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The Committee also received written memoranda from:

- i. The Federation of Uganda Employers
- ii. The Institute of Certified Public Accountants of Uganda
- iii. Expanding Social Protection Unit in the Ministry of Gender, Labour & Social Development

#### 4.2 Document review

The Committee made reference to a number of documents including:

- i. The Constitution of the Republic of Uganda, 1995
- ii. The National Social Security Fund Act, Cap. 222
- iii. The Uganda Retirements Benefits Regulatory Authority Act, 2011
- iv. The Companies Act, 2012
- v. The Contracts' Act, 2010
- vi. The Public Finance and Management Act, 2015
- vii. The Persons with Disability Act, 2020
- viii. The National Social Protection Policy, 2015
- ix. The Constitution of the International Labour Organisation (ILO)
- x. The 2030 Agenda for Sustainable Development Goals
- xi. The Third National Development Plan (NDP III)
- xii. The National Social Protection Policy, 2015

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**5.0 GENERAL OBSERVATIONS**

**5.1 Compliance of the Bill with the provisions of the Constitution of the Republic of Uganda, 1995**

The Committee observes that the Bill, through its principles where it seeks to expand social security through mandatory contributions for all workers in the formal sector and allowing for workers in the formal and informal sectors to make voluntary contributions, reflects Objective XIV of the National Objectives and Directive Principles of State Policy under the Constitution.

**5.2 Compliance with UN 2030 Agenda for Sustainable Development**

The UN 2030 Agenda containing the Sustainable Development Goals (SDGs) is a plan of action for people, planet and prosperity which seeks to strengthen universal peace and freedom. The UN 2030 Agenda, under SDG 1:3, urges all countries to implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

The Committee observes that social protection is a key pillar in attaining development for all, as all development starts with the wellbeing of individuals. The Bill speaks to the UN Agenda 2030 and the Sustainable Development Goals, especially by providing for mandatory contribution by all workers regardless of the size of the enterprise or number of employees including workers in the informal sector, and making provision for an expanded scope of social security coverage and benefits.

**5.3 Compliance with the third National Development Plan (NDP III) and the National Social Protection Policy, 2015**

The Bill, through the policy of expanding social protection, falls within the ambit of the NDP III under Development Strategy XVI of increasing access to social protection.

The Bill also falls within the objectives of the National Social Protection Policy, 2015

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that the bulk of Uganda's population is overwhelmingly young. Out of an estimated 15 million workers in Uganda, the figure of 2.12 is really low. . By NSSF's own admission when they met with the Committee, there is need for re-organisation to address this challenges. There is, therefore, need to increase the membership of the fund.

It is also important to note that the informal sector plays a vital role in the economy, but is difficult to map and, as the law currently stands, not represented in terms of membership of the fund. Increasing the uptake of the fund among the informal sector should go a long way in increasing the size of the fund, and by extension, positively impacting the economy, given the role that the fund plays in the economy. In this regard, the Committee is pleased with the introduction of voluntary contributions and the removal of the restriction on the number of employees in an enterprise for membership and hopes that this will increase membership of the fund, expand social security coverage which is vital for all, and lead to the attainment of the UN 2030 Agenda where no one is left behind.

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**6.0 SPECIFIC OBSERVATIONS AND RECOMMENDATIONS**

**6.1 Clause 1: Commencement**

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Clause 1 of the Bill provides that *The Act shall come into force upon publication in the Gazette, except Section 24A, which shall come into force on a date to be appointed by the Minister by statutory instrument on the advice of the Board.*

The Committee is alive to the fact that the National Social Security Fund operates on the basis that members make contributions and get their money when they are eligible, which is predictable and can be planned for, and that mid-term access requires the fund to make preparations to be able to provide for mid-term access. At the same time, however, the Committee is concerned that without a specified timeline provided within which the statutory instrument is to be made, Section 24A may not meet the need for which it is meant, which is to enable members have interim access to their savings before attaining the age prescribed by law.

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During engagements with various stakeholders in considering the Bill, the Committee noted that the majority were in agreement that a timeline was necessary.

