

A BILL

FOR

AN ACT TO AMEND THE LABOUR ACT (CHAPTER L1) LAWS OF THE
FEDERATION OF NIGERIA 2004 AND FOR RELATED MATTERS, 2019

Sponsored by Hon. Simon D. Mwakwon

[] Commencement

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

The Labour Act (CAP. L1) Laws of the Federation of Nigeria, 2004
is amended as set out hereunder. Amendment of
the Principal Act

1 **1.** Section 13 (1) of the Principal Act is amended by: inserting a Amendment of
2 new paragraph "a" thus: Section 13 (1)
of the Labour Act

3 (a) "By Legislation or any legislative instrument" or and
4 renumbering the paragraphs consequentially.

5 (b) By inserting a new proviso thus:
6 "provided that paragraphs b, c and d shall be subject to paragraph a".

7 **2.** Section 18 (1) (b) of the Principle Act is amended by repealing Repeal of
8 the entire Section 18 (1) (b). Section 18 (1)
(b) of the Labour
Act

9 **3.** Section 20 of the Principal Act is amended by "removing the full Amendment of
10 stop after" the word "manpower" and inserting "or the situation when Section 20
11 worker has to leave a job or work because there is no more work available for
12 the worker in that position or trade".

13 **4.** Section 24 (2) of the Principal Act is amended by inserting a Amendment of
14 new paragraph "e" thus "the age(s) of the worker(s) and the other paragraphs Section 24 (2)
15 renumbered accordingly.

16 **5.** Section 27 (4) is amended by deleting "young person" and
17 substituting therefore "any child" and the entire proviso to sub section 5 i.e.
18 the words beginning with "provided that the Minister ... " is repealed.

Amendment of Section 36	1	6. Section 36 is amended by deleting the full stop after the word
	2	"order" and inserting the words "subject to the approval of the National
	3	Assembly by a Resolution".
Amendment of Section 37	4	7. Section 37 is amended by deleting the last full stop after the word
	5	"section" and inserting the words "subject to the approval of the National
	6	Assembly by resolution.
	7	8. Section 46 (1) of the Act is amended by deleting "N500" and
	8	substituting it with "N50,000".
Amendment of Section 47 (1)	9	9. Section 47 (1) of the Act is amended by deleting N2,000 and
	10	substituting it with N5,000,000.
	11	10. Section 47 (2) of the Act is amended by deleting N200 and
	12	substituting it with N200,000.
Amendment of Section 49 (1)	13	11. Section 49 (1) of the Act is amended by deleting the words "a
	14	young person above the age of twelve years and under the age of sixteen years
	15	appearing in sub section 1,2,3 and substituting them with "a child".
Amendment of Section 53 (1)	16	12. Section 53 (1) of the Act is amended:
	17	(a) By deleting N500 and substituting it with N2,000,000 and "one
	18	year" is deleted and substituted with "five years".
	19	(b) By deleting the words "who is above the age of twelve years and
	20	under the age of sixteen" and substituting with the words "a child".
Amendment of Section 53 (2)	21	13. Section 53 (2) of the Principal Act is amended by deleting "N200"
	22	and replacing it with N200,000.
Amendment of Section 58 (1)	23	14. Section 58 (1) of the Principal Act is:
	24	(a) Amended by deleting "N200" and substituting it with N200,000.
	25	(b) section 58 (2) of the Principal Act is amended by deleting "N100"
	26	and substituting it with N100,000.
Amendment of Section 59	27	15. Section 59 is amended provided hereunder:
	28	(a) Section 59 (2) is amended by deleting the words "No person under
	29	the age of fifteen years" and substituting them with "No child".
	30	“also delete the words "young persons" in the proviso to sub section (2) and

1 substitute it with "a child";

2 (b) Section 59 (3) is amended by deleting the words "A child";

3 (c) Section 59 (4) is amended by deleting the words "No young
4 person under the age of sixteen years" and substituting them with "No
5 child";

6 (d) Section 59 (5) is amended by deleting the words "No young
7 person under the age of sixteen years" and substituting them with "No
8 child";

9 (e) Section 59 (6) is amended by deleting the words "No young
10 person" and substituting them with "No child";

11 (f) (a) Section 59 (7) is amended by deleting the words "young
12 person under the age of sixteen" and substituting them with "child";

13 (b) The proviso to Section 59 (7) is amended by deleting the words
14 "a young person" and substituting them with "a child";

15 (g) (a) Section 59 (8) is amended by deleting the words "No young
16 person under the age of sixteen years" and substituting them with "No
17 child";

18 (b) The proviso to Section 59(8) is amended by deleting the words
19 "young person" and substituting them with "child".

