

No. 5181

INTERNATIONAL LABOUR ORGANISATION

Convention (No. 111) concerning discrimination in respect of employment and occupation. Adopted by the General Conference of the International Labour Organisation at its forty-second session, Geneva, 25 June 1958

Official texts: English and French.

Registered by the International Labour Organisation on 17 June 1960.

ORGANISATION INTERNATIONALE DU TRAVAIL

Convention (n° 111) concernant la discrimination en matière d'emploi et de profession. Adoptée par la Conférence générale de l'Organisation internationale du Travail à sa quarante-deuxième session, Genève, 25 juin 1958

Textes officiels anglais et français.

Enregistrée par l'Organisation internationale du Travail le 17 juin 1960.

No. 5181. CONVENTION¹ (No. 111) CONCERNING DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION. ADOPTED BY THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANISATION AT ITS FORTY-SECOND SESSION, GENEVA, 25 JUNE 1958

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-second Session on 4 June 1958, and

Having decided upon the adoption of certain proposals with regard to discrimination in the field of employment and occupation, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention, and

Considering that the Declaration of Philadelphia affirms that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, and

Considering further that discrimination constitutes a violation of rights enunciated by the Universal Declaration of Human Rights,²

adopts this twenty-fifth day of the year one thousand nine hundred and fifty-eight the following Convention, which may be cited as the Discrimination (Employment and Occupation) Convention, 1958 :

Article 1

1. For the purpose of this Convention the term "discrimination" includes—

(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the

¹ In accordance with article 8, the Convention came into force on 15 June 1960, twelve months after the date on which the ratifications of two Members had been registered with the Director-General of the International Labour Office. Thereafter, the Convention shall come into force for any Member twelve months after the date on which its ratification has been registered. The ratifications on behalf of the following Members have been registered with the Director-General of the International Labour Office on the dates indicated :

Israel	12 January 1959	Norway	24 September 1959
Iraq	15 June 1959	Portugal	19 November 1959
Liberia	22 July 1959	United Arab Republic	10 May 1960
Tunisia	14 September 1959		

² United Nations, *Official Records of the Third Session of the General Assembly, Part I* (A/810), p. 71.

effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

- (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.

2. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

3. For the purpose of this Convention the terms "employment" and "occupation" include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

Article 2

Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.

Article 3

Each Member for which this Convention is in force undertakes, by methods appropriate to national conditions and practice—

- (a) to seek the co-operation of employers' and workers' organisations and other appropriate bodies in promoting the acceptance and observance of this policy;
- (b) to enact such legislation and to promote such educational programmes as may be calculated to secure the acceptance and observance of the policy;
- (c) to repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy;
- (d) to pursue the policy in respect of employment under the direct control of a national authority;
- (e) to ensure observance of the policy in the activities of vocational guidance, vocational training and placement services under the direction of a national authority;
- (f) to indicate in its annual reports on the application of the Convention the action taken in pursuance of the policy and the results secured by such action.

Article 4

Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right