
STATUTORY INSTRUMENTS

1997 No. 869

The Race Relations (Northern Ireland) Order 1997

PART II

[^{F1}DISCRIMINATION AND HARASSMENT IN THE EMPLOYMENT FIELD]

[^{F1}Discrimination and harassment by employers]

[^{F1}Exception for genuine occupational requirement

7A.—(1) In relation to discrimination on grounds of race or ethnic or national origins—

- (a) Article 6(1) (a) or (c) does not apply to any employment,
- (b) Article 6(2) (b) does not apply to promotion or transfer to, or training for, any employment, and
- (c) Article 6(2)(c) does not apply to dismissal from any employment,

where paragraph (2) applies.

(2) This paragraph applies where, having regard to the nature of the employment or the context in which it is carried out—

- (a) being of a particular race or of particular ethnic or national origins is a genuine and determining occupational requirement;
- (b) it is proportionate to apply that requirement in the particular case, and—
- (c) either—
 - (i) the person to whom that requirement is applied does not meet it, or
 - (ii) the employer is not satisfied, and in all the circumstances it is reasonable for him not to be satisfied, that the person meets it.]

Changes to legislation:

The Race Relations (Northern Ireland) Order 1997, Section 7A is up to date with all changes known to be in force on or before 23 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Instrument am. (prosp.) by [1998 c. 17 s.50 Sch.4 para.41](#)
- Instrument am. (prosp.) by [1998 c. 32 s.74\(1\)Sch.4 para.24](#)