



Asia-Pacific
Economic Cooperation

Advancing Free Trade
for Asia-Pacific Prosperity

APEC Economic Policy Report 2021

Structural Reform and the
Future of Work



Annex A:

Individual Economy Reports¹

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¹ The terms such as “national”, “nation” used in the text are for purposes of this report and do not imply the “political status” of any APEC member economy.

AEPR 2021: Structural Reform and the Future of Work

INDIVIDUAL ECONOMY REPORT (IER) QUESTIONNAIRE

The 2021 AEPR on Structural Reform and the Future of Work aims to build capability in APEC economies to identify and implement structural reform and support policies towards an inclusive and sustainable transition to the future of work. The AEPR will provide an opportunity for APEC economies to assess what impact rapidly changing technology and COVID-19 have had on the region's labour markets; share information and compare innovative policy approaches to the challenges posed by future of work trends and the pandemic; and inform the Economic Committee's planned work programme on future of work issues.

This IER Questionnaire seeks to gather information on the APEC region's structural reform policy environment as it relates to addressing pre-existing future of work challenges; tackling the immediate challenges from COVID-19; anticipating medium- to long-term labour market trends; and building resilience to unpredictable future disruptions. It seeks to gather economy-level responses on: the challenges posed by rapidly changing technology on the region's labour markets; the impacts of and responses to COVID-19; key structural reforms and policy responses and gaps in structural and legislative frameworks; approaches to data collection, monitoring, and evaluation of structural policies; and APEC's role in structural reform and the future of work.

For the purposes of the questionnaire, structural reforms for the future of work are policy reforms, initiatives, or programmes relating to the employment, labour, social protection, or skills development/education sectors whose aim is to address skills gaps, income uncertainty, and job precarity while promoting productivity and innovation. Policies are in scope if their ultimate aim is to contribute to the development and promotion strong, balanced, inclusive, sustainable, innovative and secure economic growth.

We encourage economies to include links to online material, where referenced in their responses.

Questionnaire

1.	<u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?
2.	<p><u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
3.	<u>COVID-19 policies and initiatives:</u> Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?
4.	<p><u>Data, measurement, and monitoring:</u> How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
5.	<u>Best practices:</u> Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?
6.	<u>Action Plans:</u> Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If

	your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.
7.	<u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?

AUSTRALIA

1.	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>Changes to technology, automation and digitalisation have been impacting the Australian economy and labour market over decades. This has led to evolutionary rather than revolutionary changes in employment which have largely been managed through adjusting and modernising existing mechanisms.</p> <p>Some population cohorts and regions are at higher risk of adverse consequences from future of work related trends. These include workers who do not have the skills required by areas of employment growth and regions where employment is relatively concentrated in sectors at risk of being downsized. A range of supports are available to these groups and regions, such as assistance with retraining, employment services and regional development measures.</p> <p>COVID-19 interacted with our labour market and future of work issues by accelerating the digitalisation of workplaces and take up of working from home arrangements for those who are able to do so.</p> <p>In terms of ensuring positive trends for the future of work in our economy, the Australian government is focused on ensuring workers are able to adjust to change by providing opportunities for reskilling, connecting them to other job opportunities and providing extra support for individuals and communities most in need.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>The Australian Government has a range of programs and policies to assist workers who might be facing displacement or changes as a result of the future of work:</p> <ul style="list-style-type: none"> - New Employment Services Model: The Australian Government is transforming employment services in Australia, investing AUD 5.9 billion over the next four years to implement a <i>New Employment Services Model</i> replacing <i>jobactive</i> from 1 July 2022. The new model will deliver a modern and sophisticated service, where job-ready job seekers can self-manage through Digital Services. This will allow for increased investment to be targeted to job seekers most in need, who will receive tailored services delivered by Enhanced Services providers. <p>Australia is undertaking substantial reforms to its training system so that it meets the needs of employers. Recently announced training measures include are noted in the answer to question 3.</p> <p>In the 2021-22 Budget, the Australian Government also announced a number of employment and skills measures to assist in the following areas:</p>

	<ul style="list-style-type: none"> ○ Wage Subsidies <ul style="list-style-type: none"> • The current AUD 6,500 wage subsidies available to all businesses who hire an eligible job seeker through <i>jobactive</i>, <i>Transition to Work</i> and <i>ParentsNext</i> will be increased to AUD 10,000 from 1 July 2021. This includes subsidies for young people, parents, and long-term participants in employment services, and provides eligible job seekers with greater opportunities to move into work. From July 2022, all wage subsidies will also be more flexible to meet employer needs. ○ Business Startups <ul style="list-style-type: none"> • Investing an extra AUD 129.8 million over four years to provide greater support and flexibility for job seekers wanting to start up their own businesses. Under the new model, up to 12,000 places will now be on offer as part of <i>New Business Assistance</i> with the <i>New Enterprise Incentive Scheme</i>. • Increasing the number of places available in 2020-21 to support job seekers wanting to start up their own business. ○ Jobs in Regional Areas <ul style="list-style-type: none"> • Expanding the <i>Local Jobs Program</i> through a AUD 213.5 million investment across four years, to a further 26 Employment Regions, so that it covers all 51 Employment Regions across Australia. This program has also been extended to 30 June 2025. • Investing AUD 6.2 million to hold up to 26 <i>Jobs Fairs</i> from June 2021 to June 2022.
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>1. JobKeeper Payment: The AUD 89 billion <i>JobKeeper Payment</i> implemented in the early stages of the pandemic was the largest single fiscal measure in Australia's history. The <i>JobKeeper Payment</i> kept employees connected to their employers, playing a pivotal role in the resilience of the Australian economy and labour market during the downturn and recovery.</p> <p>Eligible businesses received AUD 1500 per fortnight per eligible employee until 27 September 2020. Businesses were required to pay eligible employees an amount equivalent to the <i>JobKeeper Payment</i> each fortnight. The Payment was extended to 28 March 2021, with eligibility for businesses re-tested and two tiers of payment introduced.</p> <p><i>JobKeeper</i> supported over 3.8 million individuals, including employees and eligible business participants, and over one million organisations from March to September 2020. The Reserve Bank of Australia has estimated that <i>JobKeeper</i> reduced total employment losses by at least 700,000 at the peak of the crisis (April–July 2020).</p> <p>As health restrictions eased and economic conditions improved, the temporary and targeted <i>JobKeeper Payment</i> ended on 28 March 2021.</p> <p>2. Investment into the skills and training sector: the Australian Government has provided significant support to the vocational education and training sector to not only</p>

	<p>help to rebuild the economy in response to the COVID-19 pandemic by creating a more skilled and flexible workforce and ensure that Australians have the skills they need for the jobs that emerge in the future.</p> <p>Part of this investment includes the established of the AUD 1 billion <i>JobTrainer Fund</i>, with funding matched between the Commonwealth and federal and territory governments. The Australian Government is also delivering more apprenticeships to help build a pipeline of skilled workers needed for the Australian economy. As part of its COVID-19 Economic Response, the Australian Government put in place its <i>Supporting Apprentices and Trainees</i> program to ensure apprentices and trainees already in work remain engaged and are in a position to support the economic recovery by paying eligible businesses a 50 per cent wage subsidy through to 31 March 2021. The Government through its <i>Boosting Apprenticeship Commencements</i> program will also pay businesses a 50 per cent wage subsidy over 12 months for newly commencing apprentices or trainees engaged between 5 October 2020 and 31 March 2022.</p> <p>These programs are mostly targeted to the immediate recovery and at this stage are not intended to extend beyond the pandemic.</p> <p>3. Coronavirus Supplement: The Government established a new, time-limited <i>Coronavirus Supplement</i> paid at a fortnightly rate of AUD 550 from 27 April 2020 to 24 September 2020, AUD 250 from 25 September 2020 to 31 December 2020 and AUD 150 from 1 January to 31 March 2021, to support individuals through the economic impact of the COVID-19 pandemic. The amount of the <i>Coronavirus Supplement</i> was adjusted to reflect gradually improving economic conditions. Over AUD 20.5 billion in <i>Coronavirus Supplement</i> payments were made to eligible income support recipients.</p> <p>The Government also temporarily expanded eligibility criteria, adjusted income tests and the income nil rate period, waived asset tests, waiting periods, evidentiary requirements and mutual obligation requirements for income support payments, and provided two separate AUD 750 Economic Support Payments to eligible income support recipients and concession card holders in March and July 2020, and two additional AUD 250 payments in December 2020 and March 2021.</p> <p>The <i>Coronavirus Supplement</i> provided additional income support for individuals to cushion the economic impact of the pandemic.</p> <p>Most of the temporary welfare system settings implemented during the height of the pandemic have now ceased:</p> <ul style="list-style-type: none"> • The Coronavirus Supplement ended on 31 March 2021. • Asset testing was reinstated from 25 September 2020. • The Newly Arrived Resident's Waiting Period and Seasonal Work Preclusion Period were reintroduced on 1 April 2021; however the ordinary Waiting Period continues to be waived until 30 June 2021. • The relaxed partner income test reverted to pre-COVID settings from 1 April 2021.
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment

	<ul style="list-style-type: none"> - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>The Australian Bureau of Statistics monitors labour forces trends using a range of surveys and other data sources, with labour market information being regularly published on its website (www.abs.gov.au). Information on the frequency and methodology used is also available on the ABS website.</p> <p>The National Skills Commission (NSC) undertakes a range of work to monitor skills shortages. The NSC also develops projections of future employment trends. These resources are published on its website (www.nationalskillscommission.gov.au) and are regularly updated. Information on the methodologies used is also available on the NSC's website.</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	Please refer to the answer to question 2.
7.	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>APEC's Human Resources Development Working Group and its networks play a useful role by providing a forum for governments of member economies to share information on current and expected labour market and skills trends and their policy responses. In doing so, it complements the roles filled by the International Labour Organization, OECD and Group of 20, all of which have also had a focus on the future of work over recent years and have also facilitated discussions, information sharing and joint research projects. It is desirable for APEC to focus on where it can add best value.</p>

BRUNEI DARUSSALAM

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

Through a whole of economy approach, Brunei Darussalam has taken swift measures in containing the spread of COVID- 19, as well as measures to address the impacts and challenges of the pandemic. These measures focuses on maintaining the well-being of the public; protecting and providing support for individuals; and supporting and assisting businesses. A year since the implementation of these measures, in 2020, Brunei Darussalam saw a positive growth in its GDP and a rise in local employment. The economy grew by 1.2 per cent which was attributed to an increase in the non-oil & gas sector by 9.0 per cent, in support of the economic diversification efforts.

In line with the GDP growth, Brunei Darussalam is also seeing positive growth in local employment. From May 2020 onwards, there is an increase in job demands from several industrial sectors, particularly wholesale and retail trade and mining and quarrying. Due to COVID-19, restrictions of labour mobility across borders that limits foreign recruitment has increased the number and rate of local recruitment which is backed up by a positive increase in labour participation rate. By the end of 2020, over 12,000 locals had successfully secured new jobs. However, there was a small number of locals who had lost their jobs due to COVID-19 particularly in the impacted sectors.

Brunei Darussalam also saw a high number of non-local worker exits which are either not replaced or currently unable to return to Brunei Darussalam due to the COVID-19 border restrictions. This has impacted business operations, as these vacancies are left unfilled.

Although with some setbacks, in general, the pandemic has accelerated a number of positive shifts including digitalization, promotion of freelancers including gig workers and own-account workers, as well as the adaptation of new ways of working including working from home (WFH) arrangements and the introduction of remote offices and flexible working hours. Rapid digitalization can also be seen with emerging e-commerce platforms and other online services such as online food and goods delivery services, normalization of virtual offices as well as online teaching and learning in schools and universities at all levels across the economy. This digital acceleration has created new job and business opportunities which have been identified by the MPEC and the Council is currently working towards producing the right manpower supply in meeting these demands. The transformation has contributed to the growth of informal work or Gig Economy especially in the transport and delivery services sectors. The challenge for us is to ensure that the demand for the services provided by these workers will remain, or even increase, post-pandemic.

In addition, the Government also provided upskilling and reskilling opportunities for individuals, particularly for those impacted by slow business activities during the pandemic, to endeavor in self-development in order to ensure relevance to industrial needs and to maintain, as much as possible, their employability and marketability.

2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>Several initiatives and programmes have been implemented to address skills mismatch in Brunei Darussalam, as well as to support upskilling and reskilling of the workforce as follows:</p> <p>Closing the Demand Gap via the Manpower Industry Steering Committee</p> <p>The Manpower Industry Steering Committee (MISC) created under the MPEC, is a platform to enable tripartite collaboration between industry players, regulators and education/training institutions towards aligning the industry needs with the right manpower supply, at the right time. One of the key deliverables of the MISC is to identify critical occupations which are highly demanded in the respective sectors and consequently to develop the required competency framework and standards. These deliverables are achieved through the two sub- working groups under the MISC, namely the Workforce Development Planning Group and the Competency Development Technical Group. Currently, the MISC covers five sectors which are Hospitality and Tourism, Information and Communication Technology, Marine, Energy and Construction. To date, it has identified 40 critical occupations that are high in demand and to be prioritized for locals. From this, several competency standards and training programmes have been developed such as the iSkill programmes under the MISC Energy and the ARMECS (Architect – Mechanical & Electrical – Civil & Structural) Bridging Program under the Construction Sector.</p> <p>Streamlining skills recognition and accreditation via the Upskilling and Reskilling Framework</p> <p>The MPEC has adopted the upskilling and reskilling framework to streamline the accreditation and recognition process of skills training towards building a pipeline of skilled local supply of workers, in accordance to the competency standards recognized by the industry. The framework also encourages new training providers to come forward as recognized registered training organisations (RTOs) in order to improve the current training capacity, where endorsed programmes can be carried out by various public and private educational and training institutions. To date, more private training institutions have registered with the relevant authorities and have shown vast interest in providing the right trainings aligned to the industrial needs.</p> <p>Providing upskilling and reskilling programs via the HRD Fund</p> <p>The MPEC also provides relevant financial support for capacity building to equip individuals with the necessary skills, qualifications, in order to ensure relevance in facing the changing economy. This is supported through the Human Resource Development</p>

	<p>(HRD) Fund whereby, several initiatives and programmes have been implemented to date as follows:</p> <p>SkillsPlus: A programme that aims to inculcate the culture of lifelong learning and is open to jobseekers and employees in the private sector, including freelance workers and i-Ready apprentices, who wish to reskill and upskill themselves by taking short courses. To date, there are over 160 courses being offered under the programme which covers various areas identified by the MPEC such as hospitality and tourism, data science and research, ICT, management skills, etc.</p> <p>SPIN: A programme that aims to create a pool of local professionals in various areas. As a start, the MPEC has recently introduced SPIN in Accountancy that will enable locals to pursue professional certification in auditing, accounting and finance including certifications in Foundation in Accountancy (FIA), Certified Accountant Technicians (CAT) and Association of Chartered Certified Accountants (ACCA).</p> <p>CET programme: A collaborative effort between the MPEC Secretariat, local training institutions and the industry with the aim to generate job-ready and competent local supply that are aligned to the industry demand, via short Continuous Education Training Programs which lead to direct employment. The programme currently caters for those who wish to start their career in the Hospitality industry i.e. Kitchen Assistant and Restaurant Attendant. To date, 91 trainees have completed their CET training.</p> <p>i-Ready Apprenticeship Programme: A programme that provides unemployed graduates holding a qualification of Degree and above, HND or TVET an opportunity to gain experience and skills in a real working environment in order to increase their marketability and employability. It also acts as a platform to expose unemployed graduates to various industries in both the public and private sector with continuous mentoring, coaching and on-the-job trainings.</p> <p>The MPEC also has a number of upskilling and reskilling programs in the pipeline to be rolled out in line with the ever changing demands.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>i. Addressing immediate jobs demands particularly in the private sector by facilitating and accelerating the job matching process.</p> <p>The MPEC through JobCentre Brunei (JCB) has continuously worked with companies in facilitating their recruitment activities. During this period, JCB has taken additional measures to proactively identify the manpower needs by conducting engagements with companies particularly those in the growth sectors such as Security, Cleaning Services, Food and Good Delivery Services and e-commerce Platforms. The strategy is to identify new job opportunities for those who have lost their jobs in the impacted sectors such as the airlines and tourism industry. On a daily basis, online job postings and proactive job matching are conducted and monitored. In doing so, JCB has also upgraded their portal in April 2020 and also conducts virtual sessions such as job assists programs to jobseekers as</p>

	<p>well as companies in order to help them in adopting online recruitment. At the end of 2020, JCB has successfully filled 4,304 vacancies (65%) with locals.</p> <p>ii. Enhanced Apprenticeship programme to increase the employability and marketability of unemployed graduates at all levels.</p> <p>Also during the same period, the MPEC has extended the i-Ready Apprenticeship Programme to graduates with Level 5 Diploma and Technical and Vocational Education Training (TVET) qualifications. This program is a coaching and mentoring program via placements at the workplace, whereby the Government provides 18 months of apprenticeship allowances to the graduates. Additionally, a top-up incentive mechanism was also introduced, where top up allowances will be given by the host organisations in the private sector starting from the 11th month apprenticeship period. This is to encourage graduates to work in private sector companies. To date, over 4,400 graduates have enrolled into this program. As of May 2021, 79% of the apprentices have completed the program and secured full time employment, where 68% of them secured employment in the private sector. This initiative is currently still running.</p> <p>iii. Supporting life-long learning initiatives, especially upskilling and reskilling for locals, towards the development of the private sector.</p> <p>Companies are encouraged to upskill or reskill their local employees in which the training programmes are financially funded by the MPEC through the SkillsPlus programme. The locals are either trained in accordance to the skills that are presently required by the industry or as a step to help build their capacity (skills and competencies). The initiative is also undertaken to help protect jobs and provide support for individuals. This initiative was introduced on 1st April 2020 and is currently still ongoing.</p>
4.	<p><u>Data, measurement, and monitoring:</u> How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>Informal Sector Output and Employment & Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy: TAP monitors self-employed who are voluntarily registered and contributing to the SCP scheme.</p> <p>Impact of digitalization and automation on employment: This is analysed via the Business Reporting Data and the job vacancies posted on the JCB portal.</p>

	<p>Social Protection Coverage and Adequacy: The TAP² offers retirement benefits to the entire working population that are Citizens and Permanent Residents of Brunei Darussalam (excluding individuals who are entitled to the Civil Servants Pension Scheme, individuals who joined the government sector prior to 1 January 1993, Armed forces personnel, Police force personnel and Prison wardens). Informal sectors are covered in the SCP scheme on a voluntary basis.</p> <p>Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy: Identified through the Labour Force Survey</p> <p>Skills gaps and/or mismatches: Identified through JCB and the Labour Force Survey</p> <p>Expected labour market skills requirements: The MPEC gathers a 5-year Manpower Forecast via its manpower forecast tool where companies from various industries are required to submit their manpower forecast including skills requirement to their respective regulators and the MPEC. This information is validated and updated every six months. Meanwhile JCB gathers information on the labour market skills requirement from the list of vacancies posted by companies in the private sector on the JCB portal.</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>1. Addressing immediate jobs demands particularly in the private sector by facilitating and accelerating the job matching process.</p> <p>Increase in local recruitment via JCB: Through the measures undertaken by MPEC through JCB in facilitating local employment, it was recorded that 4,304 vacancies have been filled at the end of 2020. Some of the measures initiated are proactive job matching, various outreach programmes, walk-in interview sessions, career consultation on potential opportunities, CV writing tips and interview skills clinic.</p> <p>Securing full time employment through the i-Ready program: Over 4,400 have enrolled into the i-Ready Apprenticeship programme where 79% of those who have completed it have secured full-time employment. The on-the-job training provided through the program equips the apprentices with the necessary skills and certification.</p> <p>2. Closing the Demand Gap via the Manpower Industry Steering Committee</p> <p>The MISC-WG has identified and compiled manpower demand and its skills requirement which are highly demanded by the respective sectors for the next 5 years. For instance, the MISC-WG Energy has identified 13,000 job opportunities in the next 5 years following from which the MISC-WG continues to introduce relevant training</p>

²Further information can be assessed at <http://www.tap.com.bn/Pages/EN/Members-Schemes.aspx#%3A~%3Atext%3DSCP%20SELF%20EMPLOYED%E2%80%8B%E2%80%8B%26text%3DAny%20self%20Employed%20individuals%20who%2Cfrom%20their%20savings%20in%20TAP>

	<p>programmes. Upon completion, trainees will be channeled into the identified jobs in order to ensure the right supply meets the demand, at the right time.</p> <p>The information on the development and progress of respective industries especially on employment trends, job outlooks, technological changes and skills requirement are also shared with relevant education and training institutions. This is to assist career teachers to provide guidance and the right advice to students, towards equipping them with the right qualification and skills that meet the industry needs.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>i. Creating new job opportunities via FDI and GLC</p> <p>The MPEC works closely with the Brunei Darussalam Economic Development Board who focuses on developing strategic partnerships with FDI companies and GLCs enabling the MPEC to plan and work towards producing the right manpower supply, aligned to the companies' requirement. Through this effort, over 4,000 jobs opportunities have been identified to be available within the next 5 years.</p> <p>ii. Providing a Salary Guideline for a number of identified jobs.</p> <p>One of the challenges identified in boosting employment in the private sector is the attractiveness of the salary being offered. The MPEC Secretariat has thus, rolled out its first salary guidelines which aims to provide a clear guideline in determining the ideal salary range while taking into consideration the type of jobs and its requirements. With this information, it is hoped that companies are better guided and will use it as a form of retention and attraction strategy, in order to provide long term and gainful employment. The implementation and effectiveness of this guideline will be monitored and reviewed accordingly.</p> <p>iii. Assisting companies to enhance their Employee Value Proposition</p> <p>The MPEC Secretariat has conducted a jobseekers' survey which aims to understand the behavior, work preference and challenges of locals in seeking and obtaining employment. The survey is opened to the local working age population. The MPEC Secretariat has begun sharing the findings of the survey with companies, hoping it could be used to enhance their Employee Value Proposition towards increasing their employer attractiveness and their strength to retain their employees.</p> <p>iv. Facilitating the employer and jobseeker connect.</p> <p>Various outreach programmes and recruitment drives are organized to provide a platform for jobseekers to connect with potential future employers. The events include organized weekly walk in interviews at JCB and Recruitment Day, where companies in the private sector are invited to join and promote their organizations, while showcasing their employment, professional and career development opportunities. To date, the Recruitment Day events, held in 2020 and early 2021, have received over 5,000 visitors</p>

	with over 70 companies showcasing over 1,100 vacancies; 54% of those vacancies have been successfully filled by locals.
7.	<u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	<u>APEC:</u> APEC serves as a platform to (i) share best practices between the respective economies with regards to capacity building, training opportunities and sharing of resources and information; and (ii) support bilateral cooperation between the economies by expanding the upskilling and reskilling programs by including courses with internationally recognized certification. From these, the labour force is able to expand their skills and knowledge, therefore increasing their employability and marketability which can be recognized beyond Brunei Darussalam.

CANADA

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

Prior to the pandemic, the Canadian labour market was strong with the employment rate at a historical high however, the pandemic led to significant job losses and disproportionately affected some types of workers, typically those who already faced labour market barriers. While some job losses due to the pandemic are temporary, long-term unemployment is rising and may hamper both recovery and long-term growth in Canada.

The pandemic accelerated technological changes, which may otherwise have taken years. For example, remote work may become a permanent feature in the Canadian economic landscape. This may cause outsourcing or offshoring of labour, including some highly skilled jobs, to lower cost jurisdictions when work does not have to be done onsite. Additionally, automation and digital technologies may lead to job transformation and new forms of work. For persons with disabilities, expansion of home-based work due to COVID-19 in fact benefitted many for whom mobility and transport can be challenges, but equally intensified the isolation that many persons with disabilities already suffer. The full extent and implications of the pandemic on these trends are not yet known. The Canadian economy, in line with others around the world, is facing a number of challenges and emerging issues in relation to the future of work:

Skill Transitions

The Government of Canada [estimates](#) that 75% of employment growth in Canada between 2019 and 2028 would be in high-skill occupations. It is therefore important to build a culture of lifelong learning so workers obtain the new skills they require to continue to succeed in the labour market. Upskilling and reskilling programs can improve employee engagement and retention, attract new talent, and speed up the adoption of new trends. The Government of Canada has taken a number of steps to review and update its approach to skills development. In 2019, it established [Future Skills](#), an initiative to help Canadians prepare for the jobs of the future as innovation and technology place new demands workers and employers. Inclusion of underrepresented and disadvantaged groups is central to the initiative, so all Canadians can benefit from new opportunities.

