

Fair Employment (Northern Ireland) Act 1976

CHAPTER 25

FAIR EMPLOYMENT (NORTHERN IRELAND) ACT 1976

PART I

THE FAIR EMPLOYMENT AGENCY FOR NORTHERN IRELAND

- 1 Constitution and general duties of the Commission.
- 2 Educational functions.

PART II

3–15

PART III

UNLAWFUL DISCRIMINATION

General

16 Meaning of "discrimination" and "unlawful discrimination".

Acts of unlawful discrimination

- 17 Discrimination by employers.
- 18 Discrimination against contract workers.
- 19 Discrimination by persons with statutory power to select employees for others.
- 20 Discrimination by employment agencies.
- 21 Discrimination by vocational organisations.
- 22 Discrimination by persons providing training services.

40

41

42

Charities.

Document Generated: 2024-06-04

Status: Point in time view as at 24/09/1996. Changes to legislation: There are currently no known outstanding effects for the Fair

Employment (Northern Ireland) Act 1976 (repealed 1.3.1999). (See end of Document for details)

Discrimination by persons with power to confer qualifications. 23 Complaints of unlawful discrimination 24 Jurisdiction of the Fair Employment Tribunal. 25 Conciliation. 26 Remedies on complaints under section 24. 27 Appeal to Court of Appeal. Help for persons suffering discrimination Help for aggrieved persons in obtaining information etc. 28 Advice and assistance by Commission. 32 Power of court to revise contracts. 32A Restrictions on contracting out. PART IV OTHER UNLAWFUL ACTS Discriminatory advertisements. 34 Accessories and incitement. 35 Liability of employers and principals. 36 Enforcement of s. 33. PART V **EXCEPTIONS** 37 Excepted employments, etc. 37A Provision of training in pursuance of affirmative action. 37B Redundancy. 37C Measures to encourage applications etc. from under-represented community. 38 Review of exception of school teachers. 39 Power to remove or limit exception of school-teachers.

PART VI

MISCELLANEOUS

	Restriction on proceedings
43	
	Supplementary provisions as to the county court
44–46	
47	
48	

Acts done under statutory authority.

Acts done to safeguard national security, etc.

Construction of references to employment or occupation in Northern Ireland

Meaning of "employment in Northern Ireland" and "occupation in Northern Ireland".

Status: Point in time view as at 24/09/1996.

Changes to legislation: There are currently no known outstanding effects for the Fair Employment (Northern Ireland) Act 1976 (repealed 1.3.1999). (See end of Document for details)

Application to the Crown, police and public bodies

- 50 Application of Act to the Crown.
- 51 Proceedings against Crown for unlawful discrimination.
- 52 Disclosure of information by Crown for purposes of investigation or proceedings.
- 53 Application of Act to the police.
- Procedure following investigation under s. 12 of Minister, government department, certain statutory bodies or statutory officers and police.

General

- 55 Service of documents.
- 56 Orders and reports.
- 57 General interpretation.
- 58 Amendments and extension of enactments, and repeal.
- 59 Short title, extent and commencement.

SCHEDULES

SCHEDULE 1 — The Fair Employment Agency for Northern Ireland

Incorporation and status

- 1 The Commission shall continue in existence as a body corporate....
- 2 (1) The Commission is not an emanation of the Crown,...

Tenure of office of members

3 (1) A person shall hold and vacate his office as...

Remuneration of members

4 The Department may pay, or make such payments towards the...

Staff

5 (1) The Commission may with the approval of the Department...

Proceedings

- 6 (1) Without prejudice to any provision of Schedule 1 to...
- 7 The validity of any proceedings of the Commission shall not...

Instruments

- 8 A document purporting to be duly executed under the common...
- 9 Any contract or instrument which, if entered into or executed...

Discharge of functions

- 10 (1) The Commission may authorise the discharge, under the general...
- 11 The Commission may appoint as assessors, to assist—

Expenses and accounts

12 All expenditure incurred by or on behalf of the Commission—...

Status: Point in time view as at 24/09/1996.

Changes to legislation: There are currently no known outstanding effects for the Fair Employment (Northern Ireland) Act 1976 (repealed 1.3.1999). (See end of Document for details)

	13	(1) The Commission shall keep proper accounts in such form
		Annual report
	14	(1) The Commission shall prepare in respect of each financial
SCH	EDU	LES 2,3,4,5. —
	SC	CHEDULE 6 — Amendments The Northern Incland Constitution Act 1073 (c. 36)
		The Northern Ireland Constitution Act 1973 (c.36)
	1	In section 19 of the Northern Ireland Constitution Act 1973
	2	In section 20(2) of that Act (membership of the Standing
		The House of Commons Disqualification Act 1975 (c. 24)
	3	
		The Northern Ireland Assembly Disqualification Act 1975 (c. 25)

4

Status:

Point in time view as at 24/09/1996.

Changes to legislation:

There are currently no known outstanding effects for the Fair Employment (Northern Ireland) Act 1976 (repealed 1.3.1999).