

## Uganda

Exchange rate: U.S.\$1.00 equals 1,830 shillings.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1967.

**Current law:** 1985.

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

#### Coverage

Employees of firms with five or more workers.

Exclusions: Temporary employees and employees in exempted employment.

Voluntary affiliation for those not compulsorily covered.

Special systems for public-sector employees.

#### Source of Funds

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

**Employer:** 10% of payroll.

**Government:** None.

There is no earnings limit for contribution purposes.

#### Qualifying Conditions

**Old-age benefit:** Age 55; age 50 if retired from full-time employment.

**Disability benefit:** Total incapacity for any work or permanent partial incapacity causing inability to earn a reasonable livelihood.

**Survivor benefit:** The death of the fund member prior to retirement.

#### Old-Age Benefits

**Old-age benefit:** A lump sum equal to total employee and employer contributions, plus accrued interest.

#### Permanent Disability Benefits

A lump sum equal to total employee and employer contributions, plus accrued interest.

#### Survivor Benefits

A lump sum equal to total employee and employer contributions, plus accrued interest. The lump sum is payable to the spouse and children or, if none, to other dependent relatives.

### Administrative Organization

Ministry of Gender, Labor, and Social Development provides general supervision.

Managed by a managing director, the National Social Security Fund administers the program.

The tripartite governing body is the board of directors consisting of the managing director, the chairman, and other members appointed by the Minister of Gender, Labor, and Social Development.

### Work Injury

#### Regulatory Framework

**First law:** 1946.

**Current law:** 2000.

**Type of program:** Employer-liability system, involving compulsory insurance with a specified insurer.

#### Coverage

Employed persons.

Exclusion: Active members of the armed forces.

#### Source of Funds

**Insured person:** None.

**Employer:** Total cost, normally met through insurance premiums.

**Government:** None.

#### Qualifying Conditions

**Work injury benefits:** For a permanent incapacity or an incapacity lasting for at least 3 consecutive days preventing the insured person from earning full wages.

#### Temporary Disability Benefits

A lump-sum benefit or periodic payments. The benefit amount depends on the circumstances of the accident, the degree of disability, loss of earnings, and the probable duration of the disability. The benefit is payable for up to 96 months; may be extended if the disability is assessed as ongoing by a medical practitioner.

#### Permanent Disability Benefits

A lump sum equal to 60 months' earnings, if totally disabled. The benefit is paid up to a maximum.

Constant-attendance supplement: 25% of the benefit, but no lower than a predetermined minimum.

Partial disability: A percentage of the full benefit proportionate to the assessed degree of disability, according to the schedule in law.

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***Workers' Medical Benefits***

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

***Survivor Benefits***

A lump sum equal to 60 months' earnings, minus one-half of any disability benefits paid to the insured before death for the same accident. The benefit is paid up to a maximum.

The full benefit is payable to dependent survivors; if none, the employer pays expenses related to medical aid provided to the deceased and the burial expenses.

***Administrative Organization***

Ministry of Gender, Labor, and Social Development enforces the law, approves settlements, and pays benefits from money deposited with it by employers.

Employers insure the assessed liability with private insurance companies.