**The Committee therefore recommends that Section 24A shall come into force within sixty days of the publication of the Act in the Gazette.**

**6.2 Supervision of the National Social Security Fund: Clause 2(e)**

Under Clause 2(2) (e) of the Bill, *Minister means the Minister responsible for finance.*

The Committee observes that the object of NSSF is social security. The Committee also observes that finance is an integral part in the management and operation of social security and that the finances and investment of NSSF should be prudently managed for the benefit of contributors.

Ensuring that the aspect of social security and/or protection is taken care of also involves ensuring that there is compliance by both employers and employees, and this is best handled by the Ministry responsible for social security. Moreover, the National Social Protection Policy, 2015 hands the Ministry of Gender, Labour & Social Development vital responsibilities including: spearheading the implementation of the policy; providing technical guidance and leadership on social protection; initiating and/or reviewing policies and laws on social protection; establishing mechanisms for delivery of social protection services; and monitoring and coordinating the implementation of social protection interventions, among others.

The Committee has also had the benefit of comparing situations elsewhere -both in the region and beyond -and established that in all jurisdictions, the Ministry responsible for Labour or social security is responsible for the supervision of social security or provident funds. This is the case in Kenya and Tanzania. In other countries, such as Ghana, there is dual responsibility for this role where investments are handled by the Ministry responsible for finance, but matters regarding social security are handled by the Ministry responsible for labour or social security.

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of Ugandan Employers, NOTU and COFTU which obligates the state to, among others, create a vibrant social sector that provides for the welfare of workers, retired persons, the unemployed, orphans, the sick, persons with disabilities, youth and other disadvantaged, and to promote good governance and compliance with the national laws and ratified regional and international treaties such as the ILO. The Ministry of Gender, Labour and Social Development is directly responsible for the creation of a vibrant social sector, as well as securing workers' retirement through their contributions in NSSF.

**The Committee recommends that supervision of NSSF be under the Ministry responsible for Social Security.**

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**6.3 Clause 3: Board of Directors**

Clause 3(1) (f) of the Bill provides that *The Managing Director shall be an ex-officio member of the Board with the right to vote.*

The Board of directors is responsible for the management and operations of the fund under Section 4 of the Principal Act. The superiority of the Board of directors over the managing director is recognised by Clause 14 of the Bill which provides for his/her appointment by the Minister on the recommendation of the Board.

The Committee is concerned that giving the managing director a right to vote will create a fertile ground for conflict of interest, for he/she would be part of the organ that recommends for his/her appointment and to which he/she accounts. During the interaction of the Committee with NSSF, it was submitted that the managing director is a person who heads the day to day running of the fund, and who has technical expertise in matters relevant to the fund, and that a number of times he/she could be the only member of the board with the requisite technical expertise.

The Committee observes that as the person in charge of the day to day running of the fund, the managing director should be a person vested with the right skill, but that this in itself should not be a basis for granting him/her with voting rights. Even

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then, the Bill presents a cure for this, through Clause 3(6)(b) by mandating the Minister to ensure a balance of, skills and experience among the members of the board. This way, the people appointed on the Board should possess the right skills.

The Committee further observes that there is need for consistency with other laws and best practices of corporate governance where ex-officio members do not have voting rights, starting with the Constitution under Article 78 (1) (d).

**The Committee therefore recommends that the managing director should be an ex-officio member of the Board with no right to vote.**

**6.4 Clause 7: Voluntary Contributions**

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The Committee appreciates the provision for voluntary contributions as an avenue to increase social security coverage and promote a saving culture. The Committee also welcomes the introduction of penalties for employers who deduct voluntary contributions on behalf of their employees and fail to remit the same to the fund. This is a deterrent, builds trust and should encourage more workers to join the fund.

The Committee is concerned, however, that while the Bill provides for fines, there is no provision obliging the defaulting employer to remit the deducted contributions of the employee to the fund. In this way, the employee will still stand to lose.

