

# A BILL

## FOR

AN ACT TO PROVIDE FOR THE PROHIBITION OF CASUALISATION IN ALL EMPLOYMENT IN NIGERIA AND FOR OTHER CONNECTED PURPOSES, 2017

*Sponsored by Senator Jibrin Barau*

[ ] Commencement

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

1           1. Notwithstanding anything contained in any other enactment or  
2 Law (including any statutory instrument or order) no person, organisation or  
3 establishment other than seasonal employers as contained in the schedule to  
4 this Bill shall engaged any person or group of persons on casual basis for a  
5 period exceeding three months.

Prevention of Casualisation

6           2. Subject to the provision of section 1 of this Act, any person,  
7 organisation or establishment who engages any person or group of persons  
8 to casual basis shall after three months grant full and permanent  
9 employment status on them.

Confirmation of full employment status

10           3. Notwithstanding anything to the contrary contained in any other  
11 enactment or law, the provisions of this Act shall apply to:

Application

12           (a) all organisations and establishments in Nigeria, whether public  
13 or private;

14           (b) all organisations and establishment in Nigeria whether public  
15 or private with a staff strength of not less than six;

16           (c) all statutory bodies in Nigeria.

17           4.-(1) Any individual, organisation or establishment who  
18 contravenes the provisions of this Act is guilty of an offence and liable on  
19 conviction to a fine of N5,000,000 (Five Million Naira) and in the case of  
20 individual to six months imprisonment.

Offences and Penalties

21           (2) An offence committed under this Act shall be triable by the

	1	Federal High Court.
Regulations	2	5. The Minister, may with the approval of the President make such
	3	regulations as are necessary or expedient for giving full effect to the provisions
	4	and of this Act.
Interpretations	5	6. In this Act, unless the context otherwise requires:
	6	“casualization” means temporary employment;
	7	“Minister” means the Minister responsible for Labour, Employment and
	8	Productivity.
Citation	9	7. This Bill may be cited as Casualization Prohibition Bill, 2017.
	10	SCHEDULE (seasonal employment)
	11	Agriculture:
	12	(i) Planting
	13	(ii) Harvesting
	14	(iii) Manufacturing

## EXPLANATORY MEMORANDUM

This Bill seeks to provide for the prohibition of casualization of persons by employers of labour both in public and private organisation in Nigeria.