



Race Relations Act 1976 (Repealed)

1976 CHAPTER 74

PART II

DISCRIMINATION IN THE EMPLOYMENT FIELD

Discrimination by employers

8 Meaning of employment at establishment in Great Britain.

- (1) For the purposes of this Part ("the relevant purposes"), employment is to be regarded as being at an establishment in Great Britain unless the employee does his work wholly or mainly outside Great Britain.
- (2) In relation to—
 - (a) employment on board a ship registered at a port of registry in Great Britain; or
 - (b) employment on an aircraft or hovercraft registered in the United Kingdom and operated by a person who has his principal place of business, or is ordinarily resident, in Great Britain, other than an aircraft or hovercraft while so operated in pursuance of a contract with a person who has his principal place of business, or is ordinarily resident, outside the United Kingdom,subsection (1) shall have effect as if the words "or mainly" were omitted.
- (3) In the case of employment on board a ship registered at a port of registry in Great Britain (except where the employee does his work wholly outside Great Britain) the ship shall for the relevant purposes be deemed to be the establishment.
- (4) Where work is not done at an establishment it shall be treated for the relevant purposes as done at the establishment from which it is done or (where it is not done from any establishment) at the establishment with which it has the closest connection.
- (5) In relation to employment concerned with exploration of the sea bed or subsoil or the exploitation of their natural resources, Her Majesty may by Order in Council provide that subsections (1) to (3) shall have effect as if in both subsection (1) and subsection (3) the last reference to Great Britain included any area for the time being

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Changes to legislation: There are currently no known outstanding effects for the Race Relations Act 1976 (Repealed), Section 8. (See end of Document for details)

designated under section 1(7) of the ^{M1}Continental Shelf Act 1964, except an area or part of an area in which the law of Northern Ireland applies.

- (6) An Order in Council under subsection (5) may provide that, in relation to employment to which the Order applies, this Part is to have effect with such modifications as are specified in the Order.
- (7) An Order in Council under subsection (5) shall be of no effect unless a draft of the Order has been laid before and approved by resolution of each House of Parliament.

Modifications etc. (not altering text)

C1 S. 8(1)–(3) extended by S.I. 1987/929, **art. 2**

C2 S. 8(5) extended by [Employment \(Continental Shelf\) Act 1978 \(c. 46\)](#), **s. 1(2)**

Marginal Citations

M1 1964 c. 29.

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