20 **16.** Section 61 (1) is amended by deleting the words "young
21 person under the age of fifteen years" and substituting them with "child".

Amendment of
Section 61 (1)

22 **17.** 61 (1) (b) is amended by deleting the words "young persons"
23 and substituting them with "child".

24 **18.** 61 (2) is amended by deleting "young person" and substituting
25 it with "child";

26 (b) The proviso to 61 (2) is amended by deleting "young persons"
27 wherever they appear and substituting therefore "child".

28 **19.** 61 (3) is amended by deleting "young person" and substituting
29 therefore "child".

30 **20.** 61 (4) is amended by deleting "young persons" wherever those

	1	words appear and substituting them with "children" .
Amendment of Section 61	2	21. Section 62 of the Act is amended by deleting "young persons"
	3	wherever they appear and substituting them with "children".
Amendment of Section 63	4	22. Section 63 of the Act is amended by deleting "young persons"
	5	wherever those words appear and substituting them with "children".
	6	23. -(a) Section 64 (1) of the Act is amended by deleting "young
	7	person" wherever it appears and substituting it with "child";
	8	(b) 64 (1) is further amended by deleting N1 00 and replacing it with
	9	N100,000 24. Section 64 (2) is amended by deleting the words "under the age
	10	of twelve, fourteen, fifteen, sixteen or eighteen" and substituting them with "a
	11	child". And delete young person and substitute with "a child".
Amendment of Section 65 (b)	12	25. Section 65 (b) is amended by deleting "young persons" and
	13	substituting with "children".
	14	26. Section 67 (n) (I) and (11) is amended by deleting N1, 500 and
	15	substituting it with N500,000.
	16	27. Section 68 is amended by deleting N1, 500 and substituting it with
	17	N500,000.
	18	28. -(a) Section 72 (1) (0 of the Act is amended by deleting N1,000 and
	19	substituting it with N250,000;
	20	(b) Section 72 (2) is amended by deleting "N500" and substituting it
	21	with N100,000.
Amendment of Section 73 (1)	22	29. -(a) Section 73 (1) is amended by deleting "N10000" and
	23	substituting it with "N10,000,000 and "two years" is deleted and substituted
	24	with "Ten years";
	25	(b) Section 73 (2) is amended by deleting "N200" and substituting it
	26	with N5,000,000 and "six months" is deleted and substituted with "Five years"
Amendment of Section 74 (2)	27	30. Section 74 (2) is amended by deleting N200 and substituting it
	28	with N5,000,000; and
	29	"six months" is deleted and substituted with "five years" and N10, is deleted
	30	and substituted with N10, 000 and "seven days" is deleted and substituted with

1 "three months".

2 31. Section 75 (4) is amended by deleting "N200" and substituting
3 it with "N1,000,000".

4 32. Section 76 is amended by deleting N200 and substituting it
5 with N1,000,000. Amendment of
Section 76

6 33. Section 78 (2) is amended by deleting N1,000 and substituting
7 it with N1,000,000.

8 34. Section 85 (3) (a) is amended by deleting N50 and substituting
9 it with N100,000.

10 35.-(a) Section 88 (2) is amended by deleting N500 and
11 substituting it with N1,000,000 and adding a proviso thus "subject to
12 ratification by a Resolution of the National Assembly. Amendment of
Section 88 (2)

13 36. Section al is amended as provided hereunder:

14 Under the definition of child "child" delete "means a young person under the
15 age of twelve years" and insert "is as defined under the Child Rights Act".

16 (a) Local Government is as defined in the Constitution of the
17 Federal Republic of Nigeria, 1999, as amended;

18 (b) Amend the definition of State authority by deleting "or
19 Administrator of a State";

20 (c) Delete "young person means a person under the age of eighteen
21 years".

22 37. This Bill may be cited as the Labour Act (Amendment) Bill, Citation
23 2019.

EXPLANATORY MEMORANDUM

This Bill seeks to amend the Labour Act (Chapter L1) Laws of the Federation of Nigeria 2004.