

# ► ILO Project Brief

Supported by



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## PROJECT RESULTS OVERVIEW

### Skills Development and Responsible Business Conduct for Transition Project in Thailand

#### Key areas of work

- Skills development for increased employability and productivity.
- Promotion of responsible business principles through skills development.
- Adherence to international labour standards on skills development and responsible business conduct.

## BACKGROUND

The automotive manufacturing sector in Thailand is undergoing significant transformations, largely driven by technological advancements and the shift towards electric and other low-carbon vehicles. Against this backdrop, the two-year Project in Thailand has focused on upgrading workers' skills for these transitions, while aligning business practices with international labour standards and the United Nations' Guiding Principles on Business and Human Rights. As a result, the capacity of Thailand's automotive manufacturing sector to navigate industry transformations and an evolving environment of business responsibility requirements has been strengthened.

## PROJECT DURATION:

April 2023 – March 2025 (24 months)

## TARGET BENEFICIARIES

- Enterprises and employers' organizations
- Workers
- Policy makers
- Technical and Vocational Education and Training institutions

## PARTNERS:

- Ministry of Labour, line ministries/agencies
- Employers' and business membership organizations (EBMOs) and sector associations
- Trade unions
- Industry stakeholders and institutional investors



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## IMPACT AT A GLANCE

- More than 25 consultation, capacity building and knowledge sharing workshops conducted to identify sector-specific skills development and training needs and develop targeted solutions for promoting the adoption of responsible business conduct (RBC). 5 key knowledge tools developed and validated in collaboration with national and sectoral stakeholders
- More than 80 automotive sector enterprises directly reached during project implementation.
- More than 500 beneficiaries reached through the activities and pilots conducted.
- Partnerships established with key sectoral employers' organizations, such as the Thai Auto-Parts Manufacturing Association, to assist enterprises in the automotive manufacturing supply chain through the adoption of tools developed by the project.
- Thousands of beneficiaries, including small and medium-sized enterprises (SMEs) and workers in the automotive manufacturing supply chain, anticipated to be reached in the long term through the adoption of tools.



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*"Ensuring access to reskilling and upskilling opportunities is critical to supporting just transitions for those workers who are, or will be, affected by increased automation and digitization and a shift to a greener and sustainable economy," said Xiaoyan Qian, DWT/CO Director, ILO*

## KEY TOOLS AND KNOWLEDGE PRODUCTS DEVELOPED

### 1. Report: Navigating transformational changes and transitions: The skills development and employment landscape in Thailand's automotive manufacturing sector.

A report was developed to explore the evolving landscape of skills development and employment within Thailand's automotive manufacturing industry, providing a detailed overview of the current and emerging trends affecting Thailand's automotive manufacturing sector. Key findings include:

- Automation, digitalization and increased demand of electrical vehicles are emerging as major trends within the manufacturing processes of Thailand's automotive industry.
- Digital, green and soft skills, along with higher level technical skills, are in high demand.
- The integration of RBC principles into business operations demands greater emphasis in continuous learning and skills development.
- There is a need for a strategic evaluation of the skills development framework within the manufacturing subsector to address current and future skill shortages.
- This will require a collaborative approach among industry stakeholders, educational bodies and the Government to ensure that the workforce transitions effectively into the emerging technological paradigm, thereby securing the sector's growth and sustainability.

Learn more [here](#) and access the full report [here](#).

### 2. Training guide: Skills development and responsible business conduct – Fundamental Principles and Rights at Work, skills for digital transformation and skills for environmental sustainability

A training guide was designed to support workers and businesses, particularly SMEs, in improving productivity while adhering to RBC standards to achieve inclusive and sustainable growth.

Beneficiaries of the training include enterprises, employers' and workers' organizations and public training institutions.

The modules are designed to equip trainees with fundamental knowledge on three thematic areas:

► **Fundamental Principles and Rights at Work**

This module facilitates a common understanding of the ILO's Fundamental Principles and Rights at Work (FPRW) and how these increase workers' protection while supporting the productivity and competitiveness of enterprises.

► **Skills for digital transformation**

This module increases knowledge on the impact of digital technologies in the world of work, and how these can contribute to increased productivity and inclusive growth, while improving understanding on how digital tools can enhance sustainable work practices and productivity, including improved occupational safety and health.

► **Skills for environmental sustainability**

This module increases knowledge on environmental challenges and the role workers and enterprises play in addressing them, while facilitating a common understanding of energy efficiency and effective resource management practices, and the development of innovative sustainable practices.

Learn more [here](#).

policies for career progression/development for workers and human resource planning for enterprises.

The occupational map can be used by government and sectoral employers' and workers' organizations, employers and workers.

Learn more [here](#).



To ensure that workers can successfully adapt to new roles and functions, careful planning for reskilling and upskilling is paramount. The map provides a critical resource for the sector, laying the foundations for initiating skills-focused responses to the anticipated changes in the industry

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Skills and Future of Work, ILO /  
Bangkok

### 3. Mapping tool: Occupational map of Thailand's automotive manufacturing sector

In response to the automotive manufacturing sector's rapidly evolving occupations and skills needs, a qualifications and occupational map has been developed as a strategic tool to facilitate skills identification and matching and facilitate sustainable workforce transitions, focusing on six national qualification levels and related occupations, and 18 functional areas.

The tool strengthens the capacities of employers and workers to adapt to the changing nature of jobs in the sector, and will support the design of strategies and

### 4. In-company trainers manual - Dual Vocational Training system

To strengthen the capacity of enterprises to deliver effective work-based learning, while ensuring greater protection for apprentices in line with ILO's Quality Apprenticeship Recommendation, 2023 (No. 208), the national in-company trainers manual was revised in collaboration with Thailand's Office of Vocational Education Commission (OVEC).

The training manual is designed to improve the quality of work-based learning as a pathway to decent work, promote lifelong learning, enhance the resilience and adaptability of workers and prevent and address labour rights violations in the sector.

Going forward, the training will be rolled out by Thailand's OVEC to their network of over 100 trainers.

The alignment of on- the job training in the sector with ILO's guidance on apprenticeships will not only benefit workers and employers, it will ensure adherence to international labour standards that are critical for participation in global trade.

## 5. Online training courses on business and decent work and human rights

Online training courses offered by the ILO International Training Centre (ILO-ITC) on business and human rights and the promotion of decent work have been tailored to support Thailand's automotive manufacturing sector as it navigates significant industry transformations. The training is now available in Thai and offered at no cost to industry stakeholders.

The self-guided training modules are designed for government officials, employers' and workers' organizations and enterprise managers, focusing on two key areas: business and decent work, and the labour dimension of national action plans (NAPs) on business and human rights.

Learn more [here](#) and [here](#).



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*"Our pilot training programmes were observed by specialists from academia who showed interest in adopting and applying this curriculum into their own teaching. This will address issues regarding the supply chain, so all the new workforce can learn the standard knowledge from this curriculum", said Teerasak Yuphech, Director of the Automotive Human Resources Development Academy (AHRDA).*