

# A BILL

FOR

AN ACT TO AMEND SECTIONS 47(1) & 91 OF THE LABOUR ACT CAP. 198,  
LAWS OF THE FEDERATION OF NIGERIA, 1990 TO INCREASE THE FINE FOR  
OFFENCES AND EXCLUDE THE WORD RECRUITING AGENTS FROM THE  
DEFINITION OF EMPLOYERS

*Sponsored by Hon. Omoregie Ogbeide-Ihama*

[ ] Commencement

BE IT ENACTED by the National Assembly of the Federal  
Republic of Nigeria as follows:

1 (1) The Labour Act, Cap. 198 Laws of the Federation 1990  
2 (hereinafter referred to as the Principal Act) is amended as set out in this Bill.

3 (2) Section 47(1) of the Principal Act is amended in the phrase after  
4 paragraph (g) by increasing the fine payable from N2,000 to N2,000,000.  
5 "shall be guilty of an offence and on conviction shall be liable to a fine not  
6 exceeding N2,000,000 or to imprisonment for a period not exceeding five  
7 years or to both"

8 (3) Section 91 of the Interpretation Section is amended by  
9 redefining the word "employer" to read thus:

10 "employer" - Any person who has entered into a contract of employment to  
11 employ any other person as a worker for himself.

12 (4) This Bill may be cited as the Labour Act (Amendment) Bill, Citation  
13 2016.

## EXPLANATORY MEMORANDUM

This Bill seeks to amend Sections 47(1) & 91 of the Labour Act Cap 178,  
Laws of the Federation of Nigeria 1990 to increase the fine for offences  
under sections 23, 24, 25, 26, 27, 29 & 30 and exclude the word recruiting  
agents from the definition of employer as defined in the Act.