Digital Platform Workers

New information and communication technologies have allowed for the emergence and proliferation of digital labour platforms, digital marketplaces and digital job boards.

The COVID-19 pandemic has brought gig and platform workers to the forefront, as they play a crucial role in providing essential services, such as food and parcel delivery. However, these workers are not covered by basic labour protections (labour standards, the right to unionize, occupational health and safety) and may not have access to sick leave, putting them at a higher risk of being exposed to or transmitting COVID-19. Technology improvement and changes in consumer preferences may contribute to the continued rise of gig and platform work.

	<p>A key challenge in relation to the future of work will be to strike an appropriate balance between fostering economic growth, innovation and flexibility, while providing adequate protections to the growing number of workers in the gig and platform economy.</p> <p><u>Right to Disconnect</u> Prior to the COVID-19 pandemic, the issue of work-life balance and the effect of workplace e-communications was a growing concern for workers. While the increased availability of mobile technologies and constant connection may be beneficial, it carries risks when it is not balanced against the need for rest. Risks include anxiety, depression, and burnout. Canada committed in Autumn 2019 to co-develop (with employers, labour organizations and others) a policy on the right to disconnect that will benefit federally regulated workers.</p>
2.	<p><u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p><u>1. Income Security</u> There are key gaps within Canada's social safety net. Many non-standard workers, including the self-employed, are not eligible to receive Employment Insurance (EI). Those in temporary or part-time work, while having paid EI premiums, may not meet all eligibility criteria. Moreover, EI benefits to low-wage workers provide inadequate support during periods of financial hardship; this is amplified during prolonged periods of unemployment. Conditions for accessing social assistance mean that many individuals who recently lost their jobs do not qualify.</p> <p><u>2. Digital Platform Workers</u> Canada's Labour Minister has a mandate to develop greater labour protections for people who work through digital platforms, whose status is not clearly covered by provincial or federal laws. Research on how to best action this commitment is currently underway with the aim to explore several broad areas, including labour protections, social benefits, and economic policy to ensure digital platform workers are not left behind.</p> <p><u>3. Employment Equity Act</u> Since the introduction of the <i>Employment Equity Act</i> in 1986, there has been some progress for the four designated groups (women, people with disabilities, visible minorities, and Indigenous Canadians). However, more work needs to be done to advance equity, diversity and inclusion for women, LGBTQ2 people, Indigenous Peoples, Black and racialized Canadians, persons with disabilities, and other underrepresented groups.</p> <p>As such, Canada is launching a task force in 2021 to review the Act and make recommendations on how to improve the federal employment equity regime. It will also advise on how a renewed Act could contribute to ensuring that Canada's economic recovery is fair and inclusive.</p>

3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>1. COVID-19 Income Supplement Schemes At the onset of the pandemic, Canada implemented the Canada Emergency Response Benefit (CERB) to support eligible workers who stopped working and lost their income due to COVID-19. In September 2020, Canada transitioned from the CERB to a simplified EI program to provide income support to those who remain unable to work and are eligible, and introduced a new suite of temporary and taxable recovery benefits to further support workers. Those benefits are the Canada Recovery Benefit, the Canada Recovery Sickness Benefit, and the Canada Recovery Caregiving Benefit.</p> <p>The eligibility criteria, duration of benefits and the application process for the EI-funded Work-Share Program, Canada's short-time work scheme were also modified to facilitate access to the program.</p> <p>2. Leave related to COVID-19 In March 2020, the <i>Canada Labour Code, Part III</i> (which applies to the federally regulated private sector) was amended to create a leave category that allowed employees in the federally regulated private sector to take job-protected unpaid leave if they were unable to work due to COVID-19 (including for compassionate care and critical illness leave). Medical certificate requirements were waived for both job-protected unpaid leave and for EI sickness benefits. These measures will be automatically repealed on September 25, 2021, the same day that the Canada Recovery Benefits are set to expire.</p> <p>3. Labour Market Transfer Agreements (LMTAs) The Government of Canada is committed to helping people across the economy prepare for, find, and keep employment. Each year, the Government of Canada provides approximately CAD 3.4 billion in funding for skills training and employment supports that help Canadian workers through the Labour Market Development Agreements (LMDA) and the Workforce Development Agreements (WDA) with provinces and territories (PTs). Under these agreements, PTs have the flexibility to design and deliver employment programming that meets the needs of their local labour markets. In 2020-2021, an additional CAD 1.5 billion was provided to support Canadian workers looking to re-enter the workforce, enabling PTs to provide more support to those who need it, including those in hard-hit sectors and groups disadvantaged as a result of the pandemic.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives

	<p>Digital Economy; “Gig Work”; Impact of Digitalisation and Automation on Employment</p> <ul style="list-style-type: none"> - Statistics Canada monitors and analyses relevant trends through surveys and reports. - Surveys (Digital Economy Survey; Survey on the Quality of Employment) - Reports (Automation and Job Transformation in Canada: Who’s at Risk?; Measuring the Gig Economy in Canada Using Administrative Data; The Size and Characteristics of Informal (“Gig”) Work in Canada; The changing nature of work in Canada amid recent advances in automation technology) <p>Skills Gaps and/or Mismatches</p> <ul style="list-style-type: none"> - ESDC is working with Statistics Canada towards the implementation of the <i>Survey of Employers on Workers’ Skills</i>. The survey is expected to take place in early 2022 and will collect information about employers’ skill needs and strategies they use to address those needs. <p>Expected Labour Market Skills Requirements</p> <ul style="list-style-type: none"> - ESDC uses the models of the <i>Canadian Occupational Projection System</i> and the <i>National Occupational Classification (2016)</i> to develop projections of future trends in the numbers of job openings and job seekers by occupation at the domestic level. This allows for identifying occupations that may face labour shortage or surplus conditions over the medium term. The latest projections cover the 2019-2028 period.
5.	<p>Best practices: Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p><u>Harassment and Violence</u></p> <p>Harassment and violence legislation was developed, and is now in force, to create a more robust and integrated regime protecting employees from harassment and violence in the federally regulated public and private sector, the federal public service and parliamentary workplaces. These legislative changes were supported with funding, in Budget 2018, to help the culture change needed. As this legislation is already in force, COVID-19 has not led to any changes in the implementation process.</p> <p><u>Modern Labour Standards</u></p> <p>A number of amendments to the <i>Canada Labour Code</i> were made that strengthen the rights and protections of employees in the federally regulated public and private sector, and equip employers and employees to succeed in the changing world of work. These changes include: (1) protecting unpaid interns; (2) offering employees the right to request flexible work arrangements; (3) introducing a range of new leaves (such as a paid personal leave, paid leave for victims of family violence, enhanced bereavement leave and sick leave, and a leave for traditional Indigenous practices); (4) introducing more family-friendly rights and rules around working hours and scheduling; and, (5) eliminating or reducing the length of service requirements for a range of entitlements.</p> <p><u>Reasons for Effectiveness</u></p> <p>Changes made as part of the harassment and violence legislation and the Modern Labour Standards were designed to provide safe work environments and respond to key trends in the changing nature of work. These include providing additional scheduling flexibility and leave for workers with caregiving responsibilities, and ensuring more employees are entitled to protections regardless of their length of service. Ongoing engagement with a</p>

	wide variety of stakeholders, including employer and employee stakeholders as well as the public, was sought in policy development.
6.	Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.
	<p>The Canadian Federal Budget 2021 outlines a CAD12 billion plan to extend key COVID-19 business aid programs such as the Canada Emergency Wage Subsidy (CAD 10 billion) and the Canada Emergency Rent Subsidy and Lockdown Support (CAD 2 billion). Some of the measures more specific to future of work issues are outlined below.</p> <p>Workers are directly supported through the continuation of the Canada Recovery Benefit and a series of changes to the EI program, which includes extending the EI sickness benefit from 15 to 26 weeks and CAD 3.9B earmarked to make EI more accessible and simple while the economy continues to improve. COVID-19-prompted caregiving support (the Canada Recovery Caregiving Benefit) is also continued in the short-term.</p> <p>Canada also announced the creation of 500,000 new training and work opportunities over the next five years (CAD 3.5 billion) through student placements, apprenticeships, foundational and transferable skills training or re-tooling, and other workforce programs including the “Sectoral Workforce Solutions Program” and “the Community Workforce Development Program” aimed at helping fill in-demand jobs. Canada will also be launching a new “Canada Recovery Hiring Program”, a short-term program available to Canadian-controlled private corporations, small businesses, charities and non-profits that are looking to hire workers in the coming months as the economy begins reopening. Each eligible employee would be subject to a maximum of CAD 1,129 remuneration per week over a four-week period. It would be usable for both new workers and rehiring laid-off staff, but would not be available to employees who have been furloughed.</p>
7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	<p>Exchanges between economies in international and regional bodies have the potential to lead to the development of innovative policies on various issues, including the economic recovery from the impacts of the COVID-19 pandemic and the evolving future of work. APEC can play an important role in enabling dialogues to share best practices in the development of approaches, which may lead to mutual benefits and foster trust between economies, leading to greater prosperity for all. As issues related to automation and job market evolution become more pervasive, Canada will also benefit from learning about the structural reforms and policy gaps that other economies are tackling to address the challenges related to the future of work.</p>

CHILE

1. Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

(i) Impact of changing technology, automation, and digitalisation on the Chilean labour market:

- The impact of technological change varies according to the level of education of workers and industry.

Occupations that are highly intensive in routine activities and with a low technological component face a high risk of replacement by physical and digital technologies. These occupations tend to over-represent workers with lower education and skills, who earn lower salaries and who face a lower potential to convert to other activities. This has brought (among other variables) an increase in unemployment in the most vulnerable sectors.

- From the perspective of companies, technological change displaces business models towards the automation of the process and the provision of services through platforms (gig economy).

The Covid-19 pandemic has accelerated a digitization process that had already begun in Chile. In 2019, before the pandemic, the Digital Transformation Index ("ITD") was 43 points on a scale of 0 to 100, improving only 6 points compared to the previous year. This data is interesting because, when the ITD is available for the year 2020, which will be within the next few months, we will be able to quantify the impact of the pandemic on the level of progress of companies in their digitization processes, and also in the speed of this process.

(ii) COVID-19 interaction with labour market and future of work issues³:

- Communication technologies and remote work have played a significant role in facilitating the continuity of economic, labour and educational activity from home. This role will continue to be predominant during the economic recovery.

In 2020, specifically in June, teleworking in our economy reached 28.9% when the pandemic touched its peak. The Covid-19 Engagement and Telework Survey show that the main benefits for workers in Chile have been the reuse of transportation time in other activities, more time to spend with cohabiting, and greater autonomy to manage the time spent at work. However, this survey also shows an increase in worker exhaustion in teleworking and isolation conditions, primarily by emotional exhaustion. This could have enormous harm on labour productivity. The obligation to telework that the pandemic has implied for many workers has been an experiment for many institutions. There is the intention of maintaining this modality in a mixed-format or even permanently. The challenge is to ensure that workers receive the benefits of teleworking, avoiding the costs

³ Based on OECD (2020a), OECD (2020b).

	<p>that -according to the same study- come mainly from the increase in household tasks and the increase in working hours.</p> <p>- The pandemic has had a more significant impact on the labour market outcomes of women and vulnerable workers. Workers who are not in standard contractual relationships (self-employed, informal, young, women, and elderly) have been particularly exposed to job and income losses. Among them, women have experienced more significant declines in employment than men since they are over-represented in industries most affected by the pandemic. Also, they are providing most unpaid work at home due to schools and childcare facility closures. In this context, these groups face a greater risk of obsolescence of their skills and human capital. Therefore, they are less likely to re-enter the labor market during the recovery.</p> <p>We can see the impact of the pandemic on the unemployment rate, which was higher for women (11.0%) than for men (9.7%).</p> <p>(iii) Challenges of the Chilean economy in relation to the future of work:</p> <ul style="list-style-type: none"> - Increase inclusiveness in the labour market and reduce informality. - Create jobs lost due to the pandemic and reconvert them considering the present and future needs of the labour market. - Improve the coordination between VET providers and receivers, training, and certification systems to align them with the development of skills, certification requirements and demand needs of the private sector. - Deliver tools and skills to the people who left the workforce (-8.2%) to re-enter it.
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>The government continues working and strengthening its policies in various aspects where our labour market shows weaknesses. Although the Chilean economy has implemented structural reforms in labor market issues in recent years, important challenges persist concerning the future of work:⁴</p> <ol style="list-style-type: none"> 1. Strengthening skills to meet labour market needs: It is crucial to increase the coordination among the private and public sector actors providing or receiving training and enhancing vocational education and apprenticeships assure a better fit with the labour market needs. To do so, certification and assessment of impact of public training programmes through measurable indicators should become a requirement. 2. Enhancing access to high-quality formal jobs and training: low average earnings, high levels of informality and low access to social protection particularly affects the low-skilled, women, youth, immigrant and elderly people, who as a result

⁴ Extracted from OECD (2018).

	<p>face a wage penalty and frequent unemployment and inactivity episodes. In this context, it is essential to foster their access to social security as well as quality training programmes (that includes a minimum time extension and that combines theoretical and practical learning).</p> <p>Aware education and training can be a powerful tool to make sure all Chileans can reap the opportunities of digitalization, the Government is investing in the skills of the people and providing an environment where all firms and workers in Chile have the same opportunities to succeed. In that sense, Chile has launched free online courses of digital skills and technology aimed at workers who want to enhance their knowledge and improve their employability. Moreover, the National Service of Training and Employment (SENCE) has promoted various initiatives with training challenges from the jobs of the past to the future jobs.</p> <p>A bill called SENCE Modernization Law is still pending, which is a strong policy that promote the use of public resources in effective trainings, in terms of: i) align incentives for courses with the greatest impact on employability; ii) access to higher education courses; iii) training opportunities for contract workers; and iv) strengthening of inspections and sanctions. Such policies and efforts should allow vulnerable workers to acquire and maintain relevant skills.</p> <p>3. <u>Creating more opportunities for the participation of women in the labour market:</u> Since woman have been greatly affected by the pandemic, it is urgent continuing to improve access to childcare services (for example, by expanding opening hours, increasing the compliance of quality standards for childcare providers and promoting the up-take of early education) in case of women and training and formal education in case of low-skilled workers. Also, policies to promote flexible work arrangements and to eliminate the discrimination against hiring women in companies with 20 or more women (art. 203 of the Labour Code), could contribute to increase women empowerment, female labour participation and reduce the gender wage gap. Finally, the promotion of women in STEM related jobs, from early education onwards, is relevant to increase the proportion of women in STEM areas, women empowerment and reduce the gender wage gap.</p> <p>Moreover, Chile needs more and better training programs in fields where the male workforce has historically predominated. Also, prioritize projects that are still being processed in Congress (like universal nursery and labour modernization), and develop new measurement instruments that provide a specific gender perspective that allows more precise diagnoses.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>In order to cushion the impact of the crisis, the Chilean government has implemented the following policies to support workers and companies:</p> <ul style="list-style-type: none"> • <u>Employment Protection Law (<i>Ley de Protección del Empleo</i>)</u>: protects jobs and labour incomes by allowing for the temporary suspension of the employment relationship in companies that were totally or partially affected by sanitary restrictions. It also allows employers to agree with their employees (individually or collectively) to reduce up to

	<p>50% of their working schedule when teleworking is not possible. In both cases, wages are financed from the unemployment insurance under more flexible criteria and social security and health contributions and the corresponding employment rights should be maintained.</p> <ul style="list-style-type: none"> • Wage Subsidy Programs (<i>Subsidios al Empleo</i>)⁵: consisting in three types of subsidies for companies that hire or reinstate workers with suspended contracts under the EPL: <ul style="list-style-type: none"> - A wage subsidy (<i>Subsidio Regresa</i>) that grants the employer CLP 160,000 (USD 227) per month per each reinstated worker whose contract has been suspended under the EPL. In the case of women, youth 18 to 24 years old, men older than 55 years old and people with some type of disability, the benefit will correspond to CLP 200,000 (USD 284) per month. - A hiring subsidy (<i>Subsidio Contrata</i>) equivalent to 50% of the gross monthly salary of a new worker with a cap of CLP 250,000 (USD 355) per month. This subsidy has a special focus on women, youth 18 to 24 years old and people with some type of disability, in whose cases the benefit corresponds to 65% of each new hire's gross salary, capped at CLP 290,000 (USD 411) per month. - A wage subsidy (<i>Subsidio Protege</i>) that grants CLP 200,000 (USD 284) per month to workers with children under 2 years of age and who do not have the right to a nursery guaranteed by their employer. • Telework Law (No. 21,220 - <i>Ley de Trabajo a Distancia</i>): Enacted in March 2020, it regulates remote distance work and the conditions under which it must be carried out to ensure adequate working conditions and that workers remain protected against work accidents and other contingencies. <p>The employment protection and wage subsidy plans are designed to provide immediate support against the effects of the pandemic on the labour market, promote employment and protect worker income. Therefore, they are not expected to become permanent, however, some measures may be readjusted to last in the long term, or other programs may be implemented to meet future employment challenges.</p> <p>However, it needs to be adapted to ensure incentives for firms and workers to move off these mechanisms, which is challenging considering the evolution of the pandemic and the risk of future pandemic waves. Therefore, any changes in income and job protection measures must consider the development of the pandemic and its potential effects on human health and economic activity.⁶</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment

⁵ 1 USD=705 CLP (04/23/2021). For more information on this initiative please visit the following website: <https://www.subsidioalempleo.cl/>

⁶ OECD (2020a).

	<ul style="list-style-type: none"> - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - <u>Informal sector output and employment</u>: National Employment Survey (ENE), monthly frequency, National Institute of Statistics (INE).⁷ - <u>Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy</u>: Micro-entrepreneurship Survey (biannual frequency); Access and Use of Information and Communication Technology in Companies (TIC); Ministry of Economy (MINECON). - <u>Impact of digitalisation and automation on employment, skills gaps and/or mismatches and expected labour market skills requirements</u>: National Survey on Labour Demand (ENADEL), annual frequency, National Training and Employment Service (SENCE).⁸ Moreover, the survey “Acceso y Uso de Tecnología de la Información y Comunicación en Empresas”, carried out by the Ministry of Economy in collaboration with INE, captures the number of employees who use electronic devices and/or internet access, as well as specialist workers in the ICT area. Additionally, it identifies whether there was difficulty in hiring staff for ICT specialist positions and the type of difficulties in hiring them (Biennial frequency since 2018). - <u>Social protection coverage and adequacy</u>: National Survey of Socioeconomic Characterization (CASEN and Panel CASEN), Social Protection Survey (EPS), Longitudinal Survey of Early Childhood (ELPI); frequency varies depending on the survey, Ministry of Social Development and Family Affairs (MDSF).⁹ - <u>Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives</u>: administrative records coming from the Unemployment Insurance Database (data on contractual relationships and wages, monthly frequency, Ministry of Labour), the Pension System (data on health and pension contributions, wages and employment relationships, monthly frequency, Ministry of Labour and Pensions Supervisor), Social Security Record (information on recipients of social benefits granted in the context of the pandemic and other social benefits, Ministry of Social Development and Family Affairs). - <u>Impact of digitalisation and automation on employment/ Skills gaps and/or mismatches</u>: The <i>Encuesta Nacional Demanda Laboral</i> (ENADEL), throughout the <i>Observatorio Laboral</i> has a network of observatories throughout the economy, which are in charge of applying the survey in the field. Its objective is to characterize the endowment of occupations, job vacancies, required job skills, and the changes

⁷ For more information please visit the following link: <https://www.ine.cl/estadisticas/sociales/mercado-laboral>

⁸ For more information please visit: <https://observatorionacional.cl/descargables>

⁹ For more information on these surveys please visit the website of the Ministry Social Development and Family Affairs: <http://observatorio.ministeriodesarrollosocial.gob.cl/>

	<p>that companies have because of automation and digitalization. Annual frequency since 2019.</p> <ul style="list-style-type: none"> - <u>Skills gaps and/or mismatches:</u> The survey <i>Encuesta Longitudinal de Empresas</i> (“ELE”) made by the Ministry of Economy in collaboration with INE, is carried out to formal companies that carry out their productive activity within the economic territory. The sample has an annual sales requirement, where the smallest companies are excluded. The study's objective is to characterize the economy's companies according to size and economic activity to identify the determinants of business development. This survey asks questions about difficulties or problems in finding the required staff. Biennial frequency since 2010.
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<ul style="list-style-type: none"> - Law N° 21,133 that incorporates self-employed workers to social protection regimes. - Law N° 21,220, <i>Ley de Trabajo a Distancia</i>, Telework Law <p>Reasons for the effectiveness of these reforms:</p> <ul style="list-style-type: none"> • Considers a well-defined target population. • Incorporates a gradual implementation of the policy over a reasonable period of time. • Clear and well-defined institutional framework that has had the administrative records, technological resources and is empowered to monitor and sanction and to ensure the law compliance. <p>How has COVID-19 led to change in implementation:</p> <ul style="list-style-type: none"> • In the case of Law N°21,133; the gradual increase in the contribution rate self-employed workers have to pay was halted during the pandemic to avoid an excessive burden over this workers. • In the case of the telework law, the bill was dispatched and implemented in record time. <p>Will this reforms have ongoing applicability and sustainability? Yes, both will be specially relevant in the aftermath of the pandemic.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>Over the last year, efforts have been focused on containing the impact of the crisis caused by the COVID-19. Previously, Chile coordinated different actors in the VET system, training providers, government institutions, and the private sector. In addition, improvements to the certification system and the development of a National Qualifications Framework have been made.</p> <p>In the short term, the government is focused on preserving jobs and economic activity and providing support for the individuals, families, and companies most affected by the crisis. In addition, several recovery measures have been adapted to the current health</p>

	<p>conditions and the evolution of COVID-19 in terms of their extension and the amount of the benefits granted.</p> <p>Additional policies to address informality, skill reconversion, and inclusiveness issues are expected among the medium-term plans.</p>
7.	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>It is crucial for the different economies in the region to work together in the development of an integrated and coherent plan to improve labour legislation through-out the region, not only in the context of the APEC, but also in other multilateral forums and bilateral discussions.</p> <p>As an example, Chile has made important efforts to take into account the challenges placed by the Covid19 pandemic and current labour market trends, in the implementation of the free trade agreements with Colombia and the USA.</p> <p>Our economy has also advocated for a common agenda in labour matters in different multilateral instances, such as the Pacific Alliance, where these debates currently take place within the four member economies (Chile, Colombia, México and Perú). Currently the members are working on a joint project consisting of a shared web-platform, aimed at training workers from the four all member economies, in the acquisition of relevant skills for the future.</p> <p>It is important to continue promoting more multilateral instances, between APEC and the Pacific Alliance, for example, in order to advance in a coordinated labour legislation for the region. This exchange of experiences between APEC economies allows us to know firsthand the reality of the economies, their challenges, as well as the policies they are taking to face those challenges on the labour market and the future of work.</p>

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CHINA

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

In 2020, the Chinese economy grew by 2.3%, the only positive growth of major economies in the world. Currently, China's labour market presents two major characteristics. **In the short term, employment pressure remains high.** In 2020, there were a record high of 8.74 million college graduates economywide. It puts great pressure on employment, especially in the COVID-19 context. In 2021, the number of new urban labour force in China will be around 15 million, including a new high of 9.09 million college graduates. **In the long run, structural mismatches are prominent.** There are mismatches in supply and demand, as well as skills, between urban and rural areas, between industries, and between groups. As a result, local recruitment difficulties, labour shortages, and fewer skilled workers coexist with high urban employment pressure and low employment quality.

Given the characteristics described above, technological changes exert multiple impacts on China's labour market. **First, technology substitution eases the shortage of labour supply.** More and more enterprises in economically developed areas have begun to reduce labour costs and solve labour shortages by adopting digital technology and robots and building smart factories. **Second, new models and new business forms have created some high-quality jobs.** Online learning, paying for knowledge, and sharing economy have enabled a large number of flexible employment. The application of smart technology has created a large number of new jobs in the producer service industry. **Third, labour market imbalance/differentiation may be exacerbated.** Some relatively disadvantaged workers are more likely to be replaced by new technologies, and traditional labour-intensive jobs are affected. Some occupations are facing new opportunities and challenges, and some industries have higher requirements for human capital. The net impact of digital technology (such as artificial intelligence, etc.) on the labour market is still to be assessed.

