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WORKFORCE DISPLACEMENT AND LABOUR TRANSFORMATION IN THE AGE OF ARTIFICIAL INTELLIGENCE IN UGANDA: LEGAL RESPONSE AS A PANACEA

DESLOCAMENTO DA FORÇA DE TRABALHO E TRANSFORMAÇÃO DO TRABALHO NA ERA DA INTELIGÊNCIA ARTIFICIAL EM UGANDA: A RESPOSTA JURÍDICA COMO PANACEIA

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Abstract

No doubt AI has rapidly reshaped and rebranded the labour market sector, thereby providing new opportunities by automating major functions of most establishments. Despite AI's potential for the labour market, however, it is gradually resulting in a high rate of worker displacement, with the Ugandan legal framework seeming not to have addressed these socio-economic and legal issues introduced by AI transformation of the labour sector. Hence, this study examines legal responses to workforce displacement and labour transformation in the age of Artificial Intelligence in Uganda. The study relied on a doctrinal method of study with a supplementary qualitative method. The study found, based on the data obtained, that AI has significantly transformed the Ugandan labour market, with more transformation awaiting in the future. However, the study also found that currently the majority of unskilled workers and several others will be displaced from the workplace and yet the legal structure to address these challenges is weak. The study concludes and recommends that there is an urgent need for reforms of Uganda's legal framework to balance innovation with worker protection. It is also recommended that there should be national reskilling policies and effective regulatory oversight to ensure inclusive and sustainable labour transitions in this era of AI.

Keywords: Workforce Displacement, Legal, Labour, Artificial Intelligence

Resumo
Não há dúvida de que a Inteligência Artificial (IA) tem remodelado e redefinido rapidamente o setor do mercado de trabalho, proporcionando novas oportunidades por meio da automação de funções essenciais em grande parte das organizações. Apesar do potencial da IA para o mercado de trabalho, entretanto, ela vem gradualmente resultando em elevadas taxas de deslocamento de trabalhadores, enquanto o arcabouço jurídico ugandense parece ainda não ter enfrentado adequadamente as questões socioeconômicas e jurídicas introduzidas pela transformação do setor laboral promovida pela IA. Nesse contexto, este estudo examina as respostas jurídicas ao deslocamento da força de trabalho e à transformação do trabalho na era da Inteligência Artificial em Uganda. O estudo adotou o método doutrinário de pesquisa, complementado por uma abordagem qualitativa. Com base nos dados obtidos, constatou-se que a IA tem transformado significativamente o mercado de trabalho ugandense, sendo esperadas mudanças ainda mais profundas no futuro. Contudo, a pesquisa também verificou que, atualmente, a maioria dos trabalhadores não qualificados, bem como diversos outros grupos de trabalhadores, tende a ser deslocada de seus postos de trabalho, ao mesmo tempo em que a estrutura jurídica destinada a enfrentar esses desafios permanece frágil. O estudo conclui e recomenda que há uma necessidade urgente de reformar o arcabouço jurídico de Uganda, de modo a equilibrar a promoção da inovação com a proteção dos trabalhadores. Recomenda-se, ainda, a implementação de políticas nacionais de requalificação profissional (*reskilling*) e de mecanismos eficazes de supervisão regulatória, a fim de assegurar transições laborais inclusivas e sustentáveis nesta era da Inteligência Artificial.

Palavras-chave: Deslocamento da Força de Trabalho; Direito; Trabalho; Inteligência Artificial.

1. Introduction

Every revolution carries the promise of improvement, yet it always has a price tag that is none other than the workers who are rendered unnecessary (Mobilla, 2025). The 21st century has been marked by an unparalleled technological shift in the history of mankind, with no other than AI (Artificial Intelligence) as the main actor changing the composition of the global workforce. AI is no longer restricted to assisting humans but is slowly replacing them by taking on various roles in different sectors that were once thought to be exclusively for human intellect, reasoning, or creativity (George, 2024). The human effort, skill, and intellect that have been synonymous with labour for centuries are now being redefined to the extent that they influence the established norms of work, productivity, and economic participation (Siyal et al., 2019). This whole transition has been a source of both positive and negative reactions, as nations such as Uganda struggle to come to terms with the disruptive nature of automated decision-making, algorithmic management, and machine-led productivity increases (Aidonojie et al., 2025). The AI revolution in Uganda is not just a tech upgrade, but a complete reworking of labour economics and workplace organisation in a different way. From manufacturing to banking, healthcare, education, and legal services, AI applications in Uganda have transformed the operations significantly. Human input has been reduced to a minimum, while efficiency and accuracy have been increased to the maximum.

