College of the relevant Sub county, Town or Municipal Division in which the Candidate seeks to stand.
- (v) Where at the close of the nomination time, no person is duly nominated for election, the Returning Officer shall report to the Electoral Commission and the Commission shall fix another day for nominations.
- (vi) Where only one Candidate is duly nominated at the close of the nomination time, the person nominated shall be declared elected unopposed for that office.

**6.0 Campaigns**

- a) Campaigns by candidates shall take place after closure of nominations and during the designated period appointed by the Commission.
- b) Aspiring candidates shall be members of the Electoral College and must satisfy the requirements stated in paragraph (4.0) of these guidelines.

**7.0 Mode of Election**

- i) Election of all the ten non-unionized workers representatives shall take place on the same day designated for nominations and campaigns.
- ii) Elections of non-unionized workers` delegates shall be conducted by members of the assembled and registered non-unionized workers lining up behind candidates of their choice from among their number.
- iii) Each eligible voter shall vote ten times to get ten delegates with the majority of votes (**three times for the three specific slots for women; and seven times for the general slots**).

## 8.0 Polling Procedure

- i) No person shall be allowed to vote if she/he is not a member of the respective Electoral College.
- ii) The polling station shall be the Sub-County, Town or Municipal Division, City Division headquarters or any public place easily accessible to all members of non-unionized electorate.
- iii) The Presiding Officer shall conduct polling by allowing the electorate to cast their votes by lining up behind candidates of their individual choice.
- iv) Polling shall not commence before 7:00 a.m. in the morning and shall not continue beyond 4:00 p.m. in the evening.

### v) Voting Day Program

7.00 am - 8.00 am	:	Arrival of voters
8.00 am - 8.30 am	:	Briefing, sensitization and Voter Education on voting Procedures by the Presiding Officers
8.30 am – 9.00 am	:	Verification of voters by the Presiding Officers
9.00 am – 10.00 am	:	Nominations
10.00 am – 10.30 am	:	Campaigns
10.30 am – 3.00 pm	:	Voting by the electorate lining up and counting of votes thereafter and
3.00 pm – 4.00 pm	:	Filling of Forms and Declaration of Results

## 9.0 Vote Counting and Declaration of Results

- i) The Presiding Officer together with the Polling Assistant(s) and Constable shall count the voters lining up behind each candidate/candidate's Agent /Portrait/Symbol.
- ii) No Candidate shall be declared a winner unless he/she has obtained the majority of votes of the members present and voted or has been elected unopposed.
- iii) Presiding Officers shall thoroughly and correctly fill the relevant election forms and declare results after vote counting and he/she will submit the results to the Returning Officer. Copies of results may be given to Candidates or theirs Agents.
- iv) The Presiding Officer shall declare the winning candidate at the completion of the counting process and where there is a complaint in respect to the announced results, presented to him/her by a person entitled to vote at that election and the Presiding Officer is satisfied that it is not a frivolous complaint, he/she may order for a recount of the votes before making the declaration.
- v) Where there is a tie between the leading two candidates, the presiding officer shall cause a re-run between the two leading candidates in a tie.

## 10.0 Compilation of the District/City/Kampala Capital City Authority ( KCCA) Register

Particulars of all elected representatives from each Sub county/Town/Division shall be compiled by the Returning Officer to generate a register for election of the ten (10) District/City/KCCA Non-unionized Workers representatives.

### **10.1 Display of the District Non-Unionised Workers Register**

The compiled register shall be displayed on a day (s) and time appointed by the Commission.

### **11.0 Polling At the District/City Level**

- a) Polling shall be by secret ballot for all the ten (10) workers` representatives, and at least three of whom shall be women.
- b) Polling shall commence at 7.00am with at least ten (10) eligible voters present.
- c) Polling shall close at 4.00pm and shall be followed by vote counting and declaration of results
- d) Where there is a tie between two leading candidates the presiding officers shall cause a re-run between those candidates.

### **12.0 Regional Electoral College Registers**

The ten (10) elected non-unionized workers representatives from each District/City of the four (4) traditional regions of Uganda shall form the electoral college for the election of the respective Regional non-unionized workers delegates at the Regional Conference.

A handwritten signature in black ink, appearing to read 'Mugenyi Simon', with a large, stylized flourish extending from the end.

Justice Byabakama Mugenyi Simon  
**CHAIRPERSON, ELECTORAL COMMISSION**