A Short Guide to the Employment (Sex Discrimination) Act 2000

ISSUED BY THE DEPARTMENT FOR ENTERPRISE

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Disclaimer

This guide has been compiled by the Department for Enterprise to give an understanding of the Employment (Sex Discrimination) Act 2000.

The guide is written in general terms and is not intended to be a complete or authoritative statement of the law. Only the official wording of Acts, Regulations and Orders, and the interpretation given by the Courts, are authoritative.

No responsibility is accepted for errors or omissions, or their consequences.
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1. **The Employment (Sex Discrimination) Act 2000**

   1.1 **General**

   The purpose of the Employment (Sex Discrimination) Act 2000 (ESDA / the Act) is to help promote equal treatment between men and women in the field of employment.

   Part I of the Act deals with discrimination in relation to wages or salary. For further information see 3 below.

   Part II of the Act makes it unlawful to discriminate against a person in the field of employment because of
   
   - his or her sex; or
   - because he or she is married; or
   - because he or she is in a civil partnership.

   For further information see 5 below.

   The Act is drafted in terms of discrimination against women but it applies equally to discrimination against men.


   1.2 **The Code of Practice on Sex Discrimination in Employment 2001**

   The [Code of Practice on Sex Discrimination in Employment 2001](https://www.legislation.gov.im/cms/) provides practical guidance to employers on eliminating discrimination on grounds of sex and marriage and on promoting equality of opportunity. The Code also provides information as to those steps it is reasonably practicable for an employer to take for the purpose of preventing his or her employees from discriminating unlawfully.

   1.3 **Differences in approach between ESDA and other employment law**

   While ESDA is largely concerned with individual employment rights, there are some important differences in approach between the Act and other employment statutes such as the Employment Act 2006. For example:

   - ESDA protects not only employees but many other categories of worker, such as agency and contract workers and even self-employed persons and members of partnerships; it also covers discrimination by persons other than employers, such as employment agencies, trade unions, persons providing vocational training, and bodies conferring vocational qualifications (see further at 2);
   - no qualifying period of service is necessary to bring a claim under ESDA;
• protection under ESDA applies throughout employment, including at recruitment and at the end of the employment relationship (see further at 5).
2. **Whom does the Act cover?**

The requirement not to discriminate unlawfully in the field of employment applies not only to employees but also to:

- contract workers (where contract workers are employed not by the principal but by another person, who supplies the workers under a contract with the principal, then the principal must not discriminate unlawfully against these workers);
- partnerships of any size, in the treatment of partners or prospective partners;
- trade unions and other organisations of workers;
- employers’ organisations;
- professional bodies;
- bodies granting licences or qualifications which affect a person’s employment opportunities;
- services provided by vocational training bodies;
- employment agencies - It is also unlawful for an employment agency to discriminate in the provision of its services, except in respect of jobs where it could be lawful for employers to discriminate. Employers who misinform an employment agency that an exception applies are committing an offence punishable by a fine of up to £5,000.
3. **Pay discrimination**

Under Part I of the Act, a contract under which anyone is employed at an establishment in the island must contain an *equality clause*; if the terms of the contract do not include one, it is deemed by ESDA to include an equality clause. The clause entitles the worker to equal pay with a person of the opposite sex if both are employed:

- in the same employment, that is, in the same establishment, or in another establishment of the same or an associated employer where common terms and conditions are applied either generally or to relevant persons; and

- either on *like work*, i.e. work of the same or a broadly similar nature where the differences, having regard to their frequency, nature and extent, are not of practical importance; or

- on *work rated as equivalent* by a job evaluation study which has rated both persons' work as equivalent in terms of various headings (e.g. effort, skill, responsibility etc.).

The Act provides a procedure by which an individual can take a claim for equal pay to an Employment Tribunal or the High Court.

In order to bring a claim a worker must choose as a comparator a person of the opposite sex who is treated more favourably in terms of pay and/or conditions. The comparator must be *in the same employment*, that is working for the same employer, or an associated employer.