COVID-19 has not only given a short-term blow to the labour market, but also exerted a more profound impact on the future of work. **On the one hand, the labour market was severely dampened, but has recovered quickly.** Economic activities were restricted after the COVID-19 outbreak. Many companies stopped working and production, which once drove up the urban surveyed unemployment rate, in the first quarter of 2020, to a year-high of 6.2%. As positive progress has been made in COVID-19 prevention and control, the urban surveyed unemployment rate fell to 5.7% and 5.4% in June and September respectively and further down to 5.2% in December, equivalent to the level of the same period in 2019. **On the other hand, The pandemic has a long-term impact on future work.** More and more companies adopt flexible work systems as a result of COVID-19. Measures such as telecommuting, staggering of working hours, and flexible work arrangements gradually become normal in many companies. In some areas and industries, many new forms of employment have emerged such as self-employment, paired employment, co-employment, and flexible employment. In general, COVID-19 has pushed more companies and employees to adopt the future of work faster to a certain extent.

	<p>Judging from the current situation, China faces three challenges in the future of work. First, the stability of the future of work has declined. Compared with traditional contract-based employment, the future of work forms such as flexible employment and self-employment are relatively more unstable and may face unexpected difficulties in protecting rights and interests. People may have multiple jobs at the same time, but their wages are not necessarily higher and may be subject to large fluctuation. Second, the market power of large platforms has increased. The future of work is rooted in a highly digital environment. An increasing number of companies tend to use various platforms and massive data to monitor the workplace for real-time evaluation of employee performance. Employees are likely "manipulated" by platforms and algorithms while realizing employment flexibility. Third, digital gap may exacerbate inequalities. The future of work will be highly dependent on digital skills and other human capital. Due to limited years of education of Chinese workers, digital gap still exists to varying degrees, which may cause inequalities in employment and income.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>Yes. China currently has three major structural reform needs in relation to the future of work, which are also the policy priorities in the near future. The first is to incorporate the future of work into the labour market system. The future of work is generally beyond the existing labour market system, and connected with new models and new formats such as the gig economy and sharing economy. There are various future of work forms such as self-employment, paired employment, co-employment, and flexible employment. The existing labour market management system fails in effective coverage of the future of work, so it is necessary to strengthen the monitoring and analysis and establish the corresponding regulatory framework, so as to ensure an orderly development of the future of work. The second is to strengthen skills development and human capital investment. Technological changes have impacted traditional labour-intensive jobs, and some relatively disadvantaged workers are more likely to be replaced by new technologies. As the pace of industrial transformation and upgrading keeps increasing, transformation in the industrial structure and competition for the survival of the fittest will become more intense. To this end, support should be provided to assist grassroots front-line workers in faster learning and update of traditional knowledge structures. Investment in pre-school education, basic education and vocational education should be scaled up. Reform of the curriculum system of secondary technical schools, colleges and universities should be speeded up; vocational skills improvement actions should be advanced to facilitate the transformation of migrant workers into modern industrial workers and the transformation of farmers into citizens. The third is to improve the social security for the future of work. In view of strong mobility and loose labour relations of the future of work, normalized measures that support the orderly flow of labour in the post-epidemic era should be introduced in a timely manner, focusing on protection of the basic labour rights and interests of employees in new forms, such as labour migration, job selection, income, and social insurance continuation and transfer. Basic public services in urban areas should be equalized, and basic public services for migrant workers should be enhanced.</p>

3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>In response to the impact of the COVID-19 epidemic, the Chinese government has prioritized stabilizing employment, and coordinated macro fiscal, currency and investment policies with employment policies. First, multiple measures are taken to speed up the resumption of work and production. Precise prevention and control of epidemic is implemented, and services for resumption of work and production are facilitated by canceling unreasonable examinations and correcting unreasonable regulations restricting workers from returning to work. Resumption of work in major engineering projects and key export enterprises is accelerated, and employment in key industries and low-risk areas is encouraged. Enterprises that resume work and production see their daily needs for protective products satisfied through coordination, and are urged to implement prevention and control measures covering workplaces, canteens and dormitories. Second, efforts to assist enterprises and stabilize jobs are intensified. Phased and targeted tax and fee reduction policies have been adopted. Unemployment insurance premiums are refunded, which could be up to 100% of the premiums paid by enterprises and their employees in the previous year for MSMEs that have no or few layoffs. Unemployment and work-related injury insurance premium rates were also reduced. Third, employment channels for key groups are expanded. An employment and entrepreneurship promotion plan for graduates is implemented. Employment service platforms for graduates are improved and services were provided to unemployed graduates on a real-name basis. Migrant workers are encouraged to resume work and find jobs nearby, and employment assistance for those with employment difficulties is enhanced. The coverage of social security system is expanded and the protection for unemployed people is enhanced. Support policies such as secured loans for entrepreneurship are improved to support and regulate the development of new forms of employment. Pilot projects for occupational injury protection are advanced, and public employment services and rights protection for flexible employees are strengthened.</p> <p>Generally speaking, the above-mentioned policy initiatives have played an important role. In 2020, the average surveyed unemployment rate in urban areas was 5.6%, which is lower than expected number of 6%; and the number of newly added urban jobs was 11.86 million, which is 2.86 million more than expected. At the end of the year, the number of migrant workers bounded to 97.3% of the previous year. In December, the unemployment rate of urban migrants from rural areas was basically the same year-on-year.</p> <p>The Chinese government has foreseen the need to implement these policy initiatives beyond the epidemic. For this reason, relevant departments have made arrangements to extend, adjust or expand some of the above-mentioned policies. For example, the preferential policy of lowering social insurance premium rates will be gradually cancelled; the scope of phased job stabilization policies such as unemployment insurance refund will be expanded; and the policy of Training-by-doing will be prolonged.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment

	<ul style="list-style-type: none"> - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>China has not yet released official statistics and monitoring indicators for the future of work. Among the items listed above, there are only relevant indicators for "social security coverage and adequacy", which involves unemployment insurance, basic medical insurance, work-related injury insurance, maternity insurance, basic pension insurance for urban employees, basic pension insurance for urban and rural residents. Indicators such as "number of participants", "sum paid", "income fund", "fund expenditure", and "cumulative balance" are published annually by the Ministry of Human Resources and Social Security, National Healthcare Security Administration and National Bureau of Statistics.</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>Among structural reforms relating to the future of work, the following two reforms have been effectively implemented in the past five years:</p> <p>The first is to support the development of new models and business forms and implement inclusive and prudential supervision. A large number of new models and business forms have arisen from the digital economy. Typically, they have flexible methods of employment and high levels of intelligence, and they are easier to accept new work methods than other traditional industries. In July 2017 and September 2018, the National Development and Reform Commission, in conjunction with relevant agencies, issued the <i>Guiding Opinions on Promoting the Development of the Sharing Economy</i> and the <i>Guiding Opinions on Developing the Digital Economy to Stabilize and Expand Employment</i>. In October 2019 and July 2020, China successively published the <i>Regulations on Optimizing the Business Environment</i> and the <i>Opinions on Supporting Multi-channel Flexible Employment</i>. In addition to a series of policies and measures to support new models and new business forms, regulatory methods and standards have been established in accordance with the principles of encouraging innovation, inclusiveness and prudence. Fair market competition has been intensified while ensuring safety and quality bottom lines. Thanks to inclusive and prudential supervision, many future of work forms such as self-employment, flexible work, paired employment, co-employment, and flexible employment have emerged, effectively driving employment in new models and new business forms such as platform economy and sharing economy.</p> <p>The second is to vigorously strengthen vocational training and develop vocational education. In 2019 and 2020, the Ministry of Education, Ministry of Human Resources and Social Security, and Ministry of Housing and Urban-Rural Development respectively issued documents to strengthen vocational training by sectors and priorities, including the <i>Action Plan for Vocational Colleges to Comprehensively Carry out Vocational Training to Promote Employment and Entrepreneurship</i>, the <i>Circular On Free Access to China Vocational Training Online and Other Training Platforms amid the Combat Against COVID-19 to Provide Online Training and Education Services</i>, and the <i>Circular on</i></p>

	<p><i>Promoting the Vocational Training of Construction Site Professionals in the Housing and Urban-Rural Construction Fields.</i> At the same time, the Chinese government prioritized the support for vocational education in the efforts to improve the education system. The 2019 Government Work Report proposed to reform and improve the ways that vocational colleges conduct examinations and enrolments, encourage more high school graduates, demobilized military personnel, laid-off workers, and rural migrant workers to apply, and this year achieve a large-scale expansion of one million in student enrollments." Furthermore, the Ministry of Education issued a series of documents such as the <i>Implementation Plan for National Vocational Education Reform</i>.</p> <p>The reforms take effect because of these reasons: compared with traditional industries, new models and new business forms are more closely related to the future of work and open to self-employment, paired employment, co-employment, and flexible employment; inclusive and prudent supervision of new models and new business forms is conducive not only to expanding contribution of the future of work to employment, but also to improving the overall quality of the future of work; strengthening vocational training and education facilitates better adaptation to industrialization, informatization and new urbanization by increasing human capital investment.</p> <p>COVID-19 has accelerated the implementation and effectiveness of reforms mentioned above. For example, the online economy, self-employment, and co-employment among new models and new business forms have flourished in the pandemic, providing an important way to stabilize the production and daily life. These reforms have high applicability and sustainability, considering its reference significant for economies at different stages of development.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>In March 2021, the <i>Outline of the 14th Five-Year Plan for National Economic and Social Development and the Long-range Objectives Throughout the Year 2035</i> (hereinafter referred to as the "Outline") was released, setting down the priority areas and key tasks of economic and social development in the next five years and beyond. The outline made comprehensive arrangements for speeding up digital development, stimulating the vitality of market players, and implementing the employment priority strategy, which will effectively propel the widespread application of digital technology and the transition to the future of work.</p> <p>Digital development will be accelerated. Efforts will be made in the following aspects: building 5G-based application scenarios and industrial ecosystem, and launching pilots and demonstrations in key areas such as smart transportation, smart logistics, smart energy, and smart medical care; promoting the sound development of sharing economy and platform economy; deepening the digital application of research and development, design, manufacturing, operation and management, market services, etc., cultivating and developing new models such as personalized customization and flexible manufacturing, and quickening the digital transformation of industrial parks; advancing the digital transformation of the service industry at deeper levels, and nurturing new growth points such as crowd-sourcing design, smart logistics, and new retails; enriching digital life experience and developing digital home; and strengthening the education and training of digital skills for all to promote and improve the digital literacy of citizens.</p>

	<p>Market players will be energized. The policy system that promotes the development of MSMEs and individual industrial and commercial households will be refined. Tax and fee concessions and credit support will be expanded. Innovative policy tools for financial support to private enterprises will be introduced. Financing credit enhancement system will be improved to reduce comprehensive financing costs, treating private enterprises equally in credit ratings and bond issuance.</p> <p>Employment will be heightened as a priority policy. The domestic standards of vocational and technical education will be improved. A system of academic certificate plus vocational skill certificate, and a modern vocational and technical education quality improvement plan will be implemented. Industrial policies linked to employment capacity will be perfected to support the development of service industries, MSMEs and labour-intensive enterprises that are capable of absorbing employment. Mechanisms for promoting entrepreneurship-driven employment and multi-channel flexible employment will be set up while fully removing various restrictive policies. The public employment service system covering urban and rural areas will be improved, and the public service platforms for employment and entrepreneurship at the grassroots level will be strengthened. A normalized mechanism for assisting enterprises and stabilizing jobs will be established, while stepping up the protection of workers' rights and interests. The lifelong skills training system will be improved, and vocational skills training will be carried out on a large scale.</p> <p>The Outline set forth the objectives for 2020–2025 to keep the surveyed urban unemployment rate below 5.5%, increase the average years of education of working-age population from 10.8 to 11.3, and make efforts to raise the basic pension insurance participation rate from 91% to 95%.</p>
7.	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>APEC can strengthen communication and coordination, with seminars and studies on relevant topics, jointly with multilateral frameworks such as the International Labour Organization, the United Nations Conference on Trade and Development (UNCTAD), the World Bank and G20. The APEC Economic Committee can mobilize member economies to share best practices this field.</p>

HONG KONG, CHINA

1	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>The acceleration in digitisation across industries led to a surge in demand for new skills in information and technology (IT), particularly for competencies such as data analytics and cyber security. Based on the latest Manpower Projection (MP) published by the Government of Hong Kong, China (HKC) in December 2019, the demand of IT manpower keeps growing steadily and the IT sector is projected as one of the fast growing economic sectors in terms of manpower requirements during the period from 2017 to 2027.</p> <p>Since the outbreak of the epidemic, with lockdown and physical distancing measures imposed, the process of digital transformation has been further accelerated. According to a research “Culture of Innovation: Foundation for business resilience and economic recovery in Asia Pacific” conducted by Microsoft and IDC Asia Pacific between December 2019 and July 2020, almost 70% organisations in HKC are accelerating the pace of digitalisation in response to the impact induced by COVID-19. Over half of business decision-makers in HKC say that innovation is now a “must” for effective response to market challenges, opportunities and to ensure business resilience when they recover from the COVID-19 fallout.</p> <p>In view of the digitalisation at workplace, we see three key challenges facing our economy:</p> <ul style="list-style-type: none"> • General labour shortage in IT sector: Based on the above MP, the IT sector would face a labour shortage during the projection period from 2017 to 2027 because of the expected decline in total manpower supply (-0.2% p.a.) and a persistently increase in manpower demand of IT sector (+2.2% p.a. vs +0.3% p.a. for the economy as a whole). • More acute shortage in certain IT professionals: Besides the general shortage of IT manpower, the shortage of certain particular professionals are even more serious, including experienced data scientists and experienced cyber security specialists, as specified in the category of the information and communication technology services of the talent list of HKC. These two types of talent are crucial to the smart city development of HKC and with high market demand at present. • Pressing need for nurturing more IT talents: Given the many competing academic and career disciplines, students may not choose to pursue IT in senior secondary and in tertiary education which in turn is not conducive to the sustainable development of IT manpower for HKC. There is an urgent need to identify and cultivate young IT talent early and to attract them to pursue IT related study and career. <p>Ref: https://www.ogcio.gov.hk/en/our_work/business/industry_support/ict_manpower/student_it_corner/career_corner/hk_it_manpower/ https://www.lwb.gov.hk/en/other_info/mp2027_en.pdf</p>
2	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>

	<p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>The rapid digital transformation and the epidemic have profound impact on the future of work. To ensure an inclusive and sustainable economic development in the future, the Government of HKC has been undertaking various measures to address skill mismatches, reduce job/income uncertainty and provide access to social protection. These measures include:</p> <p><u>Labour market - skills upgrading/upskilling</u></p> <ul style="list-style-type: none"> • Reindustrialisation and Technology Training Programme - It is a funding scheme under the Innovation and Technology Fund (ITF) that subsidises local companies on a 2:1 matching basis to train their staff in advanced technologies, esp. those related to "Industry 4.0". • Employment Programmes under the Labour Department (LD) - To enhance the employability of job seekers with special needs, LD continues to implement the Employment Programme for the Elderly and Middle-aged, Youth Employment and Training Programme and Work Orientation and Placement Scheme to encourage employers to hire job seekers with special needs and provide them with on-the-job training. • Other examples of skills upgrading/upskilling - The Continuing Education Fund provides subsidies to adults with learning aspirations to upskill and upgrade themselves. For local workers aged 15 or above with education attainment at sub-degree level or below, the Employees Retraining Board improves their vocational skills and employability by providing market-driven and employment-oriented training services. ERB also launched the one-off Love Upgrading Special Scheme since October 2019 to provide employees affected by the economic downturn with training and allowance. <p><u>Labour market - reducing job/income uncertainty</u></p> <ul style="list-style-type: none"> • Flexible work arrangements - Under the COVID-19 epidemic, the Government has openly appealed to and encouraged employers to be considerate and show understanding to the situation of employees and make flexible work arrangements to help maintain good labour-management relations and protect the health of all employees as well as the community. <p><u>Labour market – providing access to social protection</u></p> <p>Non-contributory social security - Insofar as the non-contributory social security is concerned, the means-tested Comprehensive Social Security Assistance (CSSA) Scheme supports those who cannot support themselves financially to meet their basic needs. Having regard to the impact of the pandemic, the Government has disregarded the cash value of insurance policies of able-bodied applicants as assets on a time-limited basis under the CSSA Scheme. This shows that the CSSA Scheme has served its safety net function effectively and can provide support to the unemployed persons who face temporary economic hardship.</p>
3	<p><u>COVID-19 policies and initiatives:</u> Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic</p>

	on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?
	<p>To stabilize the economy under the impact of COVID-19 epidemic, the HKC Government has introduced relief measures of unprecedented scale since early 2020. In particular, the HKC Government launched the Employment Support Scheme (ESS) in April 2020 to help employers pay for their employees' wages in exchange for their retention. ESS applied to all employers regardless of their size; and all eligible employees could receive 50% of their wages for up to six months, with a monthly cap of HKD 9,000. According to the administrative data, ESS provided a total of HKD 91 billion to support 1.95 million headcounts of employees, with a majority of the employers taking up ESS being SMEs or micro businesses.</p> <p>The Government also offered a one-off lump sum subsidy of HKD 7,500 to self-employed persons who did not satisfy the ESS requirements.</p> <p>With the labour market improving amid the economic recovery and receding local epidemic, the HKC Government insofar has no intention to extend the Scheme.</p>
4	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment - N/A - Impact of digitalisation and automation on employment - The HKC Government is exploring the feasibility of conducting a Thematic Household Survey on the working conditions of digital platform workers. - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - N/A - Skills gaps and/or mismatches - The above-mentioned MP provided some useful insight to the situation of skills mismatches in HKC - Expected labour market skills requirements - The above-mentioned MP made projection on the demand and supply of manpower with different education levels in different sectors for the period from 2017 to 2027 in HKC. The Census and Statistics Department (C&SD) of the Government of HKC also compiles and releases employment statistics on a regular basis based on the findings of different surveys conducted for public use and reference. The future trend on labour force participation for different age groups and gender are also made available for monitoring. - Social protection coverage and adequacy - The C&SD of the HKC Government publishes "Statistics on Comprehensive Social Security Assistance Scheme" on an irregular basis, while the Social Welfare Department compiles and releases statistics on the number of cases and applications by type of social security on regular basis. - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives - The ESS is one of the major relief measures to stabilise our economy amid the epidemic.

	<p>According to administrative data, ESS provided a total of HKD 91 billion to support 1.95 million headcounts of employees, with a majority of the employers taking up ESS being SMEs or micro businesses.</p> <p>Ref: https://www.censtatd.gov.hk/en/data/stat_report/product/FA100078/att/B71809FB2018XXXXB0100.pdf https://www.swd.gov.hk/en/index/site_pubsvc/page_socsecu/sub_statistics/</p>
5	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>The Government of HKC has been actively promoting structural reforms in relation to future of work, particularly in the area of supporting R&D, nurturing talents, fostering the popularisation of IT. The measures include:</p> <p>On R&D - The Government of HKC has just injected HKD 9.5 billion into the ITF, and will continue to enhance the funding schemes under the ITF as appropriate, quite a number of which support R&D and commercialisation of R&D outcomes.</p> <p>On talents - The Government of HKC implements the IT Innovation Lab in Secondary Schools and Knowing More About IT Programme to subsidise local primary and secondary schools to organise extra-curricular activities related to IT. The STEM Internship Scheme will also be regularised to subsidise local universities to arrange short-term internships for their STEM undergraduates and postgraduates. The newly launched Global STEM Professorship Scheme helps universities recruit internationally renowned I&T scholars and their teams to HKC.</p> <p>On the popularisation of IT - The Government of HKC has implemented several digital infrastructure projects in the past three years, such as the Next Generation Government Cloud, the Big Data Analytics Platform, and the "iAM Smart" one-stop personalised digital services platform. The HKC Government also actively promotes the opening up of data to public and private organisations in a bid to foster technological research and innovation, thereby bringing convenience and benefits to members of the public and assisting the industry in expanding business opportunities at the same time.</p> <p>Meanwhile, the HKC Government has also stepped up its efforts to enhance and promote the use of e-government services, with a view to facilitating the general public and enterprises to continue to use various government services conveniently through electronic means while maintaining social distancing and reducing contact among people. For instance, citizens may submit their applications electronically for various subsidy and relief schemes, book COVID-19 testing and vaccination.</p>
6	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>In view of the impacts from the digitalisation and the epidemic on the labour market, the HKC Government will continue to take forward structural reforms relating to the future of work as mentioned in Question 5 above. Some other major initiatives relating to</p>

	<p>supporting R&D, nurturing talents, fostering the popularisation of IT have also been introduced, including –</p> <p>On R&D –</p> <ul style="list-style-type: none"> • Continue to implement the Science Park expansion and Cyberport 5 development • Continue to support the development of 5G networks and applications • Commence progressively the operation of the first batch of about 20 R&D laboratories under the “InnoHK Research Clusters” <p>On talents -</p> <ul style="list-style-type: none"> • Regularise the pilot scheme which subsidises students studying science and technology in local universities to enrol in short-term I&T related internships <p>On the popularisation of IT -</p> <ul style="list-style-type: none"> • The Hong Kong Monetary Authority will consider enhancing its Fintech Supervisory Sandbox to reduce time for launching innovative financial products in the market • The HKC Government published the Smart City Blueprint for Hong Kong 2.0 in December 2020, formulating the blueprint for the development of digital economy and the building of a world-renowned Smart Hong Kong characterised by a flourishing economy and people’s high quality of living. Initiatives include the development of the Traffic Data Analytics System and the enhancement of smart tourism platform.
7	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
.	<p>APEC provides a platform for knowledge sharing and cooperation that is conducive to enhancing the IT skills of workforce. One of the means is through organising training workshops. For example, the APEC Business Advisory Council (ABAC) implements the Cross Border E-Commerce Training (CBET) program to convey industry knowledge and insights, enable global SMEs to capture e-commerce opportunities, transform and upgrade their businesses. The ABAC regularly organise a series of e-Commerce workshops. Since its launch in 2013, it has collaborated with ABAC New Zealand; ABAC Thailand; ABAC Brunei; ABAC Hong Kong, China; ABAC Chile, etc., and trained more than 10,000 micro, small and medium-sized enterprises. Through this platform, economies can learn from the experiences of each other and formulate policy initiatives to overcome the many policy gaps, barriers and challenges in their respective contexts.</p>

INDONESIA

1.	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<ul style="list-style-type: none"> - The increase of the unemployment rate. The pandemic condition has severely affected all labor-intensive sectors, including agriculture, services, manufacture, health, and hospitality. Moreover, the unemployment rate is predicted to increase by 8.3-9 million people in 2021, or 5.9 – 6.5%. In response to the pandemic, the government modified the Pre-Employment Card's goals (known as Program Kartu Prakerja) into a quasi-social safety net program via conditional cash transfer for around 5.5 million beneficiaries across Indonesia in 2020. - The significant increase of the Gig Economy, which multiplied before the pandemic. Yet, the pandemic hit hard the workers due to a contraction in demand, particularly in industries that require in-person interactions. As a result, it disrupts the labor market and severely affects monthly income. - The pandemic also declined women's participation in the economy. The closures of schools and childcare have forced women to stay at home and take more responsibilities, including childcare and household tasks while working from home, affecting their productivity. In contrast, some may be forced to give up paid work altogether. The Ministry of Women and Child Protection of Indonesia¹⁰ (2021) recorded women experiencing a decline in income of 82% compared to the previous period. Meanwhile, the Ministry of Finance (2020)¹¹ asserted that 40% of working women in the business sector were affected by the pandemic, and 60% (out of 740 million working women in the informal sector) had lost their jobs. - In terms of the impact of changing technology, automation, and digitalization, Indonesia is already successfully harnessing the digital revolution to some degree; digital platforms and e-commerce are continuing to grow. As a result, new skills are required for that automation. The skills include technological skills, social, emotional, and higher cognitive skills such as creativity and advanced problem-solving.
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>1) The occurrence of skills mismatches and skill shortages in Indonesia, particularly for management, technology, data analysis, graphic design, finance, agribusiness, and work safety (The World Bank and The Coordinating Ministry of Economic Affairs, 2019). Low levels of education in the economy's workforce, inadequate vocational</p>

¹⁰ <https://www.kemenpppa.go.id/index.php/page/read/29/2921/survei-menilai-dampak-covid-19-perempuan-memikul-beban-lebih-berat-dibandingkan-laki-laki>

¹¹ <https://www.kemenkeu.go.id/publikasi/berita/pandemi-berdampak-lebih-berat-kepada-perempuan-ini-respon-pemerintah/>

