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MEETING DOCUMENT

From: General Secretariat of the Council
To: Working Party on Competitiveness and Growth (Industry)

Subject: Charter for Work and Learning in Industry 4.0 - Powerpoint presentation (Comcpco WP 3.12.2020)
Charter for Work and Learning

Aim and structure

From Mission Statement to Charter

The Charter embodies the shared beliefs and values of the Working Group "Work and Training" of the Plattform Industrie 4.0.

The purpose of the four core statements in the Charter is to provide normative orientation in the design of work and training in the digitalised world of work.

The Charter is based on three central pillars of people, organisation and technology.

Through the Charter, the Plattform I 4.0 reaffirms its commitment to social sustainability, as already set out in its Mission Statement 2030.
The Charter was drafted in a **collaborative process** by HR representatives, training managers, works councils and social partners belonging to the Working Group.

In order to incorporate a broad variety of perspectives, the Working Group shared the draft Charter with members of its external expert network and invited them to submit feedback.

Currently, the Charter is under consultation in the Plattform. It will be adopted in February 2021.
Charter for Work and Learning

4 core statements

Working in industry 4.0 is characterised by the greater autonomy and participation of the workforce in change processes and by the preservation and cultivation of workers' capacity to learn and act.

Agile companies react flexibly and directly to the demands of the digital transformation. New forms of work and learning culture support workers in dealing successfully with the dynamics of industry 4.0.

The participation of employees and their representatives contributes to more value creation, innovation and economic progress in companies. Social partnership in companies promotes employability and job security.

New technologies have an impact on an innovative and competitive industry 4.0. They are to be used in a socially, ecologically and economically sustainable manner, having due regard to occupational health and safety.
Thank you for your attention!