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STATUTORY RULES OF NORTHERN IRELAND

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**2006 No. 261**

**AGE DISCRIMINATION**

**The Employment Equality (Age)  
Regulations (Northern Ireland) 2006**

*Made - - - - 13th June 2006  
Coming into operation in accordance with  
regulation 1*

**ARRANGEMENT OF REGULATIONS**

PART 1

GENERAL

1. Citation and commencement
2. Interpretation
3. Discrimination on grounds of age
4. Discrimination by way of victimisation
5. Instructions to discriminate
6. Harassment on grounds of age

PART 2

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

7. Applicants and employees
8. Discrimination by persons with statutory power to select employees for others
9. Exception for genuine occupational requirement etc.
10. Contract workers
11. Meaning of employment and contract work at establishment in Northern Ireland
12. Pension schemes
13. Office-holders etc.
14. Police Service of Northern Ireland and the Police Service of Northern Ireland Reserve
15. Other police bodies
16. Serious Organised Crime Agency
17. Barristers

18. Partnerships
19. Trade organisations
20. Qualifications bodies
21. The provision of vocational training
22. Employment agencies, careers guidance etc.
23. Assisting persons to obtain employment etc.
24. Institutions of further and higher education
25. Relationships which have come to an end

#### PART 3

#### OTHER UNLAWFUL ACTS

26. Liability of employers and principals
27. Aiding unlawful acts

#### PART 4

#### GENERAL EXCEPTIONS FROM PARTS 2 AND 3

28. Exception for statutory authority
29. Exception for national security etc.
30. Effect of certificates by Secretary of State
31. Exceptions for positive action
32. Exception for retirement
33. Exception for the national minimum wage
34. Exception for provision of certain benefits based on length of service
35. Exception for provision of enhanced redundancy payments to employees
36. Exception for provision of life assurance cover to retired workers

#### PART 5

#### FUNCTIONS OF THE EQUALITY COMMISSION

37. General duty of Commission
38. Research and education
39. Codes of practice

#### PART 6

#### ENFORCEMENT

40. Restriction of proceedings for breach of Regulations
41. Jurisdiction of industrial tribunals
42. Burden of proof: industrial tribunals
43. Remedies on complaints in industrial tribunals
44. Jurisdiction of county courts
45. Burden of proof: county courts
46. Help for persons in obtaining information etc.
47. Assistance by Commission
48. Period within which proceedings to be brought

#### PART 7

#### SUPPLEMENTAL

49. Validity of contracts, collective agreements and rules of undertakings
50. Application to the Crown etc.

- 51. Duty to consider working beyond retirement
  - 52. Duty to consider working beyond retirement – transitional provisions
  - 53. Amendments, transitionals, repeals and revocations
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	Part 1 — Pension schemes - general
	Part 2 — Excepted rules, practices, actions and decisions relating to occupational pension schemes
	Part 3 — Excepted rules, practices, actions and decisions relating to contributions by employers to personal pension schemes
SCHEDULE	Questionnaire of person aggrieved
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SCHEDULE	Reply by respondent
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SCHEDULE	Validity of contracts, collective agreements and rules of undertaking
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	Part 1 — Validity and revision of contracts
	Part 2 — Collective agreements and rules of undertakings
SCHEDULE	Duty to consider working beyond retirement
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SCHEDULE	Duty to consider working beyond retirement – transitional provisions
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SCHEDULE	Amendments to legislation and related transitional provisions
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SCHEDULE	Repeals and revocations
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