



Treaty Series No. 53 (2001)

## Convention

concerning

# Discrimination in respect of Employment and Occupation (ILO 111)

Geneva, 25 June 1958

[The United Kingdom instrument of ratification was deposited on 8 June 1999  
and the Convention entered into force for the United Kingdom on 8 June 2000]

*Presented to Parliament  
by the Secretary of State for Foreign and Commonwealth Affairs  
by Command of Her Majesty  
November 2001*

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**CONVENTION CONCERNING DISCRIMINATION IN RESPECT OF  
EMPLOYMENT AND OCCUPATION**

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,

adopts this twenty-fifth day of June 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 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 to appeal to a competent body established in accordance with national practice.

#### ARTICLE 5

1. Special measures of protection or assistance provided for in other Conventions or Recommendations adopted by the International Labour Conference shall not be deemed to be discrimination.

2. Any Member may, after consultation with representative employers' and workers' organisations, where such exist, determine that other special measures designed to meet the particular requirements of persons who, for reasons such as sex, age, disablement, family responsibilities or social or cultural status, are generally recognised to require special protection or assistance, shall not be deemed to be discrimination.

#### ARTICLE 6

Each Member which ratifies this Convention undertakes to apply it to non-metropolitan territories in accordance with the provisions of the Constitution of the International Labour Organisation.

#### ARTICLE 7

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

#### ARTICLE 8

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

#### ARTICLE 9

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

#### ARTICLE 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisation of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

#### ARTICLE 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

#### ARTICLE 12

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

### ARTICLE 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—
  - (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;
  - (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

### ARTICLE 14

The English and French versions of the text of this Convention are equally authoritative.

#### RATIFICATIONS, ACCESSIONS, EFFECTIVE DATES AND DECLARATIONS

<i>State</i>	<i>Action</i>	<i>Date</i>	<i>Effective Date</i>
Afghanistan	Ratification	01 Oct 1969	01 Oct 1970
Albania	Ratification	27 Feb 1997	27 Feb 1998
Algeria	Ratification	12 Jun 1969	12 Jun 1970
Angola	Ratification	04 Jun 1976	04 Jun 1977
Antigua and Barbuda	Ratification	02 Feb 1983	02 Feb 1984
Argentina	Ratification	18 Jun 1968	18 Jun 1969
Armenia	Ratification	29 Jul 1994	29 Jul 1995
Australia	Ratification	15 Jun 1973	15 Jun 1974
Austria	Ratification	10 Jan 1973	10 Jan 1974
Azerbaijan	Ratification	19 May 1992	19 May 1993
Bahamas	Ratification	14 Jun 2001	14 Jun 2002
Bahrain	Ratification	26 Sep 2000	26 Sep 2001
Bangladesh	Ratification	22 Jun 1972	22 Jun 1973
Barbados	Ratification	14 Oct 1974	14 Oct 1975
Belarus	Ratification	04 Aug 1961	04 Aug 1962
Belgium	Ratification	22 Mar 1977	22 Mar 1978
Belize	Ratification	22 Jun 1999	22 Jun 2000
Benin	Ratification	22 May 1961	22 May 1962
Bolivia	Ratification	31 Jan 1977	31 Jan 1978
Bosnia and Herzegovina	Ratification	02 Jun 1993	02 Jun 1994
Botswana	Ratification	05 Jun 1997	05 Jun 1998
Brazil	Ratification	26 Nov 1965	26 Nov 1966
Bulgaria	Ratification	22 Jul 1960	22 Jul 1961
Burkina Faso	Ratification	16 Apr 1962	16 Apr 1963
Burundi	Ratification	25 Jun 1993	25 Jun 1994
Cambodia	Ratification	23 Aug 1999	23 Aug 2000
Cameroon	Ratification	13 May 1988	13 May 1989
Canada	Ratification	26 Nov 1964	26 Nov 1965
Cape Verde	Ratification	03 Apr 1979	03 Apr 1980
Central African Republic	Ratification	09 Jun 1964	09 Jun 1965
Chad	Ratification	29 Mar 1966	29 Mar 1967
Chile	Ratification	20 Sep 1971	20 Sep 1972
Colombia	Ratification	04 Mar 1969	04 Mar 1970
Congo	Ratification	26 Nov 1999	26 Nov 2000
Costa Rica	Ratification	01 Mar 1962	01 Mar 1963
Cote d'Ivoire	Ratification	05 May 1961	05 May 1962

