

# Chapter 3 - Discrimination

## Key points

- Treatment of workers in terms of hiring, compensation, access to training, promotion, termination and retirement.
- Existence of anti-discrimination procedures.

---

*The purpose of the ILO Convention no. 111, article 1 (1) (a) is the elimination of all discrimination in employment and occupation through the progressive development of equality of opportunity and treatment in law and practice.*

---

---

*“Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent trust, non-self-governing or under any other limitation of sovereignty” - Universal Declaration of Human Rights, Article 2, 1948.*

---

## Discrimination

**Discrimination** refers to “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.” — *ILO Convention No. 111, Article 1 (1) (a).*



## ILO Conventions and UN Declaration

- [Universal Declaration of Human Rights, Article 2, 1948.](#)
- [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

### About the ILO Convention No. 111, Article 1 (1) (a).

- The Convention sets out seven grounds of discrimination: race, colour, sex, religion, political opinion, national extraction and social origin, and foresees the inclusion of any other grounds, after consultation with representative employers’ and workers’ organizations and other appropriate bodies.
- It applies to all sectors of activity and covers all occupations and employment in both the public and private sectors, as well as in the informal economy. It covers not only wage-employment, but also unpaid, contributing family work, and independent and own-account work.
- It protects not only those who are employed or engage in an occupation, but also those who prepare for work, seek work or risk losing their work. The protection covers all stages of the employment cycle.
- Special measures of protection or assistance designed to meet the particular requirements of people recognized to require such measures due to, for example, sex, age, disablement, family responsibilities or social or cultural status, are not deemed to be discrimination.