

**SIGNIFICANT IRISH EMPLOYMENT RIGHTS LEGISLATION  
GIVING EFFECT TO EU OBLIGATIONS**

<b>IRISH LEGISLATION</b>	<b>EU DIRECTIVES</b>
Protection of Employment Act 1977 (Collective Redundancies) (No. 7)	Council Directive 98/59/EC of 20 July 1998 on the approximation of the laws of the Member States relating to collective redundancies. (This Directive consolidates Directives 75/129/EEC and 92/56/EEC).
Protection of Employees (Employers' Insolvency) Acts 1984 to 2004	Directive 2008/94/EC of the European Parliament and of the Council of 22 October 2008 on the protection of employees in the event of the insolvency of their employer (Codified version that consolidates earlier 1980 and 2002 Directives)
Terms of Employment (Information) Acts 1994 and 2001	Council Directive of 14 October 1991 on an employer's obligation to inform employees of the conditions applicable to the contract or employment relationship (91/533/EEC).
Protection of Young Persons (Employment) Act 1996 (No. 16)	Council Directive 94/33/EC of 22 June 1994 on the protection of young people at work.
Transnational Information and Consultation of Employees Act 1996 (No. 20)	Council Directive 94/45/EC of 22 September 1994 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees.
Organisation of Working Time Act 1997 (No. 20)	Directive 2003/88/EC of the European Parliament and the Council of 4 November 2003 concerning certain aspects of the organisation of working time
Protection of Employees (Part-Time Work) Act 2001 (No. 45) Section 20 of the Protection of Employees (Part-Time Work) Act 2001 provides that employment rights' legislation applies to migrant & posted workers with an employment contract in Ireland	Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC.  Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the Posting of Workers in the Framework of the Provision of Services
Protection of Employees (Fixed-Term Work) Act 2003 (No. 29)	Council Directive 1999/70/EC of 28 June 1999 concerning the Framework Agreement on fixed-term work concluded by ETUC, UNICE and CEEP.
Transfer of Undertakings - European Communities (Protection of Employees on Transfer of Undertakings) Regulations 2003) S.I.131	Council Directive 2001/23/EC of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses. (This Directive consolidates earlier Directives 77/187/EC and 98/50/EC).
Employees (Provision of Information and Consultation) Act 2006 (No. 9) [S.I.No 132]	Directive 2002/14/EC of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees in the European Community and Article 3(2) of Council Directive 2001/23 EC of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings , businesses or parts of undertakings or businesses  ** supplemented by Code of Practice on Information and Consultation (Declaration) Order 2008
European Communities (European Public Limited-Liability Company) (Employee Involvement) Regulations 2006 [S.I.No. 623]	Council Directive 2001/86 /EC of 8 October 2001 supplementing the Statute for a European company with regard to the involvement of employees
European Communities (European Cooperative Society) (Employee Involvement)	Council Directive 2003/72/EC of 22 July 2003 supplementing the Statute for a European Cooperative Society with regard to the involvement of employees

<b>IRISH LEGISLATION</b>	<b>EU DIRECTIVES</b>
Regulations 2007 [S.I. No. 259]	
European Communities (Cross-Border Mergers) Regulations 2008 [S.I.No. 157] - Part 3 of which provides for employee involvement	Council Directive 2005/56/EC of 26 October 2005 on cross-border mergers of limited liability companies.
Safety, Health and Welfare at Work Acts 1989 – 2004	Framework Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work
Maternity Protection Acts 1994 and 2004	Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC:
Employment Equality Acts 1998 and 2004	Council Directive 2002/73/EC of 23 September 2002 amending Council Directive 76/207/EC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion and working conditions; Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation [2000] OJ L303/16 Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin [2000] OJ L180/22).
Parental Leave Acts 1998 and 2006	Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC: