

## Uganda

Exchange rate: US\$1.00 = 2,770 shillings.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1967.

**Current laws:** 1985 (social security fund) and 2011 (retirement benefit authority).

**Type of program:** Provident fund system.

#### Coverage

Persons employed in firms with five or more workers, including temporary employees.

Voluntary coverage is available.

Exclusions: Self-employed persons.

Special systems for public-sector employees, military and prison personnel.

#### Source of Funds

**Insured person:** 5% of gross monthly earnings.

**Self-employed person:** Not applicable.

**Employer:** 10% of gross monthly payroll.

**Government:** None.

#### Qualifying Conditions

**Old-age benefit:** Age 55; age 50 if employment ceased at least a year before the time of the claim.

Drawdown payments: Withdrawal of contributions and interest is permitted before retirement if switching to an approved alternative retirement income plan or if permanently emigrating.

**Disability benefit:** The fund member must be assessed with a permanent total disability for any work that he or she was able to perform before the disability began or a permanent partial disability that prevents the worker from earning a reasonable living.

Must be assessed by a medical practitioner.

**Survivor benefit:** Paid when a fund member dies before retirement.

Eligible survivors (in order of priority) include the surviving spouse and dependent children; parents and brothers; grandparents or next-of-kin; and the person who paid for the funeral.

#### Old-Age Benefits

**Old-age benefit:** A lump sum of total employee and employer contributions plus interest is paid.

Interest rate adjustment: The annual interest rate is based on the rate of return on National Social Security Fund investments and is set in consultation with the Minister of Finance, Planning, and Economic Development.

#### Permanent Disability Benefits

**Disability benefit:** A lump sum of total employee and employer contributions plus interest is paid.

Interest rate adjustment: The annual interest rate is based on the rate of return on National Social Security Fund investments and is set in consultation with the Minister of Finance, Planning, and Economic Development.

#### Survivor Benefits

**Survivor benefit:** A lump sum of total employee and employer contributions plus interest is paid.

Interest rate adjustment: The annual interest rate is based on the rate of return on National Social Security Fund investments and is set in consultation with the Minister of Finance, Planning, and Economic Development.

#### Administrative Organization

Ministry of Finance, Planning, and Economic Development (<http://www.finance.go.ug>) provides general supervision.

National Social Security Fund (<http://www.nssfug.org>), managed by a tripartite board, administers the program.

### Sickness and Maternity

#### Regulatory Framework

**First and current law:** 2006 (employment).

**Type of program:** Employer-liability system.

#### Coverage

Employed persons in the formal sector.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** The total cost.

**Government:** None.

#### Qualifying Conditions

**Cash maternity and paternity benefits:** Must be currently employed.

**Cash sickness benefits:** Must be employed continuously for one month by the same employer.

### **Sickness and Maternity Benefits**

**Cash maternity benefits:** 100% of the employee's monthly earnings is paid for eight weeks, including at least four weeks after childbirth or miscarriage.

**Cash paternity benefits:** 100% of the employee's monthly earnings is paid for four days after childbirth or miscarriage.

**Cash sickness benefits:** 100% of the employee's monthly earnings is paid for one month.

### **Workers' Medical Benefits**

Benefits include general medical and specialist care, medicine, hospitalization, and transportation.

### **Administrative Organization**

The Ministry of Gender, Labour and Social Development (<http://www.mglsd.go.ug/>) provides general supervision.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1946.

**Current law:** 2000 (workers' compensation).

**Type of program:** Employer-liability system through a private insurer.

#### **Coverage**

Employed persons, including government employees.

Exclusions: Active military personnel and self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** The total cost (pays insurance premiums).

**Government:** None.

#### **Qualifying Conditions**

**Work injury benefits:** Must have a permanent incapacity or an incapacity lasting at least three consecutive days that results in the loss of earnings.

#### **Temporary Disability Benefits**

The benefit is paid periodically or as a lump sum. The benefit amount depends on the circumstances of the accident, the assessed degree of disability, the loss of earnings, and

the probable duration of the disability. The benefit is paid for up to 96 months and may be extended following a medical examination.

#### **Permanent Disability Benefits**

**Permanent disability benefit:** If the insured is assessed with a total disability, a lump sum of 60 months of earnings is paid, up to a maximum.

**Constant-attendance supplement:** If the insured requires the constant attendance of others to perform daily functions, 25% of the permanent disability benefit (but not less than a predetermined amount) is paid.

**Partial disability:** A percentage of the full benefit is paid according to the assessed degree of disability.

#### **Workers' Medical Benefits**

Benefits include medical, surgical, and nursing care; hospitalization; and medicine.

#### **Survivor Benefits**

**Survivor benefit:** A lump sum of 60 months of the deceased's earnings is paid, up to a maximum, minus 50% of the value of any disability benefits paid to the insured for the same accident before his or her death.

The full benefit is paid to fully dependent survivors; if there are no other dependent survivors, the employer pays any expenses related to medical care provided to the deceased and the cost of the funeral.

#### **Administrative Organization**

Ministry of Gender, Labor, and Social Development (<http://www.mglsd.go.ug/>) enforces the law, approves settlements, and pays benefits from money deposited by employers.

Employers must insure against liability with private insurance companies.

### **Unemployment**

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#### **Regulatory Framework**

The 2006 Employment Act regulates severance pay for employed persons who have completed at least six months of continuous service. Paid for unfair dismissal; if the contract is terminated because the employer becomes insolvent or dies; if the employee dies in the service of his/her employer; if the employee terminates the contract because of a physical incapacity. The amount of severance pay is negotiated between the employer and employee or the employee's labor union.