In the course of an equal pay claim employers may be called upon to explain and justify their pay practices and arrangements. An employer has to be able to prove that any difference in pay between a man and a woman is genuinely due to a material factor other than sex, for example that a man is paid more because he has greater relevant experience or specific skills or qualifications related to the job.

Part I also covers contractual benefits, for example, guaranteed overtime working, commission, contractual bonus payment, privileged access to sport and social facilities and company cars.

Employers are recommended to carry out a thorough review of their pay and benefit system to ensure there are no discriminatory elements. A small business may not need to carry out a full and complex review, but nevertheless should ensure that its pay system is fair and lawful.

The pay system should be:-

- transparent – it should be clear why bonuses, overtime and extra grades are awarded, so it can be shown that they are not being applied in a discriminatory manner;
• based on objective criteria – not based on views of what the job was in the past or on skills that are possibly no longer used;
• free from sex bias – a careful review will ensure the system is fair, or highlight areas where there may be issues.

Although not required by law, an equal pay policy, that is regularly monitored and reviewed, shows a commitment by the employer to equality at work and to its workers.
4. **Forms of discrimination**

Different forms of discrimination which may constitute unlawful discrimination in employment are covered by the Act.

4.1 **Direct discrimination**

Direct discrimination is:

- treating a person less favourably by act or omission, on the grounds of that person's sex; or
- treating a married person less favourably than an unmarried person of the same sex on the grounds of marital status; or
- treating a person in a civil partnership less favourably than a person of the same sex on the grounds of the civil partnership.

4.2 **Indirect Discrimination**

Indirect discrimination is imposing a provision, criterion or practice that applies to everyone but particularly disadvantages persons of one sex, or persons who are married or in a civil partnership and which cannot be shown to be a proportionate means of achieving a legitimate aim.

*Example*

An employer requires candidates for a job to hold a particular technical qualification which was not often acquired by women and which was not relevant to the job in question.

Rules which detrimentally affect part-time workers may also be indirectly discriminatory. Employers are advised to give careful consideration to the way part-time workers are treated. In many workplaces women make up the majority of part-time workers and consequently any less favourable treatment may constitute indirect sex discrimination. (See also 10.2 below).

4.3 **Victimisation**

Victimisation is treating a person less favourably because he or she has, for example, asserted rights under the Act, or has helped another person to assert his or her rights or because it is suspected that the person might do any of these things.

*Example*

An employee who brought, or was in the process of bringing, a sex discrimination claim, was moved to a different department, or denied promotion.
5. Discrimination in employment (other than pay)

5.1 Coverage

It is unlawful for an employer to discriminate on grounds of sex or marital status -

- in the arrangements made for determining who will be offered a job (e.g. interview procedures, selection methods etc.);
- in the terms on which a job is offered;
- by refusing (or deliberately omitting) to offer a person a job;
- in respect of access to opportunities for promotion, transfer or training;
- in respect of any other benefit, facilities or services provided to workers;
- in relation to dismissal (including redundancy);
- in relation to treatment after employment (e.g. provision of references); and
- in respect of any other unfavourable treatment to which a person may be subjected.

Employers should ensure that their selection procedures for recruitment, training and promotion are non-discriminatory, and offer equal opportunities to all workers or potential workers irrespective of their sex or marital status.

5.2 Recruitment and Selection –

Employers should ensure that all staff involved in recruitment and selection are aware of discrimination issues, and that the best person is sought for a vacancy rather than assumptions made about whether a man or a woman would fit in better, or be more able to do the job.

5.3 Part-time workers

It is important for employers to treat their part-time workers fairly as unfair treatment may result in a case being bought for indirect discrimination under the Act. (See also 10.2)

5.4 Pregnancy and maternity

It is unlawful to treat women less favourably on grounds of pregnancy and maternity. Refusing to recruit a woman because of her pregnancy or by dismissing a woman because of her pregnancy, is likely to constitute direct sex discrimination.
It is lawful for employers to discriminate by giving special treatment to women in connection with pregnancy and childbirth (e.g. time off for pregnant women).