	<p>training programs, and an increasing skills deficit due to digital advancements are often seen as contributing factors to high unemployment figures before the pandemic. On the other hand, 78 percent of firms face difficulties finding highly skilled employees and high-level managers (PMO Program Kartu Prakerja, 2021). Moreover, youth unemployment was still relatively high, more than 17% in 2020 (Statista, 2020)¹². Skills upgrading, upskilling, and reskilling are the most significant issue in labor market reforms in Indonesia.</p> <p>The government has reform agendas and made significant efforts to reform formal education, vocational education, and training. Firstly, the Minister of Education and Culture launched the “Independent Campus, Freedom to Learn” (Kampus Merdeka, Merdeka Belajar) policy in January 2020. The policy covers four programs at higher education institutions: university accreditation, introducing new study programs, easy procedures for establishing higher education institutions as legal entities, and students’ right to spend three semesters studying outside their major¹³. Secondly, to improve VTCs, the government implements institutional reforms, perception rebranding, content redesign, and infrastructure revitalization (The Cabinet Secretary, 2017). Finally, the government also launched Program Kartu Prakerja in February 2020, with the objectives are to develop workforce competence, increase workforce productivity and competitiveness, and develop entrepreneurship. This program’s target beneficiaries are citizens aged 18 years and over. Thus, this program can be part of lifelong learning and fill the gaps in education and VTCs in the short term to meet future work demands.</p> <p>2) Indonesia’s labour market was relatively rigid before the pandemic. Many regulations were designed to protect workers from high severance pay to somewhat above the rate minimum wages than the domestic average. The World Bank’s 2020 Ease of Doing Business Report highlighted Indonesia’s rigid employment and minimum wage regulations as among the factors that caused the economy’s ranking to stagnate. The World Economic Forum’s 2019 Global Competitiveness Report lowered the labour market score for Indonesia to 57.5 points for flexibility, and hiring and firing practices dropped (Global Competitiveness Report, 2019).</p> <p>In 2020, the government enacted Law No. 11/2020 concerning Job Creation (“Omnibus Law”). The law has making some critical changes to the Indonesian labour law and regulations. These changes are expected to support labour force productivity and competitiveness while also protecting employees. The said Law’s is expected to increase job opportunities and the Indonesian workforce’s further development.</p> <p>3) Middle Income Trap: Indonesia runs the risk of a middle-income trap. Economic inequality, structural deficits in infrastructure, education, and investment in advanced industrialization are among the main risk factors. Indonesia must change its strategy, given the pandemic impacts on its economic growth, at least six percent before 2040. Indonesia must adopt, adapt, and apply significant structural reform and effective manufacturing sector strategies to be one of the world’s major manufacturing exporters. Thus, the Omnibus Law is projected to be one of the strategy to escape the</p>
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¹² <https://www.statista.com/statistics/812110/youth-unemployment-rate-in-indonesia/>

¹³ <https://www.feb.ui.ac.id/en/blog/2020/10/24/ministry-of-education-and-culture-launches-indonesia-jaya-merdeka-campus-logo/>

	middle-income trap. The Law would also send a strong signal for the future outlook of reforms to promote a sound business climate in Indonesia.
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p> <p>COVID-19 policies and initiatives: Law No. 11/2020 concerning Job Creation (“Omnibus Law”), aims to attract investment, create new jobs, and stimulate the economy by, among other things, simplifying the licensing process and harmonizing various laws and regulations, and making policy decisions faster for the central government to respond to global or other changes or challenges. The Omnibus Law has amended more than 75 current laws and will require the central government to issue more than 30 government regulations and other implementing regulations within 3 months.</p> <p>Presidential Decree No. 82 of 2020 concerning the Committee for Mitigating COVID-19 and National Economic Recovery aims to restore domestic economic activity through a single strategic and integrated policy.</p> <p>Wage subsidies for Workers are regulated in the Minister of Manpower Regulation No. 14 of 2020 concerning Guidelines for Providing Government Assistance in the Form of Salary/Wage Subsidies for Workers/Laborers in mitigating the Impact of COVID-19. The salary/wage subsidy aims to protect, maintain and increase the economic capacity of Workers/Laborers in dealing with the impact of COVID-19.</p> <p>The Pre-Employment Card Program modified to Quasi-Social Security by providing cash transfers amidst the COVID-19 aims to protect Workers/Laborers and Business Continuity in the context of lessening the impact of COVID-19.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy’s data sources, methodology, and frequency for monitoring the following (put “N/A” if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment Yes, BPS – Statistic Indonesia, Survey - Stratified Two Stages Sampling, Annually - Impact of digitalisation and automation on employment Yes, BPS – Statistic Indonesia, Digital economy contribution to GDP, Annually - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy (N/A) - Skills gaps and/or mismatches Yes, BPS – Statistic Indonesia has the Labour Force Survey (LFS) at individual level - Expected labour market skills requirements (N/A)

	<ul style="list-style-type: none"> - Social protection coverage and adequacy <p>Yes, The National Team for the Acceleration of Poverty Reduction (TNP2K) has Integrated Social Welfare Data</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p> <p>The first effective program is Program Kartu Prakerja that aims for job competency development, including Skilling, Upskilling and Reskilling, and Entrepreneurship. In less than one year, the program has 5.5 million beneficiaries from 514 cities/districts across Indonesia, and it has become the most popular government program. The system used in this program also is very innovative. It has optimal technology adoption. Since the program uses Cloud technology that acquires efficient, real-time, and reliable cloud technology; and end-to-end digital, in this case, all business processes are conducted online with high-level technology. This program also encourages digital adoption, although incentives were warranted with the idea that "people will be interested in joining if there were incentives." It promotes collaboration among 14 ministries, the PMO, digital platforms, training providers, payment partners, education institutions, government institutions, and job portals. On the other side, it also encourages competition among training providers, digital and payment platforms to provide the best service.</p> <p>The COVID-19 pandemic caused some adjustments in Program Kartu Prakerja implementation as part of the social safety net, as stated on the Presidential Instruction 4 of 2020 and the Presidential Decree 54/2020. The program, which initially focused on increasing competence, currently functions to help the purchasing power of workers and MSEs affected by COVID-19.</p> <p>The second effective regulation is Law No. 11 of 2020 concerning Job Creation which was signed and promulgated on 2 November 2020 aims to Create employment and entrepreneurship through Ease of Doing Business, Guarantee workers' rights through Worker Protection. The Job Creation Law is intended to harmonize the various licensing systems in various sector laws that are not yet integrated and harmonious, even tend to be sectoral and overlapping.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p> <p>Short-Medium Term Plans to Reduce the Skills Gap in the Workforce</p> <ul style="list-style-type: none"> - Implementing Program Kartu Prakerja as a proper skill enhancement program, the initial objective. - Ensuring the omnibus law implementation is on track and achieves the target to create employment and entrepreneurship. - Development of an Information Digital Ecosystem of and Employment Services: ease of access of employment services such as labour market information, etc. - Expanding the Placement of Indonesian Migrant Workers: Expanding the placement economy and prioritize the formal sector

	<ul style="list-style-type: none"> - New Vision of Industrial Relations: To ensure the welfare of the workforce in a balanced and sustainable manner under the element of the Job Creation Law, namely: <ul style="list-style-type: none"> a. Wage system reform b. JKP (Jaminan Kehilangan Pekerjaan, or Job Loss Guarantee) implementation c. Productive implementation of social dialogue d. Adoption of an adaptive work relationship pattern to a flexible labor market - Labour Inspection Reform: Improve the quality of the labour inspection and OSH system by maximizing the use of technology
7.	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<ul style="list-style-type: none"> • APEC is an ideal forum to share best practices and conduct studies in cooperation with other related international Forums on human resources, Small Medium Enterprise, vocational training, education, and digital economy in the economy, especially how to measure, support/facilitate, and regulate labor market and future work policy in economic development. • APEC needs to underline different approaches, perspectives, progress, and various cultural backgrounds in addressing the labor market and future work issues among economies.

JAPAN

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

(Question about technology, automation, and digitalisation)

Technology, automation and digitalization are very important to secure labor force and increase productivity of companies in Japan, which is facing the challenge of labor supply constraints due to the declining birthrate and aging population. Telework and other flexible work styles that use ICT to make effective use of time and place will help prevent people with disabilities, the elderly, and the childcare and nursing care generations from leaving the workforce and promote their employment, and will enable diverse population to participate in the labor market. In addition, this digitalization is expected to change the abilities and roles required of workers.

(Question about COVID-19)

With regard to the relationship between the COVID-19 and the labor market, the labor market has been greatly affected by COVID-19, and although the number of employed persons and wages have shown resilience, they remain weak, far below the level before the spread of COVID-19. The impact on employment and income of non-regular workers and women has been particularly severe.

As for the relationship between COVID-19 and the future problems of work, COVID-19 has led to the significant spread of staggered commuting and telework, especially in Tokyo, and more flexible work styles are expected to advance in the future. On the other hand, the spread of the new coronavirus infection has also had a big impact on the self-employed, and the government need improve the environment to enable these individuals to work safely.

(Question about three challenges)

Labor Participation

Given the future changes in Japan's demographic structure, a long-term decline in the number of workers is considered inevitable. However, in order to secure human resources in the health and welfare fields and maintain a vibrant economy, it is essential to further increase labor participation, especially among women and the elderly.

Improving labor productivity

In light of the future changes in Japan's demographic structure, it will be necessary not only to increase labor participation but also to improve labor productivity. In particular, workers in the health and welfare fields may not be able to provide the necessary services due to a shortage of workers. As there is an estimation that the reform of health and welfare service would enable to provide service with fewer workers, further efforts should be made in this respect.

Diverse working styles

In recent years, individuals have been diversifying their work styles and flexible work arrangements have been expanding. It is necessary to ensure that people are treated fairly regardless of their working styles so that people can choose various working style according to their own lifestyles.

2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>Yes</p> <p>Although it is difficult to rank them, the major structural reform needs or policy gaps include the following.</p> <ul style="list-style-type: none"> ● It is necessary to further clarify work rules to adjust to changes in work styles. ● It is necessary to examine current social security system in the context of changing work styles. ● It is necessary to make efforts to realize appropriate labor mobility in response to changes in the employment structure. ● It is necessary to achieve a higher employment rate than before by further expanding opportunities for women and the elderly.
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>Although it is difficult to rank them, the major policy initiatives include the following.</p> <ul style="list-style-type: none"> ● Support for employment retention (Employment Adjustment Subsidy, Support funds and cash handouts for unavoidable leave or absence from work due to COVID-19) <p>With regard to Employment Adjustment Subsidy, business owners who are forced to scale down business activities for economic reasons can receive subsidies to cover expenses for leave allowances that they are obligated to pay workers for maintaining overall employment, and Under the influence of the new coronavirus infection, special provision have been made, such as raising the maximum amount per day above normal. Also, regarding support funds and cash handouts for unavoidable leave or absence from work due to COVID-19, support or benefits are provided to workers who were forced to take leave of absence due to COVID-19 and were not able to receive payment for leave. After the end of the pandemic, the special provision in Employment Adjustment Subsidy and the support funds and cash handouts for COVID 19 will be abolished.</p> <ul style="list-style-type: none"> ● Support for workers taking care of children or other family members <p>When workers need to take care of their children due to the temporary closure of elementary schools caused from the effect of the COVID-19, the government supports them by providing subsidies to employers. Also, as a response to the COVID-19 infection, this program subsidize SME owners who provide special paid leave for family caregivers, in addition to family care leave required by the Child Care and Family Care Leave Act. It has not been decided whether or not these measures will continue to be implemented after the end of the pandemic.</p>

	<ul style="list-style-type: none"> ● Promotion of telework(Subsidies and Revised guideline) As a measure against COVID-19, subsidies were provided to SMEs owners who newly introduce telework. To promote high-quality telework in the age of “with-Corona and post-Corona”, the government continue to support SMEs owners who newly introduce telework. In addition, the government revised the “telework guideline” to enable companies to introduce high-quality telework. ● Special loan of Emergency Petty Cash Funds / Comprehensive Support Funds The government provides a loan for those having difficulties paying living expenses as a result of work suspension or unemployment caused by COVID-19. It has not been decided whether or not these special measures will continue to be implemented after the end of the pandemic. ● Sustainable Cash Payout For business owners affected by the spread of the COVID-19, the government provides cash payout that can be used for a wide range of general business expenses as a source of business recovery to support business continuity. It has not been decided whether or not the measure will continue to be implemented after the end of the pandemic.
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy’s data sources, methodology, and frequency for monitoring the following (put “N/A” if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment N/A - Impact of digitalisation and automation on employment N/A - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy N/A - Skills gaps and/or mismatches N/A - Expected labour market skills requirements N/A - Social protection coverage and adequacy N/A - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives N/A
5.	<p>Best practices: Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>

	<p>In 2017, the government formulated The Action Plan for the Realization of Work Style Reform, which aims to fundamentally reform the labor system and change the corporate culture as well, from the perspective of workers. This plan stipulates what measures will be implemented and when by FY2026 for a total of 19 response measures, and follow-ups are conducted on a regular basis. In addition, in FY2019, the Act on the Promotion of Female Participation and Career Advancement in the Workplace (Act No. 64 of 2015, hereinafter referred to as the “Female Participation Act”) was amended to include the expansion of the scope of obligation of establishment of an action plan and the strengthening of publishing information. Furthermore, in 2020, the Act on Stabilization of Employment of Elderly Persons (Act No. 68 of 1971) was amended to make it an obligation for employers to make efforts to ensure employment opportunities for older persons up to the age of 70 (To be enforced in April 2021). Due to the recent outbreak of the COVID-19, staggered commuting and telework have become very popular, especially in Tokyo, and we believe that this is contributing to the "Promotion of Flexible Work Styles," which is one of the challenges of work style reform.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy’s short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<ul style="list-style-type: none"> ● Promoting active participation of women <p>In order to further promote active participation of women, the Female Participation Act requires private sector employers with 301 or more regular employees to recognize and analyze the situation of women employees in their companies, formulate action plans with numerical targets based on the analysis, and publish information on women's participation and advancement. The Act has just been revised in 2019, in April 2022, the above-mentioned obligation will be expanded to private employers with 101 or more regular employees. Furthermore, based on the Basic Act for Gender Equal Society (Act No. 78 of 1999), in order to comprehensively and systematically promote the measures, the Fifth Basic Plan for Gender Equality (approved by the Cabinet on December 25, 2020) has been formulated, which stipulates the basic recognition until the end of FY2030, the basic direction of the measures and specific measures for the period up to FY2025. 85 indicators were established, including the percentage of women as candidates for the House of Representatives.</p> <ul style="list-style-type: none"> ● Promotion of employment of the elderly <p>With the rapid aging of society and declining birthrate, the Act on Stabilization of Employment of Elderly Persons has been revised to obligate employers to make efforts to take Employment security measures for the elderly between the ages of 65 and 70 (Either extending mandatory retirement age to 70, introducing continuous employment system until age 70, eliminating mandatory retirement age, introducing a system of continuous outsourcing contracts until age 70, or introducing a system of continuous engagement in social contribution projects until age 70), in order to maintain a vibrant economy and society and to enable older persons who are willing to work to fully demonstrate their abilities (To be enforced in April 2021). Through support for employers who take measures based on the revised law and other measures, the government aims to increase the employment rate of people aged 65-69 to 51.6% or more by 2025, which is</p>

	the target set in the Action Plan of the Growth Strategy (approved by the Cabinet in June 2019) (the employment rate of people aged 65-69 in 2020 will be 49.6%).
7.	<u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?

KOREA

1. Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

Digitalization led to many online economic activities quickly replacing offline activities, bringing about both opportunities and challenges. For instance, digitalization contributes to creation of emerging industries and new jobs especially in the IT sector, but also comes with the challenge of job losses in traditional industries such as jobs that involve face-to-face service.

The transformative changes in the way people live and work, namely, flexible work arrangements, teleworking, online learning, and remote healthcare, is projected to lead to a decrease in the number of jobs for service sectors that provide face-to-face services, such as wholesale, retail, lodging, food service sectors, which are sectors that heavily employ vulnerable groups.

As contactless transactions rapidly increase, non-standard forms of employment based on digital platforms is growing, such as delivery service, chauffeur service, domestic work service, and software development.

In addition, as the skills high in demand in labor market significantly changed, the mismatch between job seekers and employers is likely to increase, further widening the existing differences in employment opportunities and wages for different sectors.

The Covid-19 pandemic has disproportionately affected the vulnerable groups in our society, dealing a heavy blow in their employment status. At the same time, the crisis accelerated our move towards a contactless and digital economy and contributed to growing awareness and consensus for low-carbon economy.

Consumer-facing services, such as wholesale, retail, lodging, food service sectors, were hardest hit by Covid-19, which caused a major employment shock to the vulnerable groups in employment including young people, women, temporary/daily workers, and micro-business owners who are heavily employed in these industries.

Digital transition is expediting changes in the labor market, such as reduction in the number of jobs in services that involve face to face contact, increase in non-standard forms of employment, and increase in labor market mismatch.

Korea announced on December 7, 2020 its strategy to achieve carbon neutrality by 2050. It is striving to reduce greenhouse gas emissions in all sectors of economy, encompassing development to industry, construction, and transport, and also working to foster low-carbon industries.

In pursuing the transition into a carbon-neutral society, an employment shock may occur in declining industries such as internal combustion engine car manufacturing or fossil fuel power plant industries.

As Korea aims to recover from the employment shock induced by Covid-19 and to

	<p>embrace digital and low-carbon transitions, it will face challenges that come with these efforts, such as securing a robust employment safety net and responding to the structural changes in the industry.</p> <p>In general, employment is on track for steady recovery but there exist disparities, which require sustained support for the at-risk sectors such as the consumer-facing service sector, and vulnerable groups, such as young people and women.</p> <p>Accordingly, the government will provide more job retention support for at-risk sectors, and provide active support for young people and women to acquire work experiences and find employment in the private sector.</p> <p>The Covid-19 crisis demonstrated that livelihoods of workers outside the employment safety net can be threatened in times of crisis by job losses and income reduction.</p> <p>In response, Korea provided direct income support to workers that are not protected by the employment safety net, but to address the root of the problem, a robust employment safety net should be established to better respond to future crisis.</p> <p>The growing number of platform workers and others in non-standard forms of employment spurred by digital transition also calls for a well-functioning employment safety net that can protect them.</p> <p>Against this backdrop, the Korean government announced a Roadmap for a Universal Employment Insurance in December 2020. Korea is making efforts to gradually expand the coverage of employment insurance, which serves as the primary employment safety net, to all employed persons.</p> <p>In tandem with this effort, the National Employment Support Program, the Korea's secondary employment safety net, was launched in January 2021 to provide income and job search support to people who are not protected by employment insurance, such as job seekers from disadvantaged families, young new-entrants to the labor market, women who have experienced career breaks.</p> <p>To proactively respond to industrial structure change, Korea is working to formulate "Support Measures for a Just Labor Transition," in order to provide a cross-governmental support to workers employed in sectors negatively impacted in transition to digital and low-carbon society.</p> <p>In addition, Korea is carrying out a project that fosters talent in digital and low-carbon fields in systematic and effective ways through inter-ministerial cooperation. In particular, Korea is recently witnessing soaring demand.</p> <p>Last but not least, Korea endeavours to establish a system that helps lifelong vocational skills development for all Koreans.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p>

	<p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>Korea identifies three structural reform needs in relation to the future of work.</p> <p>First, establishing a multi-layered employment safety net. It is essential to establish a stronger and more robust employment and social safety net that can close blind spots in the employment and social security system, and protect the vulnerable groups in our society who are hit harder during times of crisis like Covid-19 pandemic.</p> <p>Second, strengthening protection for people in new types of employment and the vulnerable population that previously did not enjoy sufficient protection with the existing employment safety net against Covid-19 pandemic, in response to the growing needs.</p> <p>Third, responding to the industrial structure change by enhancing lifelong vocational skills development system. There is an increasing need for having a system in place that supports job transition for workers employed in sectors negatively affected by the structural changes in the industry.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>The Ministry of employment and labor implemented largely three major policy initiatives to mitigate the impact of Covid-19.</p> <p><u>1. A multi-layered support was provided to protect jobs in the private sector.</u></p> <p>Korea significantly strengthened job retention support in response to the employment crisis induced by Covid-19. Also, Korea helped reduce labor costs borne by MSMEs as part of its job retention efforts. Lastly, Korea helped to reduce care burden of workers as part of its job retention efforts.</p> <p><u>2. Tailored livelihood support measures were provided to the vulnerable groups and their job opportunities were expanded.</u></p> <p>Korea supported the hardest hit MSMEs to mitigate their damage. Moreover, Korea provided livelihood support to those that were not protected by the employment safety net, such as the dependent self-employed and freelancers. Also, Korea supported job creation in the public sector to prevent the vulnerable populations' withdrawal from the labor market. Also, Korea supported young people and women to find private sector jobs. Lastly, Korea supported local government-led response to the employment crisis.</p> <p><u>3. An enhanced employment safety net was established.</u></p>

	<p>Korea established a multi-layered employment safety net and strengthened protection for the vulnerable groups. The government formulated a “Universal Employment Insurance Roadmap” (in December 2020) that includes measures to gradually expand employment insurance coverage in order to protect all employed persons with the employment safety net. The government expanded strategic investment in the digital & green industries based on the mid- and long-term prospects of manpower supply and demand in new technologies, nurturing talent in new technologies and enhancing vocational training programs for the vulnerable.</p> <p>Thanks to the successful results of “K-quarantine” and swift policy response to support job stabilization, the damage to the Korean economy and employment is limited compared to other OECD economies. The OECD also had very positive assessment on Korea’s quarantine and crisis management and economic outcomes (OECD Economic Surveys: Korea 2020, August 11th 2020).</p> <p>In particular, a swift and effective policy response allowed Korea to see its economic output shrinking less than in any other OECD economies and very small declines in the employment and growth rates.</p> <p>Recently, along with the improvement in export conditions and recovery of consumer confidence, the employment rate has switched to an increasing trend since March 2021, driving a gradual recovery from employment shock.</p> <p>What’s noteworthy is that the number of the employed in manufacturing switched to an increasing trend in 14 months, and the services sector, hit-hardest by COVID-19, saw a considerable increase in the number of the employed following last month.</p> <p>Furthermore, all age groups including the youth and those in their 30s to 40s, who have suffered the most to date, saw improvements in employment.</p> <p>The government plans to provide multi-level support to retain private jobs, expand the employment opportunities of the vulnerable, and maintain measures to expand the employment safety net.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy’s data sources, methodology, and frequency for monitoring the following (put “N/A” if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	N/A

5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>First, The government announced the Universal Employment Insurance Road-map containing measures to gradually expand the coverage to include all working people.</p> <p>It increased the enrollment of vulnerable workers such as non-regular workers in small businesses with a social insurance subsidy program* (Durunuri program) aiming to reduce the blind spots of the employment insurance.</p> <p>The government reinforced protection for the recipients of job search allowances to effectively ensure their livelihood through strengthening the coverage</p> <p>The government laid the foundation for a skills development system over the course of one's lifetime to respond to the acceleration of the digital economy.</p> <p>It introduced the National Tomorrow Learning Card System* in January 2020, paving the way for a universal mid- and long-term skills development system regardless of one's employment status, insurance status, etc.</p> <p>It developed and initiated the K-digital Training Program to nurture key individuals in digital and new technologies and narrow the digital divide as part of the Korean New Deal.</p> <p>The government formulated the Public Employment Service Development Plans (June 4th 2019) and worked hard to expand and efficientate public employment services.</p> <p>With tailored support to the disadvantaged in employment groups including the youth, women, and the elderly, it promoted their labor market entry and work-life balance.</p> <p>Thanks to the successful results of "K-quarantine" and swift policy response to support job stabilization, the damage to the Korean economy and employment is limited compared to other OECD economies.</p> <p>The OECD also had very positive assessment on Korea's quarantine and crisis management and economic outcomes</p> <p>A swift and effective policy response allowed Korea to see its economic output shrinking less than in any other OECD economies and very small declines in the employment and growth rates.</p> <p>In particular, the government actively expanded the employment retention support system, containing an unemployment surge like the Asian Financial Crisis, instead the number of temporary laid-off workers greatly increased under the employment statistics.</p> <p>Recently, along with the improvement in export conditions and recovery of consumer confidence, the employment rate has switched to an increasing trend since</p>

