

05 DEC 2024

PARLIAMENT OF UGANDA



11TH PARLIAMENT

REPORT OF THE COMMITTEE ON GENDER, LABOUR AND SOCIAL
DEVELOPMENT ON THE OCCUPATIONAL SAFETY AND HEALTH AMENDMENT
BILL, 2023

OFFICE OF THE CLERK TO PARLIAMENT

PARLIAMENT BUILDING

KAMPALA-UGANDA

NOVEMBER 2024

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ABBREVIATIONS/ ACRONYMS

AG	Attorney General
COFTU	Central Organisation of Free Trade Unions
FUE	Federation of Uganda Employers
GoU	Government of Uganda
MoGLSD	Ministry of Gender, Labour and Social Development
NOTU	National Organisation of Trade Unions
PLA	Platform for Labour Action
PPE	Personal Protective Equipment
OSH	Occupational Safety and Health
SHAU	Safety and Health Association of Uganda
USSIA	Uganda Small Scale Industries Association

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1. 0: INTRODUCTION TO THE BILL

The Occupational Safety and Health Amendment Bill, 2023 was read for the first time on 9th January 2024 and referred to the Committee on Gender, Labour and Social Development in accordance with Rule 129 (1) of the Rules of Procedure of Parliament.

The Committee scrutinised the Bill in accordance to Rules 129 (2) , (3) and (4) of the Rules of Procedure and now ready to reports;

2. 0: BACKGROUND OF THE BILL

According to the International Labour Organization (ILO) and the World Health Organization (WHO) occupational health is defined as the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations. This is to be achieved by preventing ill-health, controlling risks, and adapting work to people and people to their jobs. Occupational health involves the action of occupational medicine, industrial hygiene, psychology, safety, physiotherapy, ergonomics and rehabilitation.

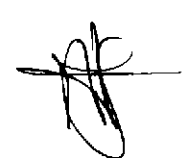

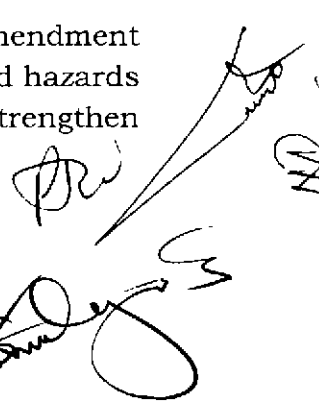
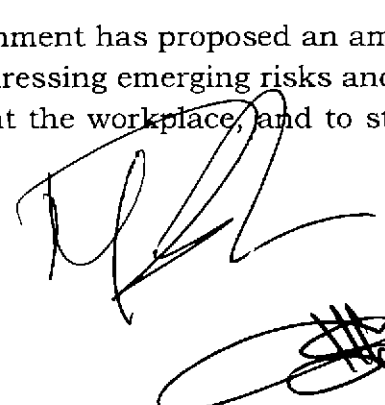
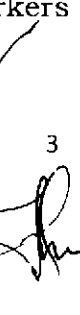

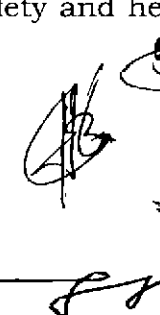
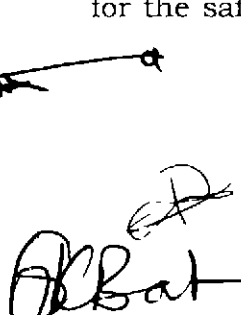
Occupational health and safety in Uganda is governed by the Occupational safety and Health Act 2006. The Act inter alia provides for the duties and obligations of employers, manufacturers, suppliers, transporters and workers, the registration of workplaces and fire preparedness among others.

However, since the law was enacted in 2006, there have been significant changes in the workplaces and in the employment trends which include working away from the formal setting to the remote and virtual settings, subcontracting of labour and adoption of digital tools and new technologies. A major shift at the workplace was greatly experienced during the Covid pandemic in 2020.

There is also an emergence of new safety and health challenges in the workplace as a result of the rapid growth of the manufacturing sector, industrialization, and development of the extractives industry, hence the requirement to expand the scope of the application of the current Occupational Safety and Health Act 2006.

It is against this backdrop that Government has proposed an amendment to the law to provide for measures addressing emerging risks and hazards for the safety and health of workers at the workplace, and to strengthen

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the existing provisions on key terms, safety committees, first aid and electrical safety among others.

3. 0: OBJECT OF THE BILL

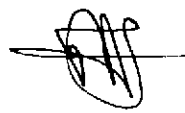
The object of the Bill is to expand the scope of the Occupational Safety and Health Act, 2006, to cater for the health and safety of workers in all workplaces; to remove the inconsistencies in the Act, and to streamline the powers of the Minister to make regulations.

