

# **BAREFOOT LAWYER'S GUIDE- EMPLOYMENT**

# QN 1: Can I still be an employee with a job without signing a Contract.

- Barefootlaw Answer: Under the new Employment Laws, a contract of employment can either be written, or oral. Which means for one to enforce his/her rights as an employee, in the absence of a written contract, then all they have to do is to provide proof of such employment e.g proof of salary payments etc.

# Qn 2: Is it true a child cannot be employed in Uganda?

- Barefootlaw Answer : Contrary to widely held belief, the law does not prevent children ( a person below 18 years old) from being employed or working. The law only prohibits the type of work children can be engaged in. For example, children below 12 years old can only do light work; below 16 years cannot do work underground such as mining, or dangerous work and harmful to health.

Further, it is unlawful to employ children to work anytime between 7pm to 7am.

# Qn 3: Is my employer allowed to deduct my salary without my permission?

- Barefootlaw Answer: The Employment Act strictly outlaws deductions to employee salaries, except in certain circumstances such as NSSF, Trade Union fees etc.

If your employer is making certain deductions on your salary and you need clarification as to whether the deductions are lawful or not, then please do contact us.

# Qn 3: Is it lawful for my employer not to pay by NSSF contributions?

- Barefootlaw Answer: Under the NSSF, any organization with more than 5 employees is supposed to make an NSSF contribution for each employee. The Employee is to pay 5% while the Employer tops up 10% of the salary for this contribution making it a total of 15% per month.

Failure by the employer to remit this contribution is an offense and is punishable by law.

# ANY FURTHER QUESTIONS?

- If you have any questions or issues regarding Employment Law or any other law, ask Barefootlaw by calling 0800XXXXXX, sending an SMS with keyword LAW and then your question to 6464, or contact us over the internet by posting your question on our wall, sending a private message, call 0751529937 or email at [ask@barefootlaw.org](mailto:ask@barefootlaw.org).