

L.N. 297 of 2003

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT, 2002
(ACT NO. XXII OF 2002)**

**Employment and Industrial Relations Interpretation
Order, 2003**

IN virtue of the powers conferred by article 31 of the Employment and Industrial Relations Act, 2002, the Deputy Prime Minister and Minister for Social Policy has made the following Order:

Citation.

1. This Order may be referred to as the Employment and Industrial Relations Interpretation Order, 2003.

Industrial Tribunal
to take directives
into
account.

2. In determining whether any treatment is treatment that is justified in a democratic society, the Industrial Tribunal shall take into account the provisions of any directive and, or regulation issued by the institutions of the European Union relating to discrimination and particularly Council Directive 2000/43/EC of 29th June 2000 and Council Directive 2000/78/EC of 27th November 2000 prohibiting discrimination on the basis of religion or belief, disability, age, sexual orientation, race or ethnic origin.