

CII Business Delegation member Ms. [Seema Arora](#), Deputy Director General at [Confederation of Indian Industry](#), was a panel member in a session on 'Equitable workforce transition in the auto industry: Perspectives from India and US' at [COP28](#).

This session highlighted invaluable insights on what is needed to make a just, efficient and equitable transition within the Auto Industry, with an emphasis on MSMEs. Ms. Arora highlighted the need for an integration between the private sector and government policies, to work towards a just transition, with a special focus on policies that bring in the ones who have not been included thus far.

She believes it is the whole ecosystem - including OEMs, their upstream and downstream partners and the government, that will need to move together in tandem, to achieve a just transition for the whole sector, and not just in silos of excellence.

**EQUITABLE WORKFORCE TRANSITION IN THE AUTO INDUSTRY:
PERSPECTIVES FROM INDIA AND U.S.**

CII
Confederation of Indian Industry

**COP28
UAE**

Key Highlights from the Session >>



Ms Seema Arora

Deputy Director General,
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Confederation of Indian Industry



Integrating the Entire Ecosystem - No one size fits all.

There is a need for various types of solutions and frameworks, to integrate the entire ecosystem together - including MSMEs.

The Responsibility of Large Companies

OEMs have the responsibility of supporting and building capacity of the entire value chain to make the transition in a just, effective and equitable.

The Eco Edge Initiative

CII's Eco Edge program works on training and capacity building for value chains of large companies, where the OEMs select their upstream and downstream partners to be a part of the program.



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Addressing the Gaps

(i) Financing

MSMEs don't have access to financing, even if they want to make the transition. There is a need to come up with financial instruments and make them accessible to MSMEs.

(ii) Skilling

There is a need for skilling of both, managers as well as workers. Additionally, it is essential to be inclusive at this stage, rather than retrofitting those who have been excluded from the transition, at a later stage.