

Uganda

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 (71.5). Within the Sub-Saharan Africa region, the maximum score observed is 89.4 (Mauritius).

Uganda - Scores for Women, Business and the Law 2022



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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's work after having children (the WBL2022 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

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Uganda are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/uganda/2022>



	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; The Employment (Sexual Harassment) Regulations, 2012
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Employment Act, Secs. 7, 95 and 96; The Employment (Sexual Harassment) Regulations, 2012, Part VIII (19) <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(7)
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	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	Divorce Act 1904, Art. 39
	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 paid leave available to fathers?	Yes	Employment Act, Sec. 57
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment Act, Sec. 75
Entrepreneurship	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
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Constitution of Uganda, Art. 26; Land Act, Sec. 27
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Succession Act, Secs. 2 and 26(1)
	Do female and male surviving spouses have equal rights to inherit assets?	No	Succession Act, Secs. 26 and 27
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Succession Act, Sec. 3
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: National Social Security Fund Act, Sec. 20. Men: National Social Security Fund Act, Sec. 20
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: National Social Security Fund Act, Sec. 20. Men: National Social Security Fund Act, Sec. 20
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located