

No. 2907. CONVENTION (No. 103) CONCERNING MATERNITY PROTECTION (REVISED 1952). ADOPTED BY THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANISATION AT ITS THIRTY-FIFTH SESSION, GENEVA, 28 JUNE 1952<sup>1</sup>

---

No. 5181. 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<sup>2</sup>

---

No. 8279. CONVENTION (No. 122) CONCERNING EMPLOYMENT POLICY. ADOPTED BY THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANISATION AT ITS FORTY-EIGHTH SESSION, GENEVA, 9 JULY 1964<sup>3</sup>

---

#### RATIFICATIONS

*Instruments registered with the Director-General of the International Labour Office on:*

23 October 1979

ZAMBIA

(With effect from 23 October 1980.)

---

<sup>1</sup> United Nations, *Treaty Series*, vol. 214, p. 321; for subsequent actions, see references in Cumulative Indexes Nos. 3, 5, 7, and 10 to 12, as well as annex A in volumes 904, 974, 1003 and 1141.

<sup>2</sup> *Ibid.*, vol. 362, p. 31; for subsequent actions, see references in Cumulative Indexes Nos. 4 to 12, as well as annex A in volumes 833, 857, 866, 885, 951, 954, 960, 972, 974, 1015, 1023, 1031, 1035, 1038, 1041, 1050, 1098 and 1136.

<sup>3</sup> *Ibid.*, vol. 569, p. 65; for subsequent actions, see references in Cumulative Indexes Nos. 8 to 12, as well as annex A in volumes 833, 851, 885, 958, 960, 972, 976, 996, 1003, 1010, 1015, 1031, 1035, 1041, 1050, 1055, 1066, 1106, 1111 and 1138.