



**An Bille um Chomhionannas Fostaíochta (Aois Scoir Shainordaitheach a
Chealú), 2022**

Employment Equality (Abolition of Mandatory Retirement Age) Bill 2022

Mar a tionscnaíodh

As initiated



**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA (AOIS SCOIR
SHAINORDAITHEACH A CHEALÚ), 2022
EMPLOYMENT EQUALITY (ABOLITION OF MANDATORY RETIREMENT AGE)
BILL 2022**

Mar a tionscnaíodh

As initiated

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2. Short title and collective citation

ACTS REFERRED TO

Employment Equality Act 1998 (No. 21)

Employment Equality Acts 1998 to 2015



**AN BILLE UM CHOMHIONANNAS FOSTAÍOCHTA (AOIS SCOIR
SHAINORDAITHEACH A CHEALÚ), 2022
EMPLOYMENT EQUALITY (ABOLITION OF MANDATORY RETIREMENT AGE)
BILL 2022**

Bill

5

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 and Equality and/or the Minister for 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.”, 25
- and
- (b) in subsection (4), by the deletion of “retirement (whether voluntary or compulsory)” and the substitution 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, 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 2022.

- (2) The Employment Equality Acts 1998 to 2015 and this Act may be cited together as the Employment Equality Acts 1998 to 2022.

An Bille um Chomhionannas Fostaíochta
(Aois Scoir Shainordaitheach a Chealú),
2022

BILLE

(mar a tionscnaíodh)

dá ngairtear

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

*Na Teachtaí Laoise Uí Raghallaigh agus Clár Ní
Chearáin a thug isteach,*

31 Márta, 2022

Employment Equality (Abolition of
Mandatory Retirement Age) Bill 2022

BILL

(as initiated)

entitled

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

*Introduced by Deputies Louise O'Reilly and Claire
Kerrane,*

31st March, 2022

BAILE ÁTHA CLIATH
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR
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