

# A BILL

## FOR

AN ACT TO ABOLISH AND PROHIBIT DICHOTOMY AND DISCRIMINATION  
BETWEEN FIRST DEGREES AND HIGHER NATIONAL DIPLOMAS IN THE  
SAME PROFESSION/FIELD AND FOR RELATED MATTERS

*Sponsored by Hon. Yakubu Umâr Bârde*

[ ] Commencement

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

1 1.-(a) First Degrees and Higher National Diplomas in the same  
2 profession and or field shall be deemed and treated as exact equivalent  
3 graduate certificates;

4 (b) All forms of discrimination and or dichotomy between First  
5 Degrees and the Higher National Diplomas in the same profession or field in  
6 any form whatsoever is hereby abolished;

7 (c) All forms of discrimination and or dichotomy between First  
8 Degrees and Higher National Diplomas in the same profession or field in  
9 any form whatsoever is hereby prohibited;

10 (d) Accordingly, no person, entity (body or corporate) in  
11 whatsoever name called shall discriminate and or undertake any action in  
12 any form whatsoever which is construed as and or intended to give any/  
13 preferential treatment in favour and or against holders of First Degree or  
14 Higher National Diploma in the same field or profession.

15 2. Contravention of this Law by a corporate entity and or an  
16 individual is an offence punishable on conviction:

17 (a) To a fine not exceeding N5,000,000.00 (Five Million Naira) to  
18 the staff found guilty in the case of a corporate entity;

19 (b) To a fine not exceeding N1,000,000.00 (One Million Naira) or  
20 imprisonment not exceeding 5 years or both, in the case of an individual.

1                   3. This Bill shall be applicable to both the Public Service and the  
2 Private sector where graduates are employed in the same profession or field.

3                   4. Holders of First Degrees and Higher National Diplomas in the  
4 same profession or field shall be given equal treatment and opportunity in  
5 career placements, career progressions, admission to further studies and in any  
6 other form whatsoever in consideration of status as graduates of Nigerian  
7 Tertiary Institutions of Higher Learning.

Citation

8                   5. This Bill may be cited as the First Degree and Higher National  
9 Diploma Dichotomy and Discrimination (Abolition and Prohibition) Bill,  
10 2019.

#### EXPLANATORY MEMORANDUM

This Bill seeks to abolish and prohibit discrimination of any form whatsoever between First Degree and Higher National Diploma in the same profession or field in Nigeria.