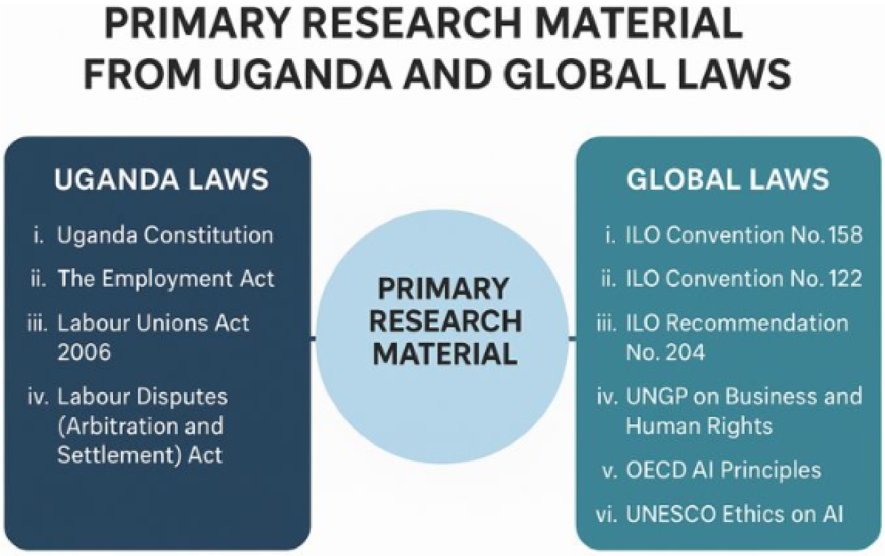
As this transformation accelerates in Uganda, labour markets are going through different phases of adaptability (Garunja et al., 2025). While some industries are developing by creating new jobs related to AI, others are laying off staff. Therefore, the global workforce is at a very critical junction, the one that promises innovation on one side and the other that threatens to isolate it from the mainstream (Aidonojie et al., 2024). In this changing environment, the displacement of employees has become one of the major controversies in the debate about the transformation of AI. Intelligent machines are taking over jobs that humans used to do; thus, several individuals are gradually losing their jobs, being told that their skills are no longer required, and facing the risk of getting poorer (Oloko, 2024). It suffices to state that computers are not only taking over unskilled workers' jobs, but professionals like the doctors' role in diagnosing the patients, reviewing contracts, analyzing market data and even overseeing the supply chain at a rate and precision that are beyond human capabilities (Samilu & Emwamu, 2025). This restructuring of the labor left and right, eventually, increases the debate surrounding the future of workers, the security of their incomes, and the provision of social services.

It suffices to state that the Ugandan government and international organizations have passed laws to control the use of AI in the workplace, but the legal responses in Uganda are still fragmented, inconsistent, and insufficient (Kerwin, 2020). Most of the existing labour laws were designed for the traditional industrial environments, and hence, they find it difficult to cope with issues like algorithmic hiring, data-driven labour assignment, automated dismissal, and mass displacement caused by AI. The lack of legal protection is what this study regards as the main problem and thus seeks to end the cycle of absence of strong, unified Uganda laws that protect workers in a time of tech disruptions, even in the process of spreading and thus eventually outlawing them. Therefore, the research goal is not only to analyze but also to examine the legal responses to the issues of workplace displacements occasioned by AI, pinpoint the areas of law and regulation that need improvement, and suggest legal measures to secure a fair and sustainable future of work. The study will contribute to policymaking on which are the most human and socially secure ways of handling technological progress, thus making it economically just.