	<p>March 2021, driving a gradual recovery from employment shock.</p> <p>As the employment shock brought about by the COVID-19 pandemic disproportionately impacted the disadvantaged in employment groups, at the outside of the employment safety net, public interest in policy issue of establishing a multi-layered employment safety net for all has greatly increased, which expedited the government's push toward the structural reform accordingly.</p> <p>At the same time, the accelerating transition toward a digital-low carbon economy triggered by the COVID-19 expedited the government's push toward the structural reform of systematic support for workers in the hardest-hit sectors to change job and setting up lifelong skills development system.</p> <p>Issues such as establishing an employment safety net and supporting vocational training programs addressing industrial structure changes will hold larger emphasis in the post-pandemic era, thus it is expected that the current structural reform will have fairly high applicability to reality and sustainability in the longer run.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>Although overall employment situation is on track of recovery, still the stagnating sectors and recovering sectors found to overlap in the economy, thus the government will make sustained efforts to support the employment recovery of the vulnerable sectors such as face-to-face services and the disadvantaged groups such as youth and women.</p> <p>In this regard, it will make intensive efforts to support the employment retention of the vulnerable sectors and to help the youth and women to accumulate work experiences and find a job in the private sector.</p> <p>As shown in this COVID-19 crisis, the employed at the outside of the employment safety net suffer huge damage in livelihood stabilization during a crisis due to unemployment and income reduction.</p> <p>Taking this into account, the government directly subsidized these people's cost of living, but fundamentally expanding the existing employment safety net is essential to tackle any future crisis.</p> <p>Moreover, as digital transition spread the non-standard forms of labor such as platform workers, an employment safety net covering these workers is needed.</p> <p>Against this backdrop, the government announced the universal employment insurance road-map in December 2020 and has worked to gradually expand the employment insurance, the first-layer employment safety net, to all working citizens.</p> <p>Also, it has implemented the Korean unemployment assistance scheme (National Employment Support System), the second-layer employment safety net, providing income and employment support services to low-income jobseekers, not covered by the employment insurance, the youth newly entering the labor market, women on a career break, etc.</p>

	<p>The government is preparing the measures to support labor transition fairly by offering pan-governmental support to workers in the sectors affected by the industrial structure change toward the digital and low carbon economy.</p> <p>Additionally, it is moving forward with projects for systematic and efficient talent nurturing in the digital and low carbon sectors and seeking ways to enhance talent nurturing in the soft market, which sees a sharp rise in demand.</p> <p>It is also planning to establish a support system where everyone continues to develop vocational skills throughout their life.</p> <p>Statistics Korea conducts and announces the Economically Active Population Survey every month, which provides basic data on employment recovery by sector and group. Data on the number of workers protected by the employment safety net such as the number of the insured, the number of participants of the National Employment Support System and vocational training is provided in real time, informing the progress of a policy.</p>
7.	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>Regional cooperation and regional bodies such as APEC can play a crucial role as the facilitator that promotes policy dialogue of their member economies. For instance, APEC can act as the platform for its member economies to share policies to effectively respond COVID-19 and the Fourth Industrial Revolution. Recently, there has been policy discussions between APEC member economies to share ideas for effective policies in the post COVID-19 era at 46th APEC HRD Working Group that has been held during May 20th -27th.</p> <p>Furthermore, regional cooperation bodies like APEC may act as a coordinator to expand cooperation projects between its member economies. There are various areas that member economies can cooperate with each other. Strengthened cooperation may create synergy and suggest possibilities for subsequent projects.</p>

MALAYSIA

<p>1. <u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>	<p>ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE</p> <ol style="list-style-type: none"> 1. Since a decade ago, Malaysia had realized that it is pertinent to move away from the economy based on cheap labour. Greater automation especially in labour-intensive activities, as well as migration to knowledge-intensive activities in all sectors of the economy, particularly in the agriculture, manufacturing, and construction sectors, which currently employ more than 30% of foreign workers had been encouraged through grants and other initiatives. 2. Malaysia has been giving emphasis in reforming the labour market to create better earning jobs as part of long-term strategy through Five-Year Malaysia Plans. However, the sudden onslaught of COVID-19 pandemic and subsequent economic activities freeze as containment measures had pushed us to take drastic measures, especially in securing jobs and ensuring business sustainability. 3. The most significant impact of COVID-19 is seen in the labour market due to abrupt slowdown of economic activities which trickled down to less working hours and to some, loss of job opportunity. 4. The unemployment rate spiked above 4% for the first time since the last 3 decades to record 4.5% in 2020 with 711 thousand unemployed persons in 2020 as compared to an average of 500 thousand for the period of 2016 to 2019. The total hours worked in 2020 was only 32 billion hours, a decline of 8.7% compared to 2019. 5. In terms of jobs created, a total of 73 thousand jobs were recorded in 2020, a reduction of 31 thousand from 104 thousand jobs created in 2019. By economic sector, the largest share of jobs created was in the services sector, comprising of more than 40 per cent; particularly in the sub-sectors of finance, insurance, real estates and business services as well as wholesale and retail trade. Manufacturing sectors came in second, making up a share of nearly 35 per cent, largely concentrated in manufacture electrical, electronic and optical products as well as manufacture of petroleum, chemical, rubber and plastic products sub-sectors. 6. Job losses and reduced incomes as the impacts of the pandemic had displaced workers who had transitioned into informal employment. In 2019, the number of workers in this category was reported at 2.54 million.
<p>2. <u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these? If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>	

	<p>ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE</p> <p>In order to improve the human capital, Malaysia has always been giving emphasis on upskilling and reskilling of its workforce to remain relevant to the needs of the industry. Even during the pandemic, a dedicated fund was launched to enhance employability of the unemployed through upskilling and reskilling programmes which will benefit 200,000 youth and those without jobs. As of 23 April 2021, a total of 143,004 participants have been approved to participate in the programmes provided.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE</p> <p>1. Many programmes including those of fiscal intervention have been implemented such as the Employment Retention Programme (ERP). The ERP is an immediate financial assistance provided for employees who has been instructed to take no paid leave by their employers that were economically affected by the Covid-19 pandemic.</p> <p>2. The Wage Subsidy Programme is offered to business entities for a period of 6 months. The wage subsidy is for employees earning less than RM4,000 per month and employers opting for the wage subsidy are subjected to the condition of retaining the employees for at least 6 months which includes 3 months during the subsidy. Subsequently, both the ERP and Wage Subsidy Programme have been merged to assist employers to retain the employees and resume their roles once the economy is back to normal thus reducing unemployment.</p> <p>3. The Recruitment Incentive Programme and Training Assistance has also been introduced. As of 9 April, a total of 132,403 employees have successfully secured employment through this programme. Among the major industries and sectors that recruited employees include those in the manufacturing sector as well as wholesale and retail trades.</p> <p>4. Recovery from the COVID-19 pandemic needs multi-stakeholder intervention to create more job opportunities. In this regard, initiatives by various stakeholders have been coordinated by the newly established National Employment Council (NEC) chaired by the Prime Minister. The council aims to create 500,000 employment opportunities by the end of 2021. The NEC is also expected to address the issue of skills mismatch in the labour market.</p> <p>Please refer the websites for more information: https://pre2020.treasury.gov.my/</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy

	<ul style="list-style-type: none"> - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>A. Informal sector output and employment</p> <p>MINISTRY OF HUMAN RESOURCE (MOHR)</p> <ul style="list-style-type: none"> • Based on the analysis from Department of Statistic Malaysia (DOSM) with the sampling of 168,182 self-employed. 43% from the respondents stated did not have enough money to survive for more than 2 weeks, while 28.4% could only survive for a month. This is due to the impact of unemployment during the enforcement of movement control order (MCO) period. Taxi and tour guide drivers are the major sector that are severely affected from MCO. Direct effect from the MCO can be seen through the declining on the number of active contributors Social Security Organisation (SOCSO) under Self-Employment Social Security Scheme from 8,592 self-employed contributing in January 2020 to 2,698 self-employed in April 2021 for the active contributor in Passenger Transport Sector. This shows a decrease of 69%. <p>INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)</p> <ul style="list-style-type: none"> • Department of Statistics Malaysia (DOSM) has conducted a specific survey to collect data on employment in the informal sector. This survey will be conducted every two (2) years and data on informal sector could be accessed through DOSM's portal. • Data on informal sector is also collected through Labour Force Survey (LFS). This data will be shared in LFS quarterly report. <p>B. Impact of digitalisation and automation on employment</p> <p>MINISTRY OF HUMAN RESOURCE (MOHR)</p> <ul style="list-style-type: none"> • The approaches on the development of digitisation and automation of employment activities such as Gig Economy have supported the economy growth through new form of employment opportunities for the economy. The gig economy concept has become an increasingly recognised and popular segment of the economy among consumers and employees themselves. The gig economy will continue to grow in 2020 in line with the unemployment rate which is also expected to be higher. According to an AmBank Research study, an estimated of 37,260 were laid off in the first 10 months of 2019 and vacancies in the labor market stood at 83,700. High layoff rate is causing gig economy platforms like Grab and Foodpanda to start becoming an option for the them to make a living. This is coupled with the Government's economic stimulus package through the 'PENJANA' announced on 5 June 2020. An increase participation and support from the agencies and ministries help to boosts digitisation and automation into a new level. The number of participants in the gig economy sector showed a significant increase which can be seen through the number of active contributors of SOCSO under self-employment scheme where the percentage of delivery of goods or food sector (rider, bicycle, walker) increase more than 100% in April 2021 (5,913 self-employed worker) compared to January 2020 (120 self-employed worker).

INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)

- Data on digitalisation will be collected by ILMIA through sectoral environmental scan (ES) studies. This ES studies will focus on specific economic sector and issues on digitalisation will be examined from industries perspectives and point of view. Since 2012, ILMIA has conducted 11 ES studies and it involves several economic sectors such as Tourism Sector, Logistic Subsector, Food and Beverages Sector, Machinery/Equipment and Advanced Engineering Sector, Professional Services and Maritime Sector, and etc.

C. Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy

MINISTRY OF HUMAN RESOURCE (MOHR)

- The gig industry has created a numerous job opportunity as we see today, the method of ordering done from home is increasing. Not only small traders, but the leading companies are also receiving the same impact. People in Malaysia have already embraced the technology-based is a way of life. We have started to see the online business becoming the trend among Malaysian. Even small and medium entrepreneurs in rural areas have also started doing business online actively and aggressively. The development of the gig economy over time may cause normal working hours to no longer be a habit in the future. For example, according to sources, the GoGet community now reaches 16,000 people and on average, a GoGetter (employee under the GoGet platform) can generate RM100 to RM200 a day. Active contributors under the support services sector have shown a significant increase of 100 % based on the comparison from January 2020 (916 self-employed worker) and April 2021 (20,656 self-employed worker).

INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)

- ILMIA will conduct a study on Non-Standard Employment in Malaysia in 2022. Data on employment in the digital economy will be gathered through this study.

D. Skills gaps and/or mismatches

MINISTRY OF HUMAN RESOURCE (MOHR)

- One of the sources used in monitoring of skills gaps or mismatches in Malaysian Labour Market is via statistics generated from MYFutureJobs (Malaysia's Public Employment Services Portal). The issues of skills mismatch are measured through profiling of placement data by analysing and comparing the Educational Level indicator of employees hired for the position with the Educational Level requirements in the advertised position/job vacancies. If an employee has higher qualifications than the requirements of the job, then he is considered a mismatch for the position. This profiling can provide insights on potential underemployment that is happening in the labour market and be used to derive initiatives to address this imbalance and to correct the mismatch in the labour market.

INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)

Issues on skills gaps and/ or mismatches will be gathered by ILMIA through sectoral environmental scan (ES) studies. Input will be gathered from both industries (demand side) and education / training providers (supply side). Gaps and mismatches will be identified by comparing input from both sides.

E. Expected labour market skills requirements

MINISTRY OF HUMAN RESOURCE (MOHR)

- The job vacancies statistics available in the MYFutureJobs portal contains key indicators of an occupation such as salary offered, level of education and field of study requirements, specific skill requirements and the sector that offers the job. With these indicators, the skills requirement profiling for detailed level of occupation can be generated for the policy formulation and human capital development purposes.

INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)

- Input on labour market skills requirement could be retrieved from ILMIA's Job Market Insight (JMI) quarterly reports and My Job Profile reports. JMI provides information on job vacancies in Malaysia. Through JMI and My Job Profile, we can assess changes in manpower demand and obtain information such as hottest jobs in labour market, top hiring industries, skills and qualification required by industries and etc. This information is available in ILMIA's portal.

F. Social protection coverage and adequacy

MINISTRY OF HUMAN RESOURCE (MOHR)

- The Prihatin Rakyat Economic Stimulus Package (PRIHATIN) and Prihatin Rakyat Economic Stimulus Package Plus (PRIHATIN Plus) were initiated on 27 March and 6 April 2020. An essential component of PRIHATIN is the Wage Subsidy Programme that assists employers in retaining their workers. This short-term measure is a timely intervention that helps to avert mass retrenchments and indiscriminate imposing of unpaid leave or wage cut by employers. On 5th June 2020, the Government unveiled RM35 billion stimulus package titled the 'Pelan Jana Semula Ekonomi Negara' or 'Short-Term Economic Recovery Plan' (PENJANA) to guide Malaysia's economic recovery. Initiatives under PENJANA such as the Wage Subsidy Program, Re-skilling and Up-skilling Programme Hiring and Training Assistance are crucial short-term fixes to cushion income loss and to upgrade the skills of the unemployed and youth. Meanwhile, the Gig Economy Social Protection and Skilling Programme were announced to support the growth of the gig economy and provide a social safety net for gig workers.

INSTITUTE OF LABOUR MARKET INFORMATION AND ANALYSIS (ILMIA)

- From ILMIA's perspective, input on social protection coverage and adequacy could be obtained through a specific study. For example, ILMIA is in the midst of profiling Malaysian working in Singapore. Thus, the information on social protection coverage will also be collected via this profiling activities. This study is expected to be completed by the end of 2021.

	G. Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
5.	Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?
	ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE <ol style="list-style-type: none"> 1. Efforts to reduce dependency on cheap labour especially foreign workers were undertaken by capping their proportion at 15% of total workforce by 2020. 2. Moving forward, the Twelfth Malaysia Plan will promote greater local participation in the labour market to reduce the dependency on foreign workers. The efforts will include the revision of multi-tier levy mechanism, which will inadvertently increase the cost of labour. We hope that the industry will move into innovative business models that no longer depends on cheap labour. These new models will employ more skilled workers.
6.	Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.
	ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE <ol style="list-style-type: none"> 1. Efforts to enhance the employment services portal will also help the redistribution of the workforce disrupted by the COVID-19 pandemic besides redeployment of displaced workers due to automation. The enhanced portal will be powered by artificial intelligence (AI) in order to integrate all components involved in an employment life cycle.
7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	ECONOMIC PLANNING UNIT (EPU), PRIME MINISTER'S OFFICE Sharing of information and best practices across the region.

MEXICO

1	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>Technological advances, as well as the effects of the COVID-19 pandemic, have placed teleworking at the center of the debate, this new form of employment is taking advantage of the competitive advantages offered by labor digitization, such as increased productivity and a better balance between personal and work life, a gender approach to guarantee equal opportunities and working conditions for men and women.</p> <p>However, teleworking and other new forms of employment have significant challenges. If clear boundaries are not established between work and personal life, working hours, labor stress, and loss of labor productivity can increase.</p> <p>Before the Covid-19 outbreak, only 2.6 million Mexicans, equivalent to 5% of the Economically Active Population were teleworkers¹⁴. This figure has increased to 12 million workers in just a few months due to the pandemic, representing an increase of 22%¹⁵ of the labor force.</p> <p>According to National Institute of Statistics and Geography (INEGI), due to the Covid-19 pandemic, 12.2% of the domestic companies adopted the teleworking modality. Of this figure, 44.8% are large enterprises, while 19% are small and medium-sized enterprises (SMEs), and 11.2% are micro-enterprises.¹⁶</p> <p>Mexico's challenges on the future of work, especially teleworking, are to achieve the implementation of a regulatory framework to ensure effective respect for labor rights and compliance with the obligations of employers and workers in these forms of work.</p> <p>Additionally, there is the challenge of elaborating a Mexican Official Standard regarding Health and Safety at work that applies to telework, and, finally that the labor inspections can verify compliance with the obligations of this type of employment, considering that the place where teleworking is carried out is a private home.</p>
2	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>The main actions that must be taken to achieve the necessary conditions for the future of work in the Mexican labor market and to guarantee the social right to decent work are the following:</p>

¹⁴ [Senate of the Republic y Staffing América Latina](#)

¹⁵ [Centro de Estudios Espinosa Yglesias](#)

¹⁶ [INEGI, Survey on the Economic Impact Generated by COVID-19 in Companies](#)

	<ul style="list-style-type: none"> • Ensure the inclusion of young people in the labor market through job training. • Achieve the insertion into a formal job of unemployed people, workers in critical occupation conditions, and inactive people with availability to work, with preferential attention to those who face barriers to access to a formal job • Promote social dialogue, union democracy and authentic collective bargaining. <p>For this reason, the Secretariat of Labor and Social Welfare promotes actions to ensure job training and access to employment with equal opportunities, such as the Young People Building the Future Program aims to reduce the gender gap and increase job opportunities for young people between 18 and 29 years old, providing them a 12-month training in workplaces, a monthly grant of 4,310 pesos (216 dollars) and medical coverage.</p> <p>Regarding to social dialogue, Mexico is promoting a new paradigm of respect, promotion and protection of fundamental rights and freedoms at work through a new labor model focused on union democracy and authentic collective bargaining.</p>
3	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>The main initiatives taken to address the impact of COVID-19 on the labor market were:</p> <ol style="list-style-type: none"> 1. The monitoring of compliance with the Federal Labor Law in the framework of the declaration of emergency measures due to the COVID 19 pandemic, given those essential and non-essential activities that could be carried out, was established. Within this framework, the STPS carried out special inspection operations to monitor compliance with the suspension of labor activities at workplaces considered non-essential activities. The STPS, in coordination with the Federal Labor Defense Attorney (PROFEDET), launched the Digital Attorney to Attend workers against the COVID-19, a tool through which workers who have been fired or temporarily suspended without pay, due to COVID-19 pandemic impact, can file a complaint due to labor damages, so that the labor authority guarantees the rights of workers and job stability, providing advisory, conciliation and legal representation services. 2. The second initiative was to strengthen and support the implementation of teleworking by publishing guidelines so that workplaces could adopt safety and health measures at work and promote work modalities at a distance during the social distancing measures against the COVID-19 pandemic. In order to preserve jobs and business during the health emergency caused by Covid-19, the STPS launched on March 2020 a microsite web (https://juntosporeltrabajo.stps.gob.mx/) called “Together for Work”. This initiative provides to workers, employers and people in general, a set of digital tools, such as guides, training courses, and practical advice to take advantage of teleworking within the framework of the social distancing derived from the Covid-19. 3. In January 2021, the Government of Mexico approved a labor reform on Teleworking. This reform added at the Federal Labor Law the Chapter XII-Bis, to define, recognize and regulate the teleworking modalities. This reform defines that the teleworker will be the one who provides personal, paid, and subordinate

	<p>services in a place other than the company facilities or employer's source of work and, use Information and Communication Technologies. Information and Communication Technologies will be understood as the set of services, infrastructure, networks, software, computer applications, and devices aimed to facilitate the tasks and functions in the workplaces, as well as those that are needed for management and transformation of information, in particular, the technological components that allow creating, modifying, storing, protecting and recovering information.</p> <p>Likewise, the reform on teleworking highlights that the labor conditions of teleworking will be established through an agreement, which should contain the characteristics of the work; the amount of salary, date, and place of payment; equipment and labor supplies delivered to teleworkers, as well as contact and supervision mechanisms, and the times and distribution of labor activities. Besides, it establishes that the teleworking modality will form part of the collective bargaining agreement, which may exist between unions and companies, and a copy of these contracts must be delivered to each teleworker, and employers should facilitate remote communication mechanisms to ensure workers the right to freedom association and collective bargaining procedures. If employers do not have a collective bargaining agreement, they must include teleworking in their internal labor regulations, and establish mechanisms to ensure contact between teleworkers</p> <p>Employers should provide social security for workers, safeguard workers' personal data, promote communication mechanisms to ensure freedom of association and collective bargaining, respect the workers' right to disconnect at the end of the working day, and observe a gender perspective that allows balancing personal and work life; meanwhile teleworkers should take care of work equipment, and participate in monitoring mechanisms of their activities.</p>
4	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment The National Occupation and Employment Survey (ENOE) of the National Institute of Statistics and Geography (INEGI) is the main source of information on the Mexican labor market by offering monthly and quarterly data on the workforce, occupation, labor informality, underemployment and unemployment. https://www.inegi.org.mx/programas/enoe/15ymas/ https://www.inegi.org.mx/contenidos/programas/enoe/15ymas/doc/enoe_n_presentacion_ejecutiva_0121.pdf

	<ul style="list-style-type: none"> - Impact of digitalisation and automation on employment The INEGI prepares the Publication “Characteristics of Employed Personnel” every five years, based on the results of the Economic Censuses. This document shows an overview of the particularities of the employed personnel in the local economic or business units in the different activities that make up the domestic economy. https://www.inegi.org.mx/contenidos/productos/prod_serv/contenidos/espanol/bvinegi/productos/nueva_estruc/889463900085.pdf - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy INEGI also measures the gross added value of electronic commerce, as a first approach to measuring the digital economy. https://www.inegi.org.mx/temas/vabcoel/ - Skills gaps and/or mismatches N / A" - Expected labour market skills requirements The Employment Observatory (OLA): It is a website (https://www.observatoriolaboral.gob.mx/#/), launched by the Secretariat of Labor and Social Welfare, through the National Employment Service (SNE) to provide useful information and tools on employment indicators for different careers, incomes, economic sectors and skills required by the labor market, to young people and students have reliable and truthful information on labor market. - Social protection coverage and adequacy The National Survey of Employment and Social Security (ENESS) carried out by the INEGI and the IMSS provides statistical information on the coverage of social security and health services; Social security contribution; pensions; work risks; childcare; the autonomy of the elderly, among others at the domestic and federal level https://www.inegi.org.mx/programas/eness/2017/#Documentacion - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives “N/A”
5	<p>Best practices: Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>Among the structural reforms that have been promoted recently are the following:</p> <ul style="list-style-type: none"> • The labor reform published on May 1, 2019, began the transformation of the labor justice system, promoting respect, promotion, and protection of fundamental rights and freedoms at work through a new labor model focused on true union democracy and collective bargaining. This reform was endorsed thanks to the support of the federal and local Executive, Legislative and Judicial powers, as well as the employer and labor sectors of the economy. • Another reform of the Mexican government was the ratification of the ILO Convention 189 on domestic workers. With this, the commitment to the recognition

	<p>of the labor rights of domestic workers was endorsed. This will improve the working conditions of 2.4 million domestic workers by equating their rights with those of any other worker</p> <ul style="list-style-type: none"> Finally, the telework reform whose purpose is to provide certainty to the millions of workers in this new forms of employment, besides to equitably distributing domestic work, achieving a greater work-family conciliation, and protecting the rights of workers, especially women, allowing them to reconcile their work and personal responsibilities.
6 .	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>Currently, the Secretariat of Labor and Social Welfare is working on the development of an Official Mexican Standard on health and safety conditions that are developed under the teleworking modality, which must be into force on July 2022</p>
7 .	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>The International Labor Organization has been an ally of the STPS in the great changes that have been implemented in the Mexican labor market, from the new model of labor justice, the recognition of the labor rights of domestic workers and now of the teleworkers.</p>

NEW ZEALAND

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

Technological change

Technological change is continuous in New Zealand. It is difficult to measure the extent to which technology has caused labour market disruption, but proxy indicators (such as productivity growth, occupational churn, and business start-up rates) do not suggest a significant acceleration of job loss caused by technology adoption. In fact, job creation generally exceeds job loss. However, technological change continues to influence work skill requirements, automate jobs, and alter business models. This has substantially shifted the mix of occupations and skills required in the labour market over the last four years.

The most recent assessments by the OECD measuring the potential for technology to replace workers suggest the risk is lower for New Zealand than other economies.¹⁷ This is partly due to the structure of New Zealand's economy, which has a relatively small manufacturing base.

An inquiry on technological change and the future of work completed by New Zealand's Productivity Commission in 2020 emphasised that technological progress and adoption could drive productivity and income growth in New Zealand.¹⁸ There has been varied uptake of more capital-intensive business models and relatively slow adoption of, and investment in, technology overall. This has contributed to little change in New Zealand's productivity performance over the past few decades.

