

Uganda

Exchange rate: US\$1.00 = 3,607 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.

Voluntary coverage for persons who previously had mandatory coverage, including self-employed persons.

Exclusions: Persons covered by approved private pension plans and self-employed persons who did not previously have mandatory coverage.

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

Source of Funds

Insured person: 5% of gross monthly earnings; at least 7.5% for the voluntarily insured.

Self-employed person: At least 7.5% of gross monthly earnings.

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 claiming; before age 55 if switching to an approved private pension plan or if permanently emigrating.

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

Must be assessed by a medical practitioner.

Survivor benefit: Paid when a fund member dies before withdrawing the full account balance.

Eligible survivors (in order of priority) include a widow(er); 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 accrued 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 accrued 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 accrued 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 sickness benefits: Must be employed continuously for one month by the same employer.

Cash maternity benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

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

Maternity benefits: 100% of the employee's earnings is paid for 60 working days, including at least four weeks after childbirth or miscarriage; may be extended by 20 working days under special circumstances.

Workers' Medical Benefits

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

Administrative Organization

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

Work Injury

Regulatory Framework

First law: 1946.

Current law: 2000 (workers' compensation).

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

Coverage

Public- and private-sector employees.

Exclusions: Self-employed persons and active military personnel.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: The total cost (pays insurance premiums).

Government: None.

Qualifying Conditions

Must have 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

If the insured is assessed with a total disability, a lump sum of 60 months of the insured's 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

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

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

Administrative Organization

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

Employers must insure against liability with private insurance companies.

Unemployment

Regulatory Framework

The 2006 Employment Act (Act No. 6) regulates severance pay for employed persons who have completed at least six months of continuous service. It is paid for unfair dismissal; if an employment contract is terminated because the employer becomes insolvent or dies; if the employee dies in the service of his/her employer; or 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.