2. Methodology

The research utilized doctrinal method of study with a supplementary qualitative method that relied on the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) in obtaining data. The PRISMA flow process revealed that the primary sources exclusively discussing the effect of AI technology on the workplace were only filtered through primary material screening, eligibility assessment, and the final inclusion stage. The primary sources included Uganda laws and international labor conventions, on AI and employment. This is therefore presented as follows:

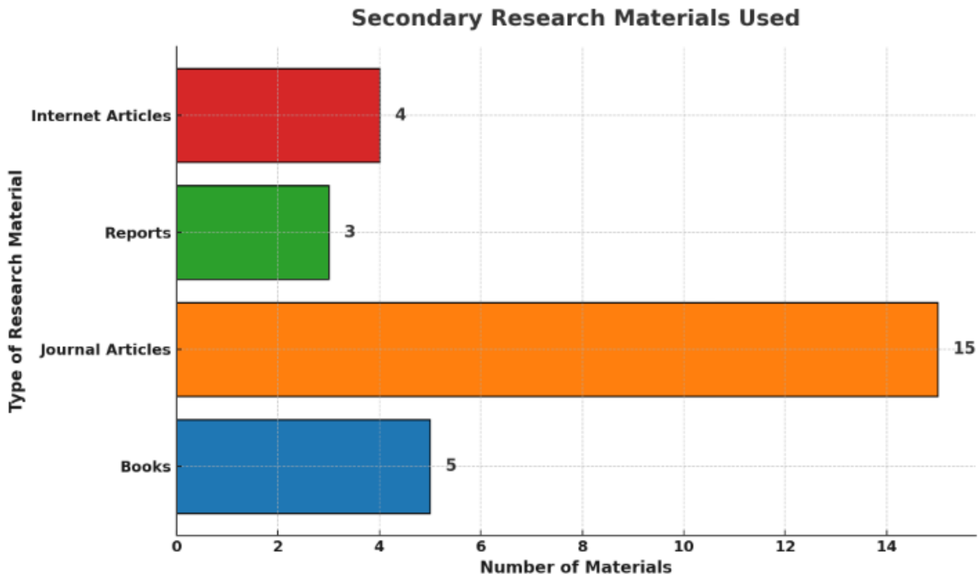
Figure 1: Primary Research Materials



Source: Design by authors based on data obtained

The criteria for selecting legal materials were both stringent and transparent. Furthermore, the selection of secondary sources like academic journals, policy documents, commentaries, and law reform reports from the prominent databases HeinOnline, Scopus, and Google Scholar was done in accordance with the previously determined quality and relevance criteria.

Figure 2: Secondary Research Materials



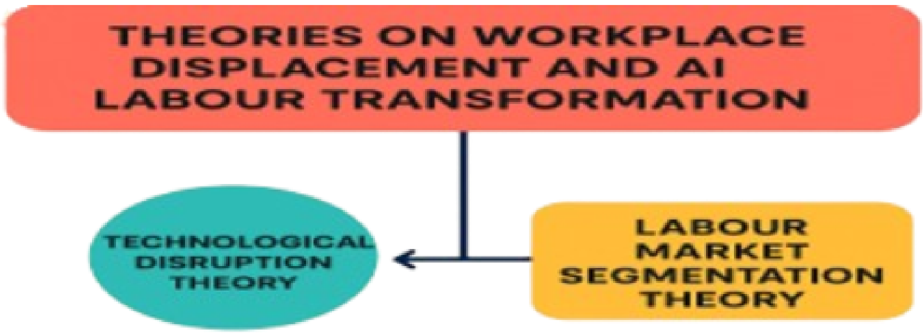
Source: Design by authors based on data obtained

Following the PRISMA-guided selection, the research underwent a doctrinal and qualitative content analysis, which included the interpretation, comparison and synthesizing of the selected legal materials. Regulations in the form of statutes and case law were analyzed to see what primary protections workers had in the case of AI displacements, and the related literature was consulted to find out what the academics had to say in terms of critique and support about the global labor responses. A critical content analysis was applied to investigate the legal regimes and point out the areas of confusion, the inconsistencies, and the best practices that are already emerging, captured by international law. This meticulous and PRISMA-informed doctrinal method guarantees that the research is based on a wide, trustworthy, and analytically connected legal and scholarly sources.

3. Theoretical Framework on Workplace Displacement and AI Labour Transformation

As Artificial Intelligence (AI) continues to be integrated quickly, worldwide and into the labour markets of Uganda, researchers and policymakers alike have renewed their interest in the manner in which technologies that are disruptive to work affect how skills are defined, the displacement of millions from workplaces, and the way workers are treated as compared to other occupations and sectors (Hackl, 2021). Therefore, as governments seek to develop rules and regulations that will address the changes brought about by AI-based technology, several theoretical frameworks may assist policymakers in understanding the legal, economic and social impacts associated with this emerging technology (Aidonojie et al., 2024). These frameworks include the Theory of Technological Disruption and the Theory of Labour Market Segmentation, both of which will help analyse how national laws are designed to protect workers while simultaneously fostering innovation within an increasingly technologically oriented society.

