

UGANDA LAW REFORM COMMISSION



REFORM OF THE LABOUR LEGAL REGIME IN UGANDA



H E. GEN. YOWERI KAGUTA MUSEVENI,
PRESIDENT OF THE REPUBLIC OF UGANDA

*The Chairperson, Commissioners, Secretary and Staff of the Uganda Law Reform Commission wish to congratulate **His Excellency Yoweri Kaguta Museveni**, the President of the Republic of Uganda, the Cabinet Ministers, the Attorney General and all the people of Uganda; specifically the workers from all walks of life on this auspicious occasion of celebrating the International Labour Day.*



HON. FREDRICK RUHINDI,
ATTORNEY GENERAL



VASTINA RUKIMIRANA NSANZE,
CHAIRPERSON, UGANDA LAW
REFORM COMMISSION

On International Labour Day the world celebrates among other things, the collective efforts of workers to bring about positive reforms for work in our society. As we celebrate the International Labour Day, the Uganda Law Reform Commission takes a moment to recognize the Workers all over Uganda for what they have accomplished this past year, both individually and collectively. We commend you for your resilience and tireless effort to change Uganda from a predominantly low income to a competitive upper middle income country as embodied in Vision 2040.

In keeping with these aspirations, the Uganda Law Reform Commission conducted a study to review the Employment Act No. 6 of 2006 and the Labour Disputes (Arbitration and Settlement) Act 2006, and other related laws. Consequently, recommendations have been made for the reform and consolidation of the above laws to bring them in conformity with internationally accepted standards of employment to

guarantee that economic growth and development go along with the creation of decent work conditions.

The consultative process that started in 2013 involved a review of the relevant regional and international instruments that have a bearing on the Employment Act and related laws; a comparative analysis of the employment laws of other countries so as to borrow best practices; and an analysis of key developments in the area of labour law that were not previously covered in the national employment legal framework.

The proposals from the review seek to improve the labour standards in Uganda specifically through; the improvement of labour administration in the various administrative structures including those of the District Labour Officers and the Industrial Court, the development of regulations for migrant workers; prescription of a minimum wage; broadening the application of legal provisions on sexual harassment and the ratification of the ILO Domestic Workers Convention that seeks to promote decent work conditions for domestic workers.

This progress has been achieved through engagement with policy makers, civil society, employers and workers. In accordance with the Commission vision to make laws that are responsive to the needs of society, we welcome any proposals in relation to the improvement of the employment legal regime.