



THE REPUBLIC OF UGANDA

Registered at the
General Post Office for
transmission within
East Africa as a
Newspaper

The

Uganda Gazette



Published
by
Authority

Vol. CV No. 21

20th April, 2012

Price: Shs. 5,000

CONTENTS	PAGE
The Advocates Act—Notices... ..	221
The Mining Act—Notices	221-222
The Judicature (Small Claims Procedure) Rules—Notice	222
The Trademarks Act—Registration of Applications	222-225
Advertisements... ..	225-230

SUPPLEMENTS

Statutory Instruments

- No. 15—The Employment (Sexual Harassment) Regulations, 2012.
No. 16—The Traffic and Road Safety Act (Closure of Road) (Exemption) Order, 2012.
No. 17—The Employment (Employment of Children) Regulations, 2012.

Ordinances

- No. 2—The Local Governments (Kaabong District) (Compulsory and Free Universal Primary Education) Ordinance, 2012.
No. 3—The Local Governments (Kaabong District) (Protection and Management of Water Resources) Ordinance, 2012.

General Notice No. 280 of 2012.

THE ADVOCATES ACT, CAP. 267.

NOTICE OF APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Awor Caroline Jean who is stated to be a holder of a Bachelor of Laws Degree from Makerere University, Kampala, having been awarded on the 22nd day of January, 2010 and a Diploma in Legal Practice awarded by the Law Development Centre on the 11th day of November, 2011, for the issue of a Certificate of Eligibility for entry of her name on the Roll of Advocates for Uganda.

Kampala, MARGARET APINY,
2nd April, 2012. Ag. Secretary, Law Council.

General Notice No. 281 of 2012.

THE ADVOCATES ACT, CAP. 267.

NOTICE OF APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Kitakule Shamira who is stated to be a holder of a Bachelor of Laws Degree from Makerere University, Kampala, having been awarded on the 22nd day of January, 2010 and a Diploma in Legal Practice awarded by the Law Development Centre on the 11th day of November, 2011, for the issue of a Certificate of Eligibility for entry of her name on the Roll of Advocates for Uganda.

Kampala, MARGARET APINY,
13th April, 2012. Ag. Secretary, Law Council.

General Notice No. 282 of 2012.

THE ADVOCATES ACT, CAP. 267.

NOTICE OF APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Sarah Namwanje who is stated to be a holder of a Bachelor of Laws Degree from Makerere University, Kampala, having been awarded on the 22nd day of January, 2010 and a Diploma in Legal Practice awarded by the Law Development Centre on the 11th day of November, 2011, for the issue of a Certificate of Eligibility for entry of her name on the Roll of Advocates for Uganda.

Kampala, MARGARET APINY,
13th April, 2012. Ag. Secretary, Law Council.

General Notice No. 283 of 2012.

THE ADVOCATES ACT, CAP. 267.

NOTICE OF APPLICATION FOR A CERTIFICATE OF ELIGIBILITY.

IT IS HEREBY NOTIFIED that an application has been presented to the Law Council by Malcolm Mpamizo Twino who is stated to be a holder of a Bachelor of Laws Degree from Makerere University, Kampala, having been awarded on the 23rd day of January, 2009 and a Diploma in Legal Practice awarded by the Law Development Centre on the 3rd day of September, 2010, for the issue of a Certificate of Eligibility for entry of his name on the Roll of Advocates for Uganda.

Kampala, MARGARET APINY,
13th April, 2012. Ag. Secretary, Law Council.

General Notice No. 284 of 2012.

THE MINING ACT, 2003.

(The Mining Regulations, 2004).

NOTICE OF GRANT OF AN EXPLORATION LICENCE.

IT IS HEREBY NOTIFIED that Exploration Licence, Number EL. 0964, registered as Number 001358, has been granted in accordance with the provisions of Section 27 and Section 29 to M/s. Indiana Mining Limited, of P.O. Box 29900, Kampala, for a period of three (3) years effective from 19th March, 2012.

The Exploration area subject to the Exploration Licence is 15 km², and is on Topography Map, Sheet Number 76/4 situated in Mbarara and Sheema Districts.

Dated at Entebbe, this 19th day of March, 2012.

GRACE NAKKU,
for Ag. Commissioner for the Geological Survey
and Mines Department.

General Notice No. 285 of 2012.

THE MINING ACT, 2003.
(The Mining Regulations, 2004).

NOTICE OF RENEWAL OF AN EXPLORATION LICENCE.

IT IS HEREBY NOTIFIED that Exploration Licence, Number .EL. 0409, registered as Number 001311, has been renewed in accordance with the provisions of Section 30 to OLI.GOLD MURULI LTD. of P.O. Box 8898, Kampala, for a period of two (2) years effective from 22nd December, 2011.

The Exploration area subject to the Exploration Licence is 64.2 km², on Topography Map, Sheet Number 64/3 situated in Busia District.

Dated at Entebbe, this 27th day of January, 2012.

CHRIS RUDIGIZAH.
*for Commissioner for the Geological Survey
and Mines Department.*

General Notice No. 286 of 2012.

THE MINING ACT, 2003.
(The Mining Regulations, 2004).

NOTICE OF GRANT OF A LOCATION LICENCE.

IT IS HEREBY NOTIFIED that Location Licence, Number LL. 0896 registered as Number 001245, has been granted in accordance with the provisions of Section 57 and Section 59 to Muyambi John Mary (JR), of P.O. Box 8898, Kampala, for a period of two (2) years effective from 1st December, 2011.

The Location area subject to the Location Licence is 15 Hectares and is on topography map, sheet number 93/2, situated in Kabale District.

Dated at Entebbe, this 1st day of December, 2011.

RUDIGIZAH CHRIS,
*for Ag. Commissioner for the Geological Survey
and Mines Department.*

General Notice No. 287 of 2012.

THE JUDICATURE (SMALL CLAIMS PROCEDURE)
RULES, 2011

IN EXERCISE of the powers conferred upon the Chief Justice by rule 4 sub rule 3 of the Judicature (Small Claims Procedure) Rules, the following Chief Magistrates Courts presided over by Chief Magistrates and Magistrates Grade One are hereby designated Small Claims Courts effective 1st May, 2012.

1. Arua Chief Magistrates Court
2. Lira Chief Magistrates Court
3. Mbale Chief Magistrates Court
4. Mengo Chief Magistrates Court
5. Masaka Chief Magistrates Court
6. Kabale Chitef Magistrates Court

BENJAMIN J. ODOKI.
Chief Justice and Chairperson, Rules Committee.

General Notice No. 288 of 2012.

THE TRADE MARKS ACT.
(Cap. 83).
NOTICE.

NOTICE IS HEREBY GIVEN that any person who has grounds to oppose the registration of any of the marks advertised herein may within sixty days from the date of this *Gazette*, lodge a Notice of opposition on Trade Mark Form No. 6 together with a fee of Shs. 4000 in case of National applicants or USS 250 in case of Foreign applicants. The period of lodging Notice of opposition may be extended in suitable cases by the Registrar as he thinks fit upon such terms as he may direct. Formal opposition should not be lodged until after reasonable notice has been given by letter to the applicant so that he may have an opportunity to withdraw his application before the expense of opposition proceedings is incurred. Failure to give such notice will be taken into account in considering any application by the opponent for an order for costs if the opposition is uncontested by the applicant. Representations of the marks herein advertised can be inspected at the office of the Registrar of Trade Marks, Amamu House, Plot No. 5B George Street, P.O. Box 6848, Kampala.

- (21) APPLICATION NO. 2012/45052 IN PART "A".
(52) Class 8.
(54)

SIMBALAND

- (53)
(59)
(64)
(57) *Nature of goods*— Hand tools and implements (hand-operated); cutlery; side arms; razors.
(73) *Name of applicant*— Wang Xiaobing.
(77) *Address*— P.O. Box 33234, Kampala, Uganda.
(74)
(22) *Date of filing application*— 23rd March, 2012.