<i>State</i>	<i>Action</i>	<i>Date</i>	<i>Effective Date</i>
Croatia	Ratification	8 Oct 1991	8 Oct 1992
Cuba	Ratification	26 Aug 1965	26 Aug 1966
Cyprus	Ratification	02 Feb 1968	02 Feb 1969
Czech Republic	Ratification	01 Jan 1993	01 Jan 1994
Democratic Republic of the Congo	Ratification	20 Jun 2001	20 Jun 2002
Denmark	Ratification	22 Jun 1960	22 Jun 1961
Dominica	Ratification	28 Feb 1983	28 Feb 1984
Dominican Republic	Ratification	13 Jul 1964	13 Jul 1965
Ecuador	Ratification	10 Jul 1962	10 Jul 1963
Egypt	Ratification	10 May 1960	10 May 1961
El Salvador	Ratification	15 Jun 1995	15 Jun 1996
Eritrea	Ratification	22 Feb 2000	22 Feb 2001
Ethiopia	Ratification	11 Jun 1966	11 Jun 1967
Finland	Ratification	23 Apr 1970	23 Apr 1971
France	Ratification	28 May 1981	28 May 1982
Gabon	Ratification	29 May 1961	29 May 1962
Gambia	Ratification	04 Sep 2000	04 Sep 2001
Georgia	Ratification	22 Jun 1993	22 Jun 1994
Germany	Ratification	15 Jun 1961	15 Jun 1962
Ghana	Ratification	04 Apr 1961	04 Apr 1962
Greece	Ratification	07 May 1984	07 May 1985
Guatemala	Ratification	11 Oct 1960	11 Oct 1961
Guinea	Ratification	01 Sep 1960	01 Sep 1961
Guinea-Bissau	Ratification	21 Feb 1977	21 Feb 1978
Guyana	Ratification	13 Jun 1975	13 Jun 1976
Haiti	Ratification	09 Nov 1976	09 Nov 1977
Honduras	Ratification	20 Jun 1960	20 Jun 1961
Hungary	Ratification	20 Jun 1961	20 Jun 1962
Iceland	Ratification	29 Jul 1963	29 Jul 1964
India	Ratification	03 Jun 1960	03 Jun 1961
Indonesia	Ratification	07 Jun 1999	07 Jun 2000
Islamic Republic of Iran	Ratification	30 Jun 1964	30 Jun 1965
Iraq	Ratification	15 Jun 1959	15 Jun 1960
Ireland	Ratification	22 Apr 1999	22 Apr 2000
Israel	Ratification	12 Jan 1959	12 Jan 1960
Italy	Ratification	12 Aug 1963	12 Aug 1964
Jamaica	Ratification	10 Jan 1975	10 Jan 1976
Jordan	Ratification	04 Jul 1963	04 Jul 1964
Kazakhstan	Ratification	06 Dec 1999	06 Dec 2000
Kenya	Ratification	07 May 2001	07 May 2002
Korea, Republic of	Ratification	04 Dec 1998	04 Dec 1999
Kuwait	Ratification	01 Dec 1966	01 Dec 1967
Kyrgyzstan	Ratification	31 Mar 1992	31 Mar 1993
Latvia	Ratification	27 Jan 1992	27 Jan 1993
Lebanon	Ratification	01 Jun 1977	01 Jun 1978
Lesotho	Ratification	27 Jan 1998	27 Jan 1999
Liberia	Ratification	22 Jul 1959	22 Jul 1960
Libyan Arab Jamahiriya	Ratification	13 Jun 1961	13 Jun 1962
Lithuania	Ratification	26 Sep 1994	26 Sep 1995
Luxembourg	Ratification	21 Mar 2001	21 Mar 2002
Madagascar	Ratification	11 Aug 1961	11 Aug 1962
Malawi	Ratification	22 Mar 1965	22 Mar 1966
Mali	Ratification	02 Mar 1964	02 Mar 1965
Malta	Ratification	01 Jul 1968	01 Jul 1969
Mauritania	Ratification	08 Nov 1963	08 Nov 1964
Mexico	Ratification	11 Sep 1961	11 Sep 1962
Moldova, Republic of	Ratification	12 Aug 1996	12 Aug 1997
Mongolia	Ratification	03 Jun 1969	03 Jun 1970
Morocco	Ratification	27 Mar 1963	27 Mar 1964
Mozambique	Ratification	06 Jun 1977	06 Jun 1978