The Committee notes that while the Bill grants powers to the Minister to perform a variety of functions in consultation with the Board in other provisions, in Clause 7 under the proposed Section 13A (7), the power to make regulations prescribing the procedure for making voluntary contributions and benefits is granted to the Board. This is a departure from the rest of the Bill.

**The Committee recommends that:**

**Clause 7 be amended in the proposed Section 13 A:**

a) by providing, under the proposed Section 13A (6), an obligation to an employer who deducts a voluntary contribution and fails to remit the

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same to the fund, to remit to the fund any outstanding contribution due to the employee on top of the fine, imprisonment or both; and

b) by granting the Minister, under Section 13A (7), power to prescribe by regulations & in consultation with the board, the procedure for making voluntary contributions and benefits.

**6.5 Recovering from a 3<sup>rd</sup> Party: Clauses 8 & 20**

*Clauses 8 and 20 of the Bill seek to amend Section 14 and 48 of the Principal Act respectively by providing for recovery of any contribution and any other sum together with interest from a third party who owes money to a defaulting contributing employer.*

While the Committee supports the need to expand avenues to increase social protection, it is concerned that NSSF engaging with third parties will expose members' contributions to endless and protracted recovery court battles which may be more costly on the savers' contributions than what is intended to be recovered. NSSF should internally devise means or improve its internal mechanisms to directly recover from defaulting employers as going after third parties may cause delays in the collection of members' contributions, as well as conflict of interest on the part of those executing the task of the actual recovery from the third parties.

**The Committee recommends that the proposed amendment to Sections 14 and 48 of the Principal Act be deleted.**

**6.6 Clause 12: Mid-term Access to benefits**

Mid-term access aims to provide interim benefits for members of the fund in the interim. At the same time, the Committee is alive to the fact that there is need for a balance between providing members interim access to benefits while at the same time ensuring that members have benefits when they retire.

The Committee notes that the proposed Section 24A (1) refers to 'contributions' as opposed to 'savings' for voluntary savers and imposes terms and conditions. The

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Committee is concerned that this is restrictive to voluntary savers, and yet the Bill seeks to expand social security by, among other things, attracting voluntary savers.

The Committee further notes that the proposed Section 24A (1) gives the Minister discretion to provide for mid-term access to eligible members *a sum not exceeding 20%* of a member's benefits. This discretion allows the Minister to provide a sum less than 20%.

The Committee notes that there is no consideration of mid-term access for persons with disabilities, which runs counter to the need for equity and Uganda's Constitutional obligation for affirmative action. The Committee is aware of the fact that PWDs are, on average, more likely than their non-disabled counterparts not to get job opportunities easily, and more likely not to find jobs when they lose them. Moreover, a number of PWDs have underlying medical conditions which make them even more vulnerable. All these factors mean that PWDs are unlikely to work for the same number of years as their able-bodied counterparts. The Committee also notes that the number of PWD workers, and contributors to the fund is negligible and is unlikely to strain the fund when they are granted mid-term access.

The Committee further notes that there is need for the statutory instrument under the proposed Section 24A (3) prescribing the terms and conditions and procedures for accessing the accrued benefits is laid before Parliament to ensure that it is in consonance with the spirit of the Act.

**The Committee therefore recommends that the proposed Section 24A of the Bill be amended by:**

**a) removing the restrictions on mid-term access for voluntary savings;**

**b) providing for mid-term access of a sum of 50% of accrued benefits for persons with disabilities who have attained the age of forty years and above and have made contributions to the fund for at least seven years; and**

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**c) requiring that the statutory instrument under Section 24(3) be laid before Parliament for approval**

**7.0 NEW AMENDMENTS**

**7.1 Section 20: Age Benefit**

*Section 20 (3) of the Principal Act restricts the number of times a member can be paid an age benefit.*

It is the observation of the Committee that the restriction by Section 20 (3) of the Principal Act is unfair to members.

