



**Ibec  
Management  
Training**

# **From Recruitment to Retirement**

**A comprehensive review  
of equality case law**

**13 December 2018  
Croke Park Stadium, Jones Road, Dublin 3**

**[www.ibec.ie/employmentlawseries](http://www.ibec.ie/employmentlawseries)**

# 2018 marks the 20th anniversary of the enactment of the Employment Equality Act 1998, which is the cornerstone of employment equality law in Ireland.

The 1998 Act introduced for the first time the nine grounds on which discrimination is prohibited; gender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community. Since then, the Act has been amended on a number of occasions, to reflect such significant developments as the introduction of civil partnership and marriage equality and the burgeoning body of **case law on mandatory retirement**. On the 13th of December, Ibec solicitors will examine all of the latest case law addressing the impact of equality legislation on the contract of employment, from before the commencement of the employment relationship to its termination.

Significant case law developments have also arisen in the context of the disability ground and the **extent to which employers are required to reach reasonable accommodation** following the *Nano Nagle* judgment earlier this year. Now that the parties in that case are proceeding to the Supreme Court, what is the impact of the latest judgment on cases at the Workplace Relations Commission and Labour Court? At our one-day event, we will examine how employers should be modifying their approach to disability in the workplace against the backdrop of this ground-breaking case.

Many of the challenges associated with compliance with equality legislation arise before the employment relationship has even begun. Managing the recruitment process in such a way that does not inadvertently disadvantage individuals or groups of individuals protected by Acts is not always straightforward. Ibec solicitors will give a masterclass in **how to organise a recruitment process that respects the principles of equality**, deliver the best result and gets the right person for the right role.

Finally, a review of employment equality in 2018 would not be complete without referencing the **gender pay gap and initiatives arising from the #MeToo movement**. Attendees in December will receive a comprehensive overview of proposals to legislate on the issue of gender pay and a review of the impact of recent initiatives to address harassment in the workplace.

In short, this event aims to address **the A-Z of equality issues at work**. It will be of significant interest and relevance to employment law practitioners, employers and HR practitioners.

# AGENDA

08.30 **Registration and coffee**

09.00 **The legal framework**

- Milestones in the development of equality legislation
- A closer look at gender discrimination
- Mind the gap: An introduction to the gender pay gap reporting

09.45 **Recruitment and reasonable accommodation**

- Pre-employment medicals
- Filling job vacancies within the law
- Update on reasonable accommodation

10.30 **Coffee break**

11.00 **Sexual harassment in the workplace**

- Scope of employer's liability for harassment
- Round up of recent case law
- Ensuring your workplace is a harassment free zone

11.45 **Q & A**

12.00 **Retirement – bridging the gap?**

- Review of recent case law on retirement
- Code of Practice on Longer Working Lives
- Retirement and Fixed-Term Contract Guidelines

12.45 **Q & A**

1.00 **Lunch**

2.00

**Applying the knowledge - case studies**

- Practical exercise based on recent cases
- Lessons learned
- Solutions shared

2.30

**The law and mandatory retirement – options for employers**

- Exploring the options available for your company
- Retirement policy – the essential components
- Your most frequently asked questions answered

3.00

**Guest speaker - Conor O' Donovan, Willis Towers Watson**

**Retirement age flexibility**

- Auto enrolment – an employer's duties
- Retirement age flexibility - implications for pension and risk benefits

3.45

**Q & A**

4.00

**Close**

Those attending this event can gain a **Certificate of Completion** from Ibec Management Training for CPD points

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**Cost:  
Ibec member rate: €330 + VAT  
Non-member: €400 + VAT**

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