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STATUTORY INSTRUMENTS

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**1990 No. 246 (N.I. 2)**

**NORTHERN IRELAND**

**The Employment (Miscellaneous  
Provisions) (Northern Ireland) Order 1990**

*Made - - - - 14th February 1990*

*Laid before Parliament 26th February 1990*

*Coming into operation in accordance with Article  
1(2) and (3)*

**THE EMPLOYMENT (MISCELLANEOUS  
PROVISIONS) (NORTHERN IRELAND) ORDER 1990**

*Introductory*

1. Title and commencement
2. Interpretation

*Overriding of provisions requiring discrimination as respects employment or training*

3. Overriding of statutory requirements which conflict with certain provisions of the 1976 Order
4. Power to repeal statutory provisions requiring discrimination as respects employment or training

*Circumstances where discrimination as respects employment or training is permissible*

5. Restriction of exemption for discrimination required by or under statute
6. Exemption for discrimination under certain provisions concerned with the protection of women at work
7. Exemption for discrimination in connection with certain educational appointments
8. Power to exempt particular acts of discrimination required by or under statute

*Discrimination as respects training*

9. Prohibition of discrimination in connection with provision of training
10. Power to exempt discrimination in favour of lone parents in connection with training

*Status: This is the original version (as it was originally made).*

*Removal of restrictions and other requirements relating to employment*

11. Repeal or modification of provisions requiring different treatment of different categories of employees
12. Removal of restrictions relating to employment of young persons
13. Exemption of Sikhs from requirements as to wearing of safety helmets on construction sites

*Redundancy*

14. Redundancy payments: assimilation of age limits for men and women
15. Abolition of redundancy rebates

*Insolvency*

16. Quantification of amounts for purposes of insolvency payments
17. Recovery of insolvency payments made in respect of preferential debts
18. Orders
19. Minor and consequential amendments, repeals, etc.  
Signature

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SCHEDULES

SCHEDULE 1 — PROVISIONS CONCERNED WITH PROTECTION OF WOMEN AT WORK

*Enactments*

*Statutory instruments*

*Other instruments*

SCHEDULE 2 — REVOCATION, ETC. OF INSTRUMENTS REQUIRING DIFFERENT TREATMENT OF CERTAIN EMPLOYEES

PART I — PROVISIONS REVOKED

PART II — AMENDMENTS

SCHEDULE 3 — REMOVAL OF RESTRICTIONS RELATING TO EMPLOYMENT OF YOUNG PERSONS

PART I — REPEALS RELATING TO RESTRICTIONS WITH RESPECT TO HOURS OF EMPLOYMENT AND HOLIDAYS

PART II — REPEALS RELATING TO OTHER REQUIREMENTS

PART III — AMENDMENT OF CERTAIN AGE LIMITS

*Factories Act (Northern Ireland) 1965 (c. 20)*

*Children and Young Persons Act (Northern Ireland) 1968 (c. 34)*

SCHEDULE 4 — MINOR AND CONSEQUENTIAL AMENDMENTS

*Contracts of Employment and Redundancy Payments Act (Northern Ireland) 1965 (c. 19)*

1. (1) Section 42 (payments out of Redundancy Fund to employees)...
2. For section 44 substitute— References to tribunal relating to payments...

3. For section 46(4) (meaning of employer's payment) substitute—
4. (1) Schedule 7 (calculation of payments out of Redundancy Fund)...

*Factories Act (Northern Ireland) 1965 (c. 20)*

5. (1) In sections 123(2)(aa) and (3)(b), 124(2)(aa) and 125(2)(aa) for...

*Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1985 (NI 15)*

6. In paragraph 16A(1) of Schedule 1 (discrimination required by public...

SCHEDULE 5 — REPEALS

PART I — REPEALS COMING INTO OPERATION TWO MONTHS AFTER  
ORDER IS MADE

PART II — REPEALS COMING INTO OPERATION ON A DAY  
APPOINTED UNDER ARTICLE 1(3)

SCHEDULE 6 — INSTRUMENTS REVOKED

SCHEDULE 7 — TRANSITIONAL PROVISIONS AND SAVINGS

*Sex discrimination*

1. Nothing in Article 5 shall render unlawful any act done...

*Redundancy payments: assimilation of age limits*

2. (1) The amendments made by Article 14 shall not have...

*Redundancy rebates*

3. (1) Nothing in this Order shall affect the continued operation...

*Insolvency payments*

4. The amendments made by Article 17 shall not have effect...

Explanatory Note