

1 the provisions of subsections (1) and (2) above is an offence and the employer:

2 (a) in the case of a natural person, shall be liable on conviction to a
3 fine not exceeding two million naira or to imprisonment for a period of two
4 years or to both such fine and imprisonment as the Court may deem fit without
5 prejudice to the right of the worker to his full entitlements as provided under
6 this section;

7 (b) in the case of a Corporate body, shall be liable on conviction to a
8 fine not exceeding two million naira or to imprisonment for a period of two
9 years for each director of the Company or to both such fine and imprisonment
10 as the Court may deem fit without prejudice to the right of the worker to his full
11 entitlements as provided under this section

12 **3.** The Principal Act is hereby amended by creating new Section 9 as
13 follows:

14 9 (1) notwithstanding Section 25 of this Act, an employer, who has
15 obtained the Minister's license, employment outsourcing by such employers
16 within its core aims and objectives of operation is hereby prohibited. It is an
17 offence for an employer to pay another person, whether corporate or natural
18 person for services rendered to it by its worker.

19 (2) Failure to comply with the provisions of subsection (1) above, the
20 employer shall be guilty of an offence and liable on conviction to:

21 (a) in the case of a natural person, shall be liable on conviction to a
22 fine not exceeding two million naira or to imprisonment for a period of two
23 years or to both such fine and imprisonment as the Court may deem fit without
24 prejudice to the right of the worker to his full entitlements as provided under
25 this section;

26 (b) in the case of a Corporate body, shall be liable on conviction to a
27 fine not exceeding two million naira or to imprisonment for a period of two
28 years for each director of the Company or to both such fine and imprisonment
29 as the Court may deem fit without prejudice to the right of the worker to his full
30 entitlements as provided under this section.

- 1 **4.** Section 91 (1) of the Principal Act is amended by inserting Amendment of
2 "regularized means to make regular a worker's employment" Section 91 (1)
- 3 **5.** The Principal Act is hereby amended by renumbering the
4 existing sections 8 to 92 of the Principal Act as sections 10 to 94 of the
5 Labour (Amendment) Bill, 2019.
- 6 **6.** This Bill may be cited as the Labour Act (Amendment) Bill, Citation
7 2019.

EXPLANATORY NOTES

This Bill seeks to amend the Labour Act to Prohibit and Criminalize Casualization of Employment more than Six Months by Employers in Nigeria, outsourcing employment in core areas of operation.