

1 partially or fully from a location other than a traditional office setting, enabled
2 by digital communication technologies;

3 (c) "Digital labour platform" means an online or mobile-based system
4 used to match providers of services or goods with customers or clients;

5 (d) "Freelancer" means an independent contractor or self-employed
6 person offering services to clients without being employed under a formal
7 contract of service;

8 (e) "Inclusive employment" includes employment arrangements that
9 encompass informal, flexible, and non-traditional models of work.

10 PART III - INCLUSION OF INFORMAL AND GIG ECONOMY WORKERS

New Section 5A-
Inclusion of
Informal Sector

11 3. Insert new Section 5A:

12 5A. Labour Rights in the Informal Sector

13 (1) The rights of all persons engaged in informal economic activities,
14 including market traders, artisans, domestic workers, and transport workers,
15 shall be protected under this Act.

16 (2) Informal workers shall have access to social protection schemes,
17 occupational safety, and collective organization through duly recognized
18 associations.

New Section 5B-
Protections for
Gig and Digital
Workers

19 4. Insert new Section 5B:

20 5B. Digital Labour Protections

21 (1) Gig workers, freelancers, and platform-based service providers
22 shall have the right to:

23 (a) Fair remuneration;

24 (b) Safe working conditions;

25 (c) Non-discrimination;

26 (d) Access to basic social security and health insurance.

27 (2) Digital labour platforms operating in Nigeria must register with
28 the Ministry of Labour and comply with regulations on worker protection and
29 fair conduct.

1 PART IV - GENDER EQUITY AND FAMILY PROTECTIONS

2 5. Section 54 is amended as follows:

3 (a) Subsection (1) is substituted with:

4 "A pregnant female employee shall be entitled to sixteen (16) weeks of
5 maternity leave with full pay, and shall not be dismissed on account of
6 pregnancy or childbirth."Amendment of
Section 5A
(Maternity
Protection)

7 (a) Insert new subsection (3):

8 "Every employer shall ensure the provision of a safe and conducive working
9 environment for pregnant and nursing mothers, including flexible working
10 arrangements where applicable."

11 6. Insert new Section 54A:

New Section 54A-
Paternity Leave

12 54A. Paternity Leave

13 (1) A male employee whose spouse delivers a child shall be entitled
14 to a minimum of ten (10) working days of paid paternity leave.15 (2) No employer shall penalize or dismiss an employee for taking
16 lawful paternity leave.

17 PART V - GENERAL PROVISIONS ON MODERN WORK

18 7. Insert new Section 64A:

New Section 64A-
Regulation of
Remote Work

19 64A. Remote Work Framework

20 (1) Employers may permit or require remote work arrangements
21 under written agreement, subject to the same employment standards,
22 benefits, and protections applicable to in-person work.23 (2) Employees shall have the right to digital disconnect outside
24 agreed working hours, unless otherwise stated in the terms of employment.

25 PART VI - MISCELLANEOUS

26 8. The Minister of Labour may, with the approval of the President,
27 make regulations for:Regulation
Making Powers

28 (a) Registration and monitoring of digital labour platforms;

29 (b) Guidelines for informal sector engagement;

1 (c) Implementation of e-governance for labour records and
2 compliance tracking.

Citation

3 **9.** This Bill may be cited as the Labour (Modernization and Inclusive
4 Employment) (Amendment) Bill, 2025.

EXPLANATORY MEMORANDUM

This Bill seeks to amend the Labour Act, Cap L1, Laws of the Federation of Nigeria, 2004, to reflect the evolution of the workplace. It introduces legal recognition and protections for gig workers, freelancers, informal sector participants, and remote workers. It modernizes key employment definitions, promotes digital regulation of labour, and expands family-related leave and gender equity measures.