



STATUTORY INSTRUMENTS.

S.I. No. 212 of 2025

EMPLOYMENT EQUALITY ACT 1998 (SECTION 20A) (GENDER PAY
GAP INFORMATION) (AMENDMENT) REGULATIONS 2025

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EMPLOYMENT EQUALITY ACT 1998 (SECTION 20A) (GENDER PAY
GAP INFORMATION) (AMENDMENT) REGULATIONS 2025

I, NORMA FOLEY, Minister for Children, Disability and Equality, in exercise of the powers conferred on me by section 20A (inserted by section 2 of the Gender Pay Gap Information Act 2021 (No. 20 of 2021)) of the Employment Equality Act 1998 (No. 21 of 1998) and the Disability, Equality, Human Rights, Integration and Reception (Transfer of Departmental Administration and Ministerial Functions) Order 2020 (S.I. No. 436 of 2020) (as adapted by the Children, Equality, Disability, Integration and Youth (Alteration of Name of Department and Title of Minister) Order 2025 (S.I. No. 181 of 2025)), hereby make the following regulations:

1. (1) These Regulations may be cited as the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.

(2) These Regulations shall come into operation on 31 May 2025.

2. The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (S.I. No. 264 of 2022) are amended -

- (a) in Regulation 2, in the definition of “relevant employer”, by the substitution of “50” for “150”, and
- (b) in Regulation 6(1), by the substitution of “5 months” for “6 months”.



GIVEN under my Official Seal,
27 May, 2025.

NORMA FOLEY,
Minister for Children, Equality and Disability.

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