5.5 **Requests to work flexibly**

Managers should give serious consideration to a woman’s request to work part-time for childcare reasons and should be able to objectively justify any refusal. Managers may well find that there are benefits in allowing employees to work reduced or flexible hours especially if this leads to greater number of able experienced staff deciding to remain with the organisation.

Note that there is a separate right to request flexible working under the Employment Act 2006 and Regulations made under the Act (see further at 10.3).

5.6 **Retirement**

All employers must treat male and female workers equally in respect of retirement ages, irrespective of the current differential state pension age.

5.7 **Selection for redundancy**

Selection of an employee for dismissal in case of redundancy may amount to indirect discrimination if the criteria for selection affect persons of one sex more than the other.
6. Advertising job vacancies

It is unlawful to publish, or have published, an advertisement which indicates, or could reasonably be understood as indicating, an intention to discriminate unlawfully. If the discrimination would in fact be lawful - for example, if a job advertisement states that a man is required for a job for which being a man is a Genuine Occupational Qualification (see further at 8), the advertisement is legal.

The use of job titles such as 'waiter' or 'salesgirl' will be taken to indicate an intention to discriminate, unless the advertisement contains an indication to the contrary. This does not mean that all such job titles may not be used, but where they are used, the advertisement must make it clear that both sexes are entitled to apply - for example, by saying 'waiter/waitress'.

It is good practice for an advertisement to state that applications are welcome from both men and women, especially if the job is in a field where traditionally there are likely to be more applicants from one sex than the other.

6.1 Potential penalties

An employer who advertises in a discriminatory manner which is punishable by a fine of up to £5,000.

An employer that states to a publisher that a discriminatory advertisement is lawful because of an exception under the legislation, knowing this is untrue, is committing an offence which is punishable by a fine of up to £5,000.

If a newspaper, or other publisher, publishes a discriminatory advert and cannot show that it relied justifiably on a disclaimer from the employer that the advert was not discriminatory, the newspaper could be liable for a fine of up to £5,000.
7. **Sexual harassment**

Sexual harassment may be any conduct of a sexual nature, which creates an intimidating, hostile or humiliating working environment. It may include unwelcome physical, verbal or non-verbal conduct.

The Act makes it unlawful for employers to treat women or men less favourably because of their sex. Sexual harassment constitutes a form of direct sex discrimination.

Employers have a duty to protect workers from sexual harassment. It is recommended that employers:

- draw up and publicise a policy statement on sexual harassment
- train managers to carry out the policy
- have a proper complaints procedure

Sexual harassment may be a particularly difficult area, as behaviour which some staff may find deeply offensive or consider to be unacceptable may be seen by others as ‘just a bit of banter’. Employers should be clear as to what kind of behaviour is appropriate at work and make this clear to their staff.

Employers have a duty to deal effectively with claims of sexual harassment and the Employment Tribunal is likely to ask for evidence from an employer to show that managers dealt as effectively as possible with any complaint brought to their attention.

Importantly, harassment need not involve touching, and a person can be deemed to have harassed somebody by doing an action only once. Employers must take reasonable steps to prevent discrimination. This is not just a matter of judgement; there should be evidence to prove the good conduct of the employer.
8. **Exceptions where discrimination may be permitted**

In certain cases discrimination on the grounds of sex or marital status is permitted,

The following provides a summary of some of the exceptions and special cases contained in the legislation.

8.1 **Legal obligations**

More favourable treatment necessary to comply with statutory provisions which protect women in respect of pregnancy and maternity (e.g. time off for ante-natal care), or compulsory maternity leave, is permissible.