**The Committee recommends that Section 20 (3) of the Principal Act be deleted.**

**7.2 Section 34: Members' Account**

*Section 34 (2) & (3) of the Principal Act provide for the closure of a member's account on the attainment of the age of 60 years and grant the Minister power to dispose a members' money into the reserve fund.*

Section 34(2) & (3) run counter to the principle of expanding social security coverage espoused in the Bill which provides for voluntary contribution. Section 34 (2) (b) (i) of the Principal Act would, therefore, prohibit a member who wishes to make voluntary contributions to the fund after attaining the age of 60 years. The provision also bars persons aged 60 or over who may not have been members of the fund but who may wish to join and make voluntary contributions.

Under Section 34(3) of the Principal Act, empowers the Minister to permanently dispose of the monies in a member's account into the reserve fund.

**The Committee recommends that Section 34 (2) & (3) of the Principal Act be amended to:**

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- a) allow for continued voluntary saving even after attaining the age of sixty years;
- b) provide for the board to publish the names and details of all dormant members' accounts in the fund every year in a newspaper of wide circulation; and
- c) provide for more time before a member's contributions can be deposited into the reserve account.

### 8.0 CONCLUSION

The Committee welcomes the principle of the Bill to expand social protection coverage through initiatives such as voluntary contributions and making workers in the informal sector eligible to contribute to the fund, thereby providing a remedy to the poor saving culture in the country. The Bill brings forth innovative provisions such as mid-term access which should help workers in need of some relief especially given the effects of the Covid-19 Pandemic. The Bill provides for gender and equity through the addition of gender and disability among the areas that ought to be balanced by the Minister while appointing members of the Board.

The Committee wishes to note the measures put in place by NSSF to increase efficiency, such as the timely remittance of benefits within days, which is a huge improvement. While that is the case, the Committee observes that there is no visibility for NSSF in many parts of the country, as the fund has only 17 branches and 23 outreach centres countrywide. If the number of members is to increase the fund has got to scale up the number of branches and mobilisation efforts. If this is not done, the initiatives in the Bill may come to nothing.

There is also need to provide members of the fund with financial literacy, given that, according to figures from NSSF, 50% of members who receive their benefits exhaust them within one year, which negates the very objective of providing social security and/or protection which the fund was set up to achieve in the first place. It is the wish of the Committee that NSSF will put in place measures to ensure that the

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innovations of the Bill lead to an increase in membership and widen social protection coverage and heed to the call of the UN to Leave no one behind.

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**PROPOSED AMENDMENTS TO THE NATIONAL SOCIAL SECURITY FUND (AMENDMENT) BILL, 2021.**

The Committee recommends that the Bill entitled the National Social Security (Amendment) Bill, 2021 be passed into law subject to the following proposed amendments:

**Clause 1: Commencement**

Clause 1 is substituted for the following-

**“Commencement**

- (1) Subject to subsection (2), this Act shall come into force upon publication in the Gazette.
- (2) The Minister shall, in consultation with the board, by statutory instrument, commence section 24A within sixty days from the date of publication of this Act in the Gazette.”

**Justification**

To create certainty on the time of commencement of midterm access.

**Clause 2: Amendment of section 1 of the National Social Security Fund Act**

Clause 2 is amended-

- (a) in paragraph (c), by inserting a new definition immediately before the proposed paragraph (ga) as follows-  
“corruption” has the meaning assigned to it in the Anti-Corruption Act, No.6 of 2009;”
- (b) in paragraph (e), by substituting for the proposed paragraph (u), the following-  
“(u) “Minister” means the Minister responsible for Social Security;”

(c) by inserting a new paragraph immediately after paragraph “(e)” as follows-

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- v. Whereas It is the mandate of the Ministry of Gender labour and Social Development to mobilize and empower communities to harness their potential while protecting the rights of vulnerable population groups, it is the mandate of the Ministry of Finance to mobilize financial resources, regulate their management and formulate policies that enhance overall economic stability and development; the spirit of NSSF is social protection, especially for persons at the most vulnerable stage in their lives when they can no longer work. This is directly intertwined with the mandate of the Ministry of Gender as opposed to the Ministry of Finance.
- vi. The Ministry of Finance already has control and representation to NSSF through its Permanent secretary on the board who has a right to vote, and through its powers of appointment of the URBRA Board; NSSF should not be submerged in the Finance Ministry.

