

ASEAN FUTURE OF WORK CONFERENCE

12 MAY 2022

PROVISIONAL PROGRAMME

Central Theme:

“Navigating Labour Market Recovery: A Balancing Act for Businesses, Workers and Governments”

Conference Synopsis:

The 2022 ASEAN Future of Work Conference is back for its third run as part of the award-winning HR Tech Festival Asia. As the world of work seeks to recover from the pandemic, speakers from regional Governments, unions, and the private sector will share practical insights to ensure that recovery strategies put people first. They will also discuss how to work together to balance stakeholders’ needs and interests in adapting to new business models and ways of working amidst the COVID-19 pandemic. These include the growing adoption of flexible work arrangements and artificial intelligence technologies in human resource management, as well as the growth of the platform economy. We have organised esteemed panels to discuss these important topics:

1. The Future of AI in HR: Balancing Innovation, Ethics and Governance
2. Successful Flexible Work Arrangements: Managing the Trade-offs between Remote and Onsite Work
3. Strengthening Labour Protections for Platform Workers: A Delicate Balance Between Protecting Workers and Promoting Enterprise Competitiveness
4. Employability or Employment: Supporting Our Youth for the Best Start at Work

Indicates plenary - merging with HR Tech Festival Asia 2022 track

| Time (GMT +8/SGT time) | | ASEAN FoW Conference Programme | |
|-------------------------------|--|--|--|
| 9.00AM | | Opening Address (15 mins) | |
| – | | | |
| 9:15AM | | <u>Speaker:</u> <ul style="list-style-type: none">• Mr Heng Swee Keat, Deputy Prime Minister and Coordinating Minister for Economic Policies, Singapore | |
| 9:15AM | | [Panel Discussion] The Future of AI in HR: Balancing Innovation, Ethics and Governance (60 mins) | |
| – | | | |
| 10:15AM | | <u>Synopsis:</u> <ul style="list-style-type: none">• The COVID-19 pandemic has accelerated digital transformation in ASEAN, including the adoption of Artificial Intelligence (AI). AI has the potential to be a game changer in redefining the future of work and workforce management. On the other hand, there are concerns, in particular with its use in HR functions. <p>This panel will discuss the opportunities and challenges as HR practitioners increasingly adopt and harness AI in their work. A key focus will be to explore the individual and collective roles of tripartite partners and how AI can be a force for progressive HR practices in</p> | |

| | |
|----------------------------------|---|
| | <p>recruitment, talent acquisition and management. Some questions that could be discussed include:</p> <ol style="list-style-type: none"> 1. With the increasing reach and impact of AI, how can we ensure AI is used responsibly and ethically that ensures fairness and fosters trust and confidence to realise its full potential? 2. How can AI be adopted in the workplace to empower workers and enhance job quality, workplace inclusiveness, health and safety? <p><u>Moderator:</u> A/Prof Hahn Jungpil, Deputy Director (AI Governance), AI Singapore</p> <p><u>Speakers:</u></p> <ol style="list-style-type: none"> 1. Poon King Wang, Director, Lee Kuan Yew Centre for Innovative Cities (LKYCIC), Singapore University of Technology and Design 2. Nina Alag Suri, CEO, XOPA AI 3. Susan Cheong, Managing Director & Group Head of Talent Acquisition & Talent Management; Singapore HR Head, DBS Bank Ltd |
| <p>10:15AM – 10:30AM</p> | <p>Conference Break (15 mins)</p> |
| <p>10:30AM – 11:30AM</p> | <p>[Panel Discussion] Successful Flexible Work Arrangements: Managing the Trade-offs between Remote and Onsite Work (60 mins)</p> <p><u>Synopsis:</u></p> <ul style="list-style-type: none"> • The pandemic has brought about new norms in the way we work. Businesses, workers, and Governments are increasingly seeing flexible work as a permanent feature of our workplace. Managing a hybrid workforce often means that businesses are able to combine the advantages of flexible remote work with the collaboration opportunities of face-to-face onsite work. However, to ensure successful flexible work arrangements, businesses and workers have to balance trade-offs. Businesses may be able to increase productivity and better compete for talent with remote work, but they also risk creating in-group and out-group dynamics between those who work remotely and those who work onsite. In addition, workers may find that flexible work improves job satisfaction, but risk burnout as the boundaries between work and personal life blur. <p>This panel will discuss the challenges and best practices to balance the needs of businesses and their workers under flexible work models, as well as the trade-offs between remote and onsite work. Some questions that could be discussed include:</p> <ol style="list-style-type: none"> 1. What do you think is the future of flexible workplaces? What excites you and what are the key considerations or concerns on employers' mind as they make the shift? 2. How can businesses best apply flexible work arrangements, given that their employees would have different preferences and personal circumstances? 3. How can businesses balance the worker's preferred work-from-home arrangements while reintroducing the camaraderie of a thriving |