8.2 **Specific exceptions**

There are some limited exceptions in the Act in relation to the Isle of Man Constabulary, prison officers, ministers of religion, charitable work for the benefit of one sex, professional and competitive sport, insurance, communal accommodation and certain other statutory provisions.

There is also an exception in the case of employment wholly outside of the Island.

8.3 **Genuine occupational qualifications**

Employers may confine a job to persons of one sex only (i.e. may recruit, train, transfer or promote persons of one sex only) where being a member of a particular sex can be considered a 'Genuine Occupational Qualification' (GOQ) for that particular job. Being a man or woman is a genuine occupational qualification for a job only where:

- the job requires a man for reasons of physiology (e.g. modelling) or authenticity (e.g. acting). (But the Act specifically states that a requirement for strength or stamina is not sufficient reason to limit a job to a man);
- the job requires either a man or a woman for reasons of decency or privacy;
- the job involves living or working in a private household, where there could be reasonable objection to someone of the opposite sex having the degree of physical or social contact with the person living in the home, or the knowledge of intimate details of such a person's life, which the job is likely to entail;
- because of the nature or location of the establishment, the job holder has to live in premises which are normally occupied by persons of one sex only and which do not have private sleeping or sanitary facilities.
for both sexes. Employers must show that it is not reasonable to expect alternative facilities to be provided;

- the job is in a prison, or some other single-sex establishment (or single-sex part of an establishment) for people requiring special care, supervision or attention, and it is reasonable because of the essential character of the establishment for the job to be confined to persons of one sex only;

- the job involves the provision of personal services, promoting welfare or education, that are most effectively provided by men (or by women) - for example some probation officers or wardens of residential hostels;

- the job is likely to involve duties outside the United Kingdom in a country whose laws and customs are such that those duties could not be done effectively by a woman;

- the job is one of two to be held by a married couple or a couple who are civil partners of each other.

A person's sex is a GOQ where only some of the duties qualify for the exemption, but not if there are already enough persons of the appropriate sex who could reasonably be allocated to those duties without undue inconvenience.

These exceptions can be complex and the Department publishes a separate leaflet on GOQs - Genuine Occupational Qualifications - A Good Practice Guide for Employers

8.4 Positive action

There is a provision in the Act to allow employers or training providers to train women, or men, for work which has previously been wholly or mainly done by the other sex, but they may not discriminate in the selection for recruitment or promotion to such work.
9. **Who is responsible when discrimination occurs in the workplace?**

9.1 **Vicarious liability**
Where employers commit or allow an act of discrimination to be committed, they will be liable under the legislation. The employer is vicariously liable even if it did not know the discrimination had taken place. An employer can, however, have a defence against a claim of discrimination if it can show that all reasonably practicable steps were taken to prevent the unlawful act. Such steps might include provision of relevant training or the enforcement of an equal opportunities policy.

9.2 **Liability of employees**
A worker may be held personally liable if he or she discriminates in the workplace.

9.3 **Agents**
If a person acting as an agent for another commits an act of discrimination, then both the principal and agent may be liable under the Act.

9.4 **Pressure to discriminate**
It is unlawful for a person to pressurise another to discriminate unlawfully, by offering any benefit or threatening any penalty. Such a person will be liable under the Act.

An employers that discriminates unlawfully as a result of such pressure may remain liable under the Act.

9.5 **Instructions to discriminate**
It is unlawful for a person in authority, or a person who is regarded as being in authority, to instruct another to do any acts which are unlawful

*Example,*

*An employer instructs a personnel officer to only recruit women to a particular post.*
10. Other potentially relevant legislation

10.1 Overlapping protection

The protection afforded by Act overlaps with protection afforded by legislation which contains individual employment rights, principally the Employment Act 2006 and regulations made under that Act. In certain cases a complainant may make a complaint under ESDA, as well as or instead of the Employment Act 2006, in respect of the same matter, for example:

- detriment or dismissal of an employee in connection with pregnancy, maternity or family leave;
- refusal to allow an employee flexible working;
- unfair dismissal of an employee on grounds of sex, or because he or she is married or in a civil partnership;
- less favourable treatment of part-time workers (see 10.2);
- refusal to allow flexible working.

