



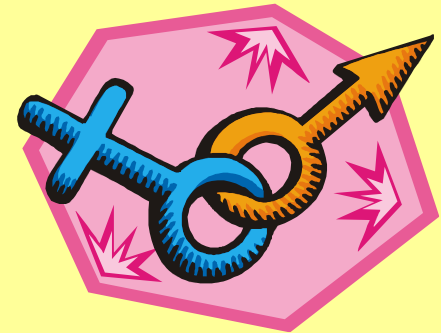
Recruitment & The Law

- There are a large number of laws that apply to businesses when they are recruiting workers
- Most are designed to ensure **equal opportunities** for all
- As such most pieces of law are designed to prevent **discrimination**

Discrimination refers to the unethical or illegal treatment of one person based upon prejudice. The law deals with discrimination in 5 areas:



1. Gender
2. Sexual Orientation
3. Age
4. Disability
5. Race/Ethnicity

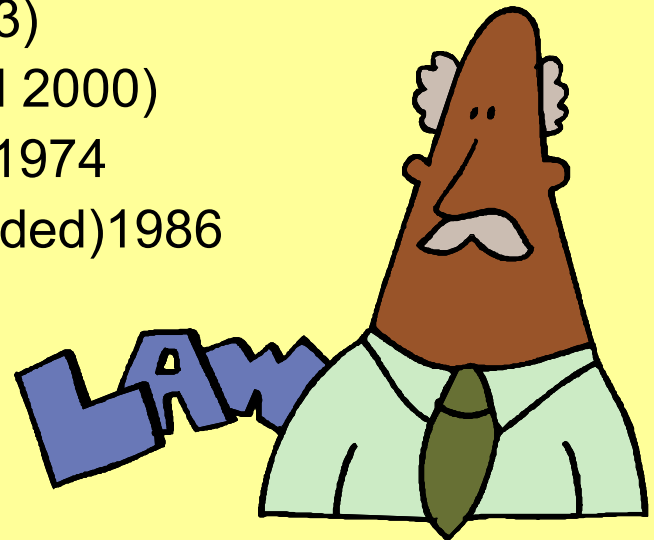




Recruitment Legislation

- The main laws which govern discrimination and equal opportunities are:

- Equal Pay Act, 1970 (Amended 1983)
- Race Relations Act, 1976 (Amended 2000)
- The Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975, (Amended)1986
- Employment Act 1980, 1982,1989
- The Companies Act 1983
- Disability Discrimination Act, 1995
- The Immigration & Asylum Act 1996
- The Employment Equality Regulations 2003



- In addition there are a number of European Union Directives that must be considered



European Union Directives

- The EU has introduced a number of Directives relating to equal opportunities & discrimination
- These must be applied by member countries
- The main Directives are:

- The Equal Treatment Directive
- The Equal Pay Directive
- The Employment Framework Directive