Figure 3: Theories on Workplace Displacement and AI Labour Transformation



Sources: Design by the author based on data obtained

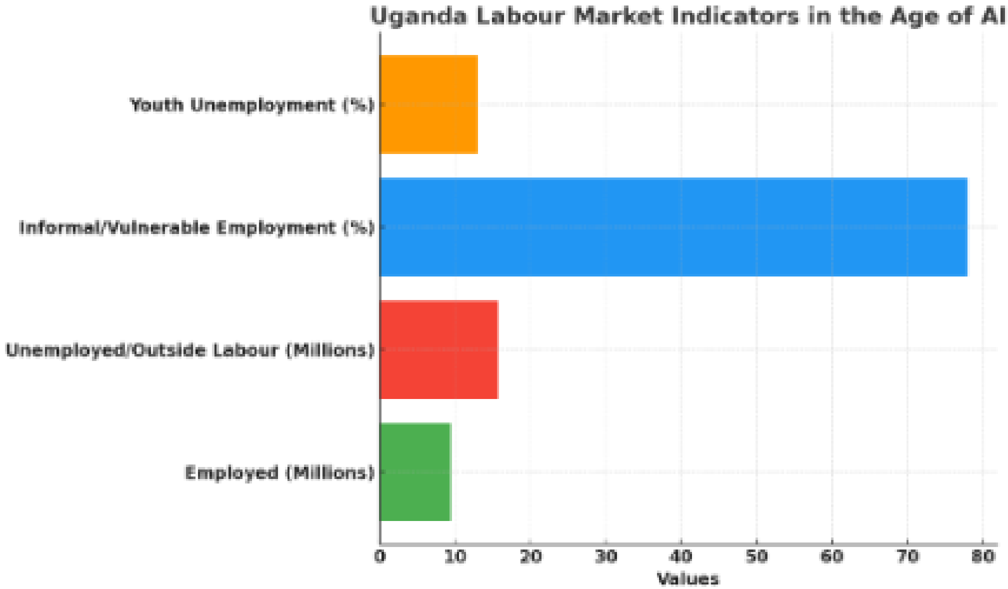
The notion of Technological Disruption highlights the fact that radical innovations such as AI and robots lead to a total transformation of the present job scenarios, hence resulting in a dual impact on labour in different economies (Hackl, 2021). Considering that, the pushing out of personnel from the offices is regarded as a mandatory diversion of the innovation cycles, the cause of which is the ongoing drive for efficiency, precision and cheaper costs (Aidonojie et al., 2024). It is suggested by the theory that the new technology is not simply replacing human labour but also redefining the skills and tasks that constitute the present workplace, and thus reducing the workforce. The market activity and skill changes that follow will not only compel legal standards and policies to recognise them, but they will also gradually educate them for the future changes, thus making governance an important factor in determining the fair transitions of time (Hackl, 2021). All this, when framed through the lens of Uganda and global legal systems, implies that the world is increasingly in need of adaptive regulatory mechanisms that include, among others, skill-upgrading at the worker' s level, transparency in algorithms, and reforms in social protection that prioritise the worker' s interests (Hjort & Poulsen, 2019). Meanwhile, the issue would be different if a region were too beset by such problems to allow for timely interventions; they would usually find themselves dealing with the overbearing consequences of the problem by the time they are unable to cope with it. In contrast, countries with sound institutional capacity and proactive governance policies are able to deal with the anticipated issues through the provision of AI-related labour laws that would protect workers before the situation deteriorates. The theory of technological disruption emphasises the necessity of legal intervention with foresight to be able to turn tech. innovation into human good rather than increasing the number of people suffering from the socio-economic problems.

