

| Provisions of the Principal Act                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Provisions of the bill                                                                                                                                                                                                             | Committee of the whole<br>Recommendations |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Amendment of Cap. W1 LFN, 2004</b><br>1. The Wages Board and Industrial Council Act Cap. W1 2004 (in this Act referred to as "the Principal Act") is amended as set out in this Act                                             | Retained                                  |
| <b>12. Employers' obligations in respect of orders fixing statutory minimum wages or other conditions</b><br>(1) Where any statutory minimum wages have become effective under section 1 of this Act, an employer shall, in cases to which the statutory minimum wages are applicable, pay to the worker wages not less than the statutory minimum wages, clear of all deductions (except any deductions required by law or deductions in respect of contributions to provident or pension funds or schemes agreed to by the workers and approved by the Governor of the appropriate State); and, if the employer fails to do so, he shall be guilty of an offence and on conviction shall be liable to a fine not exceeding N200 and in the case of a continuing offence to a fine not exceeding N50 for each day or period during which the offence continues. | <b>Amendment of Section of 12 of the Principal Act</b><br>2. Section 12 of the Principal is amended in-<br>(a) subsection (1) by substituting for the amounts "N200" and "N50", the amounts "N500,000" and "N50,000" respectively. | Retained                                  |
| (3) Where any statutory minimum condition of employment, not being statutory minimum wages, has become effective under section 10 of this Act, an employer shall, in cases to which the statutory minimum condition is applicable, apply to the worker a condition not less favourable to the worker than                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | (b) subsection (3) by substituting for the amounts "N200" and "N50", the amounts "N500,000" and "N50,000" respectively.                                                                                                            | Retained                                  |

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| the statutory minimum condition; and, if the employer fails to do so, he shall be guilty of an offence and on conviction shall be liable to a fine not exceeding N 200 and in the case of a continuing offence to a fine not exceeding N50 for each day or period during which the offence continues. |                                                                                                                                                                                                                                                                                      |          |
| <b>15. b(ii)</b> such abstract from every such notice or order as the Minister may approve, and, if he fails to do so, he shall be guilty of an offence and on conviction shall be liable to a fine not exceeding N 100 and to a daily penalty not exceeding N 10.                                    | <b>Amendment of Section of 15 of the Principal Act</b><br>3. Section 15 of the Principal is amended by in paragraph (b) (ii) by substituting for the amount "N100" and "N10", the amounts " <b>N250,000</b> " and " <b>N25,000</b> " respectively-                                   | Retained |
| <b>23(g)</b> fails to comply with an order given under section 21 (3) (d) of this Act, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding N 200 or to imprisonment for a period not exceeding three months, or to both.                                          | <b>Amendment of Section of 23 of the Principal Act</b><br>4. Section 23 of the Principal Act is amended by substitution for the-<br>(a) amount "N200" the amount " <b>N500,000;</b> " and<br>(b) words "three months" in the last line, the words " <b>one year</b> "                | Retained |
| <b>24(3)</b> Any person who contravenes subsection (2) of this section shall be guilty of an offence and on conviction shall be liable to a fine not exceeding N200 or to imprisonment for a period not exceeding three months, or to both.                                                           | <b>Amendment of Section of 24 of the Principal Act</b><br>5. Section 24 of the Principal Act is amended in subsection (3) by substitution for -<br>(a) amount "N200" the amount " <b>N500,000;</b> " and<br>(b) words "three months" in the last line, the words " <b>one year</b> " | Retained |
|                                                                                                                                                                                                                                                                                                       | <b>Short Title</b><br>6. This Bill may be cited as the Wages Board and Industrial Council (Amendment) Bill, 2017                                                                                                                                                                     | Retained |
|                                                                                                                                                                                                                                                                                                       | EXPLANATORY MEMORANDUM<br><i>(this memorandum does not form of the above Act, but is intended to explain its purport)</i><br>This Bill seeks to amend the Wages Board and Industrial Council Act (Cap W1 LFN, 2004, Laws of the Federation of Nigeria, 2004) to amongst other        |          |

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|  | things review upwards the fines stipulated for offences under the Act. |  |
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