4. 0: DEFECTS IN THE CURRENT LAW

The Occupational Safety and Health Act 2006 was enacted 18 years ago and there have been emerging new employment trends at the workplace and new risks and health challenges as well. The defects in the current law that the amendment bill seek to address are; limitation in the definition of critical terms like lifting gears, lifting appliances and lifting machines; ambiguity on the prosecution powers of an inspector under the Act; absence of a mandatory requirement to recruit safety and health practitioners and a mandatory requirement to also establish safety and health committees at the workplace; limited scope of hazards and risks at the workplace; and limited list of pressure units among others.

5. 0: HOW THE BILL ADDRESSES THE DEFECTS IN THE LAW

The bill seeks to; clarify on definitions of key terms in the current law which include lifting gear, lifting machine and lifting appliance; clarify on the procedure of prosecuting offences under the Act; imposing a duty on an employer to hire a safety and health practitioner and establish a safety and health committee at the workplace; imposing a duty on the employer to put in place measures for prevention of exposure to hazards; adopting internationally recognized units of pressure and recasting provisions on electrical safety among others.



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6. 0: METHODOLOGY

6.1 Meetings

Committee met with and received written memoranda from the following;

1. Ministry of Gender, Labour and Social Development
2. Office of the Attorney General
3. Federation of Uganda Employers (FUE)
4. Central Organisation of Free Trade Unions (COFTU)
5. National Organisation of Trade Unions (NOTU)
6. Platform for Labour Action (PLA)
7. Uganda Small Scale Industries Association (USSIA)
8. Safety and Health Association of Uganda
9. Dr. Ekwaro Ebuku

6.2 Document Reviews

The Committee referred to the following documents;

1. The Constitution of the Republic of Uganda
2. The Occupational Safety and Health Act 2006
3. ILO Convention 155

6.3 Field Visit

The Committee visited the following enterprises;

1. Landy Industries Uganda
2. Sino-Uganda Mbale Industrial Park
3. Tembo Steel (U) Ltd

6.4 BENCHMARKING VISIT

The Committee sent a delegation for a benchmarking visit to Nairobi, Kenya coordinated by Kenya Central Organization of Trade Unions. The delegation held meetings with staff of the Directorate of Occupational Safety and Health Services (DOSHS), Ministry of Gender and Social Protection. **(Copy of the Benchmarking Report laid on Table)**

7. 0 GENERAL OBSERVATIONS AND RECOMMENDATIONS

7.1 Limited scope of the Bill in addressing the defects in the current OSH law

The Committee observed that whereas according to the memorandum of the bill, the intention of the bill is to expand the scope of the application of the OSH law and to provide for the changes at the workplace arising from

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new work dynamics and rapidly evolving sectors such as telecommunication and extractive industry, the bill does not effectively address this defect.

For instance, the Committee observed from the submissions of MoGLSD, Federation of Uganda Employers and Uganda National Association of Community and Occupational Health (UNACOP) that whereas the bill sought to provide a proposal on the new changes arising at the workplace from the new work dynamics like new hazards in the telecommunication and extractive industries, the bill did not provide for internationally recognized OSH standards and practices like the obligations of an employer to carry out safety and health risk assessment and health surveillance plan which evaluate health related hazards at the work place and monitor the safety and health of workers.

Secondly MoGLSD and Uganda Small Scale Industries Association (USSIA) informed the Committee of the need to regulate OSH practitioners who are currently not being licensed under any law and as a result there is a lack of standardization of OSH assessments and reports done at the workplaces.

In addition, the Federation of Uganda Employers noted that the current provisions on first aid were archaic and did not provide for internationally recognized practices like an employer to put in place a first aid assessment plan.

The Committee recommends that the additional proposals should be adopted to form part of bill so as to enrich the intention of the bill.

7.2 Compliance with Occupational Safety and Health standards by Enterprises

The Committee carried out assessment of the occupational safety and health status in selected factories during the consideration of the bill and observed that whereas certain workplaces had put in place safety and health measures for their workers, in others, there were still gaps that needed to be addressed.

The Committee recommends that the MoGLSD regularly follows up on issues of compliance and effective implementation of occupational safety and health laws and measures in all workplaces.

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7.3 Absence of occupational health services for employees at the workplace

The Committee observed that the current law does not have a provision obligating an employer to provide occupational health services for his or her workers like counselling, body fitness activities and stress management aimed at their wellness and mental health management.

In many workplaces, long working hours and demanding job responsibilities have become the norm. The pressure to meet targets and the fear of job insecurity creates an environment that fosters stress and anxiety in the workers which can contribute to unhealthy lifestyles and mental health challenges

The Committee recommends that the amendment in the Bill which seeks to impose an obligation on the employer to provide occupational health services aimed at protecting the wellness of workers at the workplace be adopted.

7.4 Delayed operationalization of Occupational Safety and Health Board

The Committee noted that section 10 of the OSH Act establishes the Occupational Safety and Health Board which is to give expert advice to the Minister on matters concerning occupational safety and health, welfare and the working environment.

However, 18 years later, the Board has never been operationalized which has resulted into difficulties to execute key policy formulation.

