
STATUTORY INSTRUMENTS

1976 No. 1182 (C. 36)**NORTHERN IRELAND****The Fair Employment (Northern Ireland) Act 1976
(Commencement) Order 1976***Made - - - 26th July 1976*

In pursuance of section 59(5) and (6) of the Fair Employment (Northern Ireland) Act 1976(a), I hereby order as follows:—

1. This Order may be cited as the Fair Employment (Northern Ireland) Act 1976 (Commencement) Order 1976.

2. In this Order “the Act” means the Fair Employment (Northern Ireland) Act 1976.

3. The provisions of the Act which are specified in the first column of Schedule 1 to this Order (which relate to the matters specified in the second column of that Schedule) shall come into operation on 1st September 1976.

4. The provisions of the Act which are specified in the first column of Schedule 2 to this Order (which relate to the matters specified in the second column of that Schedule) shall come into operation on 1st December 1976.

Merlyn Rees,
One of Her Majesty's Principal
Secretaries of State.

Northern Ireland Office.
26th July 1976.

SCHEDULE 1

PROVISIONS COMING INTO OPERATION ON 1ST SEPTEMBER 1976

Provisions of the Act	Subject matter of provisions
Section 1	Constitution and general duties of the Agency.
Section 2	Educational functions.
Section 3	Meaning of "equality of opportunity".
Section 5	Guide to manpower policy and practice.
Section 37, except subsection (3) ...	Excepted employments, etc.
Section 56(1)	Orders.
Section 57, except subsections (4), (7), (9) and (10)	General interpretation.
Section 58(1), so far as it relates to paragraphs 2, 3 and 4 of Schedule 6	Consequential amendments.
Section 59, except subsection (4) ...	Short title, extent and commencement.
Schedule 1	The Fair Employment Agency for Northern Ireland.
Schedule 6, except paragraph 1 ...	Amendments.

SCHEDULE 2

PROVISIONS COMING INTO OPERATION ON 1ST DECEMBER 1976

Provisions of the Act	Subject matter of provisions
Section 4	The Fair Employment Appeals Board.
Section 6	Declaration of commitment to, and intent to implement, principle of equality of opportunity.
Section 7	The Register of Equal Opportunity Employers and Organisations.
Section 8	Appeal against removal of name from, or refusal to restore name to, the register in certain circumstances.
Section 9	Publication of names of Equal Opportunity Employers and Organisations.
Section 10... ..	Offences in relation to section 7.
Section 11... ..	Survey of employment, etc., patterns.
Section 12... ..	Investigation of employment, etc., practices.
Section 13... ..	Undertaking or directions for remedying of certain practices.
Section 14... ..	Appeal to Appeals Board against directions under section 13.
Section 15... ..	Enforcement by county court of undertaking or directions.
Part III	Unlawful discrimination.
Part IV	Other unlawful acts.
Part V, except section 37(1), (2), (4) and (5)	Exceptions.
Section 43... ..	Restriction on proceedings for contravention of Act.
Section 44... ..	Jurisdiction as to acts done on ships, etc.
Section 45... ..	County court rules and orders.
Section 46... ..	Powers of county court as to injunctions.
Section 47... ..	Execution of order for damages or costs.
Section 48... ..	Appeal from county court.
Section 49... ..	Meaning of "employment in Northern Ireland" and "occupation in Northern Ireland".
Section 50... ..	Application of Act to the Crown.
Section 51... ..	Proceedings against Crown for unlawful discrimination.
Section 52... ..	Disclosure of information by Crown for purposes of investigation or proceedings.
Section 53... ..	Application of Act to the police.
Section 54... ..	Procedure following investigation under section 12 of Minister, government department, certain statutory bodies or statutory officers and police.
Section 55... ..	Service of documents.
Section 56(2) and (3)	Orders and reports.
Section 57(4), (7), (9) and (10)	General interpretation.
Section 58(1), so far as it relates to paragraph 1 of Schedule 6, (2) and (3)	Amendments and extension of enactments, and repeal.
Section 59(4)	Extent.
Schedule 2	The Fair Employment Appeals Board.
Schedule 3	Declaration of Principle and Intent.
Schedule 4	Conduct of appeals by the Appeals Board.
Schedule 5	Conduct of investigations by the Agency.
In Schedule 6, paragraph 1	Amendments.

EXPLANATORY NOTE

(This Note is not part of the Order.)

This Order brings into operation the Fair Employment (Northern Ireland) Act 1976.

The provisions specified in Schedule 1 to the Order are brought into operation on 1st September 1976. These relate to the establishment of the Fair Employment Agency for Northern Ireland, the Agency's educational functions, and the guide to good manpower policy and practice to be published by the Department of Manpower Services for Northern Ireland; they also include certain formal and consequential provisions.

The remaining provisions, which are specified in Schedule 2 to the Order, are brought into operation on 1st December 1976.

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