| | |
|----------------------------------|--|
| | <p>workplace? How can they also avoid creating a two-tier system in which people working in the office are valued and rewarded more than are those working more from home?</p> <p><u>Moderator:</u> Jason Seng, Partner, People Advisory Services, Ernst & Young Advisory Pte Ltd</p> <p><u>Speakers:</u></p> <ol style="list-style-type: none"> 1. Deanna Ong, Chief People Officer, GIC 2. Yeo Wan Ling, Director, NTUC U Women and Family and U SME |
| <p>11:30AM – 12:30PM</p> | <p>[Panel Discussion] Strengthening Labour Protections for Platform Workers: A Delicate Balance Between Protecting Workers and Promoting Enterprise Competitiveness (60 mins)</p> <p><u>Synopsis:</u></p> <ul style="list-style-type: none"> • The working conditions of platform workers engaged in delivery and transport services have been in the spotlight during this COVID period. Despite their reliance on platforms for job assignments, prices and directions on how to complete their assigned tasks, these workers generally have less access to employment benefits compared with individuals engaged in standard employment. As more individuals take up platform work and some at a young age, policymakers are now grappling with the challenge of implementing policies that will provide stronger labour protection for platforms workers while not stifling innovation. <p>This panel will discuss the challenges and opportunities of strengthening labour protections for those engaged in delivery and transport services. Some questions that could be discussed include:</p> <ol style="list-style-type: none"> 1. How has COVID-19 affected platforms and the markets they serve, and the work experiences of platform workers? How will this change when the pandemic subsides? 2. What are some approaches that countries have taken to strengthen labour protection for platform workers? What are the pros and cons of these approaches? 3. How can governments, unions and platform businesses work together to ensure that relevant policies strike the right balance between labour protection and enterprise competitiveness? <p><u>Moderator:</u> Prof Hoon Hian Teck, Dean, School of Economics, Singapore Management University</p> <p><u>Speakers:</u></p> <ol style="list-style-type: none"> 1. Dr Uma Rani, Senior Economist, Research Department, International Labour Organization 2. Yean Cheong, Executive Director, SGTech 3. Yin Qia, Division Chief, Rights Protection Department, All-China Federation of Trade Unions (ACFTU) |

| | |
|------------------------|--|
| 12:30PM – 1:30PM | Conference Break (60 mins) |
| 1:30PM – 2:30PM | <p>[Panel Discussion] Employability or Employment: Supporting Our Youth for the Best Start at Work (60 mins)</p> <p><u>Synopsis:</u></p> <ul style="list-style-type: none"> • For many years now, technological advancements and the 4th Industrial Revolution have presented both opportunities and challenges for the employment of young people. In addition, the onset of the COVID-19 pandemic further exacerbated youth unemployment in the ASEAN region. As the pandemic constrained labour demand, many youths struggled with transitioning from irregular and informal work to decent employment or finding their first jobs. <p>This panel will discuss the challenges that youths face balancing education and training opportunities, which are often unpaid but provide the foundation for meaningful employment opportunities long term, with the need to seek immediate employment that may have poorer career prospects. Some questions that could be discussed include:</p> <ol style="list-style-type: none"> 1. What roles can the government, unions and employers play to help youths secure meaningful employment opportunities with long-term prospects and/or paid traineeships? 2. How might the public, people, private and education sectors work together to support youths to take on diverse career opportunities, entrepreneurial roles, as well as to prevent employment mismatch? <p><u>Moderator:</u> Cheryl Lim, Partner, McKinsey & Company</p> <p><u>Speakers:</u></p> <ol style="list-style-type: none"> 1. Nicole Anne Kahn Parreño, Policy and Advocacy Officer, Secretariat, Trade Union Congress of the Philippines 2. Anthony Choong, Head of International Business, Glints |
| 2:30PM | End of ASEAN Future of Work Conference |