<i>State</i>	<i>Action</i>	<i>Date</i>	<i>Effective Date</i>
Nepal	Ratification	19 Sep 1974	19 Sep 1975
Netherlands	Ratification	15 Mar 1973	15 Mar 1974
New Zealand	Ratification	03 Jun 1983	03 Jun 1984
Nicaragua	Ratification	31 Oct 1967	31 Oct 1968
Niger	Ratification	23 Mar 1962	23 Mar 1963
Norway	Ratification	24 Sep 1959	24 Sep 1960
Pakistan	Ratification	24 Jan 1961	24 Jan 1962
Panama	Ratification	16 May 1966	16 May 1967
Papua New Guinea	Ratification	02 Jun 2000	02 Jun 2001
Paraguay	Ratification	10 Jul 1967	10 Jul 1968
Peru	Ratification	10 Aug 1970	10 Aug 1971
Philippines	Ratification	17 Nov 1960	17 Nov 1961
Poland	Ratification	30 May 1961	30 May 1962
Portugal	Ratification	19 Nov 1959	19 Nov 1960
Qatar	Ratification	18 Aug 1976	18 Aug 1977
Romania	Ratification	06 Jun 1973	06 Jun 1974
Russian Federation	Ratification	04 May 1961	04 May 1962
Rwanda	Ratification	02 Feb 1981	02 Feb 1982
Saint Kitts and Nevis	Ratification	25 Aug 2000	25 Aug 2001
Saint Lucia	Ratification	18 Aug 1983	18 Aug 1984
San Marino	Ratification	19 Dec 1986	19 Dec 1987
Sao Tome and Principe	Ratification	01 Jun 1982	01 Jun 1983
Saudi Arabia	Ratification	15 Jun 1978	15 Jun 1979
Senegal	Ratification	13 Nov 1967	13 Nov 1968
Seychelles	Ratification	23 Nov 1999	23 Nov 2000
Sierra Leone	Ratification	14 Oct 1966	14 Oct 1967
Slovak Republic	Ratification	01 Jan 1993	01 Jan 1994
Slovenia	Ratification	29 May 1992	29 May 1993
Somalia	Ratification	08 Dec 1961	08 Dec 1962
South Africa	Ratification	05 Mar 1997	05 Mar 1998
Spain	Ratification	06 Nov 1967	06 Nov 1968
Sri Lanka	Ratification	27 Nov 1998	27 Nov 1999
Sudan	Ratification	22 Oct 1970	22 Oct 1971
Swaziland	Ratification	05 Jun 1981	05 Jun 1982
Sweden	Ratification	20 Jun 1962	20 Jun 1963
Switzerland	Ratification	13 Jul 1961	13 Jul 1962
Syrian Arab Republic	Ratification	10 May 1960	10 May 1961
Tajikistan	Ratification	26 Nov 1993	26 Nov 1994
The Former Yugoslav Republic of Macedonia	Ratification	17 Nov 1991	17 Nov 1992
Togo	Ratification	08 Nov 1983	08 Nov 1984
Trinidad and Tobago	Ratification	26 Nov 1970	26 Nov 1971
Tunisia	Ratification	14 Sep 1959	14 Sep 1960
Turkey	Ratification	19 Jul 1967	19 Jul 1968
Turkmenistan	Ratification	15 May 1997	15 May 1998
Ukraine	Ratification	04 Aug 1961	04 Aug 1962
United Arab Emirates	Ratification	28 Jun 2001	28 Jun 2002
United Kingdom	Ratification	08 Jun 1999	08 Jun 2000
Uruguay	Ratification	16 Nov 1989	16 Nov 1990
Uzbekistan	Ratification	13 Jul 1992	13 Jul 1993
Venezuela	Ratification	03 Jun 1971	03 Jun 1972
Vietnam	Ratification	07 Oct 1997	07 Oct 1998
Yemen	Ratification	22 Aug 1969	22 Aug 1970
Yugoslavia	Ratification	24 Nov 2000	24 Nov 2001
Zambia	Ratification	23 Oct 1979	23 Oct 1980
Zimbabwe	Ratification	23 Jun 1999	23 Jun 2000



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