



NOTICE OF INVESTIGATION AND TERMS OF REFERENCE

The Equality Commission for Northern Ireland (the Commission) hereby gives Notice, pursuant to Article 58(3) of the Sex Discrimination (Northern Ireland) Order 1976 as amended (SDO), of the holding of a formal investigation into the treatment of pregnant workers and mothers in Northern Ireland workplaces, and the terms of reference for the investigation.

The investigation is in connection with the duties of the Equality Commission for Northern Ireland (ECNI) under Article 54(1) (a) and (b) of the SDO.

Lyn McBriar and Anna Carragher are Investigating Commissioners and, for that purpose, are authorised to exercise any of the functions given to the Commission by Article 57 of the SDO.

The terms of reference for the investigation are as follows:

- To consider the workplace experiences of women following pregnancy.
- To consider the experiences of employers in managing pregnancy and maternity leave, and returning mothers.
- To identify types of good treatment and unfair treatment and/or discrimination.
- To identify barriers to equal treatment in employment for women as a result of pregnancy and motherhood.
- To identify good practice which provides women with equality of opportunity in the workplace.
- To make appropriate recommendations pursuant to Article 60(1) of the SDO as appear to the Commission to be necessary or expedient in light of its findings
- To prepare and publish a report of its Investigation in accordance with Article 60(2) of the SDO.

For the avoidance of doubt, and subject to any revision of the terms in accordance with the Sex Discrimination (Northern Ireland) Order 1976 as

amended, the terms of reference do not confine the investigation to the activities of one or more named persons, and so shall not extend to an investigation of whether any person has committed or is committing an unlawful act for the purposes of Article 58(3).

Lyn McBriar and Anna Carragher
Investigating Commissioners

For and on behalf of the Equality Commission for Northern Ireland

15th January 2015