- (21) APPLICATION NO. 2012/45083 IN PART "A".
(52) Class 18.
(54)

SIMBALAND

- (53)
(59)
(64)
(57) *Nature of goods*— Leather and imitations of leather, and goods made of these materials and not included in other classes; animal skins; hides; trunks and travelling bags; umbrellas; parasols and walking sticks; whips; harness and saddlery.
(73) *Name of applicant*— Wang Xiaobing.
(77) *Address*— P.O. Box 33234, Kampala, Uganda.
(74)
(22) *Date of filing application*— 23rd March 2012.

(21) APPLICATION NO. 2012/45093 IN PART "A".

(52) Class 20.
(54)



(53)
(59)
(64)
(57) *Nature of goods*— Furniture, mirrors, picture frames; goods (not included in other classes) of wood, cork, reed, cane, wicker, horn, bone, ivory, whalebone, shell, amber, mother-of-pearl, meerschaum and substitutes for all these materials, or of plastics.

(73) *Name of applicant*— Performance Furnishings [U] Ltd.

(77) *Address*— P.O. Box 14016, Kampala, Uganda.

(74)
(22) *Date of filing application*— 3rd April, 2012.

(21) APPLICATION NO. 2012/45058 IN PART "A".

(52) Class 11.
(54)



(53)
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(64)
(57) *Nature of goods*— Apparatus for lighting, heating, steam generating, cooking, refrigerating, drying, ventilating, water supply and sanitary purposes.

(73) *Name of applicant*— Crestanks Ltd.

(77) *Address*— P.O. Box 11381, Kampala, Uganda.

(74)
(22) *Date of filing application*— 27th March, 2012.

Kampala. EVA MUDONDO,
7th March, 2012. Registrar of Trademarks.

(21) APPLICATION NO. 2012/45100 IN PART "A".

(52) Class 16.
(54)

Spectra

(53)
(59)
(64)
(57) *Nature of goods*— Paper, cardboard and goods made from these materials, not included in other classes; printed matter; bookbinding material; photographs; stationery; adhesives for stationery or household purposes; artists' materials; paint brushes; typewriters and office requisites (except furniture); instructional and teaching material (except apparatus); plastic materials for packaging (not included in other classes); printers' type; printing blocks.

(73) *Name of applicant*— V. G. Keshwala & Sons Ltd.

(77) *Address*— P.O. Box 17, Jinja, Uganda.

(74)

(21) APPLICATION NO. 2012/45075 IN PART "A".

(52) Class 32.
(54)

X-TRA SIP

(53)
(59)
(64)
(57) *Nature of goods*— Non-alcoholic drinks; fruit drinks and fruit juices; syrups and other preparations for making beverages.

(73) *Name of applicant*— X-Tra Industries Ltd.

(77) *Address*— P.O. Box 35126, Kampala, Uganda.

(74)
(22) *Date of filing application*— 28th March, 2012.

(21) APPLICATION NO. 2012/45098 IN PART "A".

(52) Class 45.
(54)



(53)
(59)
(64)
(57) *Nature of goods*— Legal services; security services for the protection of property and individuals; personal and social services rendered by others to meet the needs of individuals.

(73) *Name of applicant*— Nangwala, Rezida & Co. Advocates.

(77) *Address*— P.O. Box 10304, Kampala, Uganda.

(74)
(22) *Date of filing application*— 3rd April, 2012.

(21) APPLICATION NO. 2012/45097 IN PART "A".

(52) Class 43.
(54)



(53) *Disclaimer*—Registration of this trademark shall give no right to the exclusive use of the letter 'K' except as represented.

(59)
(64)
(57) *Nature of goods*— Services for providing food and drink; temporary accommodation.

(73) *Name of applicant*— Kingdom Kampala Ltd.

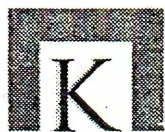
(77) *Address*— P.O. Box 10304, Kampala, Uganda.

(74) C/o. Nangwala, Rezida & Co. Advocates. P.O. Box 10304, Kampala.

(21) APPLICATION NO. 2012/45096 IN PART "A".

(52) Class 37.

(54)



KINGDOM

(53) *Disclaimer*—Registration of this trademark shall give no right to the exclusive use of the letter 'K' except as represented.

(59)

(64)

(57) *Nature of goods*— Building construction; repair; installation services.

(73) *Name of applicant*— Kingdom Kampala Ltd.

(77) *Address*— P.O. Box 10304, Kampala, Uganda.

(74) *C/o.* Nangwala, Rezida & Co. Advocates, P.O. Box 10304, Kampala.

(22) *Date of filing application*— 3rd April, 2012.

(21) APPLICATION NO. 2012/45095 IN PART "A".

(52) Class 36.

(54)



KINGDOM

(53) *Disclaimer*—Registration of this trademark shall give no right to the exclusive use of the letter 'K' except as represented.

(59)

(64)

(57) *Nature of goods*— Insurance; financial affairs; monetary affairs; real estate affairs.

(73) *Name of applicant*— Kingdom Kampala Ltd.

(77) *Address*— P.O. Box 10304, Kampala, Uganda.

(74) *C/o.* Nangwala Rezida & Co. Advocates, P.O. Box 10304, Kampala.

(22) *Date of filing application*— 3rd April, 2012.

(21) APPLICATION NO. 2012/44921 IN PART "A".

(52) Class 9.

(54)



(53)

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(57) *Nature of goods*— Telephone.

(73) *Name of applicant*— Giga Enterprises Ltd.

(77) *Address*— P.O. Box 12421, Kampala, Uganda.

(74)

(22) *Date of filing application*— 6th March, 2012.

Kampala. MERCY KYOMUGASHO K. NDYAHUKAYO.
31 March 2012 Registrar of Trademarks.

(21) APPLICATION NO. 2011/44497 IN PART "A".

(52) Class 9.

(54)



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(57) *Nature of goods*— Scientific, nautical, surveying, photographic, cinematographic, optical, weighing, measuring, signaling, checking (supervision), life-saving and teaching apparatus and instruments; apparatus and instruments for conducting, switching, transforming, accumulating, regulating or controlling electricity; apparatus for recording, transmission or reproduction of sound or images; magnetic data carriers, recording discs; automatic vending machines and mechanisms for coin-operated apparatus; cash registers, calculating machines, data processing equipment and computers; fire-extinguishing apparatus.

(73) *Name of applicant*— The Linux Foundation.

(77) *Address*— 1796 18th Street, Suite C, San Francisco, California 94107, U.S.A.

(74) *C/o.* Magezi, Ibale & Co. Advocates, P.O. Box 10969, Kampala.

(22) *Date of filing application*— 23rd December, 2011.

(21) APPLICATION NO. 2012/44541 IN PART "A".

(52) Class 45.

(54)

M & M

(53)

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(64)

(57) *Nature of goods*— Legal services; security services for the protection of property and individuals; personal and social services rendered by others to meet the needs of individuals.

(73) *Name of applicant*— Muwema & Mugerwa Advocates & Solicitors.

(77) *Address*— P.O. Box 6074, Kampala, Uganda.

(74)

(22) *Date of filing application*— 11th January, 2012.

(21) APPLICATION NO. 2011/44498 IN PART "A".

(52) Class 42.

(54)



(53)

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(57) *Nature of goods*— Scientific and technological services and research and design relating thereto; industrial analysis and research services; design and development of computer hardware and software; legal services.

(73) *Name of applicant*— The Linux Foundation.

(77) *Address*— 1796 18th Street, Suite C. San Francisco, California 94107, U.S.A.

(74) *C/o.* Magezi, Ibale & Co. Advocates, P.O. Box 10969, Kampala.

(22) *Date of filing application*— 23rd December, 2011.

Kampala,

27th December, 2011.

KATUTSI VINCENT,
Registrar of Trademarks.

(21) APPLICATION NO. 2011/44166 IN PART A .