The delegation to Kenya while on a benchmarking visit observed that Ministry of Labour and Social Protection, under its Directorate of Occupational Safety and Health Services (DOSHS) has a fully flagged training institution on OSH that is National Institute of Occupational Safety and Health (NIOHS) its mandate is; Awareness creation on OSH, Training of workers and employers in safety and health and Carry out research on matters relating to Occupational safety and health.

It was also further noted that Kenya has an established National Council for OSH which functions is to advise cabinet secretary on OSH policy matter, best practices on OSH among others;

The Committee therefore recommends that MoGLSD should fast track the operationalisation of the Occupational Safety and Health Board.

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7.5 OSH Management Information regarding number of OSH Inspectors

According to the OSH Management Information System (OSHMIS), a database developed by the MoGLSD, there are 21 Government OSH Inspectors, compared to the many registered workplaces estimated to be over 8000. According to MoGLSD, in 2024 alone, 1,572 workplaces have been registered. Therefore, the ratio of twenty-one (21) officers to 8000 workplaces is 1 to 380 which is a heavy work load on the OSH Department in the MoGLSD. This kind of trajectory, has led to delay in service delivery and noncompliance to OSH standards by many of the employers.

The Committee recommends that MoGLSD should recruit more OSH officers who should be evenly distributed across all districts to ensure effective implementation of the OSH laws and measures in all workplaces.

7.6 Unregulated Private Occupational Safety and Health Practitioners

The Committee noted that currently there is a large number of private OSH practitioners who are carrying out OSH inspections and audits in the workplaces.

The private OSH practitioners are unregulated due to the absence of an enabling regulatory framework and this has led to many people carrying out OSH work that is unchecked hence compromising of OSH standards and practices and greatly exposing the workers to hazards

The Committee recommends that the proposal on regulation and licensing of OSH practitioners be adopted.

8.0: SPECIFIC OBSERVATIONS AND RECOMMENDATIONS

8.1 Clause 1: Interpretation

Clause 1 the Committee observed that there were key terms which were being introduced in the bill and needed to be defined. They include, "occupational health services", "safety and health audit" "safety and health risk assessment" "safety and health practitioner" "occupational health surveillance" and "mental health" among others.

The Committee accordingly proposes that the definitions of new terms introduced in the bill are adopted.

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8.2 Clause 6: Amendment of section 47 of the principal Act

Clause 6 of the bill imposes a duty on the occupier of a workplace to put in place measures to prevent the exposure of persons to noise, dust, vibrations and any other hazards that could lead to health impairment.

The Committee observed that the preliminary obligations and OSH practices that the occupier had to carry out first had been omitted. The practices include, the obligation of carrying out a risk assessment to identify the possible hazards at the workplace and also periodic safety and health audits to be undertaken.

The Committee recommends that Clause 6 should be amended to provide the obligations of the occupier to carry out safety and health risk assessment and safety and health audits at the workplace.

8.3 Clause 10: Replacement of section 73 of principal Act

Clause 10 seeks to grant the Minister powers to make regulations for the training, certification of machine, plant and equipment operators.

The Committee observed that the proposal did not provide for an enabling provision for the certification of machines and should be redrafted accordingly.

8.4 Clause 12: Amendment of section 76 of principal Act

Clause 12 (c) proposes in paragraph (d) the adoption of other internationally recognized units of pressure like bars, kilopascals, newton per square meter or pounds per square inch.

The Committee noted that mentioning them would make the proposal restrictive.

The Committee recommends that;

- i) the list of the units of pressure be substituted with "internationally recognized units of pressure"
- ii) similar amendments are made to Clause 13 on Amendment of section 78 of principal Act and Clause 14 on Amendment of section 80 of principal Act

8.5 Clause 15: Replacement of section 84 of principal Act

Clause 15 under (3) and (4) propose inspection of a workplace which uses electricity and a certificate to be issued upon inspection.

The Committee observes that the clause does not provide for the provision and is therefore ambiguous.

The Committee recommends that clause 15 should be amended to provide for a provision on the requirement for certification of workplaces that use electricity.

8.6 Clause 17: Amendment of section 119 of the principal Act

Clause 17 seeks to amend section 119 of the principal Act by excluding the approval of Parliament for the regulations made by the Minister under the Act.

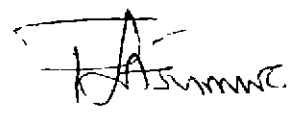
The Committee observed that there is a need to ensure compliance with the provisions of the principal law.

The Committee recommends the proposal be dropped.

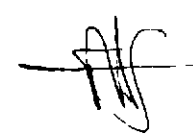
8.7 Clause 18: Amendment of section 120 of the principal Act

Clause 18 of the bill seeks to amend section 120 of the principal Act by excluding the approval of the Occupational Safety and Health Board which is required for the Minister to amend schedules 2,3,4,5,6,7 and 8 to the Act

The Committee observed that whereas the OSH Board was not yet operational, it was still necessary for the law to provide for one because its primary role is to give the Minister expert advice on OSH matters and the working environment.



