

**Tripartite Meeting on the Future of Employment  
in the Tobacco Sector**Geneva  
24-28 February 2003

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**Resolution concerning the employment  
of women in the tobacco sector**

The Tripartite Meeting on the Future of Employment in the Tobacco Sector,

Having met in Geneva from 24 to 28 February 2003,

Noting that in the manufacturing industry, women are often employed in manual and repetitive tasks and in precarious forms of employment and are therefore often the first affected by restructuring programmes, by the elimination of jobs and changes in working conditions,

Noting on the other hand that within this same context, jobs are being created in developing, emerging and transition countries,

Recalling that the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up include a commitment to eliminate gender discrimination in employment and occupation,

Adopts this twenty-eighth day of February 2003 the following resolution<sup>1</sup>:

The Tripartite Meeting on the Future of Employment in the Tobacco Sector invites the Governing Body of the International Labour Office to:

- (1) Appeal to member States to:
  - (a) take measures aiming at eliminating discrimination on the basis of gender in rationalization of the tobacco sector by encouraging enterprises involved in any form of restructuring which affects employment levels or working conditions to implement training programmes aimed at the acquisition of skills related to new technologies and at enhancing the future employability of workers who have been made redundant;
  - (b) take measures aiming at eliminating discrimination on the basis of gender in the tobacco sector where employment is being created by encouraging enterprises to promote equal employment opportunities for men and women including by organizing work in such a way that it responds to the needs of parents, and by

<sup>1</sup> This resolution has not yet been examined by the Governing Body of the ILO in accordance with established procedures and therefore cannot be considered as definitive.

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implementing training programmes aimed at putting men and women on an equal footing with respect to skills related to new technologies;

- (c) promote the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up and relevant Conventions (Nos. 100 and 111) on equality and non-discrimination.

(2) Request the Director-General of the ILO to:

- (a) Collect data country-by-country on employment in the tobacco sector including the number of women in the sector in absolute figures and percentages, the types of jobs they can be found in and their earnings levels, to assist the tripartite partners in identifying possible patterns of discrimination which need to be eliminated.