(52) Class 9.
(54)

GALAXY NOTE

(53)

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(57) *Nature of goods* Batteries for use with mobile phones and tablet computers; camcorders; computer game software; computer network hubs; computer network switches and routers; computer software for instant messaging, sending and receiving emails and contact information, schedule sharing and contents sharing service; computer software for managing and organizing various digital reading contents, namely e-books, e- newspapers, thesis, and e-magazines; computer software for personal information management; computer software for purchasing, downloading, playing or listening to music; computer software for purchasing, subscribing, downloading, playing or listening to digital reading contents, namely e-books, e- newspapers, thesis and e- magazines; computer software for use in recording, organizing, transmitting, manipulating, and reviewing text, data, audio files, video files and electronic games in connection with TV, computers, music players, video players, media players, mobile phones, and portable and handheld digital electronic devices; computer software for use with satellite and GPS navigation systems for navigation, route and trip planning, and electronic mapping; computer software for travel information systems for the provision or rendering of travel advice and for information concerning hotels, landmarks, museums, public transportation, restaurants and other information regarding travel and transport; computer software to be used for viewing and downloading electronic maps; embedded computer software used as an electronic feature found on cellular or mobile phones that allows users to play and download electronic games, listen to and download ring tones and music, and view and download screen savers and wallpapers; computer software to enable authoring, posting, uploading, downloading, transmitting, receiving, editing, extracting, encoding, decoding, playing, storing,

organizing, showing, displaying, tagging, blogging, sharing or otherwise providing electronic media or information over the Internet or other communications network; computer software to enable users to program and distribute audio, video, text and other multimedia content, namely, music, concerts, videos, radio, television, news, sports, games, cultural events, and entertainment-related and educational programs via communication network; computers; data communication cables for use with mobile phones and tablet computers; digital cameras; digital set-top boxes; downloadable digital images, namely photographic or video images; downloadable ring tones; DVD players; ear phones for mobile telephones and tablet computers; electric battery chargers for mobile phones; electric battery chargers for tablet computers; facsimile machines; hard disk drives; Internet protocol (IP) PBX (private branch exchange) switchboards; IP-Internet Protocol Phones; key phone terminals; LAN Switches; mobile phone and tablet computer operating system software; mobile telephones; monitors for computers; MP3 players; network access server hardware and operating software; PDA (Personal Digital Assistants), portable computers; portable multimedia players; printers for computers; semiconductors; smart phones; software for network management system; switch routers; tablet computers; telephones; television receivers; USB flash memory; wide area network(WAN) routers.

(73) *Name of applicant*— Samsung Electronics Co., Ltd.

(77) *Address*— 416, Mactan-dong, Yeongtong-gu, Suwon-si, Gyeonggi-do, Rep.of Korea).

(74) *C/o.* Sipi Law Associates, P.O. Box 4180, Kampala.

(22) *Date of filing application*— 10th November, 2011.

Kampala,

27th December, 2011.

MAUDAH ATUZARIRWE,

Registrar of Trademarks.

ADVERTISEMENTS

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 83, Plot 37, 14.15 Hectares, at Njagalamwenge Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yowana Kibojera of Njagalamwenge, a special Certificate of Title, under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana,

27th March, 2012.

JANET NABUUMA.

for Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 244, Plot 1030, Land at Kisugu.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue Special Certificate of Title, of the above description, in the names of George Wilson Kalasanyi of P.O. Box 2003, Kampala, the original having been lost.

Kampala, MUHEREZA EDWIN,
27th March, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 65, Plot 56, Land at Migade Approx. 5.0 Acres.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Simioni Gaganga, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN,
27th March, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 65, Plot 58, Land at Migade.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Semyoni Gaganga of Migade aforesaid, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN,
23rd March, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 234, Plot 4085, Land at Kilinya.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Mukiibi Geoffrey of P.O. Box 24281, Kampala, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, EDWIN MUHEREZA,
9th April, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Mawokota Block 124, Plot 48, Land at Namutamala.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Augustino Mujwang'anya of Kikondo, Sabagabo, Mawokota, P.O. Mpigi, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, EDWIN MUHEREZA,
29th March, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 197, Plot 26, Land at Serinya.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yozefu Balimba Katerega of P.O. Serinya, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, EDWIN MUHEREZA,
12th April, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 52, Plot 76, Land at Sai & Sebujoba.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Ezekyeri Sekiwala of P.O. Sebujoba, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN,
22nd November, 2011. *for Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 266, Plots 144, 815, 240, 171, 383, 167, Land at Seguku.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Samuel Walusimbi, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, MUHEREZA EDWIN,
12th March 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Busiro Block 543, Plot 131, Land at Bugogo & Lugo.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yozefu Baliza, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, **GOLOOBA HARUNA,**
12th April, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

KIBUGA Block 12, Plot 937, Land at Mengo.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Julia Nsangi Namubimbo Justine of P.O. Box 706, Kampala, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala, **MUHEREZA EDWIN,**
5th April, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 260, Plot 7, 2.00 Hectares, at Kiryokya Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Eseri Tusabomu of Kiryekya, Singo, a special Certificate of Title, under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana, **JANET NABUUMA,**
3rd April, 2012. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 185, Plot 5, 104.0 Hectares at Kamponye Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Solome Mukuto of Kasolo Kamponye, a special Certificate of Title under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana, **JANET NABUUMA,**
12th April, 2012. *for Ag. Commissioner Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Plot No. 5, Block 151, Kyaggwe, Area: 8.10 Hectares,
Leasehold/Freehold Register, Volume.....
Folio.....

NOTICE IS HEREBY GIVEN that after the expiry of one month from the publication hereof, I intend to issue in the names of Takiwerekereza Sekiwala, James Kabaalu, James Naluma Namawojjolo, a special Certificate of Title, under the above Volume and Folio, the Title which was originally issued having been lost.

CHRISTINE NAMIREMBE KATENDE,
23rd March, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Plot No. 3, Block 218, Kyaggwe, Area: 23.0 Acres,
Leasehold/Freehold Register, Volume..... Folio.....

NOTICE IS HEREBY GIVEN that after the expiry of one month from the publication hereof, I intend to issue in the names of Sr. Rosemary Nannozi & Mugalu Emmanuel, a special Certificate of Title, under the above Volume and Folio, the Title which was originally issued having been lost.

CHRISTINE NAMIREMBE KATENDE,
11th April, 2012. *for Ag. Commissioner for Land Registration.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Bulemezi Block 57, Plot 364, Land at Bukimu. Measuring 1.20 Hectares.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Nakimuli Alice, a Special Certificate of Title, under the above Block and Plot, the duplicate Certificate of Title which was issued having been lost.

Bukalasa,
5th January, 2012.

KAHABURA DENIS,
Registrar of Titles—Bukalasa.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Bulemezi Block 19, Plot 60, Measuring 8.10 Hectares Land at Degeya.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names Daudi Sinabulya of P.O. Degeya, a Special Certificate of Title, under the above Block and Plot, the duplicate Certificate of Title which was issued having been lost.

Bukalasa,
7th February, 2012.

NABUKEERA MADINAH,
Registrar of Titles—Bukalasa.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Plot No. 91, Kisoro-Kabale Road, Kisoro, Kabale District, Leasehold Register, Volume 1923, Folio 10.

NOTICE IS HEREBY GIVEN that after the expiry of one month from the publication hereof, I intend to issue in the names of Felix Nzabandora of P.O. Box 73, Kisoro, a special Certificate of Title, under the above Volume and Folio, the Title which was originally issued having been lost.

Kampala
10th April, 2012.

KABIRA AISHA,
for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kabula Block 32, Plot 11 & 18, at Kyaluguguza, Measuring 153.20 Hectares, respectively.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Josua Magembe, the registered Proprietor, a Special Certificate of Title, under the above mentioned Block and Plot, the Certificate of Title, which was originally issued having been lost.

Masaka,
19th March, 2012.

GALIWANGO HERMAN NSUBUGA,
Ag. for Commissioner for Land Registrar.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Buddu Blocks 384 & 655, Plots 13 & 80, at Kakunyu, Measuring 137.0 Hectares, respectively.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Edward Mukasa, the registered Proprietor, a Special Certificate of Title, under the above mentioned Blocks and Plots, the Certificate of Title, which was originally issued having been lost.

Masaka,
29th March, 2012.

GALIWANGO HERMAN NSUBUGA,
Ag. for Commissioner for Land Registrar.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Igara Block 2, Plot 65 - Ankole, Area: 11.95 Hectares.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Yason Mwebesa, a Special Certificate of Title, under the above Block and Plot, the Certificate of Title which was originally issued having been lost.

Mbarara
29th March, 2012.

J. K. KARUHANGA,
for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT (CAP. 230)

AND

THE MORTGAGE ACT

KIBUGA BLOCK 29, PLOT 493, LAND AT MULAGO

NOTICE TO REMOVE MORTGAGE

YOU ARE HEREBY GIVEN NOTICE that the proprietor of the land registered under the above title has applied for the removal of your mortgage which was registered on 24.01.1956 under Instrument Number: KLA2763, which has since lapsed under the Mortgage Act and the Registration of Titles Act.

YOU ARE FURTHER GIVEN NOTICE if you have any objections to raise the same within 30 days after this notice is served on you; otherwise you will have no reason to complain and your mortgage will lapse and will be removed from the Register Book.

Dated this 16th day of April, 2012.

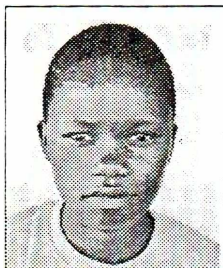
KAKERWE YUSUF,

for Ag. Commissioner for Land Registration.

IN THE MATTER OF THE COMMISSIONER FOR
OATHS (ADVOCATES) ACT, CAP. 5 OF
THE LAWS OF UGANDA

AND

IN THE MATTER OF A STATUTORY DECLARATION
IN SUPPORT OF A DEED POLL AND NOTICE OF
CHANGE OF NAME BY NAKASWABULI ESTHER



DEED POLL

This deed is made this 10th day of March, 2012 by ME NAKASWABULI ESTHER of C/o P.O. BOX 36451, Kampala, (Uganda), formerly known as ALINGA ESTHER witnesseth that:—

1. I, for and on behalf of myself wholly renounce, relinquish and abandon the use of the name ALINGA ESTHER, and in the place of it assume the name NAKASWABULI ESTHER so that from today onwards, I should be called NAKASWABULI ESTHER, and distinguished from my former name ALINGA ESTHER, and desire to be called by my assumed name NAKASWABU ESTHER.
2. That the reason for abandoning my former name ALINGA ESTHER is that it does not belong to my clan which is the Ipasam clan of the Iteso Tribe.
3. That I shall at all times from today in all records, deed and writings, in all proceeding, dealings, transactions both private and public, and on all occasions, use and sign the name NAKASWABULI ESTHER, in lieu and in substitute of my former name ALINGA ESTHER.
4. I expressly authorize and request all persons and entities to at all times from today to address me by my assumed name of NAKASWABULI ESTHER.

Signed by the above named NAKASWABULI ESTHER, formerly ALINGA ESTHER, this 10th day of March, 2012.

NAKASWABULI ESTHER.

Renouncer/Declarant.

IN THE MATTER OF THE BIRTH AND DEATH
REGISTRATION ACT, [CAP. 309]

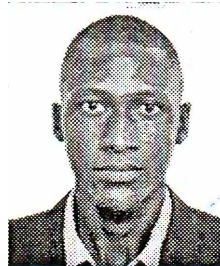
AND

IN THE MATTER OF OATHS ACT, [CAP. 19]

AND

IN THE MATTER OF A DEED POLL FOR
MUKISA ZERUBBABEL

DEED POLL



KNOW YEE ALL MEN AND WOMEN, by these presents, which are intended to be registered with the registrar of documents in Uganda, that I, MUKISA ZERUBBABEL, of P.O. Box 33736, Kampala, Uganda, who was formerly known by the name of SSEKALONGO ARAFAT which name has been used in

reference to myself, do hereby on behalf of myself formerly and wholly or absolutely renounce, relinquish, abandon and discontinue the use of my former name of SSEKALONGO ARAFAT, and in lieu and place thereof substitute, assume and adopt the name of MUKISA ZERUBBABEL from the date hereof, and shall thereafter be called, referred to, known, distinguished and designed by my true name of MUKISA ZERUBBABEL.

And I therefore assume, adopt and/or declare my proper full name to be MUKISA ZERUBBABEL, and for the purpose of evidencing such assumptions of my name, I hereby declare that I shall at all times herein after, in all records, deeds, documents and other writings, in all acts, suits and proceedings as well as in all dealings and transaction, Public or private matters, and upon all occasions whatsoever, use and sign the said name of MUKISA ZERUBBABEL, in lieu of and in substitution of my former name of SSEKALONGO ARAFAT.

And I therefore hereby expressly authorize and request all persons whomsoever, at all times thereafter, to designate, describe, address and refer to me by said rightful name of MUKISA ZERUBBABEL.

IN WITNESS WHEREFORE I have subscribed my proper/adopted name of MUKISA ZERUBBABEL on this 10th day of April, 2012.

Signed at Kampala, by the above named MUKISA ZERUBBABEL, this 11th day of April, 2012.

DEED POLL



KNOW YE ALL MEN by this Deed Poll, that I, NASSIWA BERNADINE NGANDA, P.O. Box 22390, Kampala, formerly known as Bernadine Wamala Nassiwa, Nassiwa Bernadine, Nassiwa Bernadine Wamala, Bernadine Nassiwa K. and Bernadine Nassiwa Kagumaho. ALL names used

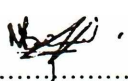
interchangeably, hereby renounce and abandon the use of Wamala and Kagumaho in lieu thereof, assume the name and style of NASSIWA BERNADINE NGANDA.

AND in pursuance of such change of name as aforesaid, I do hereby declare that I shall at all times thereafter, in all records, deeds, documents, instrument's and other writings and in all actions, dealings and upon all occasions whatsoever, when my name shall be required or used, I shall sign and use the name NASSIWA BERNADINE NGANDA, in lieu of Bernadine Wamala Nassiwa, Nassiwa Bernadine, Nassiwa Bernadine Wamala, Bernadine Nassiwa K. and Bernadine Nassiwa Kagumaho, now renounced and abandoned.

AND I hereby expressly authorise and require all persons at all times, to designate an address me by my adopted name NASSIWA BERNADINE NGANDA.

In witness whereof, I have hereto signed and subscribed to my adopted and substituted named of NASSIWA BERNADINE NGANDA, dated at Kampala this 21st day of March, 2012.

Signed this 21st day of March, 2012 by the said:


.....
NASSIWA BERNADINE NGANDA,
Renouncer.

IN THE HIGH COURT OF UGANDA HOLDEN AT
CENTRAL CIRCUIT NAKAWA

PROBATE & ADMINISTRATION CAUSE No. 165
OF 2012

IN THE MATTER OF THE ESTATE OF THE LATE
YOWANA KYEYUNE FORMERLY OF NALYA-
NANSESE, NALUBUGO, MUDUUMA, MPIGI DISTRICT

AND


IN THE MATTER OF AN APPLICATION FOR LETTERS
OF ADMINISTRATION BY MPUNGU GEORGE
WILLIAM AND KYEYUNE JOHN BAPTIST—
SONS OF THE DECEASED

NOTICE OF APPLICATION

TAKE NOTICE that an application for a grant of Letters of Administration to the estate of the late KYEYUNE YOWANA (deceased) formerly of Nalya-Nansese, Nalubugo, Muduuma, Mpigi District, has been lodged in this Court by MPUNGU GEORGE WILLIAM and KYEYUNE JOHN BAPTIST, sons of the deceased.

This court will proceed to grant the same if no caveat is lodged with the court within 14 days from the date of this notice, unless cause is shown to the contrary.

DATED at Kampala. this 04th day of April, 2012.


.....
Assistant Registrar.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Bulemezi Block 356, Plot 39, Land at Kasagga, Measuring 5.25 Hectares.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Erisa Kitooro of Kasagga, Sabagabo, a Special Certificate of Title, under the above Block and Plot, the duplicate Certificate of Title which was issued having been lost.

Bukalasa,
24th March, 2012.

KAHABURA DENIS,
Registrar of Titles—Bukalasa.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Buddu Block 849, Plot 45, at Mayanja, Measuring 50.72 Hectares.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Matovu George, the registered Proprietor, a Special Certificate of Title, under the above mentioned Block and Plot, the Certificate of Title, which was originally issued having been lost.

Masaka,
27th March, 2012. *Ag. for Commissioner for Land Registrar.*

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Singo Block 536, Plot 9, 10.00 Hectares, at Kakunyu Estate.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the name Bulasiyo Kabuka of Kakunyu Singo, a special Certificate of Title, under the above Block and Plot of the Mailo Register, the duplicate Certificate of Title which was originally issued having been lost.

Mityana,
13th March, 2012.

JANET NABUUMA,
for Ag. Commissioner Land Registration.

THE REGISTRATION OF TITLES ACT.

(Cap. 230).

NOTICE.

ISSUE OF SPECIAL CERTIFICATE OF TITLE.

Kyadondo Block 553, Plot 30, Land at Buiga, Approx. 10 Acres.

NOTICE IS HEREBY GIVEN that after the expiration of one month from the publication hereof, I intend to issue in the names of Nekemeya Birabwa of P.O. Box Kakiri, Busiro, a special Certificate of Title, the Title which was originally issued having been lost.

Kampala,
26th March, 2012.

MUHEREZA EDWIN,
for Ag. Commissioner for Land Registration.

STATUTORY INSTRUMENTS

2012 No. 15.

THE EMPLOYMENT (SEXUAL HARASSMENT) REGULATIONS, 2012

ARRANGEMENT OF REGULATIONS

Regulation

PART I—PRELIMINARY.

1. Title.
2. Interpretation.

PART II—SEXUAL HARASSMENT POLICY.

3. Sexual harassment policy.
4. Provision of policy to all employees.
5. Prohibition of the dissemination of sexual materials.
6. Display of sexual harassment policy.
7. Sexual harassment to be part of the collective bargaining agreement.
8. Employer to designate a person in charge of sexual harassment.
9. Duties of the person designated for sexual harassment.

PART III—SEXUAL HARASSMENT COMMITTEE.

10. Sexual harassment committee.
11. Functions of the committee.

PART IV—SEXUAL HARASSMENT COMPLAINTS PROCEDURE.

12. Lodging of sexual harassment complaints.
13. Duties of the labour officer.

Regulation.

PART V—REFERRAL TO THE INDUSTRIAL COURT.

14. Referral to the Industrial Court.

PART VI—PRINCIPLES OF THE COMPLAINTS PROCEDURE.

15. Principles of the complaints procedure.
16. Confidentiality.

**PART VII—PROTECTION OF PERSONS INVOLVED IN
INVESTIGATIONS AGAINST DISCRIMINATION.**

17. Retaliation and discrimination.

PART VIII—OFFENCES AND PENALTIES.

18. False and frivolous claim.
19. Offences and penalties.

SCHEDULES

- | | | |
|-----------------|---|---|
| First Schedule | - | Employer's register for sexual harassment complaints. |
| Second Schedule | - | Register for sexual harassment complaints. |
| Third Schedule | - | Application for referral of sexual harassment complaints to the Industrial Court. |

STATUTORY INSTRUMENTS

2012 No. 15.

The Employment (Sexual Harassment) Regulations, 2012.

(Under sections 7 and 97(1) of the Employment Act, 2006, Act No. 6 of 2006)

IN EXERCISE of the powers conferred upon the Minister responsible for labour by sections 7 and 97(1) of the Employment Act, 2006 these Regulations are made this 28th day of April, 2011.

PART I—PRELIMINARY.

1. Title.

These Regulations may be cited as the Employment (Sexual Harassment) Regulations, 2012.

2. Interpretation.

In these Regulations, unless the context otherwise requires—

“Act” means the Employment Act, 2006 Act No. 6 of 2006;

“committee” means the sexual harassment committee established in a work place;

“currency point” is equivalent to twenty thousand shillings;

“harassment” means verbal or physical abuse or behaviour that unreasonably interferes with work or creates an intimidating, hostile, or offensive work environment including intimidation;

“intimidation” means physical or verbal abuse, or behaviour directed at isolating or humiliating an individual or a group or at preventing them from engaging in normal activities and includes—

- (a) degrading public tirades by a supervisor or colleague;
- (b) deliberate insults related to a person's personal or professional competence;
- (c) threatening or insulting comments, whether oral or written including by e-mail; and
- (d) deliberate desecration of religious or national symbols or both.

“retaliation” means any unwarranted action against an employee or employer or any other person who may be involved in a sexual harassment complaint;

“sexual harassment in employment” means—

- (a) a direct or implicit request to an employee for sexual intercourse, sexual contact or any other form of sexual activity that contains—
 - (i) an implied or express promise of preferential treatment in employment;
 - (ii) an implied or express threat of detrimental treatment in employment;
 - (iii) an implied or express threat about the present or future employment status of the employee;
- (b) use of language whether written or spoken of a sexual nature such as unwelcome verbal advances, sexual oriented comments, request for sexual favours, jokes of a sexual nature, offensive flirtation or obscene expressions of sexual interest that are addressed directly to the person;
- (c) use of visual material of a sexual nature such as display of sexually suggestive pictures, objects or written materials or sexually suggestive gestures; and
- (d) showing physical behavior of a sexual nature such as unwanted and unwelcome touching, patting, pinching or any other unsolicited physical contact;

which directly or indirectly subjects the employee to behaviour that is unwelcome or offensive to that employee and that, either by its nature or through repetition, has a detrimental effect on that employee's employment, job performance or job satisfaction.

PART II—SEXUAL HARASSMENT POLICY.

3. Sexual harassment policy.

(1) An employer with more than twenty five employees shall adopt a written policy against sexual harassment which shall include the following—

- (a) a notice to employees that sexual harassment at the workplace is unlawful;
- (b) a statement that it is unlawful to retaliate against an employee for filing a complaint of sexual harassment or for co-operating in an investigation of a sexual harassment complaint;
- (c) a description and examples of sexual harassment;
- (d) a statement of the consequences for employers who are found to have committed sexual harassment;
- (e) a description of the process for filing sexual harassment complaints and the addresses and telephone numbers of the person to whom complaints should be made;
- (f) education and training programmes on sexual harassment for all employees on a regular basis; and
- (g) additional training for the committee on sexual harassment, supervisory and managerial employees.

(2) Where the union is represented at the workplace the employer shall consult the union before initiating the sexual harassment policy.

4. Provision of sexual harassment policy to all employees.

(1) An employer shall provide each employee with a copy of the sexual harassment policy.

(2) An employer shall provide to each new employee a copy of the sexual harassment policy upon commencement of employment and inform the employee of his or her right to report cases of sexual harassment.

(3) The policy shall be expressed in a manner and language, which the employees may reasonably be expected to understand.

5. Prohibition of the dissemination of sexual materials.

An employer shall specifically prohibit the dissemination of sexual explicit voice mail, e-mail, graphics, downloaded material or websites in the workplace and shall include these prohibitions in the workplace policy.

6. Display of sexual harassment policy.

(1) An employer shall post the sexual harassment policy in a conspicuous area at the workplace.

(2) An employer shall post the names, positions and telephone contacts of the members of the sexual harassment committee in a conspicuous area at the workplace.

