

Employment and labour legislation

Recruitment

Discrimination in employment shall be unlawful and for the purposes of the Employment Act, 2006, discrimination includes any distinction, exclusion or preference made on the basis of colour, race, sex, religion, political opinion, national extraction or social origin, the HIV status or disability which has the effect of nullifying or impairing the treatment of the person in employment or occupation, or of preventing an employee from obtaining any benefit under a contract of service.

Termination of employment

The length of the notice period required to terminate employment from both sides depends on the period of payment and length of time the employee has worked. A contract can be terminated by payment of salary in lieu of notice. In case of serious misconduct an employee may be summarily dismissed.

Severance benefit

An employer shall pay severance allowance where employee has been in continuous service for a period of six months or more. However no severance is to be paid under summary dismissal of an employee with justification.

Working hours overtime and leave

Subject to sections 2 and 3 of the Act, maximum working hours shall be 48 hours per week. Overtime is to be paid at one and a half times the normal rate.

Labour Relations

Labour unrest is uncommon and there have been very few incidents of strikes.

Work and Residence Permits for Non-citizens

The Immigration Act specifies that any individual who stays in Uganda for more than 90 days in a calendar year should apply for a Residence Permit.

Two types of permits are issued in Uganda:

- Resident Permits – Self-Employed (usually issued for a five year term)
- Employee Permits (usually issued for a two year term)

All non-citizens who are employed, including those who are self-employed, need to hold work and residence permits.

A non-citizen employee may be granted a work permit, provided no citizen is available to fill the post and the company implements a training program, which works towards localization of the post.

Investors who have been in the country for over ten years are eligible to apply for permanent residence.

Non-citizen family members who seek employment will have to obtain their own work permit and they will be assessed on their own merits.