

# A BILL

## FOR

AN ACT TO ENTRENCH A LEVEL PLAYING FIELD BETWEEN HOLDERS OF BACHELORS DEGREES AND GRADUATES OF HIGHER NATIONAL DIPLOMAS BY PROVIDING EQUAL OPPORTUNITIES BETWEEN THE TWO CATEGORIES OF GRADUATES, AND PROHIBIT THE DISCRIMINATION AGAINST THE HIGHER NATIONAL DIPLOMA QUALIFICATION IN THE CONSIDERATION FOR EMPLOYMENT OR PROMOTION IN BOTH THE PUBLIC AND PRIVATE SECTOR IN NIGERIA, AND FOR RELATED MATTERS

*Sponsored by Hon. Fuad Kayode Laguda*

[ ] Commencement

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

1           1.-(1) The status of a Bachelors Degree and a Higher National     Regualtion  
2 Diploma shall be treated and construed as exact equivalent graduate  
3 certificates for the purposes of employment and promotion in employment  
4 in Nigeria.

5           (2) Holders of Bachelors Degrees and Higher National Diplomas  
6 shall be given equal opportunities in career placements, career progression,  
7 admission into tertiary Institutions for further studies, or in any other way of  
8 consideration of status as graduates in Nigeria.

9           2.-(1) Notwithstanding any provision in any Legislation,     Prohibitions  
10 Regulation, Circular or Policy Guideline, every form of discrimination  
11 against holders of Higher National Diplomas is prohibited.

12           (2) Notwithstanding any provision in any Legislation, Regulation,  
13 Circular or Policy Guideline, every form of undue advantage accorded to  
14 holders of Bachelors Degrees over holders of Higher National Diplomas is  
15 prohibited.

16           (3) No person or corporate entity shall discriminate and undertake

	1	any action in any form whatsoever that gives an undue advantage to holders of
	2	Bachelors Degrees over holders of Higher National Diplomas
Offences and Penalties	3	<b>3.</b> Any person or corporate entity that fails, neglects or refuses to
	4	comply with the provisions of this Bill commits an offence and is liable upon
	5	conviction to-
	6	(a) a minimum fine of N3,000,000.00 (Three Million Naira) in the
	7	case of a corporate entity;
	8	(b) a minimum fine of N500,000.00 (Five Hundred Thousand Naira)
	9	or a minimum prison term of one year or both such fine and imprisonment in
	10	the case of an individual.
Application	11	<b>4.</b> This Bill shall apply to both the Public Service and Private Sector in
	12	Nigeria.
Citation	13	<b>5.</b> This Bill may be cited as the Higher National Diploma
	14	Discrimination (Prohibition) Bill, 2024.

EXPLANATORY MEMORANDUM

This Bill seeks to entrench a level playing field between holders of Bachelors Degrees and graduates of Higher National Diplomas by providing equal opportunities between the two categories of graduates, and prohibit the discrimination against the Higher National Diploma qualification in the consideration for employment or promotion in both the public and private sector in Nigeria.