

Uganda

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Kampala). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Uganda scores 73.1 out of 100**. The overall score for Uganda is higher than the regional average observed across Sub-Saharan Africa (69.9).

Uganda - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to laws affecting women’s decisions to work, and laws affecting women’s pay, Uganda gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women’s work after having children, constraints on women’s starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women’s pension, Uganda could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Uganda is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Uganda may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, and making paid parental leave available.

Recent Reforms (2018-2019)

Mobility: Uganda made international travel easier for women by allowing them to apply for a passport in the same way as men, with no need to provide additional information.



| | QUESTION | ANSWER | LEGAL BASIS |
|------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | No | Succession Act, Secs. 14-15 |
| | Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman apply for a passport in the same way as a man? | Yes | Passport application form G |
| | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| Workplace | Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Employment Act, Sec. 6(3) |
| | Is there legislation on sexual harassment in employment? | Yes | Employment Act, Sec. 7 |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Employment Act, Secs. 7, 95 and 96 <i>Civil:</i> Employment Act, Secs. 7, 70 and 77 |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Employment Act, Sec. 6 |
| | Can women work the same night hours as men? | Yes | No restrictions could be located |
| | Can women work in jobs dangerous in the same way as men? | Yes | Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located |
| | Are women able to work in the same industries as men? | Yes | Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located |
| Marriage | Is there no legal provision that requires a married woman to obey her husband? | Yes | No applicable provisions could be located |
| | Can a woman be head of household in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | The Domestic Violence Act 2010 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Divorce Act, Art. 4 |
| Parenthood | Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
| | Is paid leave of at least 14 weeks available to mothers? | No | Employment Act, Sec. 56 |
| | Does the government pay 100% of maternity leave benefits? | No | Employment Act, Sec. 56 |
| | Is there paid paternity leave? | Yes | Employment Act, Sec. 57 |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| Entrepren. | Is dismissal of pregnant workers prohibited? | Yes | Employment Act, Sec. 75 |
| | Does the law prohibit discrimination in access to credit based on gender? | No | No applicable provisions could be located |
| | Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| Assets | Can a woman open a bank account in the same way as a man? | Yes | No restrictions could be located |
| | Do men and women have equal ownership rights to immovable property? | Yes | Constitution of Uganda, Arts 21, 26, 31(1) and 33 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | No | Succession Act, Cap.162, Secs. 2, 26(1) and 38(2) |
| | Do female and male surviving spouses have equal rights to inherit assets? | No | Succession Act, Cap. 162 Secs. 26 and 27 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Succession Act, Cap. 162, Sec. 3 |
| | Does the law provide for the valuation of nonmonetary contributions? | No | No applicable provisions could be located |
| Pension | Are the ages at which men and women can retire with full pension benefits equal? | Yes | Women: National Social Security Fund Act, Sec. 20 Men: National Social Security Fund Act, Sec. 20 |
| | Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Women: National Social Security Fund Act, Sec. 20 Men: National Social Security Fund Act, Sec. 20 |
| | Are the mandatory retirement ages for men and women equal? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Are periods of absence due to child care accounted for in pension benefits? | No | No applicable provisions could be located |