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Human rights at work

A guide to the
Human Rights Act 1998

An AEEU guide
August 2000



AEEU

Amalgamated Engineering and Electrical Union

Human Rights in the workplace

An AEEU Guide to the Human Rights Act 1998

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This guide is designed to provide an introduction to the Human Rights Act that will come fully into force in the UK on 2 October 2000. It was correct at the time of going to press in September 2000 but should not be used as a substitute for advice from your full time official on any particular case.

Introduction

The Human Rights Act 1998 will come fully into force in the UK on 2 October 2000. From that date the European Convention of Human Rights will become a full part of UK law. In Scotland the main provisions have already come into force – effective from May 1999.

Fifty years ago – following World War II - Britain helped enshrine our basic liberties in the European Convention on Human Rights drawn up by the Council of Europe. We were the first country to ratify it in 1951. As the Government's guidance on the Act for public departments' states, "We exported these ideas to Europe and we are now bringing them home."

Until now it has not been possible for UK citizens to enforce these rights without going to the European Court at Strasbourg. From the 1 October 2000 all UK citizens will have the right to claim their rights through UK judges in UK courts.

This guide to the Act comes with a strong health warning. Newspapers and a variety of organisations have asserted that the Act could be a panacea to just about every form of restriction of your personal rights. No law has ever had this effect and there is no reason to believe the Human Rights Act will either. The approach of the Human Rights Court at Strasbourg has been notoriously unfriendly to trade unions, and it is a very real concern that the rights in the Act could be used against employees as well as for them.

However the Act may be a big step forward in reinforcing claims for more family-friendly working hours, greater rights to freedom from unnecessary surveillance and invasion of privacy at work. The AEEU wants to see the Act helping to develop a stronger human rights culture in the UK, both at work and outside the context of employment.

How the new law will work

The Human Rights Act received Royal Assent on 9 November 1998. To implement the Act the Home Secretary signed a Commencement Order on 12 July to bring the law into effect from 2 October.

The AEEU strongly welcomes the Act as the implementation of the Government's commitment to incorporating the European Convention into UK law. The Act has three main effects:

- It makes it unlawful for a public authority to violate the Convention rights, unless an Act of Parliament leaves no choice. This means that while everyone is covered by the Act, it has much bigger implications for employees of the state, for instance NHS staff or teachers.
- It will allow claims based on breach of the European Convention on Human Rights to be made in UK courts and tribunals. UK citizens will no longer have to take them to the European Court in Strasbourg;
- It states that all UK legislation must be given a meaning that fits with the Convention rights, if that is possible. If a court says that it is not possible, it will be up to Parliament to decide what course of action to take. When introducing legislation, Government and Ministers will have to make a statement about the compatibility of the Bill with human rights.

Most legal commentators and campaigners agree that the Act will have a radical and positive impact on UK laws and political culture. However there are many limitations to the Act. More detail on each of the rights enshrined in the Act is given below.

This guide deals only with the ways in which the Act may have an impact on employment law. For more general information on the Act you can contact Sarah Welfare in the Research Department or one of the organisations listed in the "further information" section at the end of this guide.

The European Convention on Human Rights

The Convention, which is incorporated by the Human Rights Act, guarantees a range of political rights and freedoms of the individual against interference by the state. Signatory states to the Convention may not violate the right to life of their citizens, subject them to torture, inhuman or degrading treatment, press them into enforced labour, deprive them of their liberty without due process and compensation, deprive them of access to justice or a fair trial or introduce laws that impose retrospective criminal liability for acts that were innocent at the time they were committed. Individual's rights to privacy, freedom of religion, expression, association and assembly, to marry and found a family, may not be infringed without proper justification. The rights guaranteed by the Convention must be guaranteed to each individual irrespective of sex or race and a range of other grounds.

Before the incorporation of the Convention, individuals in the United Kingdom could only complain of unlawful interference with their Convention rights by lodging a petition with the European Commission of Human Rights in Strasbourg, who itself only refers the case to the European Court for a full hearing if it considers that the complainant has exhausted all his or her local remedies and that a range of other admissibility criteria have been satisfied. This process takes on average five years, from the lodging of a petition to the publication of the Court's judgment. Although this delay was reduced by the merging of the Commission and the Court (this took place in November 1998) the requirement of prior exhaustion of domestic remedies has made the process of litigating rights in Strasbourg an extremely protracted and uncertain business.