In the latter case, since more women than men work part-time, rules, criteria or practices which disadvantage those working or wishing to work part-time may amount to indirect sex discrimination depending on the circumstances of the particular case.

10.2 Part-time workers

Explicit protection is provided to part-time workers under the (Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2007). Under these Regulations part-time workers have the right not to be less favourably treated than comparable full-time workers, unless the difference in treatment can be objectively justified. The Regulations apply both to all benefits conferred by a worker's contract and also apply to any other type of less favourable treatment on the ground of a worker's part-time status.

10.3 Right to request flexible working

An employee who has been continuously employed for at least 26 weeks has a separate statutory right to apply to his or her employer to request flexible working in order to enable him or her to care for a dependant. A request may not be made within 12 months of a previous request.

If a request is accepted, it will lead to a permanent change in the employee’s terms and conditions of employment.

See further at Flexible working: the right to request and the duty to consider
10.4 Equal treatment rule – occupational pension schemes

Any occupational pension scheme which does not include an equal treatment rule is deemed to do so. An equal treatment rule entitles a person employed at an establishment in the Island to equal treatment with a person of the opposite sex in relation to membership of, and benefits under, the scheme, if both are employed in the same employment either on like work or on work rated as equivalent (see 3 above).

Like an equality clause, an equal treatment rule does not apply to an inequality which is genuinely due to a material factor other than the difference of sex. Inequalities which are due to the difference of sex are however permitted in the following cases:

• 'bridging pensions' and different levels of indexation, to take account of the different ages at which men and women become entitled to the State retirement pension;

• differences in certain contributions and benefits which are actuarially justified by the difference in life expectancy of men and women.

An equal treatment rule also gives rights to pensioners and dependants, but these are outside the scope of this guide.
11. Enforcing rights under Act

11.1 Options for enforcement

Where an applicant for employment, potential worker, worker or former worker considers that he or she has been discriminated against a complaint may be made to the Employment Tribunal by completing an originating application and lodging it with the Tribunal.

An equality clause (see 3) and an equal treatment rule (see 10.3) may be enforced by complaint by the worker to the Employment Tribunal or by proceedings in the High Court.

An alternative to starting the formal complaint procedure is to invite an Industrial Relations Officer (IRO) from the Manx Industrial Relations Service (MIRS) to try and resolve the issue before a formal approach to the Employment Tribunal is made. This approach often leads to a settlement between the parties without having to go through the Tribunal process.

11.2 Employment Tribunal Time limits

In equal pay cases a complaint can be made at any time if the worker is still in employment, or if the employment has terminated, within 6 months of termination (alternative time limits apply to an equal treatment rule (see 10.4) in certain circumstances).

In other cases the right not to suffer discrimination may be enforced by complaint to the Tribunal within 3 months of the act complained of.

In each case the Tribunal can allow a complaint out of time if thinks it just and equitable to do so.

It is important to bear in mind that the time limits start from the time the act complained of was done (or the last act in a series of alleged discriminatory acts) not from the time the Tribunal or Industrial Relations Officer is contacted.

11.3 Equal pay claims before the High Court:

Equal pay claims may also be taken before the High Court in which case there is a 5 year time limit.

Where proceedings are brought in the High Court, the Court may refer the case to the Tribunal for determination.

11.4 The questionnaire procedure

A person who has suffered discrimination (other than in respect of pay) can require the employer to complete a questionnaire as to the reasons for taking the discriminatory action. A prescribed form of questionnaire is available from MIRS.
The aim of the questionnaire is to obtain information from the employer whose conduct is the subject of the complaint. The employer has an opportunity to reply to the questionnaire giving his or her explanation for the treatment about which the complainant is aggrieved.