7. Sexual harassment to be part of the collective bargaining agreement.

Where a labour union exists in a workplace the employer and the labour union shall include sexual harassment in the collective bargaining agreement.

8. Employer to designate a person in charge of sexual harassment.

(1) An employer with more than twenty-five employees shall designate a person who is gender sensitive to be in charge of sexual harassment complaints.

(2) In this regulation, a person shall be taken to be gender sensitive if he or she is conscious of the needs of each gender.

9. Duties of the person designated for sexual harassment.

(1) A person designated to receive complaints of sexual harassment shall issue a written acknowledgment of receipt of each complaint received by him or her.

(2) An employer shall instruct the recipient of sexual harassment complaints to inform the complainant and the alleged perpetrator that the employer shall—

- (a) keep the complaint confidential to the extent practicable under the circumstances;
- (b) conduct a prompt and neutral investigation; and
- (c) not tolerate any form of retaliation against the complainant.

PART III—SEXUAL HARASSMENT COMMITTEE.

10. Sexual harassment committee.

(1) An employer shall establish a sexual harassment committee composed of representatives of management and employees or labour union representatives selected annually by each party.

(2) The committee shall comprise four members, including the Chairperson designated by the employer.

(3) Members of the committee shall be persons knowledgeable in and sensitive to gender and sexual harassment issues.

(4) A member of the committee may receive a written or verbal complaint and where a verbal complaint is made the committee member receiving it, shall reduce it into writing and read to the complaint who shall sign it and the member of the committee shall countersign it.

Functions of the committee.

The Committee shall—

- (a) receive and register complaints of sexual harassment in a form prescribed in the First Schedule;
- (b) initiate internal investigations into complaints;
- (c) keep a record of the nature of sexual harassment offences, proceedings, documents, information and action taken;

- (d) respond to complaints within fourteen days from the date of lodging the complaint with recommendations to management for appropriate action;
- (e) review the provisions of the policy to convey a responsive and supportive attitude that builds faith and trust;
- (f) prepare and provide reports under the complaints procedure to the labour commissioner or labour officer; and
- (g) carry out any other duties as may arise for the prevention of sexual harassment.

PART IV—SEXUAL HARASSMENT COMPLAINTS PROCEDURE.

12. Lodging of sexual harassment complaints.

An employee who is sexually harassed in any way described in these Regulations, by the employer or employers' representative, shall lodge a complaint to the labour officer.

13. Procedure for handling sexual harassment complaints by labour officer.

(1) On receipt of a complaint, the labour officer shall promptly investigate a complaint by taking the following steps—

- (a) register the details of the complaint in the form prescribed in the Second Schedule;
- (b) interview the complainant to ascertain the facts of the matter;
- (c) obtain from the committee the written report of their investigation and decision on the complaint;
- (d) notify the employer of the complaint and direct the employer to respond to the complaint;
- (e) investigate the complaint to ascertain the facts to the extent practicable, throughout the investigation and consult the union official where a union exists in the establishment;

- (f) in case of a labour officer not being a Labour Commissioner, dispose of the complaint or refer it to the Labour Commissioner in case of deadlock;
- (g) inform the employer and complainant of the decision in writing;
- (h) inform the employer that he or she will not engage in retaliation against the complainant or anyone else who cooperates with the investigations;
- (i) order the employer to separate the complainant and the person alleged to have harassed to avoid further harassment without adverse discrimination affecting their working conditions; and
- (j) continuously monitor the interim measures that are being taken by the employer throughout the investigation and thereafter.

(2) At any time during the investigations the person alleged to have harassed the complainant may be temporarily transferred, reassigned or sent on leave pending the completion of the investigations.

PART V—REFERRAL TO THE INDUSTRIAL COURT.

14. Referral to the Industrial Court.

(1) Where the commissioner has failed to dispose of a complaint referred to him or her under regulation 13(f) he or she shall refer the matter to the Industrial Court for hearing.

(2) A person aggrieved by the decision of a labour officer may within twenty one days give a notice of appeal to the Industrial Court in the form prescribed in the Third Schedule.

(3) The Registrar of the Industrial Court shall within fourteen days after receipt of the notice of appeal require the labour officer to provide the Industrial Court with full information concerning the complaint, the parties involved, proceedings of the hearings and action taken.

(4) The Industrial Court shall within fourteen days after receiving the required information from the labour officer issue summons to the parties for hearing.

(5) The Labour Disputes (Arbitration and Settlement) (Industrial Court Procedure) Rules, 2012 shall apply.

PART VI—PRINCIPLES OF THE COMPLAINTS PROCEDURE.

15. Principles of the complaints procedure.

The complaints procedure shall exhibit the following principles—

- (a) thoroughness;
- (b) impartiality;
- (c) timeliness;
- (d) gender sensitivity;
- (e) social dialogue;
- (f) discretion;
- (g) confidentiality; and
- (h) the right to privacy of the victim of harassment.

16. Confidentiality.

(1) All information received when handling complaints of sexual harassment shall be confidential.

(2) A recipient of confidential information shall have a duty to protect the confidentiality of the information.

(3) Information received in handling sexual harassment complaints shall only be used for the purpose of determining or resolving the complaint and its disclosure shall be limited to persons involved in handling the complaint.

(4) The confidentiality on information received while handling a sexual harassment complaint shall continue to exist after the employment relationship has ceased to exist.

(5) A person who contravenes this regulation commits an offence.

(6) At any stage of investigation arbitration or trial, the labour officer, law enforcement officers, prosecutors, judicial officers, social partners, employer's representatives, the union or workers' representatives, medical practitioners and other parties to the case shall recognise and observe the attributes of the complaints procedure.

**PART VII—PROTECTION OF PERSONS INVOLVED IN INVESTIGATIONS
AGAINST DISCRIMINATION.**

17. Retaliation and discrimination.

(1) A person involved in a sexual harassment complaint under these Regulations shall not be retaliated against for doing the following—

- (a) consulting on, reporting or filing a complaint of sexual harassment;
- (b) testifying as a witness in a claim of sexual harassment;
- (c) cooperating during any investigation of a sexual harassment complaint;
- (d) participating in a meeting constituted to discuss sexual harassment in the workplace;
- (e) discussing the complaint of sexual harassment with the labour union representatives or the employers' organizations; and
- (f) carrying out any duties as a member of the committee on sexual harassment.

(2) An employer shall not discriminate against an employee based on the employees involvement in a sexual harassment complaint.

(3) Discrimination under this regulation includes—

- (a) termination;
- (b) denial of promotion;
- (c) demotion in title or duties;
- (d) transfer to a less favorable position or location;
- (e) involuntary placement on leave;
- (f) hostile or abusive treatment;
- (g) decreasing remuneration or benefits;
- (h) coercion;
- (i) threats; and
- (j) intimidation.

(4) In determining whether an action is discriminatory, the proximity in time between the action and the protected activity shall be taken into account but the fact that an action occurred after a protected activity does not make it discriminatory.

PART VIII—OFFENCES AND PENALTIES.

18. False and frivolous claim.

(1) An employee shall not knowingly raise a false or frivolous sexual harassment claim.

(2) Where an employee raises a false or frivolous sexual harassment claim, the employer may take appropriate disciplinary action against that employee.

19. Offence and penalty.

A person who contravenes these Regulations, commits an offence and is liable on conviction to a fine not exceeding six currency points or imprisonment not exceeding three months or both.

CONFIDENTIAL

EMPLOYER'S REGISTER FOR SEXUAL HARASSMENT COMPLAINTS

[illegible]

CONFIDENTIAL

REGISTER FOR SEXUAL HARASSMENT COMPLAINTS

[illegible]

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THIRD SCHEDULE

Regulation 14(3)

APPLICATION FOR REFERRAL OF SEXUAL HARASSMENT
COMPLAINT TO THE INDUSTRIAL COURT.

Case No.:

Name of the aggrieved:

Nature of Complaint:

.....

.....

Name of the alleged perpetrator:

.....

.....

