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**An Bille um Chomhionannas Fostaíochta (Aois Scoir Shainordaitheach a  
Chealú), 2014**

**Employment Equality (Abolition of Mandatory Retirement Age) Bill 2014**

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*Mar a tionscnaíodh*

*As initiated*

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**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA (AOIS SCOIR  
SHAINORDAITHEACH A CHEALÚ), 2014  
EMPLOYMENT EQUALITY (ABOLITION OF MANDATORY RETIREMENT AGE)  
BILL 2014**

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*Mar a tionscnaíodh*

*As initiated*

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ACTS REFERRED TO

Employment Equality Act 1998 (No. 21)

Employment Equality Acts 1998 to 2011



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**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA (AOIS SCOIR  
SHAINORDAITHEACH A CHEALÚ), 2014  
EMPLOYMENT EQUALITY (ABOLITION OF MANDATORY RETIREMENT AGE)  
BILL 2014**

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# Bill

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*entitled*

An Act to amend the Employment Equality Act 1998 and to provide for related matters.

**Be it enacted by the Oireachtas as follows:**

## **Amendment of section 34 of Employment Equality Act 1998**

**1.** Section 34 of the Employment Equality Act 1998 is amended— 10

(a) by substituting the following for subsection (3)—

“(3) Nothing in this Part or Part II shall make unlawful discrimination on the age ground or the disability ground in circumstances where it is shown that there is clear actuarial or other evidence that significantly increased costs would result if the discrimination were not permitted in those circumstances, provided that— 15

(a) save in the case of employment in An Garda Síochána, the Defence Forces, fire services or security-related employment prescribed by the Minister for Justice, Equality and Defence, it shall not be lawful to set or contract for an age for the compulsory retirement of an employee who is capable of doing the job for which he or she is employed, 20

(b) but it shall not be unlawful for an employer to provide financial incentives for the voluntary retirement of an employee at a particular age.”, and 25

(b) in subsection (4), by the deletion of “retirement (whether voluntary or compulsory)” and the substitution therefor of “voluntary retirement, or in the case of employment in An Garda Síochána, the Defence Forces, fire services or security-related employment prescribed by the Minister for Justice, Equality and Defence, compulsory retirement”. 30

## **Short title and collective citation**

**2.** (1) This Act may be cited as the Employment Equality (Abolition of Mandatory Retirement Age) Act 2014.

(2) The Employment Equality Acts 1998 to 2011 and this Act may be cited together as the Employment Equality Acts 1998 to 2014.



An Bille um Chomhionannas Fostaíochta  
(Aois Scoir Shainordaitheach a Chealú),  
2014

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# BILLE

*(mar a tionscnaíodh)*

*dá ngairtear*

Acht do leasú an Achta um Chomhionannas  
Fostaíochta, 1998 agus do dhéanamh socrú i  
dtaobh nithe gaolmhara.

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*An Teachta Áine Uí Fheorais a thug isteach,*  
1 Aibreán, 2014

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Employment Equality (Abolition of  
Mandatory Retirement Age) Bill 2014

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# BILL

*(as initiated)*

*entitled*

An Act to amend the Employment Equality Act 1998  
and to provide for related matters.

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*Introduced by Deputy Anne Ferris,*  
1st April, 2014

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BAILE ÁTHA CLIATH  
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR  
Le ceannach díreach ó  
FOILSEACHÁIN RIALTAIS,  
52 FAICHE STIABHNA, BAILE ÁTHA CLIATH 2.  
(Teil: 01 - 6476834 nó 1890 213434; Fax: 01 - 6476843)  
no trí aon díoltóir leabhar.

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DUBLIN  
PUBLISHED BY THE STATIONERY OFFICE  
To be purchased from  
GOVERNMENT PUBLICATIONS,  
52 ST. STEPHEN'S GREEN, DUBLIN 2.  
(Tel: 01 - 6476834 or 1890 213434; Fax: 01 - 6476843)  
or through any bookseller.

€1.27

ISBN 978-1-4468-0670-8



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