The questionnaire procedure is a formal procedure. Questions and replies are admissible as evidence in any subsequent proceedings before the Tribunal. Employers are not obliged to reply to a questionnaire. If, however, they do not reply, or if their replies are evasive or ambiguous, the Tribunal may draw adverse conclusions from this. The Tribunal may also order employers, in the course of proceedings, to provide a worker with details of their response to the complaint.

**11.5 Employment Tribunal procedure**

Where the complainant lodges an originating application at the Tribunal, a copy of the complaint made is sent to the employer and/or individual concerned. In addition, the Tribunal will send a copy of the complaint to MIRS and will send copies of the employer’s response to the complainant and to MIRS.

An Industrial Relations Officer will be available at the request of both parties, or on his or her own initiative, to try to promote a settlement. No information given to the IRO may be divulged to the Tribunal without the consent of the person concerned.

If a complaint is not resolved by conciliation or withdrawn for any other reason it will proceed to a Tribunal hearing.

**11.6 Powers of the Tribunal**

If the Tribunal upholds a complaint it may:

- make an order declaring the rights of the parties;
- award compensation up to a limit of £56,000 which may include: loss of earnings; an amount for injury to feelings; aggravated damages; and damages for personal injury;
- make a recommendation as to action to be taken by the employer to remove or reduce the adverse effect on the complainant; if the employer fails to comply with the recommendation it may make or increase an award of compensation (up to the above limit).

In addition:

- in an equal pay case the Tribunal or High Court may award up to 2 years’ back pay.
- Where a claim to enforce an equal treatment rule (see 10.4) is successful, the Tribunal or High Court may make a declaration that the worker is entitled to membership of the pension scheme, or as to his
or her treatment under the scheme, with effect from a date not earlier than 6th April 2006. (This may involve payment of back contributions by the employer and the worker.)

11.7 Combined sex discrimination and unfair dismissal claims

In certain circumstances a combined sex discrimination and unfair dismissal claim may be brought.

Dismissal of an employee on the ground of sex or marital status is unlawful but whereas a complaint of discrimination requires no qualifying period a claim for unfair dismissal cannot be brought unless the complainant has one year's continuous employment. A complainant cannot receive compensation for both unfair dismissal and discrimination in respect of the same loss.

11.8 Enforcement action taken by the Attorney General

The Attorney General may apply to the High Court for an injunction to prevent the publication of discriminatory advertisements, or to prevent a person giving orders to discriminate or bringing pressure on another to discriminate.
12. Equal opportunities - the business benefits

Organisations that encourage and value diversity, and see the strengths in the differences between individuals have a great advantage in terms of flexibility and staff motivation.

12.1 Reasons for promoting equality

- the employer will be making the best use of the available pool of workers;
- a willingness to use flexible working practices may motivate staff;
- the workforce will be more representative of the local population;
- the employer will have an improved corporate image;
- the employer may be able to attract additional ethical investment;
- workers may be more likely to commit to the employer and suggest new business ideas etc.

12.2 Costs of inequality

- the employer may not fully benefit from talented staff;
- poor corporate image;
- increased time spent dealing with grievances;
- risk of cases going to the Tribunal; these may be expensive in time, negative publicity and compensation.
13. Action plan for employers

- Develop an equal opportunities policy, embracing recruitment, promotion and training and with clear procedures for complaints.

- Set an action plan including targets, so that you and your staff have a clear idea of what can be achieved and by when e.g. to review pay policy.

- Provide training for all to help people, including management, throughout your organisation, understand the importance of equal opportunities, and provide additional training for staff who recruit, select and train your employees.

- Monitor appointments and promotions; monitor the present position to establish your starting point, and progress in achieving objectives to identify successes and any shortfalls.

- Review recruitment, selection, promotion and training procedures regularly, to ensure that good intentions are being put into practice.

- Draw up clear and justifiable job criteria and ensure these are objective and job-related.

