

# Genuine occupational requirement

Regulation 8 sets out an exception from certain general rules on age discrimination where there is a genuine occupational requirement. It allows an employer, when recruiting for a post, to treat job applicants differently on grounds of their age if possessing a characteristic related to age is a genuine occupational requirement (“GOR”) for that post. An employer may also rely on this exception when promoting, transferring or training persons for a post and when dismissing persons from a post, where a GOR applies in respect of that post.

The only limitation is that it must be proportionate to apply a GOR in that particular case.