****

1. **Adoption of Legislation establishing disability as a prohibited ground of discrimination , including denial of reasonable accommodation as discrimination**

The UHRC notes that the Government has not yet introduced a comprehensive anti-discrimination legislation that covers disability-based discrimination, multiple-discrimination and the denial of reasonable accommodation. For-instance There are still barriers faced by PWDs in the judicial system as a result of lack of reasonable accommodation.

The PWD Bill 2014 provides for only bare anti-discrimination language. This bill specifically does not establish a framework for preventing denial of reasonable accommodation as a form of discrimination. Indeed, the concept of reasonable accommodation is neither defined nor explicitly mentioned anywhere in the PWD Bill 2014 although it is impliedly and briefly referenced in Clause 8 (2) (b) [[1]](#footnote-1) and 3(g) of the Bill. The UHRC is concerned about this non-recognition of reasonable accommodation in the legislation.

1. **Application of affirmative actions for combating structural discrimination against persons with disabilities?**

The 1995 Constitution of Uganda guarantees affirmative action in favor of marginalized groups including PWDs as well as the right to respect human dignity and enjoins the Government and society to take appropriate measures to ensure that PWDs enjoy their mental and physical potential.

In addition the PWD Act 2006 provides for a comprehensive legal protection for persons with disabilities and to make provision for elimination of all forms of discrimination against PWDs towards equalization of opportunities and for related matters. However, the challenge is in implementation of these laws thus affirmative action is not applied to sectors such as employment, health and transport.

1. **Laws, policies and strategies for combating discrimination against women and children with disabilities**

The Constitution prohibits discrimination including on grounds of sex and disability.[[2]](#footnote-2) It also provides for affirmative action for PWDs. Despite the above mentioned provisions, PWDs, especially women, are still discriminated against on grounds of disability.[[3]](#footnote-3) Due to limited awareness about disability among communities, PWDs continue to face both stigma and discrimination subsequently leading to their limited participation in areas such as gainful employment. For instance, the UHRC has over the years received complaints on discrimination including on grounds of disability.[[4]](#footnote-4) In 2015, UHRC findings revealed that Persons with Albinism were discriminated mostly in the areas of marriage (23%), and employment (54%), and 55% in the justice system.

1. **Monitoring and collecting disaggregated data on discrimination against persons with disabilities including gender, age and impairment disaggregation**

The UHRC notes that there are still challenges in disaggregation of data for PWDs especially on discrimination against PWDs in Uganda. However, the UHRC in 2015 received 5 complaints on discrimination against PWDs.

1. Under Clause 8 (2) (b), an employer must ‘provide to an employee with a disability the facilities required in the performance of the job or task.’ In terms of Clause 8 (3) (g), an employer discriminates against a person with disabilities where, among other things, the employer ‘does not provide the facilities required by the employee with a disability to perform his or her job or tasks’. [↑](#footnote-ref-1)
2. Article 21 of the Constitution of the Republic of Uganda [↑](#footnote-ref-2)
3. UHRC 15th, 16th and 17th Annual Reports [↑](#footnote-ref-3)
4. As above [↑](#footnote-ref-4)