Employer and Address:

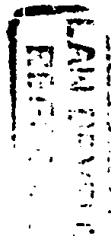
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.....

Signature of the Aggrieved

Date

GABRIEL OPIO,
Minister of Gender, Labour and Social Development.



STATUTORY INSTRUMENTS

2012 No. 16.

**The Traffic and Road Safety Act (Closure of Road) (Exemption)
Order, 2012.**

(Under section 175 of the Traffic and Road Safety Act, Cap. 361).

IN EXERCISE of the powers conferred upon the Minister of Works and Transport by section 175 of the Traffic and Road Safety Act, 1998, Cap. 361 this Order is made this 16th day of April, 2012.

1. Title.

This Order may be cited as the Traffic and Road Safety (Closure of Road) (Exemption) Order, 2012.

2. Exemption.

A person who takes part in the Annual Easter Street Jam Promotion, 2012 organised by Club Silk commencing on the 28th April, 2012 to 29th April, 2012 on 1st Street Industrial Area, Kampala, is exempted from the provisions of section 136 of the Traffic and Road Safety Act for the duration of the Annual Easter Street Jam Promotion.

HON. ENG ABRAHAM J. BYANDALA,
Minister of Works and Transport.

STATUTORY INSTRUMENTS SUPPLEMENT

to The Uganda Gazette No. 21 Volume CIV dated 20th April, 2012

Printed by UPPC, Entebbe, by Order of the Government.

STATUTORY INSTRUMENTS

2012 No. 17.

THE EMPLOYMENT (EMPLOYMENT OF CHILDREN) REGULATIONS,
2012.

ARRANGEMENT OF REGULATIONS.

Regulation

PART I—PRELIMINARY.

1. Title.
2. Interpretation.

PART II—RESTRICTIONS ON EMPLOYMENT OF CHILDREN.

3. Employment of children.
4. Activities that may be considered to be light.
5. Unsuitable and hazardous work.
6. Designation of the national list of hazardous work.
7. Employers to display list of hazardous work.
8. Apprenticeship.
9. Permits for apprenticeship programmes and artistic performances.
10. Hours of work.
11. Overtime.
12. Night work.
13. Medical examination.
14. Authorisation by the Commissioner.
15. Register.
16. Duties of a labour officer.
17. Procedure for settlement of complaints by a labour officer.
18. Appeal to the Industrial Court.
19. Penalties.

SCHEDULES

- | | | |
|------------------------|---|--|
| First Schedule | - | List of hazardous occupations and activities not permitted for employment of children. |
| Second Schedule | - | Application for permit for apprenticeship programmes and artistic performances. |
| Third Schedule | - | Permit for apprenticeship programmes and artistic performances. |
| Fourth Schedule | - | Medical certificate. |
| Fifth Schedule | - | Register of employment of young person. |

STATUTORY INSTRUMENTS

2012 No. 17.

The Employment (Employment of Children) Regulations, 2012.

(Under sections 32, and 97 of the Employment Act, 2006, Act No.6 of 2006)

In exercise of the powers conferred upon the Minister responsible for labour by sections 32, and 97 of the Employment Act, 2006 these Regulations are made this 28th day of April, 2011.

PART I—PRELIMINARY

1. Title.

These Regulations may be cited as the Employment (Employment of Children) Regulations, 2012.

2. Interpretation.

In these Regulations, unless the context otherwise requires—

“Act” means the Employment Act, 2006, Act No. 6 of 2006;

“child” means a person below the age of eighteen years;

“hazardous work” means work, which by its nature or circumstances in which it is performed, is likely to harm the health, safety or morals of a child and includes circumstances where—

- (a) a child is exposed to dangerous machinery, equipment and tools;
- (b) a child carries heavy loads beyond their capacity;
- (c) a child works in unhealthy environments that expose them to hazardous substances, infectious diseases, excessive noise, temperature or vibrations;
- (d) a child is exposed to harassment or physical, psychological or sexual abuse;


- (e) a child works underground, in water, or at heights;
- (f) a child is unreasonably confined to the premises of the employers; or
- (g) a child works under strenuous conditions such as work for long hours;

“light work” means work, which is—

- (a) not harmful to a child’s health;
- (b) not harmful to a child’s development;
- (c) not prejudicial to a child’s attendance at school;
- (d) not prejudicial to a child’s participation in vocational training; and
- (e) not in excess of fourteen hours per week;

“the worst forms of child labour” means—

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of a child, debt bondage, serfdom, forced or compulsory labour, including—
 - (i) a child who works to pay off a loan or other obligation incurred by the family;
 - (ii) a child trafficked by organised networks, bought and sold within and across national borders;
 - (ii) a child trafficked for prostitution, begging, soliciting and for work in places such as construction sites, shops, factories and domestic service; and
 - (iv) a child being forced to participate in armed conflicts and hostilities;

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- (b) the use, procurement or offering of a child for prostitution, production of pornography or pornographic performances and the use of the internet to spread child pornography;
 - (c) the use, procurement or offering of a child for illicit activities, including the production and trafficking of drugs; and
 - (d) work which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of a child.

PART II—RESTRICTIONS ON EMPLOYMENT OF CHILD.

3. Employment of child.

A child under the age of fourteen years shall not be employed in any business undertaking or workplace, except—

- (a) for light work carried out under the supervision of an adult; and
- (b) where the work does not exceed fourteen hours per week.

4. Activities that may be considered to be light.

Activities that may be considered to be light include—

- (a) sewing;
- (b) attending to and serving guests;
- (c) sweeping, cleaning the floor and organising the house;
- (d) cleaning and polishing shoes;
- (e) washing clothes;
- (f) cleaning places where animals are kept;
- (g) making purchases in the market or shops;
- (h) looking for firewood;
- (i) cleaning the toilet and bathroom;
- (j) helping out in the garden; and
- (k) preparing family meals.

5. Unsuitable and hazardous work.

A child shall not be employed to do work which is injurious, dangerous, hazardous or in the worst forms of child labour.

6. The national list of hazardous work.

The list prescribed in the First Schedule shall be the designated list of hazardous work not permitted for employment of a child.

7. Employers to display list of hazardous work not permitted for employment of a child.

All employers shall display the national list of hazardous work not permitted for employment of a child at their premises.

8. Apprenticeship.

A child from the age of twelve to seventeen years engaged in educational training and apprenticeship programmes which are on the list of hazardous work shall first be approved by a Commissioner before they can take part in such work.

9. Permits for apprenticeship programmes and artistic performances.

(1) An employer who wishes to engage a child in an apprenticeship or artistic performance shall apply to the Commissioner in the form prescribed in the Second Schedule.

(2) The Labour Commissioner shall issue permits restricting the age, number of hours of work and conditions in which work in apprenticeship and artistic performances is allowed as prescribed in the Third Schedule.

10. Hours of Work.

A child aged between fifteen and eighteen years who has completed his or her education or does not attend school, may work up to seven hours a day but shall not exceed thirty five hours per week.

11. Overtime.

Overtime work is prohibited for a child aged between fifteen to seventeen years.

12. Night work.

A child shall not be employed at night between the hours of 7.00.p.m and 7.00 a.m.

13. Medical examination.

(1) A child shall undergo a medical examination before engaging in any job.

(2) The medical examination shall be done after every six months.

(3) A child who undergoes a medical examination under subregulation (1) shall be issued with a medical certificate in the form prescribed in the Fourth Schedule.

14. Authorisation by the Commissioner.

(1) An employer shall before engaging a child aged between fifteen to seventeen years in employment, obtain authorisation from the Commissioner.

(2) The Commissioner shall before granting authorisation in subregulation (1) verify—

(a) age of the child;

(b) parental permission;

(c) prior instruction and training in the job the child is to be engaged in;

(d) availability and use of protective clothing; and

(e) a medical certificate.

15. Register.

An employer engaging a child between the age of fifteen to seventeen years in employment shall keep a register in the form prescribed in the Fifth Schedule.

