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THE EAST AFRICAN COMMUNITY

**BILL SUPPLEMENT**

*No. 1*

*5th April, 2013.*

*to the East African Community Gazette No. 6 of 5th April, 2013.*

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THE EAST AFRICAN COMMUNITY

**EAST AFRICAN COMMUNITY HOLIDAYS BILL, 2013**

**MEMORANDUM**

The object of this Bill is to provide a legal basis for holidays in the Community. Holidays hitherto observed by the Organs and Institutions of the Community shall, upon the coming into force of this Bill, be observed in accordance with the provisions of this Bill.

The Bill in addition makes provision for—

- (a) remuneration of employees who may be required to work on a holiday; and
- (b) situations when a holiday falls on a Sunday.

Finally, the Bill makes special provision for commemorating the East African Community Day.

HON, ABUBAKAR ZEIN ABUBAKAR (MP),  
*East African Legislative Assembly.*

THE EAST AFRICAN COMMUNITY HOLIDAYS BILL, 2013

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ARRANGEMENT OF CLAUSES

*Clause*

1. Short title.
2. Interpretation.
3. Holidays.
4. Remuneration for work on holiday.
5. When holiday falls on a Sunday.
6. Celebrations to mark Community Day.
7. Savings.

**THE EAST AFRICAN COMMUNITY HOLIDAYS  
BILL, 2013**

**A Bill for an Act**

**ENTITLED**

**THE EAST AFRICAN COMMUNITY HOLIDAYS ACT,  
2013**

**An Act to make provision for holidays in the Community  
and to provide for other related matters.**

ENACTED by the East African Community and assented to by  
the Heads of State.

1. This Act may be cited as the East African Community Short title.  
Holidays Act, 2013.

2. In this Act, unless the context otherwise requires— Inter-  
pretation.

“holiday” means a holiday specified by this Act.

3. The days specified in the First Schedule are declared Holidays.  
to be holidays which, subject to this Act, shall in every year be  
kept and observed as holidays by all organs and institutions of  
the Community.

*East African Community Holidays Bill, 2013*

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Remuner-  
ation for  
work on  
holiday.

4. (1) Where an employee attends or performs work for a full day on a holiday, that employee shall be entitled to be paid remuneration for a full day's work if that day had not been a holiday.

(2) Where a payment is required to be made under subsection (1) in respect of a holiday, the payment shall be made within one month after the holiday.

When  
holiday falls  
on a  
Sunday.

5. Where in any year, a holiday falls on a Sunday, the first succeeding day, not being a holiday, shall be a holiday, and the first mentioned day shall cease to be a holiday.

Celebrations  
to mark  
Community  
Day.

6. Subject to the provisions of this Act, the celebrations to commemorate the East African Community Day shall be in accordance with provisions of the Second Schedule.

Savings.

7. (1) Notwithstanding the provisions of this Act, the head of an organ or institution of the Community may open the offices and premises of that organ or institution and call upon employees to perform such of their duties as may be required of them, on a holiday.

(2) The provisions of this section shall be subject to any written regulations or individual agreement under which an employee may be required to work on holidays and specified or agreed conditions as to the rates of pay, days of in lieu or otherwise.

**FIRST SCHEDULE**

s.3

New Year's Day	1st January
International Women's Day	8th March
Good Friday	
Easter Monday	
Union Day (Tanzania)	26th April
Eidd-Fitr	Date depending upon appearance of the moon
Independence Day (Rwanda & Burundi)	1st July
Independence Day (Uganda)	9th October
Eidd-El-Haj	
Eidd-El-UI	
Eidd-UI-Azha	
EAC Day	30th November
Independence Day (Kenya)	12th December
Christmas Day	25th December
Boxing Day	26th December

**SECOND SCHEDULE**

s.6

1. The East African Community Day shall be celebrated in all the five Partner States and shall be marked as a public holiday.

2. The day shall be an opportunity to—

(a) reflect on the vision of integration and institutional framework established to deliver the benefits of that vision;

(b) celebrate the progress already made and the ongoing activities and programmes to further the objects of the treaty;

(c) educate citizens on the integration process;

(d) build citizen to citizen engagements;

(e) honour citizens and other persons who have championed integration or have provided exemplary service to the Community;

(f) celebrate and showcase the benefits of the Community and success stories in the integration journey; and

(g) celebrate African renaissance.

3. The day shall be a national public holiday in all the Partner States.

4. The official celebrations shall be held in rotational order in the Partner States, and the Partner State hosting it shall propose the theme of the celebration for that year and involve other Partner States in the planning and organising of the celebrations.

*East African Community Holidays Bill, 2013*

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5. The week preceding the Day shall be used to showcase various aspects of East African life.

6. East African Community Parliamentary and Head of State honours and awards shall be given to selected deserving personalities on the eve of the Day.