



**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA
(LEASÚ), 2013
EMPLOYMENT EQUALITY (AMENDMENT) BILL 2013**

*Mar a tionscnaíodh
As initiated*

ARRANGEMENT OF SECTIONS

Section

1. Amendment of section 2 of Employment Equality Act 1998.
 2. Amendment of section 6 of Employment Equality Act 1998.
 3. Amendment of section 37 of Employment Equality Act 1998.
 4. Short title and citation.
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ACTS REFERRED TO

Civil Partnership and Certain Rights and Obligations of
Cohabitants Act 2010

2010, No. 24

Employment Equality Act 1998

1998, No. 21

Employment Equality Acts 1998 to 2011



**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA
(LEASÚ), 2013
EMPLOYMENT EQUALITY (AMENDMENT) BILL 2013**

BILL

5

entitled

AN ACT TO AMEND THE EMPLOYMENT EQUALITY ACTS
1998 TO 2011 AND THEREBY EXTEND THE GENERAL
DEFINITION OF DISCRIMINATION TO INCLUDE
DISCRIMINATION ON THE GROUNDS OF GENDER
10 IDENTITY, AS WELL AS TO EXTEND GENERAL
PROTECTION AGAINST DISCRIMINATION ON THE
BASIS OF CIVIL STATUS, GENDER IDENTITY OR
SEXUAL ORIENTATION IN, AND IN CONNECTION
WITH, EMPLOYMENT, VOCATIONAL TRAINING AND
15 MEMBERSHIP OF CERTAIN BODIES.

BE IT ENACTED BY THE OIREACHTAS AS FOLLOWS:

1.—(1) Section 2(1) of the Employment Equality Act 1998 is
amended by inserting the following after the definition of
“functions”:

Amendment of
section 2 of
Employment
Equality Act 1998.

20 “ ‘gender identity’ means each person’s deeply felt internal and
individual experience of gender, which may or may not corre-
spond with the sex assigned at birth, including the person’s sense
of the body (which may involve, if freely chosen, modification
of bodily appearance or function by medical, surgical or other
25 means) and other experience of gender, including dress, speech
and mannerism;”.

(2) Section 2(1) of the Employment Equality Act 1998 (as
amended by the Civil Partnership and Certain Rights and
Obligations of Cohabitants Act 2010) is amended by substituting the
30 following for the definition of “civil status”:

35 “ ‘civil status’ means being single, married, separated, divorced,
widowed, in a civil partnership within the meaning of the Civil
Partnership and Certain Rights and Obligations of Cohabitants
Act 2010 or being a former civil partner in a civil partnership
that has ended by death or been dissolved or being or having
been a cohabitant or qualified cohabitant within the meaning
of section 172 of the Civil Partnership and Certain Rights and
Obligations of Cohabitants Act 2010;”.

Amendment of section 6 of Employment Equality Act 1998.

2.—Section 6 of the Employment Equality Act 1998 is amended by inserting the following immediately after subsection (2)(i):

“(j) that one is a person whose gender identity differs to that of the legal gender status of the person.”.

Amendment of section 37 of Employment Equality Act 1998.

3.—Section 37 of the Employment Equality Act 1998 is amended by inserting the following subsections after subsection (6): 5

“(7) Nothing in subsection (1) may be relied upon by an institution referred to in subsection (1) to justify or permit any form of discrimination as defined in section 6(2) or to allow any action to be taken against any employee or potential employee on the basis of that employee’s or potential employee’s gender identity, civil status, or sexual orientation. 10

(8) Nothing in subsection (1) may be relied upon by an institution referred to in subsection (1) to justify more favourable treatment of or in respect of one employee or potential employee over another employee or a potential employee on the basis of his or her civil status, gender identity or sexual orientation.”. 15

Short title and citation.

4.—(1) This Act may be cited as the Employment Equality (Amendment) Act 2013. 20

(2) This Act and the Employment Equality Acts 1998 to 2011 may be cited together as the Employment Equality Acts 1998 to 2013.