The theory of labour market segmentation suggests that there are two main types of labour markets: primary labour markets, which are stable and well-regulated and secondary labour markets, which are not only unstable and poorly regulated. The adoption of AI in the workplace is creating additional divisions between these two types of labour markets, meaning that workers in lower-skilled, routine jobs are being disproportionately displaced by technology while high-skilled digital professionals enjoy increased opportunities and benefits. The disparity between innovation and the workers who experience its effects supports a call for the development of equitable retraining and reskilling programs and highlights the need for legal protections, particularly against algorithmic discrimination within hiring practices. Further, the development of inclusive social safety nets means less income disparity for workers due to the effects of AI-based technology. Lastly, the regulation should be a result of international collaboration; otherwise, the employers would easily practice regulatory arbitrage and simply ignore the protection offered to low-skilled workers. From the perspective of the policy, the government must come up with laws that will equitably distribute the advantages of technology among different groups of workers affected by such changes, despite potential inequity.

4. Workforce Displacement and Labour Transformation in the Age of AI in Uganda

The technological changes driven by AI and automation are now spreading in a ripple effect across Uganda's very informal, agriculture-based employment structure, making the labour market there very unstable (World Bank, 2020). The Uganda Bureau of Statistics (UBOS) census for 2024 puts the total working-age population (14-64 years) at 25.1 million, of whom only 9.4 million were employed across different sectors, that is approximately 37.5% (Samilu & Emwamu, 2025). No less than fifteen million Ugandans of working age are in these situations, which means that either they are unemployed or they are engaged in informal activities that the census ignores, hence the revelation of a significant vulnerability problem. The same situation is the case with over three-quarters of the labor force who are employed informally or in precarious jobs without any guarantees in terms of contracts, legal protection, or social security (Uganda National Planning Authority, 2024). The presence of workers in insecure sectors at such high levels means that even a slight increase in the use of automation or AI may cause large-scale displacements of people. As banks, retailers, logistics companies, and other administrative services gradually introduce AI-based tools, the workforce without digital skills is becoming increasingly vulnerable to job losses. These changes could easily exacerbate Uganda's high unemployment and underemployment rates, pushing more households into poverty. Besides, with the rate of youth unemployment projected above 13%, the country has come to a demographic pressure point where technological change may be faster than skill acquisition (Samilu & Emwamu, 2025). In a labour market that is already suffering from informality, slow industrial growth, and little job creation (United Nations, 2025), AI-induced restructuring might lead to a widening of inequalities and a perturbation of the overall stability.

Figure 4: Uganda Labour Market Indicators in the Age of AI



Sources: Samilu & Emwamu, 2025; Uganda National Planning Authority, 2024

The introduction of AI in Uganda is not just a theory; it has already brought changes, most notably in the banking industry, where AI chatbots and virtual assistants are almost completely taking over customer service positions. Moreover, some of the most optimistic predictions say that if Uganda were to invest in digitalisation and AI skills training, the country could create almost 1.8 million new jobs by 2030 and increase its GDP by about UGX 14.6 trillion (Kateregga, 2025; Walugembe, 2023). Nonetheless, these changes will mostly go to those who have technical or digital skills, while the workers in low-skill, routine, or informal jobs, the majority of Uganda's labour force, will be highly exposed to displacement. This structural weakness is made worse by the fact that the informal sector is still the biggest employer: according to 2021 data, informal employment had gone up from 85% in 2016/17 to 88% just by getting rid of the formal sector jobs (Nakabugo, 2022). Informal employment sources like agriculture, small trade, casual labour, or family businesses usually do not have formal contracts, social protection, or stable wages. The whole legal landscape of labour in Uganda is quite fragile, and AI adoption comes with such few legal and policy safeguards that it leads to the toughening of the labour situation of the workers who are already in precarious conditions.

Under these circumstances, Uganda has to develop a labour law along with social protection measures and retraining and educational policies that are in line with AI-induced changes and will not react only when the situation becomes worse (Walugembe, 2023). This entails making laws that will encourage the teaching of digital skills and reskilling programs; increasing access to stable employment contracts (even in non-traditional areas); and placing social safety nets around workers who become redundant or are poorly paid. Collaboration between the government and the industry will be vital at the same time to attract the growth potential of AI (e.g., the estimated 1.8 million jobs) (Walugembe, 2023) into good and secure employment that is widely available, rather than letting it lead to more inequality or labour informality.