16. Duties of a labour officer.

(1) A labour officer in exercising the powers prescribed for in sections 10 and 11 of the Act shall notify an employer who is found employing child in dangerous and unsuitable work to discontinue that employment.

(2) A labour officer shall ensure that the list of hazardous work not permitted for employment of child is displayed by all employers at their premises.

(3) A labour officer shall prepare a quarterly report on employment of children and young persons and submit it to the Commissioner for labour and shall give a copy to the Chief Administrative Officer of the district.

17. Procedure for settlement of complaints by a labour officer.

(1) A complaint concerning employment of a child in dangerous, exploitative and harmful work shall be lodged with the labour officer.

(2) The settlement of the complaint shall follow the same procedure as provided for under the Employment Regulations 2012.

18. Appeal to the Industrial Court.

An appeal to the Industrial Court concerning employment of a child in unsuitable, harmful or exploitative work shall follow the same procedure as provided for in the Labour Disputes (Arbitration and Settlement) (Industrial Court Procedure) Rules, 2012.

19. Offence and penalty.

A person who obstructs a labour officer in the exercise of the power conferred by these Regulations commits an offence and is liable on conviction to a fine not exceeding six currency points or imprisonment not exceeding three months or both.

FIRST SCHEDULE

Regulation 6

List of hazardous occupations and activities not permitted for employment of children

Industrial Sectors	Sub sector	Age	Activities	Hazards	Possible consequences ¹
Agriculture	Tobacco	Children in the age group 12-14	Preparing land, growing, planting	Long hours of work (more than fourteen hours a week)	Fatigue
		Children in the age group 15-17	Harvesting and marketing of tobacco	Exposure to tobacco fumes	Respiratory diseases
	Tea	All children below the age of 18	Growing of tea	Exposure to pesticides	Long term health problems
			Harvesting of tea	Long hours of work (more than forty three hours a week) Carrying heavy loads (twenty five kilogrammes)	Fatigue Musculoskeletal injuries
	Rice	All children below the age of 18	Preparing land, growing, planting, harvesting and marketing rice	Long hours of work (more than forty three hours a week) Cold Temperatures Working without protective devices Carrying heavy loads (twenty five kilogrammes)	Fatigue Exposure to poisonous snakes Water diseases Musculoskeletal injuries

¹Any other activities that may deny children the right to education by preventing their attendance at school are considered harmful (Section 32 (2) of the Employment Act, 2006, Act No. 6 of 2006)
Consequences of denial of education might include limited cognitive development, lack of basic literacy/numeracy skills, and limited opportunities for future productive employment.

	Sugar Cane	All children below 18	Growing, planting, and harvesting sugar cane Transporting sugar cane	Using dangerous tools and machinery Working as turney boys for tractors	Cuts and wounds Deaths and fractures of limbs
	Maize milling	All children below 18	Grinding, processing and marketing maize	Noise and vibration Exposure to dust Long hours of work(forty three hours a week) Exposure to extreme temperatures Heavy loads (twenty five kilograms)	Loss of hearing Respiratory diseases Fatigue Musculoskeletal injuries
	Subsistence farming	Children in the age group 12-14		Long hours (more than fourteen hours a week) Carrying heavy loads (twenty five kilograms)	Fatigue
	Animal herding	Children in the age group 12-14	Looking after cattle and other animals	Animal attacks Long hours (more than fourteen hours) Isolation	Fatigue Psychological stress Injury from animal attack
	Fishing	Children in the age group 12-14 All Children below 18	Smoking fish Paddling boats/canoes Loading boats/canoes Fishing	Exposure to fumes and smoke Exposure to fire Long hours (more than forty three hours per week) Work at night	Burns Death from drowning Water-borne diseases Fatigue

Domestic work		Children in the age group 12-14	Cooking with fire Washing Cars Child minding Laundry Work	Handling sharp instruments Working with machinery and tools Working long hours (more than fourteen hours per day) Isolated from family Exposure to fire and hot objects Sexual harassment/abuse Inadequate food Heavy Loads (twenty five kilogrammes)	Cuts and wounds Fatigue Emotional/psychological stress or trauma Unwanted pregnancies Risk of contracting HIV/AIDS Stunted physical development Musculoskeletal injuries
Construction	Baking Bricks	Children in the age group 12-14	Brick making	Exposure to dust, fire and excessive heat Working long hours (more than fourteen hours a week) Carrying heavy loads (twenty five kilogrammes)	Respiratory diseases and Burns Fatigue Musculoskeletal injury Cuts and wounds
	Building and road works	All children below the age of 18	Working as Porters Operating lifting machine driven by mechanical power Giving signals to the operator of such machine	Dangerous Heights and depths Exposure to displacement of loads	Falls and death Accidents

Mining	Stone and Sand Quarries	All children below the age of 18	Sand harvesting Crushing stones at quarries	Working long hours (more than forty three hours per week) Carrying heavy loads (twenty five kilograms) Exposure to dust Falling rocks or objects Excessive noise/vibration Working at excavations Working at heights or below ground	Fatigue Musculoskeletal injury Cuts and wounds Respiratory diseases Accidents Loss of hearing Deaths
Urban informal sector	Market Street Activities Motor Garages and Metal work	All children below the age of 18	Cleaning toilets and sewage in markets Hawking Street vending Begging Scavenging Engine repairs Welding Grinding of metals or articles Cutting of metals	Unsanitary conditions Exposure to physical and sexual abuse Exposure to drugs, fuel Traffic accidents Working long hours (forty three hours per week) Working at night Handling electrical apparatus Working without protective gear/goggles Exposure to chemicals Exposure to glare	Cuts and wounds Emotional/psychological stress Drug addiction Injuries Fatigue Loss of self-esteem Accidents, death Chest diseases Eye injuries Cuts

	Carpentry Workshops		Carrying, cutting and treatment of wood Making furniture	Heavy loads (twenty five kilogrammes) Exposure to unprotected machinery Handling of dangerous tools	Musculoskeletal injury
Entertainment	Hotels/bars/res taurants Casinos Video parlours Wedding Ceremonies (for commer- cial purposes)	All children below the age of 18 Children in the age group 12-14	Waitresses and attendants Dancers	Sexual harassment/abuse Long hours (more than forty three hours per week) Work at night	Emotional/psycho- logical stress Sexually transmitted diseases (including HIV/AIDS) Cuts and wounds Impaired moral development Loss of dignity/ self-esteem

SECOND SCHEDULE

Regulation 9(1)

APPLICATION FOR PERMIT FOR APPRENTICESHIP PROGRAMMES
AND ARTISTIC PERFORMANCES

LABOUR COMMISSIONER

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.....

I (We) located at wish to
apply for a permit for apprenticeship / artistic performances for the attached
list of children² who are undergoing training/ participating in artistic ..
performance to learn an occupation for (months)

.....

.....
Name, Address and Telephone

.....
Signature

Date

²The list of children should be made in a matrix showing the age, gender, date of engagement, occupation, trade, expected completion, work schedule, names of the parent and home address

THIRD SCHEDULE

Regulation 9(2)

(SEAL)

PERMIT FOR APPRENTICESHIP PROGRAMMES AND ARTISTIC
PERFORMANCES

To:

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.....

.....located at is hereby
authorized to carry out apprenticeship programmes/artistic performances for
the listed categories of children.

This permit shall be subject to restrictions and prescribed conditions as
stipulated in the Regulations for Employment of Children

Dated this day of, 20.....

.....
COMMISSIONER FOR LABOUR

FOURTH SCHEDULE

Regulation 13(3)

MEDICAL CERTIFICATE

I certify that I have this day of20..... medically examined the employee(s) named in the attached list and have found him/her/them free from infectious or contagious diseases and medically fit to proceed to work as (as specified opposite his/her/their name(s) and numbers.


.....
Medical Officer

Date

DOI: 10.1002/for



Regulation 15



GABRIEL OPIO,
Minister of Gender, Labour and Social Development.

