

Uganda

Public Holidays Act Chapter 174

Legislation as at 31 December 2023

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Uganda

Public Holidays Act

Chapter 174

Commenced on 30 July 1965

[This is the version of this document at 31 December 2023.]

[Note: This legislation was revised and consolidated as at 31 December 2000 and 31 December 2023 by the Law Reform Commission of Uganda. All subsequent amendments have been researched and applied by Laws.Africa for ULII.]

[Amended by [Law Revision \(Miscellaneous Amendments\) Act, 2023 \(Act 17 of 2023\)](#) on 28 July 2023]

An Act to provide for public holidays.

[Act 23/1965; S.I. 95/1966; S.I. 156/1966; S.I. 136/1968; S.I. 110/1971; S.I. 113/1971; S.I. 122/1972; S.I. 104/1974; S.I. 85/1976; S.I. 93/1976; [Decree 10/1978](#); S.I. 9/1978; S.I. 20/1978; S.I. 18/1990; [Statute 9/1992](#); Cap. 255 (Revised Edition, 2000); L.N. 11/2005; L.N. 3/2006; L.N. 15/2007; L.N. 3/2016; L.N. 4/2016; L.N. 1/2021; L.N. 6/2021; L.N. 7/2021; L.N. 5/2022; Act 17/2023]

1. Interpretation

In this Act, unless the context otherwise requires—

“**currency point**” has the value assigned to it in Schedule 1 to this Act;

“**public holiday**” means a public holiday specified by this Act.

2. Public holidays

- (1) The days specified in Schedule 2 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 2.4 currency points.
- (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 3(2), (4), (5) and (6) shall bind the Government.

5. Power to amend Schedule 1

The Minister responsible for finance may, by statutory instrument, with the approval of Cabinet, amend Schedule 1 to this Act.

Schedule 1 (Sections 1, 5)

Currency point

A currency point is equivalent to twenty thousand shillings.

Schedule 2 (Section 2)

Public holidays

Archbishop Janan Luwum Day - 16th February

Birth of Prophet Muhammed Day

Boxing Day - 26th December

Christmas Day - 25th December

Easter Monday

Good Friday

Idd Adhwa

Idd el-Fitr Day

Idd-ul-Zuho Day

Independence Day - 9th October

Labour Day - 1st May

Martyrs' Day - 3rd June

National Heroes Day - 9th June

New Year's Day - 1st January

Women's Day - 8th March