The Committee recommends the proposal be dropped.

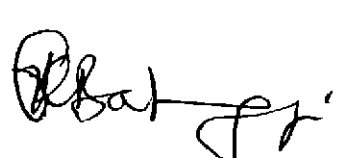
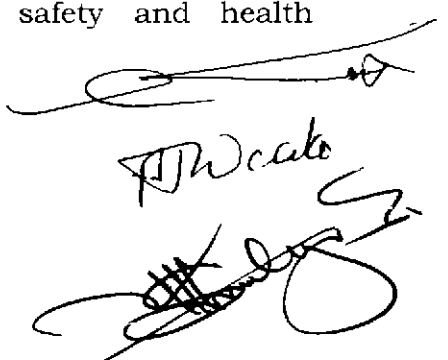
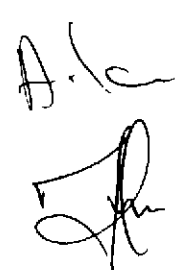
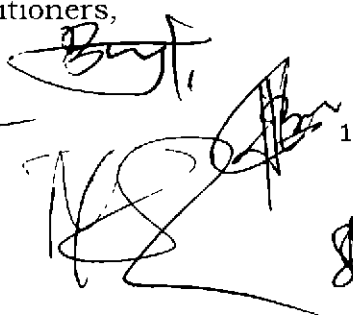
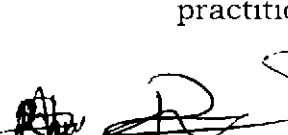
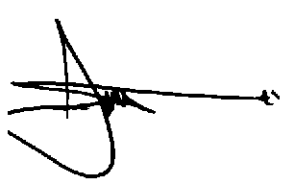


8.8 Introduction of new clauses in the appropriate numerical order



The Committee observed that during interaction with the Ministry crucial proposals for the protection on safety and health of workers had not been provided for in the Bill and some of the stakeholders raised similar concerns during their interactions with the Committee for instance;

- (a) expand the functions of the Occupational Safety and Health Board to setting standards and guidelines for safety and health practitioners,



- (b) provide for the regulation and licensing of safety and health practitioners
- (c) provide for the duty of the employer to supervise the health of their workers;
- (d) the current provisions on first aid were prescriptive and therefore the need to redraft the provisions on first aid;
- (e) provide for the notification and investigation of occupational incidents and accidents;

The Committee recommends that the new proposals be adopted to form part of the bill.

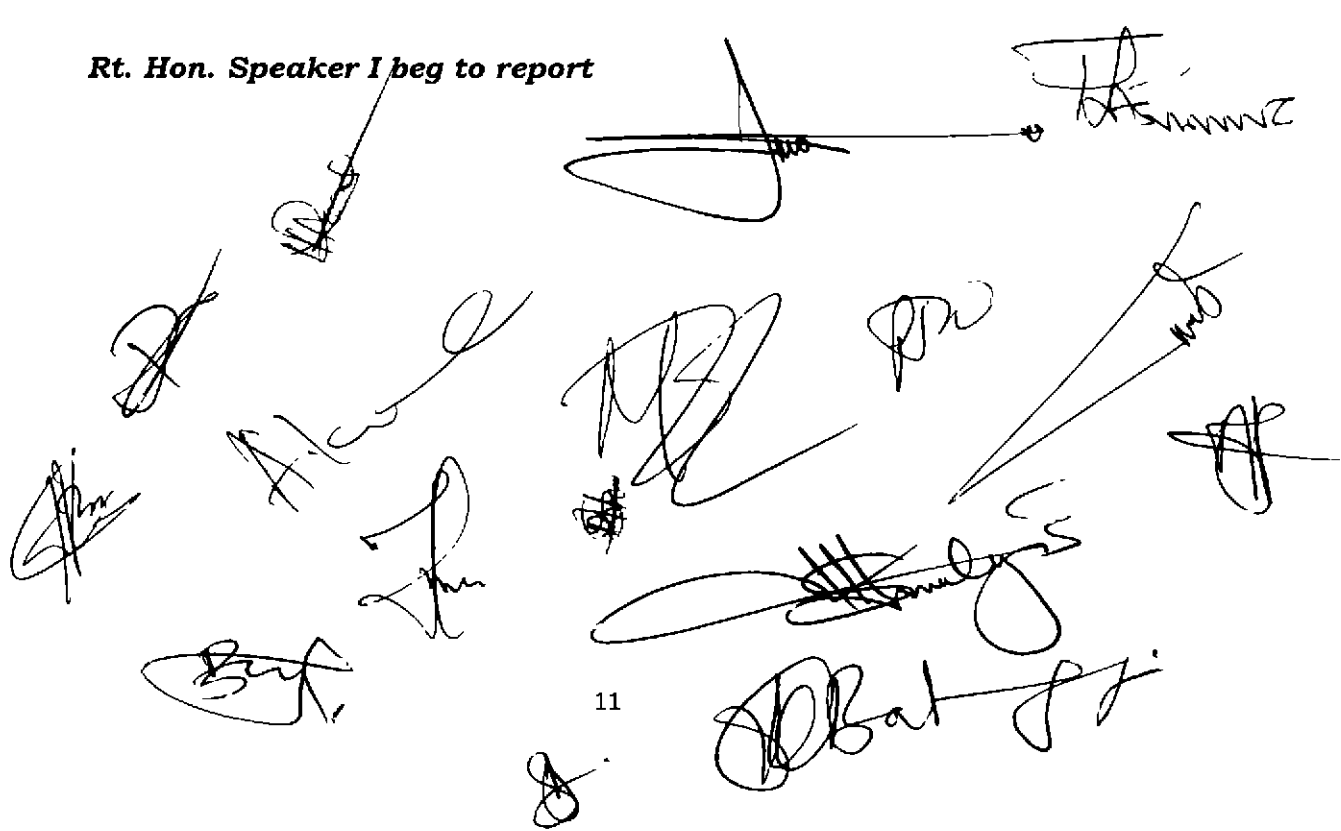
9.0: Conclusion:

Currently, there is a bigger workforce due to high economic growth, increased industrial developments and new technologies in the country. This has also led to an increased in new risks, challenges and hazards that affect the safety and health of the workers at the workplaces.

The amendment to the current Occupational Safety and Health Act, 2006 seeks to strengthen safety and health measures and expand the application of the law.

The Committee recommends that the Occupational Safety and Health (Amendment) Bill, 2023 be passed into law subject to the following proposed amendments.

Rt. Hon. Speaker I beg to report



PART B : PROPOSED AMENDMENTS TO THE OCCUPATIONAL SAFETY AND HEALTH (AMENDMENT) BILL, 2023

CLAUSE 1: INTERPRETATION

Clause 1 is amended—

(a) by inserting immediately after paragraph (c), the following—

(d) by inserting the following new definitions in the appropriate alphabetical order—

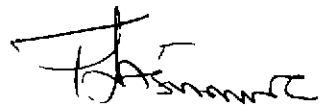
“safety and health audit” means an audit carried out by a safety and health practitioner to evaluate the safety and health standards, policies, systems and procedures of a workplace;

“safety and health practitioner” means a person registered and licensed under section 16A to conduct a safety and health risk assessment, safety and health audit or any other assessment or audit required under this Act;

“safety and health risk assessment” means an assessment carried out by a safety and health practitioner of the hazards or risk that may cause harm to a person at the workplace.”

Justification

- To define words and phrases that have been introduced in the Bill.



INSERTION OF NEW CLAUSES AFTER CLAUSE 2

The Bill is amended by inserting immediately after Clause 2, the following new clauses-

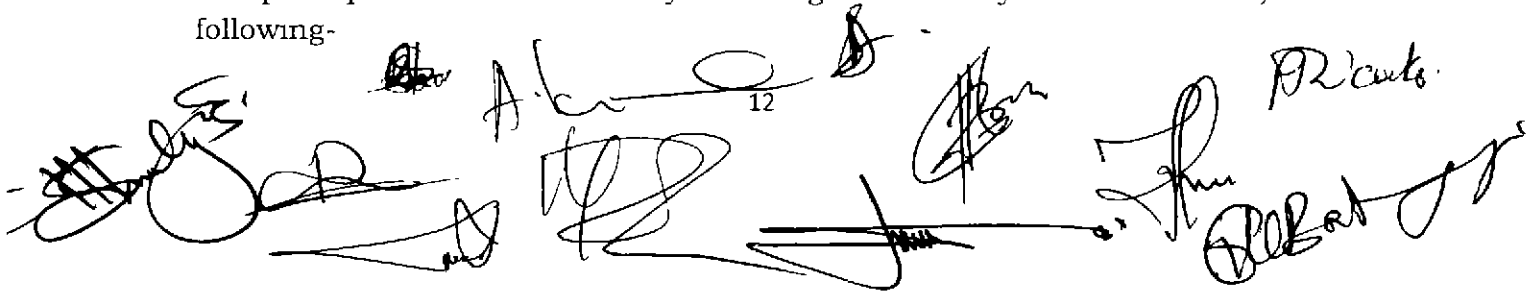
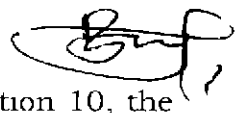
“Amendment of section 10 of principal Act



Section 10 of the principal Act is amended by deleting subsection (3).

Insertion of section 10A in principal Act

The principal Act is amended by inserting immediately after section 10, the following-



10A. Functions of Board

The functions of the Board are—

- (a) to advise the Minister on matters concerning occupational safety and health;
- (b) to advise the Minister on the formulation and implementation of policies, plans and programmes in occupational safety and health;
- (c) to set standards and guidelines of practice for safety and health practitioners; and
- (d) to perform any other function as may be necessary for the purposes of this Act.”

Justification

- Section 10(3) has been incorporated under the proposed section 10A which provides for the functions of the Board.
- To standardize and regulate the work of safety and health practitioners.

