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DRAFT STATUTORY INSTRUMENTS

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**2003 No.**

**The Race Relations Act 1976 (Amendment) Regulations 2003**

**Meaning of employment at establishment in Great Britain**

**11.**—(1) In section 8 of the 1976 Act (meaning of employment at establishment in Great Britain), in subsection (1), for the words “unless the employee” to the end, substitute—

“if the employee—

- (a) does his work wholly or partly in Great Britain; or
- (b) does his work wholly outside Great Britain and subsection (1A) applies”.

(2) After subsection (1) insert—

“(1A) This subsection applies if, in a case involving discrimination on grounds of race or ethnic or national origins, or harassment—

- (a) the employer has a place of business at an establishment in Great Britain;
- (b) the work is for the purposes of the business carried on at that establishment; and
- (c) the employee is ordinarily resident in Great Britain—
  - (i) at the time when he applies for or is offered the employment, or
  - (ii) at any time during the course of the employment.”.