The rights in the Act

The list below shows the rights and freedoms which the Human Rights Act incorporates from the European Convention. Some of them are absolute, ie they cannot be interfered with or derogated from, and some are qualified, ie more flexible in certain circumstances. They are:

- the right to life
- freedom from torture or inhuman or degrading punishment
- freedom from slavery, servitude, enforced or compulsory labour

- liberty and security of the person
- the right to a fair trial
- right to no punishment without breach of criminal law
- respect for private and family life
- freedom of thought, conscience and religion
- freedom of expression
- freedom of assembly and association
- right to marry and found a family
- protection of property
- the right to education
- free elections
- no death penalty except in time of war
- freedom from unfair discrimination in the enjoyment of these rights.

The extent of each qualification depends upon the wording of the Convention provisions and or any UK reservations or derogations. For instance article 8 has been amended to give the state a wide scope for interference with the basic right to privacy and family life where this is necessary for the economic well-being of the country for example.

The basic principles are that:

- Individuals will be able to bring a claim based on the Act if they can show that they are a “victim” of the breach of a convention right.
- They can only bring a claim against a public authority (see below)
- All legislation must be interpreted (so far it is possible to do so) in a way which is compatible with Convention rights. The High Court can make a declaration of incompatibility if they find that primary legislation is in breach of the Convention, which may lead to a fast track process to amend it.
- All courts and tribunals in determining questions which arise in connection with a Convention right must take into account judgements of the European Court of Human Rights where they are relevant.

Trade Unions and the Human Rights Act

The Human Rights Act presents many possibilities for trade unions but also possible pitfalls. The TUC has suggested the following questions for unions to bear in mind when looking at how they could use the Act to further rights in the workplace:

- Which types of legal cases should be regarded as a strategic priority for the trade union movement ?
- How can union legal casework and collective bargaining make best use of the Act ?
- What are the opportunities for unions in using the Act in campaigning and publicity work, and organising and recruitment activities ?

The AEEU believes that with such new legislation any cases brought by the unions must be well-directed and well-researched. Otherwise badly judged challenges under the Act which fail could help set bad precedents in case law for others wishing to use the Act to assert their rights. It makes sense for any initial cases to be directed against purely public authorities rather than against a “hybrid” (see below) or private body. Moreover arguments based on the Act could be used to substantiate AEEU arguments in other areas such as surveillance at work for example.

Public or private employer ?

As stated above, the Act makes it unlawful for a “public authority” to violate the Convention rights. This means the Convention will be directly enforceable against public authorities or other organisations exercising public functions. Public authorities are likely to include local and central government, the police and prison services and other key public bodies. However the definition is not clear and will ultimately be for the courts to decide whether an organisation counts as a public authority or not.

It is possible that the regional electricity companies for example, which are privately owned but have public functions and duties, may count as a public authority or a “hybrid” authority, ie with mixed public and private functions. It may therefore be possible for

an employee to present a direct challenge to the company under the Human Rights Act.

The Human Rights Act will not be directly enforceable against the vast majority of private companies. However it will be possible to use it to back up claims under other legislation. And some lawyers have argued that private parties may be covered in some situations because tribunals and courts are themselves public bodies so have a duty to act in a way compatible with the Convention. Another interpretation reads that employing staff is always subsidiary to the public function being carried out so is therefore completely outside the scope of the Act. All this should be borne in mind when reading the rights and freedoms in the Act explained below.

“The right to private and family life” at work

Article eight of the convention lays down that everyone has the right to respect for his private and family life, home and correspondence. There should be no interference with this right by a public authority, except in a number of cases such as national security, public safety or the protection of other’s rights and freedoms.

