

Uganda

Public Holidays Act

Chapter 255

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Public Holidays Act
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Public Holidays Act

Chapter 255

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An Act to make provision for public holidays.

1. Interpretation

In this Act, unless the context otherwise requires, "public holiday" means a public holiday specified by this Act.

2. Public holidays

- (1) The days specified in the Schedule to this Act are declared to be public holidays, which, subject to this Act, shall in every year be kept and observed as public holidays throughout Uganda.
- (2) In addition to the public holidays prescribed by subsection (1), the President may declare any other day to be a public holiday, and may limit the observation of any such public holiday to any area or place in Uganda.

3. Remuneration for holiday work

- (1) Every employer shall pay to each of his or her employees in respect of every public holiday, the full remuneration which would have been payable to the employee for a full day's work if that day had not been a public holiday.
- (2) Where any employee attends or performs work for a full day or more on a public holiday, the employer shall pay to the employee in addition to the remuneration prescribed by subsection (1) an amount of money not less than the remuneration which would have been payable to the employee for the work if that day had not been a public holiday or shall grant the employee leave with full pay in lieu of the public holiday.
- (3) Where any employee attends and performs work for part only of a public holiday, an employer shall pay to the employee in addition to the remuneration prescribed by subsection (1), the proportion of the remuneration for a full day's work on that day if that day had not been a public holiday, represented by the number of hours for which the employee has performed work.
- (4) Where any payment is required to be made under subsection (1), (2) or (3) in respect of any public holiday, the payment shall be made within one month after the public holiday.
- (5) Any person who contravenes subsection (1), (2), (3) or (4) commits an offence and is liable on conviction to a fine not exceeding ten pounds.
- (6) In any proceedings against an employer under this section, the court may, on conviction, order the employer to pay in addition to the fine, if any, such sum of money as appears to the court to be due to the employee on account of any remuneration payable to him or her under this section, and may in that order, specify the time within which the payment shall be made.

- (7) This section shall not apply in relation to a public holiday declared under [section 2\(2\)](#), if the declaration states that it is or is to be an unpaid public holiday.

4. Act binds Government

This Act, with the exception of [section 2\(2\)](#), (3), (4), (5) and (6) shall bind the Government.

Schedule (Section 2)

Public holidays

Birth of Prophet Muhamed Day
Boxing Day — 26th December
Christmas Day — 25th December
Easter Monday
Good Friday
Idd Adhua Idd el-Fitr Day
Idd-ul-Zuho Day
Independence Day—9th October
Martyrs' Day — 3rd June
National Heroes Day — 9th June
New Year's Day — 1st January
Women's Day — 8th March