5. Legal Responses to Workforce Displacement and Labour Transformation in the Age of AI in Uganda

The governance system that Uganda follows is very well-structured on the aspect of the problem created by AI and automation in the form of worker displacement. National Objectives and Directive Principles of State Policy as provided for in the Uganda Constitution, prioritize development as the major factor in governance, which is not only in terms of economic but also human-centred process (Uganda National Planning Authority, 2024). The State has the obligation under Paragraph IX to "encourage private initiative and self-reliance," which means that the technological development, including AI, will get the green light. However, this is quickly moderated by Paragraph X, which demands that users' participation in the development planning needs to be universal, as in the case of AI-induced labour changes, employees should no longer be only the subjects of technological change but, in fact, the ones who help determine its outcome. Paragraph XI(i) and (ii) further require the establishment of laws that assure equal opportunities and the development of technology and science through proactive policies. This double duty suggests that the adoption of AI must be accompanied by legal and policy measures that do not allow the deepening of inequality (Uganda National Planning Authority, 2024). Furthermore, the Constitution' s Article 21 strengthens this protective framework by not only upholding equality before the law but also banning discrimination based on economic status, which is where the issue of automation causing a disproportionate impact on low-income and low-skill workers is most relevant (Kateregga, 2025; Aidonojie et al., 2024). Uganda is thereby obliged by these sections to not only be economically driven but also inclusive, participatory, and socially just to the AI-transitions of workers.

The Employment Act is the main piece of legislation that provides the greatest protection to workers against unreasonable relocation in the workplace. Its provisions are particularly relevant where employers reorganise their workforce using AI and automation. Section 12, through Labour Officers, establishes a grievance redress system allowing workers negatively impacted by technology changes to seek institutional remedies before escalating the dispute. This kind of framework is very important in cases where companies opt to lay off or relocate employees, claiming the unavoidable changes due to the so-called "digital transformation." Sections 58 and 65 have created rules which require employers to give written notice and have also determined when the termination occurs in law; this prevents abrupt dismissals that could be wrongly represented as being due to automation. These requirements compel employers to think about the people who will be affected by their technology decisions and also give workers time to make the necessary adjustments. Section 66 seems to enhance procedural fairness by requiring employers to explain the reasons for the proposed dismissal and giving the employees the opportunity to present their case in a language that they can reasonably understand. Thus reflecting the constitutional right to fair administrative treatment under Article 42 of the Constitution. Section 68 shifts the onus of proving termination to the employer, which implies that the situation of technological redundancy must be real, backed by evidence, and also fitting in with the overall picture. Sections 71 and 73 grant the right to contest unjust dismissal and give the courts and the workers' officers the power to direct the reinstatement or award compensation whenever the dismissals do not meet the standards of justice and fairness. Section 81, which governs mass dismissals for economic or technological reasons, is exceedingly relevant in the context of AI because it does not recognize the issue of mass automation as a private business concern but rather as a regulated social process that demands public disclosure, consultation, and government supervision.

Also, the Labour Unions Act 2006 recognizes workers' rights to organize, participate in collective bargaining, and engage in legal strikes which are the rights protected under Section 3, so that workers can negotiate the conditions of technological change instead of being passively accepting them. Sections 4 and 5 of the Act establish a prohibition against employer interference, discrimination, and retaliation in connection with union activities, which is especially pertinent in situations where companies might try to keep down the collective resistance against their AI-driven layoffs. By means of Section 7, the Registrar is granted powers to investigate and evaluate employer actions and to enforce adherence, thus giving workers an easy way to get their grievances addressed even prior to any official court action. The Labour Disputes (Arbitration and Settlement) Act backs this up by mandating that disputes be referred to Labour Officers as stipulated in section 3 and section 8 empower the Industrial Court to arbitrate and to decide disputes quickly. Thus, ensuring that the conflicts due to technological displacement are treated as legal matters of national importance rather than private managerial decisions. At the level of policy and investment, the Investment Code Act 2019 places the Uganda Investment Authority in the role of responsible technological change facilitator by requiring the support of automation, skills upgrading, training, and research this is as provided for in section 3. This generates an expectation in the policy that AI adoption will go hand in hand with human capital development instead of just the reduction of the workforce. All these legal instruments combined reveal a clear Ugandan stance on the matter of AI and labor: innovation is being promoted, yet it has to be done through rights of organization, fair trials, consultations, and accountability, so that social dignity is not sacrificed in the face of technological advancement.