Surveillance

The high-profile case of *Halford v. UK* 1997 involved the tapping of the Assistant Chief Constable of Merseyside Alison Halford’s telephone at work to tape personal telephone calls with her advisers about her sex discrimination case. The European Court held that Article 8 of the Convention had been breached as they considered Ms Halford had a “reasonable expectation of privacy for such calls.” By the same reasoning this could be extended to other forms of surveillance such as close circuit television and monitoring of other forms of communication such as emails.

In the *Halford* case it was clear that this was an extreme case of invasion of privacy in which the employer had “bugged” her phone to obtain evidence to use in the tribunal case, having assured her that she could use the telephone line in question in private. Where an employer warns employees that they are under surveillance or otherwise obtains their consent, a breach of Article 8 would be less likely.

However the huge growth in surveillance at work means that there are likely to be cases brought under Article 8 when the Act becomes law in October. The Act may well strengthen the protection given under the recent Data Protection Act 1998, which became law in March 1999. The kinds of surveillance that could possibly come under the scope of this Article – and the new Data Protection Act - include:

- The secret monitoring of employees' working time, or secret filming of employees absent from work for use in personal injury cases for example
- Surveillance of emails or internet use without the consent or knowledge of the employee.

The AEEU has published a guide to the Data Protection Act, available from Sarah Welfare in the Research Department, which provides further information on surveillance and data at work.

Right to family life

The other main impact of article eight could be to reinforce the obligation of employers to allow workers to be able to lead a family life. For instance the refusal of an employer to accommodate a mother returning to work by allowing them to work part time on their return could be a possible target for cases under this article. UK caselaw on this subject has been ambiguous and based solely on indirect sex discrimination claims – it is possible that the Human Rights Act may reinforce claims for both men and women to be able to assert their right to enjoy a family life, unless they can show some objective justification why this cannot be the case. In his guide to the Human Rights Act Christopher Baker states that, "There seems no reason why Article 8 should not be relied upon by a working father to require his employer to adopt working arrangements that facilitate the care of (and enjoyment of time with) his child."

Freedom of expression at work

The right to freedom of expression in Article 10 of the Convention deals with all forms of expression, whether they are verbal, written or otherwise. The Convention right allows states to impose

restrictions, such as the right to prevent the dissemination of propaganda or opinions upholding racial supremacy or hatred.

There are a number of ways in which this right may be relevant to the workplace. There have been some cases under Article 10 of the Convention that deal with dress codes, and it is possible that the Human Rights Act may be used to challenge dress codes at work. There have also been cases on this subject in British law, where as Christopher Baker explains, “English law acknowledges an employee’s right to freedom of expression, but it will always attempt to achieve a balance with competing interests, in this case the need of the employer to determine what is best for the business.”

Another area where the Act could be relevant is whistle-blowing. Factors which have been taken into account on this issue in Strasbourg cases include whether the right to freedom of information overrides a contractual clause restricting the dissemination of information by an employee, the substance of the allegations, the seniority of the employee or whether the whistleblower is justified by a pressing need to protect the employer” business interests, customers or other employees for instance.

The Act includes the right to freedom of thought, conscience and religion as well as expression. Religious freedom and freedom of conscience under Article 9 could strengthen arguments for time off for religious purposes.

The right to a fair trial

Article 6 of the Convention asserts that “in the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law.” In relation to situation at work the reference to “civil rights and obligations” is the most relevant part and it is possible that this could apply to an employment tribunal or disciplinary hearing. It broadly means private law as opposed to public law, but this is not a familiar concept in British law. It is possible that this article could prove useful in establishing the right to a proper grievance or disciplinary procedure, or at least help unions to assert the new right in the Employment Relations Act to accompaniment by a

trade union official at these procedures. This Article also provides the right to free provision of interpreters for people unable to speak English, or are visually or hearing impaired. At the moment there is no provision in employment tribunal rules for this facility.

Other individual issues

There are a number of other areas where it is conceivable that the Act could form the basis of a case or be used in conjunction with other legislation. It is possible that Article 4, dealing with the prohibition of slavery and forced labour, could form the basis of a case relating to long working hours.