COVID-19, the labour market, and the future of work

Short-term and medium-term impacts

The initial public health measures to contain COVID-19 combined constraints on border movement, with a short economy-wide lockdown. The effectiveness of this lockdown meant that New Zealand was able to contain and largely eliminate COVID-19, and regular economic activity resumed very quickly after the most significant public health restrictions were lifted. Because of this, the short-term economic impacts of COVID-19 have been less significant than initially predicted.

Sectors hit hardest are those with business models based on face-to-face interactions (retail, hospitality) which were unable to operate during public health restrictions, and those that continue to be impacted by the restricted flow of people through the border (tourism, transport, international education, and those with reliance on migrant labour).

In addition, people often vulnerable to poor labour market outcomes – including older workers, youth, Māori, Pasifika and women – are more likely to face disruption from

¹⁷ https://www.oecd-ilibrary.org/employment/automation-skills-use-and-training_2e2f4eea-en;jsessionid=JwWOStgyFajqThGlrPhgNh_J.ip-10-240-5-60

¹⁸ <https://www.productivity.govt.nz/inquiries/technology-and-the-future-of-work/>

COVID-19 than others. However, the picture is very mixed and the estimated impact keeps changing.

There has been a significant reduction in incoming migrants since the border restrictions were implemented. Since 20 March 2020, border restrictions have meant only citizens and residents have been able to enter New Zealand, with a small number of exceptions.¹⁹ This has been broadened gradually to include quarantine-free travel zones (such as Australia and the Cook Islands) but remains highly restrictive.²⁰ Despite these restrictions, there has still been a small net migration gain, as many migrants who were based in New Zealand before the initial COVID-19 lockdown have been allowed to remain in New Zealand.

Along with an increase in returning New Zealanders, our border measures have resulted in changing skills mixes in the labour market, including skills and labour shortages in migrant-heavy industries and new skills from returning New Zealanders. These factors are likely to exacerbate existing skills mismatches in the short- and medium-term depending on the skills and numbers of returning New Zealanders. Employers may be incentivised to change their business models or make these jobs more attractive to New Zealanders in order to fill vacancies.

Longer-term impacts

We expect that the focus for some businesses has shifted further away from future investment and toward present survival, delaying investment in technology. On the other hand, we have heard anecdotal evidence of an acceleration towards online business models to adapt to new norms such as online retailing and remote work, and the adoption of labour substituting technologies. This will require new skills to operate, such as digital, data, and artificial intelligence (AI) expertise.

The three main challenges facing New Zealand related to the future of work

1. Raising workplace productivity and improving job quality

New Zealand's level of labour productivity is below the average for OECD economies and wage growth has been low over recent years. Lifting productivity requires addressing a number of distinct challenges. New Zealand is a small isolated economy, with firms that face limited competitive pressures. The Productivity Commission's inquiry on technological change in New Zealand suggested that there is scope for New Zealand firms to lift their productivity via adoption of technology.

2. Capturing the potential benefits of technological change and managing consequences for workers

By maintaining and developing new skills and competencies, workers can reduce the likelihood that they are displaced due to technological change and increase their chances of finding work rapidly in the event of displacement. Basic technology literacy will become more important as a foundation for sustainable employment, and to avoid exacerbating the "digital divide" and labour market disadvantage. Households' access to

¹⁹ <https://www.immigration.govt.nz/about-us/covid-19/border-closures-and-exceptions>

²⁰ <https://www.immigration.govt.nz/about-us/covid-19/border-closures-and-exceptions/you-are-in-a-quarantine-free-travel-zone>

	<p>technology will become increasingly important for skills development and labour market participation.</p> <p>3. Decarbonising the New Zealand economy</p> <p>Under the <i>Zero Carbon Act 2019</i>, New Zealand has a target to reduce domestic emissions to net zero by 2050.²¹ The workforce profile of emissions-intense sectors and regions (such as agriculture and natural resources) varies considerably.²² While some workers are younger, low-paid with fewer qualifications; others are older, well-paid and may struggle to find equivalent jobs. The impact of climate change policy depends on the sectoral and regional profile of changes required, which is difficult to predict at this stage, but the impact is likely to be large and widespread. A variety of labour market strategies are required to support decarbonisation.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>1. Chronic low productivity, limiting our ability to create higher quality jobs</p> <p>There is a significant prevalence of jobs that offer working conditions, pay-levels, and opportunities for advancement below what many consider acceptable standards.</p> <p>Successive New Zealand governments have aimed to lift the productivity of firms. This remains a long-term, difficult and multi-portfolio challenge. The present Government is planning to rebalance the immigration system to move away from relying on low-skilled workers and address migrant exploitation. This should encourage investment in capital and in skills training that will lift productivity and living standards. Work to increase productivity is also underway, such as supporting businesses to raise their capability, encouraging research and development, and growing more innovating industries in New Zealand.²³ The Government is also taking action to extend regulation of workplaces that place risks disproportionately on workers and implementing measures to address worker exploitation. This includes encouraging collective bargaining through the introduction of sector-wide Fair Pay Agreements, reviewing statutory minimum standards, and conducting work health and safety reforms to address work-related harm.</p> <p>2. Poor matching of skills and labour supply to current and future demand</p> <p>The labour market has ongoing skills supply and matching problems at both individual and aggregate levels, and the Government has identified a need to shift employers' incentives away from reliance on migrant labour doing low-wage jobs in some sectors. This is a focus for the immigration reforms.</p>

²¹ <https://www.legislation.govt.nz/act/public/2019/0061/latest/LMS183736.html>

²² <https://www.mbie.govt.nz/dmsdocument/13781-the-emissions-exposure-of-workers-firms-and-regions>

²³ <https://www.mbie.govt.nz/business-and-employment/economic-development/economic-plan/>

	<p>The Government has embarked on an extensive reform of vocational education and training (VET) covering most post-secondary education below undergraduate degrees.</p> <ul style="list-style-type: none"> • New Workforce Development Councils (WDCs) will oversee industry qualifications and advise on investment priorities. • Regional Skills Leadership Groups (RSLGs) will play an information gathering role, particularly in influencing local vocational education provision to meet business workforce needs. In the longer term, the groups will develop Regional Workforce Plans, which will project labour supply needs, to ensure regions have the right skills and workforce planning to seize local economic opportunities. • The network of sixteen previously separate and competing polytechnics have been merged into a single entity, Te Pūkenga, the New Zealand Institute of Skills & Technology - to improve consistency, efficiency and sustainability of vocational education delivery. • The previously separate systems for funding and delivery of work-based training and campus-based vocational education are being integrated as a unified system. <p>The Government is also expanding the employment services available for people experiencing difficulty finding and staying in employment. A reform of the temporary work visa system aims to strengthen labour market testing to ensure that foreign workers are only recruited for genuine shortages, creating better connections between the immigration, education/skills and welfare systems, and increasing expectations on employers to employ and train more New Zealanders.</p> <p>3. There are poor labour market outcomes for some population subgroups</p> <p>Particular population groups and regions suffer persistently poor labour market outcomes (including high rates of casual employment, workplace injury, bullying and harassment, underutilisation, and exploitation). A substantial proportion of workers are engaged in casual or precarious arrangements. While there is no clear evidence of this proportion increasing, such workers become vulnerable to losing their jobs when business conditions deteriorate.</p> <p>The All-of-Government Employment strategy aims to build a more inclusive labour market, and is underpinned by seven population-focused Employment Action Plans (Youth, Disability, Māori, Pacific, Refugees, Recent Migrants and Ethnic Communities, Women, and Older Workers). These Action Plans are in various stages of development and implementation, and set out a programme of actions for government agencies to improve education, training, and employment outcomes for these groups.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>To address increasing COVID-19 transmission, the Government implemented a strict economy-wide lockdown that restricted business activity and travel, resulting in widespread but mainly short-term economic disruption. The Government implemented multiple policy initiatives to address the impact of these restrictions on the economy and labour market, and to maintain social license for the restrictions.</p>

	<p>1. The COVID-19 Wage Subsidy Scheme: ²⁴</p> <p>The Government introduced the COVID-19 Wage Subsidy scheme to support employment attachment and encourage social license in the face of elevated public health restrictions. Three iterations of the scheme covered eligible businesses for up to 22 weeks over 2020, supporting over 1.8 million jobs in total. Available evidence suggests that it has contributed to maintaining employment levels, incomes and economic activity during and after the first lockdown and contributed to widespread support for public health restrictions. There are currently no plans to use the scheme beyond the pandemic (the COVID-19 response is ongoing), but a generalised wage subsidy remains an option for future crises.</p> <p>2. Skills and training investments:</p> <p>The Government has invested in initiatives to protect apprentices' jobs, to encourage workplace training, and meet increased demand for tertiary education. The Apprenticeship Boost initiative provides wage subsidies for employers to retain workers in the first two years of an apprenticeship. The Targeted Training and Apprenticeships Fund (TTAF) supports new apprentices and vocational training students with fees-free study. Additional funding for apprentices is targeted to regional and Māori economic development. The Government has fully funded universities, polytechnics and other providers to meet rising demand for campus-based vocational and higher tertiary education (domestic student enrolments were up 12% at the start of 2021 compared to 2020).</p> <p>The COVID-19 Leave Support Scheme, ²⁵ and Short-Term Absence Payment: ²⁶</p> <p>These schemes support the Government's public health strategy of ongoing elimination by providing financial assistance to people who have to stay at home and cannot work because they may have been exposed to COVID-19. There are no plans to end these schemes in the short-term. The COVID-19 Leave Support Scheme remains available for employers to help pay their employees who need to self-isolate and cannot work from home. The Short-Term Absence Payment is available for businesses to help pay their workers who cannot work from home while they wait for a COVID-19 test result.</p>
4.	<p><u>Data, measurement, and monitoring:</u> How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy

²⁴ More information about the scheme, including payment rates and eligibility criteria can be found at: <https://www.workandincome.govt.nz/covid-19/wage-subsidy/index.html>

²⁵ More information about the scheme, including payment rates and eligibility criteria can be found at: <https://www.workandincome.govt.nz/covid-19/leave-support-scheme/index.html>

²⁶ More information about the scheme, including payment rates and eligibility criteria can be found at: <https://www.workandincome.govt.nz/covid-19/short-term-absence-payment/index.html>

- Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
<p>Informal sector output and employment New Zealand does not regularly monitor employment or output in the informal sector; and research suggests that the informal economy is relatively small.</p> <p>Impact of digitalisation and automation on employment New Zealand does not regularly monitor the impact of digitalisation and automation on employment. A recent report by the Productivity Commission as part of its Inquiry into Technological Change and the Future of Work noted that there are inherent difficulties in predicting the labour market effects of technological change.²⁷ However, assuming that significant impacts arising from technological change might be seen in key labour market indicators (e.g. unemployment, participation rates, rates of occupational churn, exit rates for older workers, average rates of job tenure), data does not support the view that technological change is having a negative impact on the labour market. On the contrary, technology has the potential to create more high quality jobs.</p> <p>Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy See answer to the previous question. The Productivity Commission also found that New Zealand data does not show significant shifts in these types of employment arrangements. The proportions of casual, fixed-term, temporary agency and seasonal employment in New Zealand have been either stable or falling over the past decade.</p> <p>Skills gaps and/or mismatches While New Zealand has a comparatively well-educated workforce overall, there is a significant degree of reported mismatch between skills workers have and skills employers require. Most analysis of skills gaps and mismatches in New Zealand uses occupations, skill level of occupations, and qualifications as proxies. Regular surveys of business opinion, from private sector research organisations, are available to assess whether New Zealand businesses are experiencing difficulties in finding skilled and unskilled labour. New Zealand has recently established Regional Skills Leadership Groups, that provide qualitative insights into regional labour matching. Immigration New Zealand also maintains skill shortage lists that identify occupations where there is a sustained and on-going shortage of highly skilled workers both globally and throughout New Zealand, occupations where skilled workers are required in particular regions, and shortages in the construction industry.²⁸</p> <p>Expected labour market skills requirements There is no routine analytical monitoring. New Zealand does produce medium- to long-term employment projections, based on occupations. The Regional Skills Leadership Groups will also be responsible for producing regional workforce plans that will assess current and future skills requirements. Workforce Development Councils (WDCs) will assess skills requirements for industries, informing tertiary education delivery and programme design. The Tertiary Education Commission has also reported on future skill</p>

²⁷ The inquiry findings can be found at: <https://www.productivity.govt.nz/inquiries/technology-and-the-future-of-work/>

²⁸ <https://skillshortages.immigration.govt.nz/>

	<p>requirements regarding career advice.²⁹</p> <p>Social protection coverage and adequacy N/A- the New Zealand Government is concerned about the coverage of social protections for workers who lose their jobs. New Zealand currently relies heavily on the social welfare system to provide social protection. Some workers do not qualify for this assistance because it is family income-tested. We also currently lack many of the protections that are standard in other economies, such as statutory redundancy payments, statutory notice periods, or social unemployment insurance. Recognising gaps in the coverage and adequacy of social protection, the New Zealand Government is taking significant steps to enhance support for workers who lose their job, through changes to the welfare system, and the design of a potential social unemployment insurance scheme.</p> <p>Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives A package of temporary fiscal supports were put in place in 2020 to ensure that employers were able to maintain jobs, and that workers retained their attachment to the labour market. In particular, a wage subsidy was available to employers who were required to reduce or stop work activity in order to comply with public health measures required during lockdowns. Regular monitoring was undertaken of the number of jobs supported, the industries most affected, the value of the support given and the demographic characteristics of the workers whose jobs were subsidised.³⁰</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>The Government has focused on improving job quality over the past five years. Structural reforms in two key areas have aimed to achieve this. These have required tripartite collaboration and system-wide reform.</p> <ol style="list-style-type: none"> 1. Improving the responsiveness of the skills system enabling learning for life There are currently work programmes underway that aim to reform the skills system in New Zealand, including implementing the Reform of Vocational Education, the recognition and encouragement of micro-credentials (short courses focused on a set of competencies), revamped online services delivered through the Careers System Strategy, the establishment of Regional Skills Leadership Groups, and the development of a unified funding system. 2. Protecting workers who are vulnerable to poor labour market outcomes A number of work programmes currently underway will help protect vulnerable workers. Policy developments are focused on increasing the bargaining power of workers, improving protection for non-standard workers, and increasing income adequacy. The Government has established Fair Pay Agreements, which enable employers and unions to bargain minimum terms and conditions that will apply across

²⁹ <https://www.tec.govt.nz/assets/Reports/49efa6f071/Hidden-Links-New-Opportunities-Report.pdf>

³⁰ <https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/statistics/covid-19/index.html#Wor>

	<p>an industry or occupation. There have also been updates to the Equal Pay Act, which introduced a new process for individual employees and unions to raise pay equity claims based on systematic sex-based discrimination with employers. The Government is considering whether changes are needed to improve legal protections for contractors. The minimum wage continues to provide a floor for wage setting.</p> <p>These reforms are relevant to other economies because of the potential they have for both reach and impact when preparing the New Zealand labour market for the future of work. The breadth of action in these spaces demonstrates the complexity and connectedness of addressing long-term challenges in the labour market. The reforms have not been fully evaluated.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p> <p>The Government has a range of short- and medium-term plans to address the challenges within the labour market related to the future of work.</p> <ul style="list-style-type: none"> • The All-of-Government Employment Strategy was released in August 2019, setting out a roadmap for a series of population-focused employment action plans for improving outcomes for those at the margins of the labour market and accountability for delivery.³¹ • The Future of Work Tripartite Forum is a partnership between the Government and employer and worker representatives. The Forum aims to support New Zealand businesses and workers to meet the challenges and opportunities presented in a rapidly changing world of work, and provides a place for the three partners to discuss issues and work together to identify and implement solutions. Social Unemployment Insurance and Industry Transformation Plans are two of the Forum's priorities, along with better protection for contractors, and life-long learning and in-work training.³² • A Social Unemployment Insurance scheme is being investigated and developed as a potential method to smooth incomes for people who lose their jobs and are seeking re-employment, to improve their labour market outcomes.³³ • The Reform of Vocational Education is underway, to merge existing Industry Training Programmes into a single New Zealand Institute of Skills and Technology.³⁴ • The Welfare Overhaul to reset the foundations of the welfare system, increase income support, and improve and expand employment services.³⁵ • A rebalance of Immigration policies to consider how New Zealand's immigration system should work in a post-COVID context, evaluating the temporary work visas, partner work rights, and the Skilled Migrant Category visa. • The Health and Safety at Work Strategy sets out the Government's vision to improve health and safety at work across New Zealand over the next 10 years,

³¹ <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/employment-strategy/>

³² <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/future-of-work-tripartite-forum/>

³³ <https://www.beehive.govt.nz/release/building-stronger-support-workers-post-covid>

³⁴ <https://www.tec.govt.nz/rove/reform-of-vocational-education/>

³⁵ <https://www.msd.govt.nz/about-msd-and-our-work/work-programmes/welfare-overhaul/index.html>

	<p>progress on which continues to improve the health and safety of workers and workplaces.³⁶</p> <ul style="list-style-type: none"> • The Government has announced the legislation of the Fair Pay Agreement system, which aims to bring together employers and unions within a sector to bargain for minimum terms and conditions for all employees in that industry or occupation.³⁷ • Improving coordination across regional and sectoral labour market needs through Regional Skills Leadership Groups,³⁸ and Workforce Development Councils,³⁹ which aim to coordinate demand and supply of skill matching in regions and sectors. Regional Skills Leadership Groups will both contribute to better intelligence, and enhance on-the-ground collaboration across government agencies, local agencies, employers, and workers. There are also the Industry Transformation Plans,⁴⁰ which involve the Government partnering with industries to support them to improve their productivity, employment opportunities, job quality, wages, and international competitiveness. • A Just Transitions unit has been established to help share and coordinate the work of transitioning New Zealand to a low emissions economy.⁴¹ • The Government has agreed to a set of policy and operational changes to reduce Migrant exploitation, and has invested NZD 50 million over four years to implement the changes.⁴²
7.	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>The future of work will have impacts across domestic and international markets. Regional organisations of like-minded economies, such as APEC, provide an excellent opportunity for:</p> <ul style="list-style-type: none"> • sharing best practice • learning from successful interventions in other economies • aligning regulatory practices to protect citizen and consumer rights • promoting ease of doing cross-border business • maximising the benefits of trade in globalisation.

³⁶ <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/health-and-safety/health-and-safety-strategy/>

³⁷ <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/employment-legislation-reviews/fair-pay-agreements/>

³⁸ <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/>

³⁹ <https://www.tec.govt.nz/rove/workforce-development-councils/>

⁴⁰ <https://www.mbie.govt.nz/business-and-employment/economic-development/industry-policy/>

⁴¹ <https://www.mbie.govt.nz/business-and-employment/economic-development/just-transition/>

⁴² <https://www.mbie.govt.nz/immigration-and-tourism/immigration/temporary-migrant-worker-exploitation-review/>

PAPUA NEW GUINEA

1.	<u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?
	<p>The shift from manual way of doing things to the new way through the use of technology, automation and digitalisation is improving the businesses, however the change was so rapid that it creates a wide skills gap within the labour market. This in turn makes it more challenging again for businesses to find suitable labour and skills for specific work. Meanwhile, COVID-19 pandemic has now totally move every process of doing business to the virtual environment through technology/digitalisation. The greatest challenge now remains is to fill in the skills gap as well as how to find a better means to keep the business going.</p>
2.	<u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these? If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?
	<p>A. Skills Gap – there is a need to identify and upskill the current work force in the market on the current technology applications/usage as well as continuous skills upgrading on-par with any new technology/digital/automation related changes introduced. Currently, the government is working on a labour information system that will assist in taking stock of the labour skills in the market and the skills gap to assist in formulating long term solutions to address this issue.</p> <p>B. Access to Social Protection – having access to social protection during times of crisis helps maintain the standard of living. There is a need to come up with long-term solutions on addressing this issue, particularly during times of disasters or crisis such as COVID-19. Currently, the government has amended the Superannuation Act to allow for those workers that have been laid-off due to COVID-19 may have access to 20% of their savings. However, the need for a long term solution still remains.</p> <p>C. Lack of Overarching Policy – As the future of work is inclined towards the use of technology and digitalisation, our economy lacks an overarching policy to guide the development and changes that are occurring rapidly in this space which also have a major impact on the labour and future of work. As such, the government has just recently develop and launched a “Digital Transformation Policy” which looks at utilising and promoting the opportunities offered by digitalisation</p>
3.	<u>COVID-19 policies and initiatives:</u> Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the

	pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?
	<p>The government introduces a short term relief by amending the Superannuation Act to allow those unemployed to have access to 20% of their superannuation savings.</p> <p>There are other initiatives introduced but where not related to the labour market.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employmentN/A - Impact of digitalisation and automation on employmentN/A - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economyN/A - Skills gaps and/or mismatchesN/A - Expected labour market skills requirementsN/A - Social protection coverage and adequacyN/A - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives ...N/A
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>In the past 5 years, other structural reform initiatives were undertaken, however there were not much emphasis on the future of work. One of the most recent reform with regards to the future of work in the digital space was the launching of the "Digital Transformation Policy" in 2020. However, due to COVID-19, the implementation of the policy was delayed. Furthermore, the COVID-19 has really make the government to rethink its focus and going forward, there are a number of reforms underway such as labour information system survey, tax reforms, e-government services and others all inclined towards the new way of doing business.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>A. Skills Gap – In the short term, the government is planning to do survey to establish the current status of the available skills in the labour market in order to establish the skills gap/mismatch. In the long term, the government is planning</p>

	<p>to develop a labour information system that will inform the government of the labour market and other information relating to the work force in the economy.</p> <p>B. Access to Social Protection – In the short term, the government amended the Superannuation Act to allow those unemployed due to COVID to have access to 20% of their Superannuation saving to cater for their immediate needs. The government is undertaking review in the Superannuation and insurance industry to provide some long term solutions in relation to this issue.</p> <p>C. Lack of Overarching Policy – The government has developed the overarching policy, the “Digital Transformation Policy”. The government’s focus on this is to implement the policy in order to realise its intended outcome, going forward.</p>
7.	<u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	Regional cooperation and bodies can assist in sharing their experiences which other economies can learn from. Furthermore, leading economies within the regional corporation bodies could be used as a good case study, and international organisations could provide research work on the new ideas and best practices globally

PERU

1.	<p><u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>In recent years there has been a growth in platform-based work. Likewise, 61% of the Peruvian workforce has a high probability of automation (BBVA, 2019). The population with a high probability of automation is concentrated in the population with low levels of education, in the informal sector, and in micro and small enterprises. Also, it is concentrated in certain sectors, such as agriculture, restaurants and hotels.</p> <p>Regarding the impact of COVID-19 and the challenges facing Peru, we need to mention that there is a skills gap, especially a digital gap, which comes along with a digital infrastructure gap. In recent years, the use of ICTs has lagged behind, especially due to the state of the telecommunications infrastructure in Peru.</p> <p>Also, it is worth to mention high concentration of the labour force in low-productivity jobs with a high probability of automation.</p> <p>Finally, high lack of protection of the labour force (insufficient access to the health and pension system, lack of unemployment insurance). During 2019, 35% of the employed EAP had access to a pension fund, and 31.1% of workers had health insurance paid by the employer.</p>
2.	<p><u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p><u>Skills development for economic diversification:</u> Currently, only 46% of the employed EAP is salaried and about 40% corresponds to self-employed workers. The latter have less job stability and limited access to social security. In order for a significant part of them to transition to stable and formal employment, it is necessary to develop soft skills focused on sectors with potential. In this regard, two initiatives have been designed and are currently in the pilot stage. They are expected to be implemented during the year 2021: (i) Digital Employability Scholarship: 3,000 scholarships are being launched for training programs focused on digital skills; the beneficiaries will be accredited and they will have the option to train as instructors); and, (ii) Youth to the Bicentennial Program: Young people between 18 and 29 years old will receive job training in different areas. It seeks to award a total of 10,000 scholarships for the program during the year 2021.</p> <p><u>Comprehensive policies to promote business and labour formalization:</u> The Ministry of Labour and Employment Promotion has designed the National Decent Employment Policy (PED) as a multisectoral strategy to address the problem of decent employment deficit in Peru. Among the Priority Objectives of the PED is OP3: "Increase the generation of formal employment in productive units". In order to meet this objective, services provided by different sectors will be articulated according to the following</p>

