

# A BILL

## FOR

AN ACT TO AMEND THE MINIMUM WAGE ACT 2019, TO PROHIBIT LATE PAYMENT, NON-PAYMENT AND UNDER PAYMENT OF WORKERS' WAGES AND PRESCRIBE PENALTIES FOR VIOLATIONS; AND FOR RELATED MATTERS.

*Sponsored by Hon. Rotimi Agunsoye*

[ ] Commencement

ENACTED by the National Assembly of the Federal Republic of Nigeria:

1           **1.** The National Minimum Wage Act, 2019 (in this Bill referred to  
2 as 'the Principal Act') is amended as set out in this Bill.

Amendment of  
the National  
Minimum Wage  
Act, 2019

3           **2.** The Principal Act is amended by inserting, after the existing  
4 Section "13", a new Section "13(A)":

Insertion of  
Section 13(A)

5           "13(A) An employer who fails to pay the wage of a worker for a  
6 period of 7 (seven) days and above from the day the payment is due, except  
7 in the event of any force majeure, commits an offence and is liable to pay to  
8 the worker, in addition to the wage due:

9           (a) 10 percent of the worker's one month wage for a delay to pay the  
10 worker for a period of 7 days;

11           (b) 20 percent of the worker's one month wage for a delay to pay the  
12 worker for 8 to 30 days; and

13           (c) 30 percent of each month's wage for a delay to pay the worker  
14 for 30 days and above."

15           **3.** This Bill may be cited as the Minimum Wage Act (Amendment)  
16 Bill, 2020.

Citation

### EXPLANATORY MEMORANDUM

This Bill seeks to amend the Minimum Wage Act 2019, to prohibit late payment, non-payment and under payment of workers' wages and prescribe penalties for violations.