Waiver of Convention rights

It has been established in caselaw from the Strasbourg courts that it is possible for Convention rights to be waived, as long as this is done in clear and unequivocal terms. This is important as it is possible that an employer may require employees to sign contracts of employment specifically excluding Convention rights, such as freedom of speech, for example.

Collective and Trade union rights

In the UK and the Irish Republic the right to join a trade union is already enshrined in British law. Whereas the AEEU welcomes the rights under Article 11 to freedom of assembly and association, the attitude of the Convention institutions to this right has been very limited with regard to trade union rights. The TUC has expressed the concern that employers may attempt to use the right of non-association with trade unions established by past European Court cases to undermine the new right to statutory trade union recognition in the 1999 Employment Relations Act. However the article backs up the right under the Employment Relations Act to be accompanied by a trade union representative at grievance and disciplinary hearings.

Freedom from discrimination

At present in Britain there is no general right to equality and people can only complain of discrimination in certain defined situations covered by existing discrimination legislation.

There are serious gaps in UK legislation concerning discrimination. There is no legislation against age discrimination, sexual orientation, or on the grounds of religious belief or political opinion (apart from specific legislation in Northern Ireland).

The European model of equality is based on equal treatment of people rather than equality of outcome. Present EC law only contains provisions to prevent discrimination on the grounds of gender and nationality. The Council of Europe's Social Charter is wider in the scope of its equality provisions.

The Amsterdam Treaty introduces a new Article 6a [13] in to the EC treaty, which will enable the European Community to 'take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.'

Article 26 of the International Convention on Civil and Political Rights not only requires states to prohibit discrimination but also to take affirmative action to diminish or eliminate conditions which cause or perpetuate discrimination.

There is only limited protection against discrimination in the European convention of Human Rights. Articles of the Convention most relevant to equality issues include:

- the right to respect for private and family life (Article 8)
- freedom of thought consciousness and religion (Article 9)
- Freedom of expression (Article 10)
- prohibition of discrimination in the enjoyment of convention rights (Article 14)

Article 14 protects people against discrimination with respect to the rights and freedoms set out else where in the convention.

These articles will prove crucial to the AEEU in developing and securing improved anti discrimination legislation in respect of

maternity and parental leave, racial discrimination and religious discrimination, and discrimination on the grounds of sexuality.

It is possible that the Government will be establishing a Human Rights Commission as there is in Northern Ireland. The AEEU wants to see that commission working in addition to the existing Equal Opportunities Commission, the Commission for Racial Equality and the Disabled Rights Commission. That will ensure that enough resources are provided to deal with discrimination in the work place and to develop a new human rights culture in Britain.

Where do we go from here ?

At the time of writing it is very unclear what effect the Human Rights Act will have on UK law, particularly in relation to the workplace. It is likely that there will continue to be contradictory case law and opinions arising from the Act when it is in force as the rights of the Convention are very much open to interpretation.

However the Act represents an exciting step forward in strengthening protection for human rights in the UK and the AEEU believes that is a positive step towards a human rights culture.

AEEU representatives should contact their full time official if they think that it may be relevant to the situation in their workplace. Appendix 2 gives other ways in which you can get more information on the new Act. You should also consider the effects of other recent legislation such as the Employment Relations Act or the Data Protection Act as the rights in the Human Rights Act overlap with many of the provisions of existing legislation.

APPENDIX 1

The Articles of the Convention

Reproduced below are the articles of the Convention which have been incorporated into the Human Rights Act, as they appear in the Act. Not all of them are implemented fully – some are qualified by any UK reservations or derogations.

Article 2 Right to Life

1. Everyone's right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:
 - (a) in defence of any person from unlawful violence;
 - (b) in order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
 - (c) in action lawfully taken for the purpose of quelling a riot or insurrection.

Article 3 Prohibition Of Torture

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

Article 4 Prohibition Of Slavery And Forced Labour

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labour.
3. For the purpose of this Article the term "forced or compulsory labour" shall not include:

- (a) any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;
- (b) any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;
- (c) any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
- (d) any work or service which forms part of normal civic obligations.

Article 5

Right To Liberty And Security

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:
 - (a) the lawful detention of a person after conviction by a competent court;
 - (b) the lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
 - (c) the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;
 - (d) the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
 - (e) the lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
 - (f) the lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.

