



Number 24 of 2004

EQUALITY ACT 2004

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ACTS REFERRED TO

Anti-Discrimination (Pay) Act 1974	1974, No. 15
Civil Service Commissioners Act 1956	1956, No. 45
Civil Service Regulations Acts 1956 to 1996	
Employment Agency Act 1971	1971, No. 27
Employment Equality Act 1977	1977, No. 16
Employment Equality Act 1998	1998, No. 21
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Employment Permits Act 2003	2003, No. 7
Equal Status Act 2000	2000, No. 8
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European Communities Acts 1972 to 2003	
Harbours Act 1946	1946, No. 9
Health (Eastern Regional Health Authority) Act 1999	1999, No. 13
Immigration Act 1999	1999, No. 22
Immigration Act 2004	2004, No. 1
Industrial Relations Act 1990	1990, No. 19
Limited Partnerships Act 1907	1907, ch. 24
Local Government Act 2001	2001, No. 37
National Minimum Wage Act 2000	2000, No. 5
Pensions Act 1990	1990, No. 25
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Protection of Employees (Fixed-Term Work) Act 2003	2003, No. 29
Protection of Employees (Part-Time Work) Act 2001	2001, No. 45
Protection of Young Persons (Employment) Act 1996	1996, No. 16
Redundancy Payments Act 1971	1971, No. 20
Redundancy Payments Act 1979	1979, No. 7
Redundancy Payments Acts 1967 to 1973	
Refugee Act 1996	1996, No. 17
Social Welfare (Miscellaneous Provisions) Act 2004	2004, No. 9
Solicitors Act 1954	1954, No. 36
Unfair Dismissals Act 1977	1977, No. 10
Unfair Dismissals Acts 1977 to 1993	



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EQUALITY ACT 2004

AN ACT TO AMEND THE EMPLOYMENT EQUALITY ACT 1998, PENSIONS ACT 1990 AND EQUAL STATUS ACT 2000 FOR THE PURPOSE OF MAKING FURTHER AND BETTER PROVISION IN RELATION TO EQUALITY OF TREATMENT IN THE WORKPLACE AND ELSEWHERE; TO GIVE EFFECT TO COUNCIL DIRECTIVE 2000/43/EC OF 29 JUNE 2000 IMPLEMENTING THE PRINCIPLE OF EQUAL TREATMENT BETWEEN PERSONS IRRESPECTIVE OF RACIAL OR ETHNIC ORIGIN, COUNCIL DIRECTIVE 2000/78/EC OF 27 NOVEMBER 2000 ESTABLISHING A GENERAL FRAMEWORK FOR EQUAL TREATMENT IN EMPLOYMENT AND OCCUPATION AND DIRECTIVE 2002/73/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL OF 23 SEPTEMBER 2002 AMENDING COUNCIL DIRECTIVE 76/207/EEC ON THE IMPLEMENTATION OF THE PRINCIPLE OF EQUAL TREATMENT FOR MEN AND WOMEN AS REGARDS ACCESS TO EMPLOYMENT, VOCATIONAL TRAINING AND PROMOTION, AND WORKING CONDITIONS; AND TO REVOKE IN PART AND ENACT IN RESPECT OF PROCEEDINGS UNDER THIS ACT THE EUROPEAN COMMUNITIES (BURDEN OF PROOF IN GENDER DISCRIMINATION CASES) REGULATIONS 2001, WHICH GAVE EFFECT TO COUNCIL DIRECTIVE 97/80/EC OF 15 DECEMBER 1997¹ ON THE BURDEN OF PROOF IN CASES OF DISCRIMINATION BASED ON SEX. [18th July 2004]

BE IT ENACTED BY THE OIREACHTAS AS FOLLOWS:

PART 1

PRELIMINARY AND GENERAL

1.—(1) This Act may be cited as the Equality Act 2004.

Short title,
collective citations
and construction.

(2) *Part 2* and the Employment Equality Act 1998 may be cited as the Employment Equality Acts 1998 and 2004 and shall be construed together as one.

(3) *Part 3* and the Equal Status Acts 2000 and 2003 may be cited as the Equal Status Acts 2000 to 2004 and shall be construed together as one.

¹ OJ No. L14, 20.01.1998, p.6