Ref. SMG/135.16

The Permanent Mission of the Republic of the Sudan to the United Nations Office and other International Organizations in Geneva presents its compliments to the Office of the High Commissioner for Human Rights (OHCHR), and with reference to the letter of Mr. Juan Pablo Bohoslavsky, the UN Independent Expert on foreign debt and human rights dated 27 July 2016 regarding contribution for the preparation of the his upcoming thematic report for the 34th Session of the Human Rights Council, has the honor to enclosed herewith the Sudan’s contribution on the report.

The Permanent Mission of the Republic of the Sudan to the United Nations Office and other International Organizations in Geneva avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights (OHCHR) the assurances of its highest consideration.

Geneva, 10 October 2016

Office of the High Commissioner for Human Rights (OHCHR)
Palais Wilson, 52 Rue des Paquis
GENEVA
Email: ieforeigndebt@ohchr.org, registry@ohchr.org
Questionnaire

Q 1

b) Changes to the national Labor law?

Proposal of Labour law project has been made which participated all the stakeholders (SWTUF, SBLEF) campaigned by Regional and international Labour standards and it is in the final stage.

c) Changes to the system collective bargaining

Full coverage of bargain mechanisms tripartite committee for wages, national advisory committee for labour standards, also the government is about to study the national agreement No.144 of tripartite consultations.

d) Freezing or reduction of minimum wage

Wages in public sectors:

There is a permanent council concerning wages studies. Higher council for wages established due to cabinet decree No. 480 year 1991 as a tripartite system (SWTUF/SBLEF, and MOL). The cabinet has special law 2604.

Higher council for wages objective:

- Contribute on setting comprehensive policies, stable and justice wage in bath public and private sectors considering the economic and social factors in the state.
- Equal pay for equal work.
- Wage as production in incentive to make job stability.
- Suggestion the minimum wages.
- Follow up changes in economic and social.
- Linking wages with cost of living.
- Periodical Review to minimum wages and Allowances.
Wages Subsidies:

- Workers Food Subsidies.
- Workers Cooperative Subsidies.
- Activate Social Solidarity.
- Removal the limit of Personal income tax.
- Removal the limit of Zakat.
- Continuous increasing in pensions wages.

Thus there are specific and consolidated policies for wages in the country:

1. Equal wages in all Sudan.
2. Equal pay for equal work.
3. Equal pay for women with men.
5. Wages and pensions periodical review.
6. Commitment with consolidated wages schedule as minimum for public sector.

Wages in private sectors:

In Sudan in private sector the wages determined through collective agreement.

The minimum wages law 1974 features:

- All workers men and women their age not less than 16 years and working in any firm. Article No (1, 3).
- Nothing in the law prevents the firm to pay benefits for workers more than minimum wages, article No. (1,6).

Nothing in the law affects acquired workers rights.
- The law guarantees administrative and judicial protection for minimum wages.

Wages committees and service conditions law – 1976

There are many workers in private sector have special wages conditions need to processing, e.g. workers inside and outside the ships (Dockers). Article No (1,4).

So according to that no freezing or reduction of minimum wage.

Q 5

B) Right to collective bargaining

There are extending mechanisms for consultsations that lead to stability of collective bargaining mechanisms:

D) Right to just and favorable conditions of work has a positive impact on child law 2010 agreement No (182), child labour law.

G) Non-discrimination in employment

The constitution guarantees non-discrimination in wages and after that comes the labour law and the two agreements No (111,100). Which Sudan has approved on.

Q 6

Non-standards work contracts.

D) Labour contracts are not matching with labour law?

Labour law is identical with ILO standard including labour law.

Q 8

H) How did the reform, affect the inclusion, exclusion of women in the labour market?

- Sudan constitution for 2005 article No (1,32) concerning rights document.
The state guarantees the full enjoyment of all human rights, particularly economic, social and cultural rights for both men and women, the collective agreement handling wages in private sector 2014, 2015, 2016, and 2017.
## توصيات برفع الحد الأدنى للاجور خلال الفترة من (2000-2009)م

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<th>الأجور العمالي</th>
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مصادر البيانات الجهاز المركزي للإحصاء.

ولكم فائق الشكر والتقدير.

نادية عبد المطلب موسي

ع: الأمين العام المكلف