	<p>guidelines: 1. Expanding the supply of financing sources for established productive units and / or startups in the initial stage; 2. Providing information and advice on alternative financing sources; 3. Improving the capacities and actions for the development of entrepreneurial or business management skills, innovation and technology absorption; 4. Simplifying tax regimes for smaller productive units; 5. Implementing services and programs that promote access to new markets by the productive units; 6. Developing strategies and spaces that promote associativity and strengthening the value chains of the productive units; 7. Improving inspection tools, dissemination of regulations and processes to fight business informality, and ensure continuity within formalization.</p> <p>A policy gap to work on is guaranteeing equality at work when designing the labour market recovery strategy. COVID-19 has exposed and maximised the vulnerabilities of the groups that were already facing discrimination. Hence, policies should be addressed considering their special situations and needs to build a more inclusive and sustainable future of work.</p> <p>Regarding the coverage of social protection for occupational risks, it is important to note that Peru has a National Policy and Plan for Safety and Health at Work 2017 - 2021 , approved by Supreme Decrees Nos. 002-2013-TR and 005-2017-TR as a result of tripartite social dialogue within the National Council for Occupational Safety and Health - CONSSAT, which precisely includes as Action Line No. 5 “Social Protection”, goals and actions related to the efforts to promote “the universalization of insurance against occupational risks.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p><u>Work facilities for family care:</u> Women continue to be predominantly in charge of household tasks. This situation worsened with the health emergency. Given this, the DPPDFL promoted the approval of Legislative Decree No. 1499, published on May 10, 2020, whose Chapter V regulates measures that provide work facilities such as the implementation of remote work for the care of relatives with a COVID-19 diagnose, or of those who are in a risk group for a possible contagion of COVID-19, in case the immediate family member is the only one in charge of the person's care and support. The right to work facilities is in line with the provisions of ILO Convention N° 156 on workers with family responsibilities, and ILO Recommendation N° 165.</p> <p><u>Right to digital disconnection regulations:</u> Emergency Decree N° 127-2020, published on November 1, 2020, regulates the right to digital disconnection. This implies the right to disconnect from the computer, telecommunications, and similar means used for the provision of services during rest days, licenses, and periods of suspension of the employment relationship. In the case of workers not included in the maximum working day, by current regulations on the matter, the disconnection time must be at least twelve continuous hours in twenty-four hours, in addition to rest days, licenses and periods of suspension of the employment relationship.</p> <p>With Supreme Decree N° 004-2021-TR, regulatory norms were issued on the right to digital disconnection, which were included in Supreme Decree N° 010-2020-TR containing regulatory provisions for remote work.</p>

4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p><u>Redesign of the National Employment Service Platform from the National Employment Service (SNE):</u> it seeks to accompany people through a comprehensive service that promotes decent employment, with emphasis on people in situations of socio-labor vulnerability. The main tool that has been deployed in recent years is the Peru Jobs platform, which includes job boards, training courses and other complementary services. The redesign of the platform has been effective for three main reasons: (i) User-centered design. Their perspective is considered at each stage of the process, which allows addressing access barriers and providing complementary services for job search; (ii) Comprehensive approach aimed at addressing conditions of vulnerability. Not only does it seek to serve people seeking employment, but also to train and accompany them; and (iii) Virtualization of services which allows a decentralized service, substantially reducing attention times and allowing a significant expansion of coverage at the domestic level.</p> <p><u>Equal payment:</u> In 2017 was approved the Law N° 30709 that prohibits salary discrimination between men and women by recognizing the principle of equal payment for work of equal value. Its regulations were approved by Supreme Decree N° 002-2018-TR. Furthermore, the DPPDFL developed two Guides for Equality to facilitate the implementation of the new obligations related to equal payment.</p> <p>The wage gap has been reducing in Peru in the last years and the tendency continues (25.8% in 2019). COVID-19 has challenged the implementation of the regulations on this matter, which is why we have been working on strengthening capacities, through talks, technical assistance, and workshops.</p> <p><u>Decent work conditions for domestic workers:</u> In 2020 was approved the Law N° 31047 for domestic workers which recognizes decent work conditions for them following what is established in ILO Convention N° 189 and ILO Recommendation N° 201. Its</p>

	regulations were approved after a solid and meticulous social dialogue with domestic workers' representatives.
6.	Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.
	<p>In the short term, scaling up interventions to promote digital skills and youth employability are planned. Currently there are pilots for two specific initiatives mentioned in paragraph 2.</p> <p>In the medium term, the National Policy for Decent Employment (PED) has been drawn up. Through it, the necessary institutional, economic and social conditions will be promoted to guarantee that the employed EAP can access decent and productive work under equal conditions. Considering the gaps and barriers identified, the formulation of the PED establishes goals for 2030 for each priority objective, such as: increase the labour competencies of the working-age population; strengthen the link between labour supply and demand; increase the generation of formal employment in the productive units; expand access to social protection, rights and social benefits for workers; increase equality in employment of the potential workforce; generate an adequate social and institutional environment in the economy.</p> <p>Besides, the labour sector is in the process of updating the National Policy on Safety and Health at Work. This document, unlike the current one, will contain the objectives, guidelines, services and indicators for monitoring, as it is no longer necessary to develop specific plans.</p>
7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	<p>Regional cooperation plays an important role in closing gaps considering the following criteria: (i) providing technical assistance for the design of reforms and (ii) by exchanging good international reskilling and upskilling practices. Furthermore, regional bodies such as APEC, and other international fora, can play a significant role by providing technical assistance with an international and best practices approach of the region in different matters (e.g. how to tackle COVID-19 challenges with regards to the reactivation of the economy through the labour market with an equality and non-discrimination approach). Furthermore, regional cooperation can provide important data, as well as research and work by hand with the government to evaluate and formulate recommendations to design/improve effective policies.</p>

THE PHILIPPINES

1. **Impact and challenges:** What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

Philippines: Rapidly changing technology, automation, and digitalization cause labor market disruptions, as the former substitutes or complements labor, and/or creates new jobs for the labor market in the Philippines. There is a net positive effect of automation on employment as firms that deployed partial or full automation in their operations were more likely to hire more workers (vs counterpart firms in the economy).⁴³ Consequently, net job creation is only significant among the manufacturing firms, while net job losses are highly probable in firms in the service industry.⁴⁴ The Philippines currently has a pool of medium- and high-skilled workers who provide opportunity and flexibility to face full-scale automation.⁴⁵ However, skills for the future workforce still need to be ensured through education and skills development in formal and non-formal settings, and in the workplace.

In addition, while the COVID-19 pandemic has been restricting mobility and physical economic activities, it emphasized the importance of digital technologies in socioeconomic resilience. The pandemic accelerated digitalization as businesses shifted to e-commerce and digital payments to facilitate transactions and online communication platforms were utilized for work and classes. While the employment in the health sector is not susceptible to job displacement, alternative work arrangements in the health sector, (i.e., telemedicine) is being explored, to ensure the delivery of individual-based health services⁴⁶ and to adopt to the demands of the new normal.⁴⁷

Around 7.2 million workers, who are in *collapsing occupations*⁴⁸ and *machine terrain occupations*⁴⁹ that are exposed to a double-tiered risk of job disruption due to combined challenges of digitalization and COVID-19 remain to be a challenge.⁵⁰ Other challenges identified in the Updated Philippine Development Plan (PDP) 2017-2022 include: (a) the temporary surge in displaced workers as domestic and global economic activities are slowed down; (b) the persistence of alternative work arrangements that may expose workers to new occupational and health risks; and (c) challenges in retooling and upskilling the current and future workforce. Further, ILO identified technological

⁴³ Gaspar, R. & Harris, N. (2020). The Fate of Job Creation in the Philippines Amid the Automation Revolution: A Firm-Level Analysis. ADBI Working Paper 1081. Tokyo: Asian Development Bank Institute. Retrieved from: <https://www.adb.org/publications/fate-job-creationphilippines-amid-automation-revolution>

⁴⁴ Ibid.

⁴⁵ Ibid.

⁴⁶ Department of Health Joint Administrative Order - Interim Guidelines on the Implementation of Telemedicine in the Delivery of Individual-Based Health Services.

⁴⁷ Ibid.

⁴⁸ *Collapsing occupations* refer to those that have low potential for transformative digitalization and high risk of destructive digitalization (Gaspar and Harris, 2020).

⁴⁹ *Machine terrain occupations* refer to occupations facing high risk of destructive digitalization and high potential for transformative digitalization (Gaspar and Harris, 2020).

⁵⁰ International Labour Organization (ILO). (2020). COVID-19 labour market impact in the Philippines: Assessment and national policy responses. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_762209.pdf

	innovations, demographic shifts, climate change, and globalization as challenges, but may also serve as catalysts that drive the process of transformation in the world of work in the economy. ⁵¹
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>Philippines: Yes, the Government of the Philippines recognizes the policy gaps that need to be addressed regarding the future of work. These include the urgent need to equip learners and workers with 21st Century and digital skills through quality education and training, the need to ensure social safety nets, and the need to cultivate globally competitive and innovative industries.</p> <p>First, despite the huge investments in education, there remains a need to improve the quality of education and training while anticipating the demands of the Fourth Industrial Revolution (FIR hereafter). The formulation of a roadmap for academic and technical programs responsive to the demands of FIR is essential. The PDP 2017-2022 emphasizes the need to build strong foundations for a globally competitive knowledge economy by vigorously advancing science, technology and innovation in all economic sectors. Consequently, the government⁵², through the Department of Education (a and b), has embarked on the implementation of the:</p> <ul style="list-style-type: none"> (a) <i>Sulong EduKalidad</i> program to raise the quality of education, including the updating of the K to 12 curriculum to prepare learners of the future by integrating 21st century and digital skills, and upskilling and reskilling of teachers; (b) Basic Education Learning Continuity Plan (BE-LCP), to mitigate the impact of the COVID-19 pandemic on learners and learning outcomes and accelerate economy's transition to the future of education. The latter involves: (a) exploring new technologies for remote learning; (b) reframing the curriculum to prioritize essential/cross-cutting knowledge, skills, and mindset; and (c) embedding multi-literacies in information, technology, Science, Technology, Engineering and Math (STEM)⁵³, among others. <p>The upskilling/retooling programs of the government need to be more responsive to the evolving labor market conditions and be made more accessible through modes aligned with the new normal. The Philippines is advancing for institution-based, enterprise-based, community-based trainings or online modalities to facilitate efficient and wider reach of training and retooling assistance to ensure employability. The government is also taking</p>

⁵¹ ILO. (2020). The Future of Work in the Philippines: Assessing the impact of technological changes on occupations and sectors. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_762207.pdf

⁵² National Economic and Development Authority (NEDA). (2021). Updated Philippine Development Plan 2017-2022. Retrieved from <http://pdp.neda.gov.ph/wp-content/uploads/2021/02/Pre-publication-copy-Updated-PDP-2017-2022.pdf>

⁵³ Science, Technology, Engineering, and Mathematics (STEM)

	<p>an active role in providing skills retooling programs through flexible and blended training arrangements [i.e., Flexible Technical and Vocational Education and Training (TVET), online classes in higher education] to build skills critical to the current and emerging industry. Training programs will also be updated to cultivate higher order thinking skills (HOTS) demanded by the labor market. This will enable the skilled workers to have the capacity to learn continuously through problem solving, thinking and reasoning, and decision-making in their workplace.</p> <p>Second, there is a need to enhance the accessibility (i.e., digitalization on delivery of social protection (SP) assistance and services) and coverage of social security for workers, such as compensation for work-related hazards and unemployment insurance. The latter remains largely restricted to the formal sector; hence, appropriate SP benefits to non-traditional work economy (e.g., gig economy platform workers) needs to be explored. Further, the Social Security System (SSS) is partnering with other government agencies to further promote the program. Reforms on the Employees Compensation Program are being advanced to include compensations for pandemic-related risks at work.</p> <p>The Updated PDP 2017-2022 seeks to address the data gaps to enhance the provision and coverage of social protection programs, particularly for workers in the informal economy and gig economy platforms. This will be done by forging partnerships with gig economy platforms (i.e. Transport Network Vehicle Service [TNVS] and online delivery services). The Social Security System (SSS) is also continuously expanding its payment schemes to encourage the membership of workers without mandatory coverage. In addition, the Philippine Identification System (<i>PhilSys</i>) ID, the domestic ID system, will be linked to a digital payment system so that there will be more efficient transfer of government assistance in time of crises, pandemics, or disasters.</p> <p>Lastly, the Philippines is gearing towards cultivating globally competitive and innovative industries, which is highlighted in the economy's collective long-term vision called <i>AmBisyon Natin 2040</i>. The economy's new industrial strategy known as the Inclusive Industrial Innovation Strategy (I³S) conveys a growth-oriented stance to industrial development that is founded on the dynamic relationship of competition, innovation and productivity. I³S links the innovation and industry priorities, where 12 priority sectors were identified to drive industrial and employment activity and spur positive knowledge and technology spillovers through value chain links. Further, the National Green Jobs Human Resource Development Plan has already been completed, which will support the economy's transition into a green economy by identifying the skills, competencies and gaps in the various sectors,</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>Philippines:</p> <p>1. Provision of assistance to affected workers and adjustment on the implementation of social protection programs. These are programs that ensure health and income protection/assistance during the crisis and the recovery phase, namely:</p> <p>(a) Various financial assistance – including the: (i) COVID-19 Adjustment Measures Program (CAMP) (one-time financial support of PHP 5,000 or USD 100 to</p>

	<p>affected workers in the private establishments that adopted flexible work arrangements); (ii) <i>Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD)</i> Program, a temporary wage employment (cash-for-work) for informal sector workers, where beneficiaries work as those who disinfect/sanitize their communities or serve as contact tracers; and (iii) PHP 51 billion Small Business Wage Subsidy Program, implemented by the Department of Finance (DOF) for workers who were not able to receive their salaries due to stringent community quarantine measures.</p> <p>(b) Livelihood Assistance Grants (LAGs) – will be provided to low-income families by the Department of Social Welfare and Development (DSWD) in the informal sector whose livelihood or employment were affected by the implementation of quarantine or are currently affected based on the government’s assessment.</p> <p>(c) Supplemental Guidelines on Workplace Prevention and Control on COVID-19⁵⁴ – to ensure the safety and health of employees in the health sector, regardless of economic activity, including those located inside special economic zones, and other areas under the jurisdiction of Investment Promotion Agencies. This provides for the necessary workplace safety and health programs, including COVID-related health programs that employers are required to implement at no cost to employees.</p> <p>2. Provision of flexible learning options in all levels of education. While the Philippines has been implementing the various Alternative Delivery Modes⁵⁵ (ADMs) in basic education even before the COVID-19 pandemic, the latter has called for the upscaling and strengthening of these ADMs and implementation of flexible learning options⁵⁶ (FLOs). Technical Education and Skills Development Authority (TESDA) has also implemented its Flexible Learning in TVET in 2020 and various higher education institutions opened online classes. Republic Act (RA) No. 11469 (<i>Bayanihan to Heal As One Act</i>) and RA No. 11494 (<i>Bayanihan to Recover As One Act</i>) also provided for education-related assistance (i.e., tuition fee subsidies</p> <p>3. Adoption of a whole-of-society approach in addressing COVID-19 crisis. At the onset of the pandemic, the government undertook a whole-of-society approach with policies on clear and transparent communication, and interventions to mitigate losses and programs towards safe and relevant implementation during the new normal. In order to safely restart social and economic activities amid the pandemic, the Philippines is implementing the <i>ReChargePH</i>, a strategic action plan using the Prevent, Detect, Isolate, Treat and Recover (PDITR) strategy.</p> <p>All of these major initiatives will implemented beyond the pandemic. Social protection measures will be evaluated and updated based on the need and conditions during the recovery from the pandemic.</p>
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⁵⁴ Joint Memorandum Circular No. 20-04-A: Department of Trade and Industry (DTI)-Department of Labor and Employment (DOLE)

⁵⁵ Alternative Delivery Modes (ADMs) in the elementary level include: (a) Modified In-School, Off-school approach (MISOSA); (b) Enhanced Instructional Management by Parents, Community, and Teachers (e-IMPACT) System; (c) Home Schooling Program; and (d) Multi-grade Program in Philippine Education (MPPE). In the secondary level, the ADMs include the Dropout Reduction Program (DORP) and Alternative Learning System (ALS).

⁵⁶ Flexible learning options (FLOs) include, but are not limited to, modular and online blended learning, homeschooling, television and radio-based instruction.

4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives 												
	<p>Philippines: The key employment indicators data are generated by the Philippine Statistics Authority (PSA) through the Labor Force Survey (LFS). While data relevant to future of work trends and requirements are generated through Project <i>JobsFit</i> under Department of Labor and Employment (DOLE). They both collaborate with other concerned agencies⁵⁷ to validate these data. Development partners such as the Asian Development Bank (ADB), International Labor Organization (ILO), World Bank (WB), and World Economic Forum (WEF) also provide studies on the data indicated below.</p> <table border="1"> <tr> <td data-bbox="300 887 754 1021">Informal sector output and employment</td><td data-bbox="762 887 1337 1021"> <ul style="list-style-type: none"> • PSA – LFS (quarterly; monthly since February 2021) • DOLE – Regional reports (quarterly) and surveys (as the need arises) </td></tr> <tr> <td data-bbox="300 1025 754 1193">Impact of digitalisation and automation on employment</td><td data-bbox="762 1025 1337 1193"> <ul style="list-style-type: none"> • PSA – Labor Turnover Survey • Department of Information and Communications Technology (DICT), Philippine Institute of Development Studies (PIDS; as available) </td></tr> <tr> <td data-bbox="300 1198 754 1332">Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy</td><td data-bbox="762 1198 1337 1332"> <ul style="list-style-type: none"> • N/A </td></tr> <tr> <td data-bbox="300 1337 754 1538">Skills gaps and/or mismatches</td><td data-bbox="762 1337 1337 1538"> <ul style="list-style-type: none"> • DOLE – JobsFit Labor Market Information (LMI) Report • Commission on Higher Education (CHED), Professional Regulation Commission (PRC), TESDA, PSA, PIDS – surveys/studies conducted </td></tr> <tr> <td data-bbox="300 1543 754 1644">Expected labour market skills requirements</td><td data-bbox="762 1543 1337 1644"> <ul style="list-style-type: none"> • DOLE – LMI Report • CHED, TESDA, PRC, Philippine Overseas Employment Administration (POEA), PSA </td></tr> <tr> <td data-bbox="300 1648 754 1785">Social protection coverage and adequacy</td><td data-bbox="762 1648 1337 1785"> <ul style="list-style-type: none"> • Results Matrix of the Updated PDP 2017-2022 (annual); • For the Livelihood Assistance Grants - Statement of Allotment, Obligations, </td></tr> </table>	Informal sector output and employment	<ul style="list-style-type: none"> • PSA – LFS (quarterly; monthly since February 2021) • DOLE – Regional reports (quarterly) and surveys (as the need arises) 	Impact of digitalisation and automation on employment	<ul style="list-style-type: none"> • PSA – Labor Turnover Survey • Department of Information and Communications Technology (DICT), Philippine Institute of Development Studies (PIDS; as available) 	Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy	<ul style="list-style-type: none"> • N/A 	Skills gaps and/or mismatches	<ul style="list-style-type: none"> • DOLE – JobsFit Labor Market Information (LMI) Report • Commission on Higher Education (CHED), Professional Regulation Commission (PRC), TESDA, PSA, PIDS – surveys/studies conducted 	Expected labour market skills requirements	<ul style="list-style-type: none"> • DOLE – LMI Report • CHED, TESDA, PRC, Philippine Overseas Employment Administration (POEA), PSA 	Social protection coverage and adequacy	<ul style="list-style-type: none"> • Results Matrix of the Updated PDP 2017-2022 (annual); • For the Livelihood Assistance Grants - Statement of Allotment, Obligations,
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⁵⁷ Including but not limited to the Commission on Higher Education (CHED), DepEd, National Economic and Development Authority (NEDA), Philippine Overseas Employment Administration (POEA), Professional Regulatory Board (PRC), TESDA, among others.

		Incurred and Balances of <i>Bayanihan</i> 1 and 2 Funds
	Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives	<ul style="list-style-type: none"> • DOLE – LFS • other available studies
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>	
	<p>Philippines:</p> <p>Republic Act 11165 or the Telecommuting Act was passed in 2018, ahead of the onset of the COVID-19 pandemic. Some firms have already been implementing voluntary telecommuting programs and are relatively more prepared for alternative work arrangements during the quarantine. Hence, some firms were quick to craft their business continuity plans, which aided them in the transition to other forms of work arrangements during the COVID-19 pandemic.</p> <p>Moreover, some businesses may even shift to a completely remote set-up in order to reduce overhead expenses, such as rent and utilities. It may contribute to the easing of traffic congestion in Metro Manila. Given these, it was recommended to amend the Labor Code and the Telecommuting Act to formally establish alternative work arrangements, expand its scope to the public sector, and take into consideration the occurrence of crises similar to the COVID-19 pandemic. More nuanced guidelines on the implementation and regulation (including occupational safety) are seen to benefit the employers and employees given the differences in the nature of work in various industries.</p> <p>Notably, implemented reforms in education provide greater access to all levels of education. These include (a) Universal Access to Quality Tertiary Education (UAQTE), which provides free tuition in publicly funded universities and colleges, and state-run Technical Vocational Institutions (TVIs); (b) Flexible TVET (TESDA Circular No. 62, series of 2020), which covers the implementation of flexible learning delivery modes of registered TVET programs; and c) Republic Act No. 11510 or the Alternative Learning System Act, which provides basic learning needs to out-of-school children and adults.</p>	
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>	
	<p>Philippines:</p> <p>Chapter 10 of both PDP 2017-2022 and its Updated version (entitled Accelerating Human Capital Development, and Human Capital Development Towards Greater Agility, respectively), which is the economy's medium-term plan, highlight the strategies to overcome the policy gaps, and barriers. Flexible lifelong learning opportunities for all will be ensured by: (a) achieving quality, accessible, relevant, and liberating basic education; and (b) improving the quality of higher and technical education and research for equity and global competitiveness. Further, said Chapters also emphasize increasing the income-earning ability and enhancing adaptability through: (a) improving employability, i.e., by advancing skills development and retooling and boosting</p>	

	<p>facilitation of employment; (b) improving productivity; and (c) enhancing labor mobility and income security.</p> <p>The Updated PDP 2017-2022, formulated in view of the new normal, includes corresponding Results Matrices per chapter. These results matrices detail all the outcome and output indicators to track the progress of the economy towards the accomplishment of the strategies and ultimately the goals laid out in the Updated PDP 2017-2022.</p> <p>Specific short-term and medium-term plans to mentioned policy gaps are identified in the responses under question no. 2 of this questionnaire.</p>
7.	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>Regional bodies provide opportunities to discuss best practices, sharing of insights, expertise, and recommendations. APEC and the Association of Southeast Asian Nations (ASEAN) alike can be venues where member economies can identify policies and investments related to the FIRE era beyond the COVID-19 pandemic. Further, these regional bodies can also provide/share policies that encourage cooperation between business and industry and the education sector, which remains to be a challenge in the Philippines. To facilitate labor mobility, APEC economies may also look into its counterpart of the ASEAN Mutual Recognition Agreements (MRAs) on certain professions and vocations.</p>

RUSSIA

1.	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>As for the general impact, we believe that it is more or less the same in Russia as in other economies. We have tried to summarize it under the respective project on flexible work arrangements and, in particular, in the publication “Managing the Long-term Economic Effects of the Flexible Work Arrangements”.</p> <p>If we speak about the <i>COVID-19 crisis</i> as the reference point, and look at the dynamics of employment in Russia, in the pre-pandemic period only about 30 thousand of our citizens worked remotely, but in 2020 the number of workers increased to 6 million people, it was almost 11% of the total number of people employed in Russian economy.</p> <p>After the abolition of the main coronavirus restrictions, there was a slight decrease in the number of Russians, working remotely, to 6% of the number of the employed. However, we predict that further development of this type of employment will reach the level of 10% of the number of working citizens.</p> <p>Overall, we see that the combined type of employment, when a worker combines work in the office and at home, is mostly demanded. Highly likely, this flexible employment format will prevail in future.</p> <p>This trend poses a number of <i>challenges</i> for Russia to deal with, including: an insufficient legal regulation regarding the organization of new formats of work, in particular remote ones; insufficient digital services tuned to the requirements of the working process; inadequate digital skills of the majority of workers.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy’s top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>1) Despite the fact that the Russian Labour Code previously established a regulation concerning distant employment, the format of organizing distant employment, description of the processes of interaction between the worker and employer <i>required additional legal regulation</i>.</p> <p>2) We also faced the issue of organizing the conducive digital environment for communication between workers and employers, including the demand for ensuring <i>electronic document management</i>, smooth electronic workflows.</p> <p>3) One of the pressing issues remains a low number of people possessing proper skills and knowledge in the sphere of digital technologies which massively hinders introduction of new work formats. Thus the economy is working intensely to <i>increase the level of digital literacy</i> among the population.</p>