**Clause 3: Amendment of section 3 of principal Act**

Clause 3 is amended in the proposed section 3-

- a) by numbering the first provision of the proposed section 3 as subsection (1).
- b) in subsection (1) (f), by substituting for the word "with" the word "without".
- c) in subsection (2), by substituting for the word "five", the word "three".
- d) in subsection (3)-
  - (i) by substituting for the word "and" appearing at the end of paragraph (f), the word "or";
  - (ii) by inserting immediately after paragraph (g), the following-  
 "(h) failure to declare any conflict of interest in the execution of a member's mandate as a member of the board."
- e) by substituting for subsection (6) (b) the following-  
 "(b) there is consideration of persons with disabilities, balance of gender, skills and experience among the members of the board; and"

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**Justification**

- i. The numbering of the first provision under the proposed section 3 as subsection (1) is to ensure chronological order and to ease reference.
- ii. Removal of the voting right of the managing director is to avoid conflict of interest for the managing director on the board which recommends him/her for appointment, appraises him/her and to which he /she accounts as the chief executive officer of the fund.
- iii. Further, the board should be independent from any possibility of influence of the managing director in decision making.
- iv. To deter any board member from engaging in activities that could be in conflict with the objectives of the fund.
- v. To ensure that there is consideration of persons with disabilities on the board, in line with 1995 Constitutional obligation of affirmative action.
- vi. The substitution of the word "and" with "or" under subsection (3) (f) is to ensure that each of the grounds for removal of a member of the board is applied independently.

**Clause 7: Insertion of section 13A in principal Act**

Clause 7 is amended in the proposed section 13A-

- i. by substituting for the proposed subsection (6) the following-
  - "(6) An employer who deducts a voluntary contribution under subsection (2) and fails to remit the contribution to the fund commits an offence and is liable, on conviction to,-
    - a) remit to the fund any outstanding contribution due to the employee; and
    - b) pay a fine not exceeding one thousand currency points or imprisonment not exceeding three years, or both."



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**Justification**

To remove the restriction on the number of times a member can be paid an age benefit.

**Clause 12: Insertion of section 24A in principal Act**

Clause 12 is amended in the proposed section 24A-

a) in subsection (1)-

- i. by substituting for the word "contributions" the word "savings"; and
- ii. by deleting the words "on such terms and conditions and in a manner prescribed by the board" appearing in lines three and four.

b) in subsection (2), by substituting for the words "not exceeding" the word "of"

c) by inserting immediately after subsection (2), the following-

"A Member who-

- a) is a person with disability;
- b) is forty years of age and above; and
- c) has made contributions to the fund under section 7 for at least ten years,

is eligible to mid-term access, of a sum of 50 percent of his or her accrued benefits."

d) by inserting immediately after subsection (3) the following-

"The statutory instrument under subsection (3) shall be laid before Parliament for approval."

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**Justification**

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- i. Substitution of the word contributions for savings is for clarity since voluntary savers are not mandatory contributors to the fund.
- ii. To ensure uniformity of 20 percent for all contributors entitled to midterm access from the fund.
- iii. The powers to prescribe terms and conditions and procedure for midterm access for both voluntary and mandatory contributors and savers should lie with the Minister in consultation with the board.
- iv. To enable persons with disabilities who are a small minority of the contributors to the fund to be eligible for mid-term access.
- v. For Parliament to ensure that the regulations meet the spirit of the Act.

**New clause**

**Insert a new clause immediately after clause 13 as follows-**

**"Amendment of section 34 of Principal Act**

Section 34 of the principal Act is amended-

(a) by substituting for subsection (2), the following-

"(2) A member's account in the fund shall be closed and his or her membership shall cease on the happening of any of the following events-

- (a) when an emigration grant is paid;
- (b) when a member voluntarily opts out of the fund upon receipt of the member's total age benefit under section 20 of this Act; or
- (c) when a member dies and his or her survivor's benefits are paid out in accordance with section 24 of this Act."

