



## Technical meeting on the future of work in the automotive industry

Geneva, 15–19 February 2021

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### ▶ Draft points for discussion

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1. What challenges and opportunities have arisen in the automotive industry as a result of technological advances, climate change, globalization, demographic shifts and other drivers of change, including the coronavirus disease (COVID-19) pandemic?
2. What policies and measures have worked, what has not worked, and what needs to be done to address these decent work challenges and opportunities?
3. What recommendations can be made for future action by the International Labour Organization and its Members (governments, employers' and workers' organizations) regarding the promotion of decent work, productivity and sustainability in the automotive industry?

## Annex

### Point for discussion 1:

The Meeting may wish to discuss challenges and opportunities in the industry at large as well as those relating to the four strategic objectives of the Decent Work Agenda as set out in the ILO Declaration on Social Justice for a Fair Globalization (2008):

- employment (including, productivity, skills development and lifelong learning);
- social protection (including social security, safety and health, wages, hours and other conditions of work);
- international labour standards and fundamental principles and rights at work; and
- social dialogue.

With non-discrimination and gender equality considered to be cross-cutting issues in the aforementioned strategic objectives.

### Point for discussion 2:

The Meeting may wish to discuss this point in the framework of the human-centred approach set out in the ILO Centenary Declaration for the Future of Work (2019):

- A. Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:
  - (i) the effective realization of gender equality in opportunities and treatment;
  - (ii) effective lifelong learning and quality education for all;
  - (iii) universal access to comprehensive and sustainable social protection; and
  - (iv) effective measures to support people through the transitions they will face throughout their working lives.
- B. Strengthening the institutions of work to ensure adequate protection of all workers [...], taking into account:
  - (i) respect for their fundamental rights;
  - (ii) an adequate minimum wage, statutory or negotiated;
  - (iii) maximum limits on working time; and
  - (iv) safety and health at work.
- C. Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all through:
  - (i) macroeconomic policies that have those aims as their central objective;
  - (ii) trade, industrial and sectoral policies that promote decent work, and enhance productivity;
  - (iii) investment in infrastructure and in strategic sectors to address the drivers of transformative change in the world of work;
  - (iv) policies and incentives that promote sustainable and inclusive economic growth, the creation and development of sustainable enterprises, innovation, and the transition from the informal to the formal economy, and that promote

the alignment of business practices with the objectives of [the Centenary] Declaration; and

- (v) policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work.

**Point for discussion 3:**

When discussing recommendations for future action by governments and social partners, the Meeting may wish to consider:

- the role of governments and social partners in implementing the 2030 Agenda for Sustainable Development;
- the ILO Declaration on Fundamental Principles and Rights at Work (1998), the ILO Declaration on Social Justice for a Fair Globalization (2008), Tripartite declaration of principles concerning multinational enterprises and social policy (MNE Declaration) - 5th Edition (2017), and the ILO Centenary Declaration for the Future of Work (2019);
- the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015) and the critical role of tripartism and social dialogue;
- the options for governments and social partners to forecast future skills needs and to adopt and implement coherent frameworks for skills development, technical and vocational education and training (TVET) and for upskilling, re-skilling and lifelong learning, with the full involvement of the ILO's constituents;
- the promotion of international labour standards and fundamental principles and rights at work as both rights and enabling conditions that are necessary for the full realization of all of the strategic objectives of the Decent Work Agenda;
- to request the Office to develop and share knowledge on decent work in the automotive industry;
- to request the Office to design and implement development cooperation programmes and projects to advance decent work in the automotive industry; and
- to request the Office to continue to strengthen collaboration with other international organizations in this regard.