International Labour Organization's international labour standards which have been established, serve as a strong legal benchmark for the revelation of workplace displacements in Uganda amidst AI-powered employment transformation. Convention No. 158 has a wide application over the entire economy and covers almost all workers' categories as contain in Article 2. This is an important factor in Uganda, where automation is already influencing sectors such as banking, logistics and even public administration, besides manufacturing. Termination under Article 4 must be based on a "valid reason" connected to either the worker' s behaviour or the company's operational needs. Hence, only the real, reasonable and not disguised arbitrary dismissal can be by the term technological change. The right of workers to appeal their termination is granted by Article 7, which strengthens procedural justice and is of great importance where the algorithm' s monitoring of performance or automated systems for decision-making influences the dismissal. Article 11 boosts the workers' entitlement to good notice or compensation as fair and giving reason that technological displacement incurs economic and psychological costs that the law should assist them. There is a requirement for the employer to disclose and consult with the workers' representatives before the termination and to notify the relevant public authority in cases of collective redundancy due to economic or technological change, as stated in Articles 13 and 14. In the case of AI in Uganda, these provisions are likely to change the legal view of restructuring due to automation, thus turning it from a purely managerial decision into a social process that needs to be transparent, accountable and have the participation of workers.

The global governance tools, besides the termination law, expand the obligations of the Ugandan state and private companies to conduct AI-induced labour transformation in a way that respects human rights (Hanson & Puplampu, 2018; Aidonojie et al., 2023). The International Labour Organization's Convention No. 122 obliges the countries to develop employment policies in a coordinated way and to involve the employees' and employers' representatives in the policy-making process, this is as stipulated in Articles 2–3, thus shifting the legal perspective from reactive solutions to anticipatory labour-market planning. This is the case with Uganda, which is under pressure to use AI as a part of its national development plan, but at the same time, it should invest in reskilling and social protection. The International Labour Organization's Recommendation No. 204 (2015) is particularly important for Uganda's substantial informal economy, as it advocates for the protection and gradual formalisation of at-risk workers displaced by automation, since they often do not have access to traditional labour protection. By Principles 1–3 of the United Nations Guiding Principles on Business and Human Rights entail a government obligation to stop and rectify corporate human rights violations and mandate the enterprises to carry out human right's due diligence as stipulated in Principle 17, which in the case of AI consists of evaluating algorithmic bias, assessing the consequences of job loss, and planning methods for the impact mitigation. These are supplemented with the Organisation for Economic Co-operation and Development' s AI Principles and the 2021 UNESCO Recommendation on the Ethics of Artificial Intelligence, which together call for transparency, human control, accountability, and social inclusion in the AI systems, setting a clear international expectation for Uganda to handle the AI-induced transformation in the workplace through a human-rights-based legal approach.

6. Legal Issues and Challenges

Progress that forgets people is not innovation, but quiet injustice. One of the key legal problems in Uganda's AI-driven labour transformation is the constitutional conflict between the guarantees of economic development and social justice (Goldfarb & Tucker, 2019; Fox, 2025). Uganda's Constitution supports technological and industrial growth through the National Objectives and Directive Principles of State Policy, particularly IX and XI, which call for the encouragement of private initiative and technological progress. On the other hand, these provisions are counterbalanced by the pillars of social and cultural well-being, which demand public participation in development. Hence, a legal conflict is created where the adoption of AI, although economically beneficial, violates the workers' constitutional right to inclusive development. The provision of equality before the law, which is contained in Article

21 and prohibits discrimination on economic grounds, in fact, accentuates the legal challenges arising from scenarios where automation causes a differential impact on low-income, low-skill workers (Walugembe, 2025; Deichmann et al., 2016). The legal position of automation in Uganda does not provide any clear constitutional or statutory provisions regarding algorithmic management, automated dismissals, or data-driven employee monitoring. The lack of laws creates ambiguity for the courts and regulators, who will have to adapt general equality and development principles to the very specific and technical AI-driven employment decisions. Therefore, the legal dilemma revolves not only around the technological transformation' s allowance but also the unavailability of definitive constitutional and legislative directives on how to stratify the efficiency-driven AI implementation with the rights to dignity, equality, and participatory governance in the labor market, which are enforceable rights.