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(b) by substituting for subsection (3), the following-

"(3) if on the closing of a member's account under subsection (2), any sum of money is standing to the credit of his or her account in the fund and is unclaimed in a subsequent period of seven years, that money shall vest in the Minister who shall pay it into the reserve account."

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(c) by inserting immediately after subsection (3), the following-

“(3a) The board shall, every year, publish the names and details of all dormant members’ accounts in the fund, in a newspaper of wide circulation within Uganda.”

**Justification**

- i. To allow for continued voluntary saving by a member even after the age of sixty.
- ii. To minimize the possibility of a member’s monies being prematurely deposited into the reserve account.
- iii. To put on notice any member or dependent with interest in a dormant account.

**Clause 20: Amendment of section 48 of principal Act**

Delete clause 20

**Justification**

NSSF engaging with third parties shall expose members’ contributions to endless and protracted recovery court battles which may cost more than what would have been intended to be recovered and therefore be costly on the savers’ contributions; NSSF should internally devise or improve its internal mechanisms to directly recover from defaulting employers.

Attempting to recover from third parties may cause delays in the collection of members’ contributions, as well as conflict of interest on the part of those executing the task of the actual recovery from the third parties.

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**MEMBERS OF THE COMMITTEE ON GENDER, LABOUR AND SOCIAL DEVELOPMENT**

**THE NATIONAL SOCIAL SECURITY (AMENDMENT) BILL, 2021**

**SIGNATURE SHEET**

| NO. | NAME                            | CONSTITUENCY            | SIGNATURE |
|-----|---------------------------------|-------------------------|-----------|
| 1   | Hon. Kabahenda Flavia Rwabuhoro | DWR Kyegegwa            |           |
| 2   | Hon. Najjuma Sarah              | DWR Nakaseke            |           |
| 3   | Hon. Linda Irene                | Fort Portal City        |           |
| 4   | Hon. Bakkabulindi Charles       | Workers' Report         |           |
| 5   | Hon. Acen Dorcas                | DWR Alebtong            |           |
| 6   | Hon. Obigah Rose                | DWR Terego              |           |
| 7   | Hon. Avako Melsa Maima          | DWR Yumbe               |           |
| 8   | Hon. Laura Kanushu              | PWD National            |           |
| 9   | Hon. Kaala Kevin Ojinga         | DWR Pallisa             |           |
| 10  | Hon. Asiimwe Florence Akiiki    | DWR Masindi             |           |
| 11  | Hon. Ayoo Jeniffer Nalukwago    | DWR Kalaki              |           |
| 12  | Hon. Lochap Peterkhen           | Bokora East             |           |
| 13  | Hon. Isabirye Iddi              | Bunya South             |           |
| 14  | Hon. Kamugo Pamela Nasiyo       | DWR Budaka              |           |
| 15  | Hon. Ayoo Tonny                 | Kwania County           |           |
| 16  | Hon. Ngompek Linos              | Kibanda North           |           |
| 17  | Hon. Arinaitwe Rwakajara        | Workers' Representative |           |

|    |                                    |                      |                          |
|----|------------------------------------|----------------------|--------------------------|
| 18 | Hon. Waako Peggy Joy               | Ops National         | <i>P. Waako</i>          |
| 19 | Hon. Kaberuka James                | Kinkizi West         |                          |
| 20 | Hon. Kabuye Frank                  | Kassanda South       | <i>Frank Kabuye</i>      |
| 21 | Hon. Kiyaga Hillary                | Mawokota North       | <i>H. Kiyaga</i>         |
| 22 | Hon. Mayanja Allan                 | Nakaseke Central     |                          |
| 23 | Hon. Nabagabe Flavia               | DWR Kassanda         |                          |
| 24 | Hon. Businge Joab                  | Masindi Municipality | <i>Joab Businge</i>      |
| 25 | Hon. Muhindo Harold                | Bukonzo East County  |                          |
| 26 | Hon. Mboizi Arthur Waako           | Budaka               | <i>Arthur Mboizi</i>     |
| 27 | Hon. Byakatonda Abdu               | Workers              | <i>Abdu Byakatonda</i>   |
| 28 | Hon. Miriam Mukhaye                | DWR Mbale            | <i>Miriam Mukhaye</i>    |
| 29 | Hon. Rwabushaija Margaret Namubiru | Workers              | <i>Margaret Namubiru</i> |

APPENDIX A

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State House,  
P. O. Box 25497,  
Kampala,  
Uganda.

