

A BILL

FOR

AN ACT TO PROVIDE FOR THE REGULATION OF CASUAL LABOUR IN NIGERIA BY CRIMINALISING UNFAIR EXPLOITATION AND DEHUMANISATION OF NIGERIANS THROUGH TEMPORARY OR CASUAL EMPLOYMENT OF LABOUR AND TO ENSURE A CONDUCTIVE WORKING ENVIRONMENT AND HUMANE TREATMENT OF EMPLOYEES IN NIGERIA AND FOR RELATED MATTERS

Sponsored by Hon. Anthony Adebayo Adepaju

[] Commencement

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

1 **1.** It shall be unlawful for any company, individual or other
2 employer of labour in Nigeria to employ or engage anyone on a casual or
3 temporary basis where the terms and conditions of such service is onerous,
4 discriminatory, oppressive, of inhumane or unconscionable in a manner that
5 will be injurious to the employee.

Regulation of
Casual Labour

6 **2.** All casual employees whose period of engagement may be
7 beyond three months shall be employed with defined terms and conditions
8 of employment based on previous mutual agreement, in writing, spelling out
9 in details, the working hours, nature of assignment, duration of working
10 hours, medical leave and other conditions of service.

Conditions of
Service of Labour

11 **3.** In any company or organization, where employees are more
12 than twenty-five (25) persons in number, it shall be the right of such
13 employees to form themselves into a trade union or to join a trade union of
14 their choice for the protection of their rights under the relevant labour laws.
15 Right of Employees.

Right of Employees
to organise themselves

16 **4.** Where there is evidence of non- compliance with Section 1 and
17 2 this Bill and without prejudice to the powers of the security agencies to file
18 charges, any tax paying citizen of Nigeria or anyone with valid or tangible

Right of a Private
Person to file a
Prerogative Order

	1	reasons, such as not being in taxable employment, may file a Prerogative Order
	2	at a Court of competent jurisdiction for the enforcement of rights of the
	3	employees.
Penalties	4	5. Conviction of a company, individual or any employer under this
	5	Bill shall attract the following punishment-
	6	(i) in the case of a company, a fine of an amount not lower than
	7	N5,000,000 (five million naira only) or 6 (Six) months imprisonment for the
	8	Managing Director of the company or both;
	9	(ii) in the case of an individual; fine of an amount not lower than
	10	N1,000,000.00 (One Million Naira Only) or 3 (three) months imprisonment or
	11	both.
Interpretation	12	6. In this Bill-
	13	“Court of competent jurisdiction” means the High Court of the Federal Capital
	14	Territory or of a State.
Citation	15	7. This Bill may be cited as the Regulation of Casual of Labour in
	16	Nigeria Bill, 2024.

EXPLANATORY MEMORANDUM

This Bill seeks to regulate and thereby criminalize the unfair exploitation of Nigerians through temporary or casual employment of labour and to ensure a conducive working environment including humane treatment of employees in Nigeria.