- Offer pre-employment training, where appropriate, to prepare potential job applicants for selection tests and interviews and positive action training to help any under-represented groups.

- Consider your organisation’s image. Does your organisation clearly stand out as an equal opportunities employer?

- Consider flexible working, career breaks, provision of childcare facilities, etc., to help staff meet domestic responsibilities and pursue their occupations;

- Develop links with local community groups, organisations and schools, and in so doing reach out to a wider pool of potential recruits.
14. Useful contacts / further information

14.1 Contact information for the Tribunal and MIRS

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Function</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employment Tribunal</strong></td>
<td>The Clerk can be contacted where a claim to the Employment Tribunal has already been made.</td>
</tr>
<tr>
<td>The Clerk to the Employment Tribunal</td>
<td>Persons contemplating making a claim to the Employment Tribunal may wish to seek further advice from the Manx Industrial Relations Service.</td>
</tr>
<tr>
<td>Tribunals Office</td>
<td></td>
</tr>
<tr>
<td>Isle of Man Courts of Justice</td>
<td></td>
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<tr>
<td>Deemsters Walk</td>
<td></td>
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<tr>
<td>Bucks Road</td>
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<tr>
<td>Douglas</td>
<td></td>
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<tr>
<td>IM1 3AR</td>
<td></td>
</tr>
<tr>
<td>Tel.: 685941 (Mon - Fri 9 a.m. to 5 p.m.)</td>
<td></td>
</tr>
<tr>
<td>Fax.: 685573</td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:tribunals@gov.im">tribunals@gov.im</a></td>
<td></td>
</tr>
<tr>
<td><strong>Manx Industrial Relations Service (MIRS)</strong></td>
<td>Provision of guidance and advice for both employers and workers on employment rights.</td>
</tr>
<tr>
<td>5th Floor</td>
<td>Contact point for persons contemplating making a claim to the Employment Tribunal.</td>
</tr>
<tr>
<td>Victory House</td>
<td>For assistance in resolving disputes between employers and workers; MIRS has certain statutory conciliation functions.</td>
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<tr>
<td>Prospect Hill</td>
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<td>Douglas</td>
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<td>IM1 1EQ</td>
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<tr>
<td>Tel.: 672942</td>
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<td>Fax.: 687050</td>
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<tr>
<td>Email: <a href="mailto:iro@ir.gov.im">iro@ir.gov.im</a></td>
<td></td>
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<tr>
<td>Web: <a href="http://www.mirs.org.im">www.mirs.org.im</a></td>
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</tbody>
</table>

14.2 Information on sex discrimination published by the Department for Enterprise

The Department publishes the following additional information -

- **The Code of Practice on Sex Discrimination in Employment 2001**

• **Equal Pay for Like Work - Taking a Claim**

• **Fair advertising and the Employment (Sex Discrimination) Act 2000**

• **Genuine Occupational Qualifications - A Good Practice Guide for Employers**

14.3 Other guidance on Isle of Man employment law

The Department publishes a wide range of guides to the Island’s employment law on its website at


14.4 Isle of Man Legislation Web Site

Copies of Isle of Man employment statutes, including the Employment (Sex Discrimination) Act 2000 can be downloaded from the Isle of Man Legislation Web Site at


14.5 Other Useful websites

The website of the [Equality and Human Rights Commission](https://www.equalityhumanrights.com/) and the [ACAS (equality)](https://www.acas.org.uk/) website provide useful guidance on good practice in the practical application of equality legislation. Please be aware, however, that Isle of Man legislation differs to that of the UK in a number if important respects.
Keeping up to date with Employment Law Developments

Information as to developments in employment law can be found here: https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/whats-new/
Feedback

How helpful was this booklet to you? Did it answer your questions? Was it detailed enough? Was it clear? Does it contain any typographical errors? Do you have any comments or suggestions as to how to the Department might improve future editions? Please email your feedback to emplaw@gov.im.
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