INSERTION OF NEW CLAUSE AFTER CLAUSE 4

The Bill is amended by inserting immediately after Clause 4, the following—

“Amendment of section 15 of principal Act

Section 15 of the principal Act is amended by substituting for the words “safety representative” wherever the words appear, the phrase, “safety and health representative”.

Justification

- To include the aspect of “health” in reference to the representatives of safety and health at workplaces who are currently referred to as “safety representatives”

CLAUSE 5: AMENDMENT OF SECTION 16 OF PRINCIPAL ACT

Clause 5 is amended—

(a) by inserting immediately before paragraph (a), the following—

“in the headnote, by inserting immediately after the word “safety”, the words “and health”.”

(b) in paragraph (a), in the proposed subsection (1), by inserting immediately after the word “safety”, the words “and health”.

(c) by substituting for paragraph (b), the following—

“(b) by substituting for subsection (2), the following—

(2) The safety and health representative shall represent employees on the safety and health committee.”

(d) by inserting immediately after paragraph (b), the following

“(c) in subsection (3), by substituting for the words “safety committee”, the words, “safety and health committee”.”

Justification

- . To include the aspect of “health” in reference to the committee of safety and health at workplaces which is currently referred to as “safety committee”

INSERTION OF NEW CLAUSES AFTER CLAUSE 5

The Bill is amended by inserting immediately after Clause 5, the following new clauses—

“Insertion of section 16A in principal Act

The principal Act is amended by inserting immediately after section 16 the following—

16A. Registration and licensing of safety and health practitioner

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- (1) The Minister shall make regulations to provide for the registration and licensing of safety and health practitioners.
- (2) A person shall not conduct a safety and health risk assessment, safety and health audit or any other assessment or audit required under this Act unless the person is registered and licensed by the Commissioner as a safety and health practitioner in accordance with this Act.
- (3) A person who contravenes subsection (2) commits an offence and is liable, on conviction, to a fine not exceeding one thousand currency points or imprisonment for a term not exceeding two years, or both.

Replacement of section 21 of principal Act

Section 21 of the principal Act is substituted for the following—

21. Measures to monitor health of workers

- (1) An employer shall put in place measures for —
 - (a) monitoring the health of workers;
 - (b) management of workers exposed or likely to be exposed to occupational hazards; and
 - (c) prevention of occurrence of occupational diseases and disease outbreaks.
- (2) For purposes of subsection (1), an employer shall have the duty to—
 - (a) prepare and submit to the Commissioner for approval, a health surveillance plan for the employer's workplace;
 - (b) inform a worker of any health hazards involved in his or her work and the health arrangements that have been put in place to protect the worker.
 - (c) carry out a pre-assignment medical examination on a worker where the assignment exposes the worker to danger;
 - (d) carry out a medical examination upon termination of the assignment or employment of a worker where the assignment or employment exposed the worker to danger;

- (e) carry out periodic medical examination on a worker based on findings from the medical examinations of a worker or on the recommendation of the safety and health committee; and
- (f) put in place occupational health services.

(3) For the avoidance of doubt, an employer shall bear the cost of the medical examinations required to be performed under this section.

(4) For purposes of this section—

“health surveillance plan” means a plan put in place by an employer to monitor and assess the health of workers who may be exposed to hazards in the course of employment;

“mental health services” include assessment, diagnosis, treatment, care, counselling or any intervention provided to a worker to promote emotional, psychological and cognitive wellbeing of the worker, and

“occupational health services” include disease outbreak management, wellness programs, rehabilitation of sick workers, mental health services, vaccination programs, promotional health services and other services prescribed under the health surveillance plan, safety and health risk assessment report and any national health guidelines.

Notification of occupational accident, disease and incident

(1) An employer shall keep and maintain a record of an occupational accident, occupational disease outbreak and incident.

(2) Where an occupational accident or occupational disease outbreak occurs, the employer shall notify the Commissioner in a manner and within the time prescribed by regulations made under this Act.”

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Justification

- To ensure regulation of and standardization for safety and health practitioners
- There is a need to carry out occupational health surveillance of the risks arising at a workplace and put in place measures to safeguard the health and safety for workers

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- *There is a rise in risks related to lifestyle at the work place for instance, long hours of sitting and mental illness so there is a need to have occupational health services to monitor the health of workers.*
- *To ensure that the Commissioner is able to access information on occupational diseases and occupational accidents for action*

CLAUSE 6: AMENDEMENT OF SECTION 47 OF PRINCIPAL ACT

Clause 6 is substituted with the following—

“6. Replacement of section 47 of principal act

The principal Act is amended by substituting for section 47, the following—

47. Safe and healthy working environment

- (1) An employer shall ensure that the workplace is a safe and healthy working environment.
- (2) An occupier or owner of a workplace shall put in place measures to prevent exposure of a person to hazards.
- (3) An employer shall, within the time prescribed by regulations made under this Act, cause a safety and health risk assessment to be carried out.
- (4) An employer shall, at least once every twelve months, cause a safety and health audit of the workplace to be undertaken.”