IN ANY CORRESPONDENCE ON  
THIS SUBJECT PLEASE QUOTE No. ....

26<sup>th</sup> August, 2021

**Mr. Jacob Oulanyah**  
**Speaker**  
**Parliament of Uganda**  
**KAMPALA**



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**THE NATIONAL SOCIAL SECURITY FUND (AMENDMENTS) Act, 2019**

I received the National Social Security Fund (Amendments) Act, 2019 for assent. However, following numerous appeals from the Workers Trade Unions who are the contributors to the Fund, I held several meetings with their leaders, technical people from the Ministries of Finance, Gender and NSSF. It has been agreed that the Bill should be returned to Parliament for reconsideration of the provisions listed below:

**1. Clause 1 Commencement:**

The Clause should be amended so that the Act comes into force on the date of its publication in the Gazette except for Section 24(A) which shall come into force on a day to be appointed by the Minister by Statutory Instrument on the advice of the Board."

Under Sub Clause 24 (A)(5), the Minister is required to prescribe by Statutory Instrument the terms and conditions and procedure for assessing mid-term benefits. The above requires consulting the Board and other Stakeholders. The said process is likely to be lengthy and yet there's need to implement other proposed amendments immediately.

## **2. Substitution of Sub Clause 24A (2):**

The above clause should be substituted and a new Section 24A inserted in the Principal Act to the effect that;

*“A member who is 45 years and above and has contributed to the Fund for at least 10 years is eligible to mid-term access of up to 20% of his or her accrued benefits”.*

The justification for this amendment is that allowing midterm access for all members who are 45 years and above or those who have saved for ten years increases the total numbers of members eligible to access mid-term which will be unsustainable for the Fund.

## **3. Deletion of Sub Clause 24A (3) & (4):**

The above clauses should be deleted as allowing a member with disability who ceases to be employed for a period of not less than one year to withdraw 75% of their benefits will put the savers at a greater risk of poverty in old age.

In addition, allowing a member who is 45 years of age and above who has ceased to be employed for a period of not less than three years to be eligible to midterm access of a sum not exceeding 40% of his or her accrued benefits will erode members' savings which would be most required after retirement. Besides, this provision would place the Fund under financial distress.

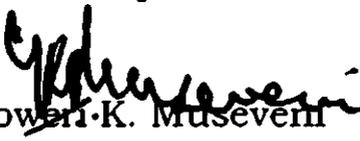
## **4. Supervision of the Fund**

Sometime back, I wrote to the former Speaker of Parliament about the need for the Ministry of Finance, Planning and Economic Development to supervise the fund as opposed to the Ministry of Gender, Labour and Social Development or both. The problem with splitting the supervisory roles is that apart from delaying decision

making, it will create room for corruption. It is also evident that the fund has grown its portfolio under the supervision of the Ministry of Finance, Planning and Economic Development. Supervision should remain with the Ministry of Finance.

### **5. Board of Directors**

The Amendment proposes that the Managing Director should be an ex-officio member of the Board with no right to vote. The Managing Director is responsible for the day to day running of the fund and advises the Board not only on policy matters but on almost all issues pertaining to the fund. He or she should have a right to vote as has been the practice.

  
Yoweri K. Museveni  
**P R E S I D E N T**

Copy to: Hon. Attorney General, Ministry of Justice and  
Constitutional Affairs

Hon. Minister of Finance, Planning and Economic  
Development

Hon. Minister, Ministry of Gender, Labour and Social  
Development

Managing Director, NSSF

Workers Trade Unions Representatives