The use of automated decision-making systems in the workplace will bring up a second significant legal question with regard to the Employment Act and violation of rights to a fair trial, and evidence not being accessible. The most important legal protections of such written notice (Section 58), the right to an impartial hearing as stipulated in Section 66, and the employer' s burden of proving valid grounds for dismissal (Section 68) were all based on human-centred management practices. In workplaces employing AI, the termination decisions may be influenced or even decided by algorithms that lack transparency, predictive analytics, or performance-monitoring software. This situation poses a legal challenge: if the management cannot provide a clear explanation of how a certain dismissal outcome was reached by an algorithm, then the employee' s right to effectively defend himself becomes nonexistent. Besides, Sections 71 and 73 "justice and equity" standards become even more difficult to apply when decision-making is automated, and evidence is stored in proprietary software. Section 81 regarding collective dismissals also raises legal issues because it presumes traditional economic or structural causes rather than rapid digital restructuring (Nakabugo, 2025; Lee, 2024). The overriding legal issue is whether the existing procedural safeguards suffice to ensure the aforementioned that, through machines, the practitioners conducting employees´ hiring, firing, and promotion decisions may be assisted or even completely replaced.

The misalignment between domestic labour protections and the changing international standards on AI and labour rights gives rise to a third legal issue. The ILO Convention No. 158 and the ILO Convention No. 122 are international instruments that impose strict requirements regarding valid termination, consultation, notice, and a coordinated employment policy. Besides that, the UN Guiding Principles on Business and Human Rights, the OECD AI Principles, and the UNESCO Recommendation on the Ethics of Artificial Intelligence have all set expectations for corporate human rights due diligence, algorithmic transparency, and accountability in the business sector. Uganda has been slow in the development of the national laws corresponding to these standards, especially regarding the AI systems' mandatory human rights impact assessments and the algorithms' enforceable duties of disclosure. This situation gives rise to legal uncertainties as to the direct enforceability of international norms in national courts and labour institutions (Christensen & Raynor, 2013). The problem is aggravated in the case of Uganda's huge informal sector, where the already weak worker protections are mostly not accessible through formal regulations (Christensen, 2015). Thus, the legal issue is that Uganda's domestic legal framework has a fragmented integration of international labour and governance standards of AI, which has left substantial doctrinal and enforcement gaps in the area of protecting workers from unfair technology-driven displacement.

7. Conclusion/Recommendation

The legal system of Uganda has the potential to handle the issue of workers being displaced due to AI and the changing nature of labor in the world, and this potential is still in the process of being developed. The Constitution, together with the major labor laws, points to an intentional choice of the society to foster social determinants of health, civil rights, and, in general, the legal struggle over the ethical side of the monitoring of the technological changes that are becoming more and more aggressive. Legislation that requires worker collaboration, ethical dismissals, joint consultations, and supervisory authorities was already a step taken by Uganda towards respect for human rights, concurrent with economic growth. These principles become crucial in the context of machine learning and AI systems, where such technologies are increasingly used in hiring, firing, and even managing people. Nevertheless, the disparity between law authorizing AI to govern workers and automatic decision-making denotes a clash between the existing legal system and the one that is necessary. Presently, the protections for employees are mainly provided by legal interpretation and reliance on conventional labor law to deal with entirely new technological risks. This leads to the application being unclear, predictability being diminished for both employers and employees, and a possibility that the most vulnerable groups of workers will remain unshielded from decisions about their displacement that are not only non-communicative but also lacking in humanity. Moreover, the situation is exacerbated by the rise of informal and platform-based work that usually does not enjoy the same protections as traditional labor but is most affected by automation and digital restructuring. All in all, Uganda's legal struggle to prevent AI from displacing workers at the workplace has shown both perseverance and limitations.

Hence, Uganda needs to give particular attention to changing the law with respect to AI in the workplace which will lead to legislation on algorithm transparency, human intervention, and understanding in the decision-making process in the work environment. The Employment Act should address "technological redundancy" by requiring employers to conduct and make public AI impact assessments, consult affected workers, and consider retraining, redeployment, or gradual automation rather than dismissals. Reforms are also expected to empower labour inspection and dispute resolution authorities to check automated systems and examine what the employer has claimed, thereby converting procedural rights into actual tools for handling disputes that are technologically complex. Besides legislation, AI-related labour protections should be incorporated into national development and investment policies, meaning that technology investors and big enterprises must contribute to training funds, apprenticeships, and digital literacy programs for low-skilled and informal workers who are most likely to suffer displacement. For transitional income support via social protection systems to be successfully provided, changes in those systems will be a must. Thus, Uganda would be able to allow AI-based labor systems while still being economically competitive and socially just.

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Competing Interests

The authors declare that they have no competing interests.