Justification

- *To impose an obligation on the employer to carry out a safety and health risk assessment which is informative of the likely hazards and risks at the workplace.*
- *To impose an obligation on the employer to carry out safety and health audit which is a performance indicator for compliance to safety and health measures*

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INSERTION OF NEW CLAUSE AFTER CLAUSE 6

The Bill is amended by inserting immediately after Clause 6, the following—
“Insertion of section 55A in principal Act

The principal Act is amended by inserting immediately after section 55 the following—

55A. First aid needs assessment

- (1) An employer shall, once every three years, prepare and submit to the Commissioner for approval, a first aid needs assessment as prescribed by regulations made under this Act.
- (2) A person who contravenes subsection (1) commits an offence and is liable, on conviction, to a fine not exceeding one thousand currency points or a term of imprisonment not exceeding two years, or both.
- (3) For the purposes of this section, “first aid needs assessment” means an assessment carried out by a safety and health practitioner of the first aid needs of a workplace.”

Justification

- *To impose an obligation on an employer to carry out a first aid needs assessment which is informative of the first aid, needs for workers as a result of injury resulting at the workplace.*

CLAUSE 7: AMENDMENT OF SECTION 69 OF PRINCIPAL ACT

Clause 7 is amended in the proposed paragraph (b) by substituting for the words “is at rest or landing”, the phrase “comes to a complete stop at the designated landing”.

Justification

- *To provision was made in error and it is contrary to the practice where the gate of a cage should only open when the cage is at complete rest as a safety precaution*

18

CLAUSE 8: AMENDMENT OF SECTION 71 OF PRINCIPAL ACT

Clause 8 is amended—

(a) by substituting for paragraph (a), the following—

“(a) by substituting for subsection (2) the following—

“(2) A lifting gear used to lift loads shall not be used unless a certificate of examination has been obtained from the manufacturer or a person authorized by the manufacturer.”

(b) by inserting immediately after paragraph (a) the following—

“by inserting immediately after subsection (2) the following—

“(2a) A lifting gear shall be annealed in accordance with the safety and health risk assessment under section 47(3).”

(c) by substituting for paragraph (b), the following—

“(b) by substituting for subsection (3) the following—

(3) Notwithstanding subsection (2a), a rope or a rope sling, shall unless the rope or the rope sling, is of a class or description exempted by the Commissioner by notice in the *Gazette*, be annealed at least once every year or, in the case of chains used in connection with molten slag, once every six months.”

Justification

- To remove the limitation of having only lifting gears which lift loads exceeding fifty kilograms being tested and examined, and ensuring that all the lifting gears used are in a good state and safe for use.

CLAUSE 10: AMENDMENT OF SECTION 73 OF PRINCIPAL ACT

Clause 10 is amended by substituting for the proposed section 73, the following—

“73. Training and certification of persons who operate machine, plant and equipment

- (1) A person shall not operate any machine, plant and equipment unless the person is trained and certified to operate the machine, plant and equipment as prescribed by regulations made under this Act.
- (2) An employer shall not engage a person to operate a machine, plant and equipment who is not trained and certified.
- (3) A person who contravenes subsections (1) or (2) commits an offence and is liable, on conviction, to a fine not exceeding one thousand currency points or to a term of imprisonment not exceeding two years, or both."

Justification

- *To ensure that machinery and equipment used at the workplace is operated by a trained and qualified person.*

CLAUSE 12: AMENDMENT OF SECTION 76 OF PRINCIPAL ACT

Clause 12 is amended—

- (a) in paragraph (a) in the proposed paragraph (c) by substituting for the phrase, "kilograms per square centimeter, bars, kilopascals, newton per square meter or pounds per square inch", the phrase "internationally recognized units of pressure";

- (b) by substituting for paragraph (b), the following—

"(b) by substituting for paragraph (d), the following—

(d) at least one water gauge of a transparent material or other type approved by the Commissioner, to show the water level in the boiler and where the gauge is of the glass tubular type and the vessel is under pressure, the gauge shall be provided with an efficient guard that does not obstruct the reading of the gauge."

Justification

- *To adopt the use of internationally recognized units of pressure*

CLAUSE 13: AMENDMENT OF SECTION 78 OF PRINCIPAL ACT

Clause 13 is amended by substituting for the phrase “bars, kilopascals, newton per square meter or pounds per square inch”, the phrase “or other internationally recognized units of pressure”.

Justification

- To adopt an encompassing term for all internationally recognized units of pressure rather than giving examples.

CLAUSE 14: AMENDMENT OF SECTION 80 OF PRINCIPAL ACT

Clause 14 is amended by substituting for the phrase “bars, kilopascals, newton per square meter or pounds per square inch”, the phrase “or other internationally recognized units of pressure”.

Justification

- To adopt an encompassing term for all internationally recognized units of pressure rather than giving examples.