2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.
5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.

Article 6

Right To A Fair Trial

1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.
3. Everyone charged with a criminal offence has the following minimum rights:
 - (a) to be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;

- (b) to have adequate time and facilities for the preparation of his defence;
- (c) to defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;
- (d) to examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;
- (e) to have the free assistance of an interpreter if he cannot understand or speak the language used in court.

Article 7

No Punishment Without Law

1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.

Article 8

Right To Respect For Private And Family Life

1. Everyone has the right to respect for his private and family life, his home and his correspondence.
2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

Article 9

Freedom Of Thought, Conscience And Religion

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.
2. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

Article 10

Freedom of Expression

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.

Article 11

Freedom of Assembly and Association

1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or

public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

Article 12
Right to Marry

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

Article 14
Prohibition of Discrimination

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Article 16
Restrictions on Political Activity of Aliens

Nothing in Articles 10, 11 and 14 shall be regarded as preventing the High Contracting Parties from imposing restrictions on the political activity of aliens.

Article 17
Prohibition of Abuse of Rights

Nothing in this Convention may be interpreted as implying for any State, group or person any right to engage in any activity or perform any act aimed at the destruction of any of the rights and freedoms set forth herein or at their limitation to a greater extent than is provided for in the Convention.

Article 18
Limitation on use of Restrictions on Rights

The restrictions permitted under this Convention to the said rights and freedoms shall not be applied for any purpose other than those for which they have been prescribed.

Part II - The First Protocol

Article 1 Protection of Property

Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law. The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

Article 2 Right to Education

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

ARTICLE 3 Right to Free Elections

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature.

Part III The Sixth Protocol

Article 1 Abolition of The Death Penalty

The death penalty shall be abolished. No one shall be condemned to such penalty or executed.

Article 2
Death Penalty in Time of War

A State may make provision in its law for the death penalty in respect of acts committed in time of war or of imminent threat of war; such penalty shall be applied only in the instances laid down in the law and in accordance with its provisions. The State shall communicate to the Secretary General of the Council of Europe the relevant provisions of that law.

Appendix 2

Getting further information

If you would like more information on the contents of this guide you can contact Sarah Welfare in the Research Department at Head Office (email: s.welfare@headoffice.aeeu.org.uk) or Siobhan Endean in the Equalities Development Unit (email: s.endean@headoffice.aeeu.org.uk).

A special unit at the Home Office has been set up with the aim of ensuring the successful implementation of the Act and developing the UK's position under various Human Rights Treaties.

The Human Rights Unit

Home Office
Public Enquiry Team
Room 856
50, Queen Anne's Gate
London SW1H 9AT
Tel: 020 7273 4000

There is some useful information on their website at: <http://www.homeoffice.gov.uk/hract/> and you can email them at: humanrightsunithomeoffice.gsi.gov.uk

You can find the text of the declaration, up-to-date caselaw and pending cases on the website of the European Court of Human Rights at Strasbourg at: <http://www.echr.coe.int>

Other organisations which may be able to help:

Liberty

21 Tabard Street
London SE1 4LA
Tel 020 7403 3888

Scottish Human Rights Centre

146 Holland Street
Glasgow G2 4NG
Tel 0141 332 5960

Northern Ireland Human Rights Commission
Temple Court
Belfast BT1 1NA
Tel: (00 44) (0) 1232-243 987
Email: nihrc@belfast.org.uk

Lucy Anderson, Employment Rights Officer
TUC
Great Russell Street
London WC1B 3LS
www.tuc.org.uk



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Home Office
BUILDING A SAFE, JUST
AND TOLERANT SOCIETY



Human Rights Unit

Welcome to the Home Office Human Rights Unit pages. The Human Rights Unit's main responsibility is to ensure the successful implementation of the Human Rights Act 1998, which incorporates into UK law rights and freedoms guaranteed by the European Convention on Human Rights. The Unit also maintains and develops the UK's position under various Human Rights Treaties.

- [Policy Statements, News Releases, Parliamentary Questions, Speeches](#)
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