CLAUSE 15: AMENDMENT OF SECTION 84 OF PRINCIPAL ACT

Clause 15 is amended—

- (a) by substituting for the proposed section 84(3), the following—
 “(3) An occupier of a workplace using electricity shall, annually, cause the workplace to be inspected by a person authorized to inspect electricity, in a manner prescribed by regulations made under this Act.”
- (b) by deleting the proposed section 84 (4).

Justification

- To provide clarity on the duty of occupier to maintain safety of a workplace using electricity.
- The deletion of the proposed section 84 (4) is a consequential amendment having recasted the proposed section 84(3)

CLAUSE 16: AMENDMENT OF SECTION 98 OF PRINCIPAL ACT

Clause 16 is substituted for the following—

“Amendment of section 98 of principal Act

[Handwritten signatures and initials are present throughout this section, including 'F. Asim', 'B. J.', 'A. L.', 'The', 'D. B.', and others.]

Section 98 of the principal Act is amended—

(a) by substituting for the headnote, the following—

“Duty of Suppliers, manufacturers, importers and distributors”

(b) in subsection (2), by inserting immediately after paragraph (c), the following—

“(d) hazardous substance, mixture of substances, expired content, empty containers or related articles of hazardous products after their use are safely disposed in accordance with the National Environment Management Act Regulations 2019.”

Justification

- To remove ambiguity in the headnote.

CLAUSE 17: AMENDMENT OF SECTION 119 OF PRINCIPAL ACT

Delete Clause 17

Justification

- To ensure compliance with the provisions of the principal Act.

CLAUSE 18: AMENDMENT OF SECTION 120 OF PRINCIPAL ACT

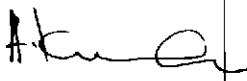
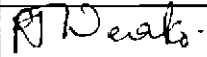

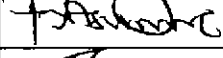

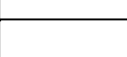



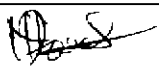


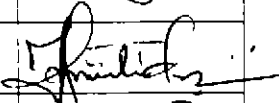


Delete Clause 18

Justification

- The Occupational Safety and Health Board established under section 10 of the principal Act is mandated to give expert advice to the Minister and so the approval of the Board for the amendment schedules is part of the expert advice that they give the Minister

The bottom half of the page contains numerous handwritten signatures and initials in black ink. Some are large and stylized, while others are smaller and more compact. The signatures appear to be from various individuals, possibly members of a committee or board, and are scattered across the lower portion of the document, partially overlapping the justification text for Clause 18.

SIGNATURE FOR MEMBERS OF COMMITTEE ON GENDER, LABOUR AND SOCIAL DEVELOPMENT ON THE REPORT FOR THE OCCUPATIONAL SAFETY AND HEALTH (AMENDMENT) BILL, 2023

NO.	NAME	CONSTITUENCY	PARTY	SIGNATURE
1	Hon. Kunihiro Agnes Abwoli - C/person	Workers Rep.	NRM	
2	Hon. Kanushu Laura, Deputy C/person	PWD	NRM	
3	Hon. Waako Peggy Joy	OPs National	NRM	
4	Hon. Kitanywa Sowedu	Busongora North	NRM	
5	Hon. Dr. Asimwe Florence Akiiki	DWR Masindi	NRM	
6	Hon. Bakkabulindi Charles	Workers Rep	NRM	
7	Hon. Arinaitwe Rwakajara	Workers Rep	NRM	
8	Hon. Afoyochan Esther	DWR Zombo	NRM	
9	Hon. Grace Kassande	Rubirizi	NRM	
10	Hon. Alex Ndeezi	PWD National	NRM	
11	Hon. Nyakikongoro Rosemary	DWR Sheema	NRM	
12	Hon. Chemonges William	Kween County	NRM	
13	Hon. Chemutai Phyllis	Kapchorwa	NRM	
14	Hon. Wokorach Simon	Aswa	NRM	
15	Hon. Taban Sharifah Aate	DWR Koboko	NRM	
16	Hon. Atwakire Catherine Ndamira	DWR Kabale	NRM	
17	Hon. Alioni Yorke Odria	Aringa South	NRM	
18	Hon. Nantongo Fortunate Rose	DWR Kyotera	DP	
19	Hon. Mayanja Allan	Nakaseke Central	NUP	
20	Hon. Kiyaga Hillary	Mawokota North	NUP	
21	Hon. Kabuye Frank	Kassanda South	NUP	
22	Hon. Muhindo Harold	Bukonzo East County	FDC	
23	Hon. Businge Joab	Masindi Municipality	FDC	
24	Hon. Nandutu Agnes	DWR Bududa	Indep	
25	Hon. Abeja Susan Jolly	Otuke	Indep	

26	Hon. Rwabushaija Margaret Namubiru	Workers	Indep.	<i>[Handwritten Signature]</i>
27	Hon. Kayanga Baroda	DWR Isanga KAMUKI MUNICIPALITY	Indep	<i>[Handwritten Signature]</i>

[Handwritten Signature]