3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>1) In order to introduce the <i>relevant norms into the legislation</i>, the Ministry of Labour and Social Protection proposed to amend the Labour Code. As a result, at the end of last year, a new Federal Law was adopted and it entered into force on January 1, 2021. According to this Law, distant (remote) work is the performance of a labour function outside a permanent workplace, territory or facility, under the direct or indirect employer's control. It is realized through information and telecommunication platforms including the Internet and public communication networks. The law expands the possibilities of organizing remote work in comparison with the current Labour Code. It is performed based on employment contract or additional agreement to employment contract and can be performed on an ongoing basis, either temporarily (continuously for up to 6 months), or periodically, when remote work is combined with work at the permanent workplace.</p> <p>The interaction of workers and employers is regulated at the organization level: collective bargaining agreement, local normative act, adopted taking into account the opinion of professional organizations, employment contract. The time of interaction between workers and employers is included in working hours. When performing work remotely, wages do not decrease, workers' basic guarantees are preserved.</p> <p>2) In regard to <i>electronic document management</i>, Russia is now moving in this direction confidently, and is conducting an experiment on electronic personnel document management. It is recognized that electronic personnel document management allows both a worker to protect his/her rights and an employer to form the whole range of details of interaction with the worker necessary for implementation of the working process.</p> <p>3) Among the initiatives that gained impetus during the pandemic may be noted the joint public-private programs, including initiatives, <i>devoted to digital upskilling</i> of the population (for both beginners and advanced users) led by Yandex Academy, Technologies and Data Academy of the Sberbank Corporate University, Data Culture Project of the Higher School of Economics. The Education Centre for digital transformation teams and CDTOs of the Russian Presidential Academy of National Economy and Public Administration unveiled a new range of programs for public servants.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives

	<p>The key source of statistical information in Russia is the Federal State Statistics Service of the Russian Federation (ROSSTAT). It periodically (in majority of cases – annually) provides data on the key socio-economic indicators, including on “Labour market, employment and wages”.</p> <p>Data on labour force is usually presented in accordance with the standards of the International Labour Organization. The number of labour force includes data on employed and unemployed based on the results of labour force surveys. Before 2017 the monitoring of labour force was carried out for persons of 15–72 years old, since 2017 it is carried out for persons 15 years and over.</p> <p>Although ROSSTAT does not have an intended English-language page, it has recently participated in forming the statistical publication within BRICS. Below (annexed) you will find some of the labour related indicators.</p> <p>The Russian-language website also contains information on informal sector employment and output, structure of the workforce differentiated by different levels of education, structure of the workforce differentiated by spheres of employment including ICTs, structure of unemployed differentiated by the reasons of unemployment, social protection coverage. There are also particular statistical blocks on provision of e-services to promote employment, payments to workers (including severance pay, welfare assistance, sums related to temporary incapacity for work).</p> <p>Other sources of information are private companies conducting Russia-wide surveys. For instance, PwC counted the share of freelancers in Russia. It also provides evaluations on the impact of digitalisation and automation on employment in Russia. An independent, multi-disciplinary think tank NAFI periodically shares results of surveys on people’s attitude towards work arrangements, the level of digital literacy in Russia, etc.</p>
5.	<p>Best practices: Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>Best practices: Among your economy’s structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p> <p>Response:</p> <p>1) In 2018 Russia adopted the program “<i>Digital economy of the Russian Federation</i>”. The key goal is the development of a sustainable and secure ICT infrastructure in the economy suitable for the high-speed transmission, processing and storage of large amounts of data. The program aims at a three-fold increase in spending on the development of the digital economy (by share in GDP) compared to 2017. Moreover, during the COVID-19 pandemic the economy put emphasis on supporting domestic IT solutions for remote</p>

	<p>work, study, healthcare operations and other online services. Requirements for extra budgetary funding were lowered to support the industry.</p> <p>As of now, according to statistics, Russia is among the leaders on Internet coverage, subscriptions by fixed broadband speed equal to or above 10 Mbit/s.</p> <p>2) As for the <i>labor legal environment</i>, as mentioned above, Russia introduced an amendment to the Labor Code of the Russian Federation. While the FORMER already had provisions that an employee and an employer may agree on flexible working hours and other changes, and permits averaging of working hours over a specified reference period (e.g. weeks, a month) in certain sectors of the economy, the LATTE envisaged three key changes:</p> <ol style="list-style-type: none"> 1. Employers could combine an employment contract that contains a fixed place of work with a contract for temporary remote work (essentially, add provisions for remote work into the main contract); 2. Three types of remote work contracts: a) Permanent remote work contracts; b) Combined contracts where the period of remote work does not exceed six consecutive months; c) Combined contracts where periods of remote work can be alternated with periods of fixed place work (e.g. office working); 3. New arrangements for documents signing, including e-signatures. <p>3) Among best practices may also be mentioned the fact that one specific barrier that was removed as a part of the program “<i>Digital economy of the Russian Federation</i>” is the physical paperwork and signatures, as e-signatures and electronic workflows were introduced to the public sector.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy’s short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>The program “<i>Digital economy of the Russian Federation</i>” sets a wide scope of precise targets to be achieved by 2024 in such directions as:</p> <ul style="list-style-type: none"> - “Legal regulation of the digital environment” (presupposes creating a conducive environment for the digital transformation), - “Digital economy human capital” (upskilling and reskilling, development of new specializations at all levels of education), - “Information infrastructure” (access to Internet and mobile connections, including in remote areas, 5G), - “Information security” (security of data, support for domestic software developers), - “Digital technologies” (new technologies as well as services), - “Digital public governance” (digital public services, including “superservices” (several cliques – a whole package of documents made), and digital data provision (digital ID, digital twin, e-signatures)), - “Artificial intelligence” (effective adoption of AI solutions in public and private sectors). <p>More information (in Russian) may be found on the page on the Ministry of Digital Development, Communications and Mass Media of the Russian Federation and on the infographics.</p>

7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	We see certain value in capacity building and exchange of experience regarding the future of work. When implementing the project on flexible work arrangements resulting in the APEC webinar and then the publication “ Managing the Long-term Economic Effects of the Flexible Work Arrangements ” we revealed that the middle ground may be found only if we gather diverse views from the pundits with broad backgrounds. Thus, we believe that intensive cooperation with both international organisations, including OECD, ILO, PECC, ERIA shall stand still, as well as with representatives of companies either preparing analytics (PwC, McKinsey) or those offering innovative solutions to the workplaces (Kaspersky, Google, etc.). The aspiring goal for us shall be formulating a set of recommendations (actually, expanding those that APEC has already come up with) that will help APEC societies adapt to the new labour realities.

Annex

Table 3.2.2 — Selected Data on Labour Force⁽¹⁾ — Russia

	2000	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total labour force (million persons)	72.8	75.5	75.8	75.7	75.5	75.4	76.6	76.6	76.3	76.2	75.4
Male	37.6	38.6	38.7	38.7	38.7	38.7	39.4	39.5	39.3	39.2	38.8
Female	35.1	36.9	37.1	37.0	36.8	36.7	37.2	37.2	37.0	37.0	36.6
Employed population (million persons)	65.1	69.9	70.9	71.5	71.4	71.5	72.3	72.4	72.3	72.5	71.9
Male	33.6	35.6	36.0	36.5	36.5	36.6	37.1	37.2	37.2	37.3	36.9
Female	31.5	34.4	34.8	35.1	34.9	34.9	35.2	35.2	35.1	35.3	35.0
Age (%)											
15 to 24 years	12.1	10.4	10.1	9.1	9.2	8.4	7.6	7.0	6.2	5.7	5.5
25 to 59 years	82.8	85.4	85.4	86.4	86.1	86.8	87.3	87.7	88.2	88.4	88.1
60 years and older	5.0	4.2	4.5	4.6	4.7	4.8	5.1	5.3	5.6	6.0	6.4
Sector (million persons)⁽²⁾											
Agriculture, forestry and fishing	9.4	5.4	5.4	5.2	5.0	4.8	4.9	4.9	4.3	4.3	4.2
Industry ⁽³⁾	15.7	14.4	14.3	14.6	14.5	14.3	14.3	14.4	14.2	14.3	14.3
Construction	3.3	5.1	5.1	5.3	5.4	5.4	5.5	5.2	5.3	5.1	5.0
Trade	8.0	10.7	11.1	11.3	11.3	11.3	11.3	11.4	11.5	11.5	11.2
Services ⁽⁴⁾	28.6	34.3	34.8	35.0	35.2	35.7	36.4	36.6	37.0	37.3	37.3
Other ⁽⁵⁾	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployed population (million persons)	7.7	5.5	4.9	4.1	4.1	3.9	4.3	4.2	4.0	3.7	3.5
Male	4.1	3.0	2.7	2.2	2.2	2.1	2.3	2.3	2.1	1.9	1.8
Female	3.6	2.5	2.2	1.9	1.9	1.8	2.0	2.0	1.9	1.7	1.6
Unemployed urban population (million persons)	5.8	3.6	3.2	2.6	2.6	2.5	2.8	2.8	2.5	2.4	2.3
Unemployment rate (%)	10.6	7.3	6.5	5.5	5.5	5.2	5.6	5.5	5.2	4.8	4.6
Urban unemployment rate (%)	10.7	6.3	5.5	4.5	4.6	4.3	4.8	4.8	4.3	4.0	3.9
Unemployment rate for population aged under 25 years (%)	20.7	16.9	15.2	14.8	13.8	13.7	16.0	16.3	16.1	16.6	15.5

<https://eng.brics-russia2020.ru/images/132/34/1323459.pdf>

SINGAPORE

1. Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

We are cognisant that technology, automation, and digitalisation create new jobs, and at the same time cause some to be lost. The existing jobs are also likely to be transformed. There are no internationally-accepted conventions on estimating job creation or losses due to new technologies and automation, as the effect is often indirect. However, in our manpower statistics, we do monitor employment numbers. We have observed that more Singaporeans are taking up jobs in the Infocomm Technology (ICT) sector. Since 2015, local employment in the ICT sector has expanded by 17,000, forming 71% of the sector's total employment of 190,200 (data as at June 2020). This does not yet include the growth for ICT personnel in other sectors of the economy.

While COVID-19 has disrupted the economy and labour market, it has also, among others, accelerated the adoption of digital technologies, leading to creation of new job roles and increase in manpower demand in ICT.

- (a) Some companies saw the window of opportunity to hire and train to support the shift towards growth areas. For example, NCS Pte Ltd, recruited over 1,000 staff this year, of which 70% were mid-career individuals.
- (b) Others, such as IBM, will provide more training opportunities for jobseekers. In November 2020, Infocomm Media Development Authority (IMDA) and IBM announced the latest initiative under the TechSkills Accelerator (TeSA) Company-Led Training (CLT) programme to train 300 Singaporeans over the next four years for roles such as Digital Consultant, Cloud Architect, Data Scientist and UX Designer. IBM's "Future-Ready Intelligent Digital Workforce Programme", when implemented, aims to meet the demand for technology consulting and deep technical skills needed to support the acceleration of digital transformation across all industries.

Some of the challenges Singapore face which would implicate the future of work are:

- (a) *COVID-19 pandemic* – The effects of the pandemic in work are likely to be long-lasting, beyond the pandemic itself. As mentioned above, the pandemic has accelerated the adoption of digital technologies. The use of technology, e.g. in remote working, has become even more important as economies, including Singapore, resume economic activities amidst the pandemic. The pandemic has also brought new meaning to workplace safety and health, where it is critical for Singapore to put in place workplace safe management measures so that employers can continue to run their business and workers can continue to earn their wages, while remaining safe from infection, including future pandemics, and work stoppages.
- (b) *Aging population* – This challenge is not unique to Singapore. Globally, the total fertility rate (TFR) has been in steady decline for decades. While TFR decreases, life expectancy has been going up with improved healthcare. This means that the size of age population will grow rapidly all over the world. This could result in, among others, increased pressures on pension or retirement support systems, including for informal workers.

Climate change – Climate change has provided us an opportunity to relook into our existing policies and introduce new initiatives to promote green jobs, including

	identifying key industries that need to undergo transformation and the jobs and skills required.
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	Singapore is constantly reviewing our policies, strategies, and initiatives to better prepare our workers for the future of work. Our current focus areas are set out below under items 3 and 6.
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>Singapore has introduced the following measures to mitigate the impact of COVID-19 on the labour market, and to safeguard the livelihood and employability of our workers:</p> <p>(a) <i>SGUnited Job and Skills (SGUJS) Package</i></p> <ul style="list-style-type: none"> The SGUnited Jobs and Skills (SGUJS) Package was introduced in May 2020 to curate 100,000 jobs and skills opportunities. More than 40,000 were job opportunities, with the remaining comprising company-hosted traineeships and attachments, as well as training opportunities. Schemes under the SGUJS package provide support for locals to enter new jobs or take up meaningful skills opportunities that will boost their employability and be better positioned for the economic recovery. By August 2020, we had exceeded this initial target. As of end March 2021, there were nearly 103,000 placements into jobs and skills opportunities. We have extended and enhanced the SGUJS package in 2021. To support jobseekers to move into new occupations or sectors that have good prospects and opportunities for progression, we have catered capacity for 10,000 Career Conversion Programmes places in 2021, and will introduce new programmes for in-demand jobs in growing sectors such as Manufacturing, Information Communications & Technology, and Professional Services. The SGUnited Traineeships, SGUnited Mid-Career Pathways and SGUnited Skills programmes have also been extended till March 2022, to help jobseekers who may not be able to secure a job straight away to gain industry-relevant skills and experience to boost their employability, with higher support for mature jobseekers. <p>(b) <i>Jobs Support Scheme (JSS)</i></p> <ul style="list-style-type: none"> The Jobs Support Scheme (JSS) provides wage support to employers to help them retain their local employees during the period of economic uncertainty.

JSS payouts are intended to offset local employees' wages and help protect their jobs.

- More than SGD 24.5 billion in JSS support has been disbursed since the introduction of the scheme at the Unity Budget in February last year, benefiting over 2 million local workers in more than 150,000 employers.
- The level and duration of support each employer receives depends on the sector in which the employer operates. Sectors that have been more severely affected by travel restrictions and safe distancing measures as a result of COVID-19 have received higher JSS support ratio, e.g. aviation and tourism sectors. The JSS support levels have also been tapered based on the projected recovery of the various sectors.
- Under the JSS, the Government co-funded between 25% and 75% of the first SGD 4,600 of gross monthly wages paid to each local employee in a 10-month period (Oct 2019 to Aug 2020 wages) and 10% - 50% of the same in the subsequent 7-month period (Sep 2020 to Mar 2021). The JSS was recently extended by up to 6 months from April 2021 to Sep 2021 with co-funding at 10% to 30%.

(c) Jobs Growth Incentive (JGI)

- The Jobs Growth Incentive (JGI) was introduced in August 2020 to support employers to expand local hiring. Between September and November 2020, the JGI supported 27,000 growing firms to expand through hiring of 130,000 locals. The JGI is helping to boost hiring activity of locals in some companies to levels higher than in 2019. From September to November 2020, the 27,000 JGI-eligible employers hired a median of two locals. This is higher than the median of one local hire by these employers in the same period the year before (September to November 2019). About six in 10 of these employers hired one to two local workers; the remaining four in 10 hired more.
- The JGI has been extended to end September 2021 to benefit more employers and jobseekers. Employers hiring eligible locals can receive up to SGD 15,000 per hire. Those hiring mature workers, persons with disabilities, and ex-offenders can receive more support, with effect from 1 March 2021, of up to SGD 54,000 per hire.

(d) Job Redesign under Productivity Solutions Grant (PSG-JR)

- The Job Redesign under Productivity Solutions Grant (PSG-JR) encourages enterprises to work with pre-approved Job redesign consultants to redesign work processes, tasks and responsibilities. It can help make jobs more productive and attractive for workers, and benefit enterprises by allowing them to hire and retain good workers to facilitate business transformation. The Ministry of Manpower will raise the Government co-funding ratio for the PSG-JR from 70% to 80% of the consultancy cost, capped at SGD 30,000 per company till March 2022.

4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>The Ministry of Manpower's Manpower Research and Statistics Department (MRSD), the National Statistical Agency responsible for manpower-related statistics, collects, analyses, and disseminates essential statistical information on Singapore's labour market, including aspects related to the future of work. MRSD adopts the International Labour Organization (ILO) guidelines on concepts and definitions of labour statistics, and also subscribes to the Special Data Dissemination Standards (SDDS) established by the International Monetary Fund (IMF) for the dissemination of key statistics. MRSD's statistical activities for key data are guided by four dimensions:</p> <ol style="list-style-type: none"> 1. Coverage, periodicity and timeliness of the data. 2. Public access. 3. Integrity of the disseminated data. 4. Quality of the disseminated data <p>In terms of classification of data, MRSD adheres to the domestic statistical classification standards which conform to the basic principles and guidelines provided in international standards.</p> <p>MRSD strives to disseminate statistical information on the earliest possible date, while maintaining high data quality. It adheres to the expected release dates of regular statistical publications and statistics in accordance with its Future Release Calendar. It also ensures that its statistics remain relevant in the changing socio-economic environment.</p> <p>For more information on Singapore's labour statistics, please refer to www.stats.mom.gov.sg. Singapore Ministry of Manpower also publishes Jobs Situation Reports (www.mom.gov.sg/newsroom/press-releases?category=Statistics+and+publications) which cover updates relating to the COVID-19 measures, and other policies and initiatives, as well as replies to Parliamentary Questions (PQs) etc. on various labour-related statistics, e.g. PQ on female workforce participation (www.mom.gov.sg/newsroom/parliament-questions-and-replies/2020/1005-written-answer-by-mrs-josephine-teo-manpower-minister-to-pq-on-female-workforce-participation), on its website.</p>
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>Singapore has introduced the <i>Progressive Wage Model</i> (PWM) in various sectors to help increase wages of workers through upgrading skills and improving productivity. This is</p>

	<p>one of the measures Singapore has put in place to promote decent work. Most recently this year, Singapore has widened the coverage of the PWM:</p> <ul style="list-style-type: none"> • Expand PWM to food services, retail and waste management – benefits up to 80,000 workers. • Extend PWM to in-house cleaners, security officers and landscape maintenance workers – benefits up to 50,000 workers. <p>The government will also work with the community through an Alliance for Action for lower-wage workers, to improve lower-wage workers' well-being.</p> <p>More information on PWM can be found on www.mom.gov.sg/employment-practices/progressive-wage-model.</p> <p>As the future of work create new job opportunities, it may also render some existing jobs redundant. Thus, Singapore had introduced <i>Professional Conversion Programmes</i> (PCPs) to help mid-career PMETs reskill and switch careers so that they can move into new occupations or sectors with good prospects for progression. Information on PCPs can be found on www.wsg.gov.sg/programmes-and-initiatives/professional-conversion-programmes-individual.html (for workers) and www.wsg.gov.sg/programmes-and-initiatives/professional-conversion-programmes-employers.html (for employers).</p> <p>To better support mid-careerists amidst the pandemic, the Government has introduced the <i>SkillsFuture Mid-Career Support Package</i> to create more career transition opportunities for mid-career workers, enhance their employability, and help them move to new or better jobs or roles. More information on the Package can be found on www.mom.gov.sg/newsroom/press-releases/2020/0302-skillsfuture-mid-career-support-package.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>Singapore has put in place several other measures such as Industry Transformation Maps (ITMs) and the Singapore Green Plan 2030 to tackle the various challenges mentioned above. The ITMs are roadmaps to drive transformation in 23 industries – each ITM consists of a growth and competitiveness plan, supported by four pillars: productivity, jobs and skills, innovation and trade and internationalisation. The Singapore Green Plan 2030 is a sustainability movement that seeks to rally bold and collective action to tackle climate change. It is a living plan which will evolve as the government works with stakeholders to co-create solutions for sustainability. The plan includes plans and programmes which aim to, among other, seek green growth to create new jobs, transform industries and harness sustainability as a competitive advantage.</p>
7.	<p>Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>Regional and international bodies could promote the discussion, including sharing of experiences and best practices around preparing for the post-COVID future of work, which is a pertinent agenda of most economies.</p> <p>For example, in response to the International Labour Organization's (ILO) 2019 Centennial call to all member economies to "Work for a Brighter Future", Singapore launched the Regional Centre for the Future of Work (RCFW) in September 2020. The RCFW brings together international experts, tripartite stakeholders and our regional dialogue partners to</p> <ul style="list-style-type: none"> • Foster social dialogue;

- Share knowledge; and
- Build capabilities to prepare the region for the Future of Work.

The RCFW has three key focuses:

(a) Embracing technology for inclusive growth

The COVID-19 pandemic has accelerated the adoption of technology in work, e.g. remote working arrangement. It is increasingly apparent that technology plays a key role in the resumption of economic activities amidst the pandemic. Thus, we need to adapt to these technological advances and support employers in leveraging upon technology to transform and redesign jobs; as well as workers to upskill and reskill so that they remain competitive and better prepared to adapt to the jobs of the future. By ensuring that every worker and business can fulfil their maximum potential, we can foster sustainable and inclusive economic growth for all.

(b) Workplace safety and health

It is critical for us to put in place COVID-safe management measures so that employers can continue to run their businesses, and workers can continue to earn their wages, while remaining safe from infection and work stoppages.

(c) Tripartism

Tripartite collaboration and trust are central and crucial, more than even before as governments, employers' and workers' organisations work together to design practical solutions to mitigate the economic fallout of the COVID-19 pandemic and the impact on the labour market, as well as reach mutually agreeable settlements, including on difficult issues such as taking wage cuts in return for preserving jobs. We have also seen a renewed focus on recognising the worth and dignity of every worker.

CHINESE TAIPEI

1. <u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?	<p>The 3 main challenges that Chinese Taipei is facing are the following:</p> <ol style="list-style-type: none"> 1. Digitalization and new technology <p>As digitalization and new technology have been prevailing within all aspects of people's lives and continue progressing into uncharted territory, they not only bring about new work patterns and innovative applications but also result in disruption in job markets globally including the impact of technological unemployment, skill mismatch and the gap of labour and social protection of gig workers due to unclear employment status. Coupled with the COVID-19 pandemic, labour markets around the world have been disrupted even more rapidly. Many traditional industries with old working models of face-to-face contact are facing the inevitable trend of digital transformation.</p> <ol style="list-style-type: none"> 2. International competition for talent <p>Amid strong international competition for talent and demand for professionals, there is a pressing need for recruiting key international talent. Compared with neighboring economies, Chinese Taipei still has room for improvement in terms of enriching its pool of key international talent, particularly in the ICT, cybersecurity, biomedicine, and aerospace industries.</p> <ol style="list-style-type: none"> 3. Domestic talent shortage <p>With the demographic impact of low fertility and population aging, our economy has been experiencing a growing shortage of domestic professionals in recent years. In 2020, such a shortage accounted for 17.8% of total workforce shortages. Particularly, the shortage of those professionals in STEM-related occupations involving IT, science, statistics, and engineering stood at 25,000, accounting for 63.5% of the total professional shortage.</p>
2. <u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <u> V </u> Yes <u> </u> No If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these? If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?	<p>Chinese Taipei's top 3 structural reform priorities:</p> <ol style="list-style-type: none"> 1. Social security measures to be strengthened <p>Regarding structural reform measures in response to the future of work and the COVID-19 pandemic, we are to continue strengthening occupational safety for human-robot collaboration and digital platform workers. The Ministry of Labour (MOL) formulated the "Reference Manual for the Implementation of Collaborative Robot Safety Assessment Reports by Business Entities" in 2018 and the "Guidelines for the Safety of Food Delivery</p>

	<p>Operations” in 2020, so as to advance the occupational safety and health of related workers. In addition, the MOL announced the “Directions for Classifying an Employment Agreement” and a checklist to identify the subordination nature of an employment agreement, to facilitate the employer and the employee to distinguish an employment agreement and other kinds of labour service agreement. The MOL is collecting and researching relevant information of platform delivery labour rights and protection as well as occupational safety, so as to turn it into a reference for advanced labour rights protection in the future.</p> <p>2. Talent upskilling measures to be strengthened</p> <p>In cooperation with the private sector, the Ministry of Labour provides diverse training courses as well as on-the-job subsidies to help workers improve their personal skills and stabilize overall employment. As a result, MOL encourages training agencies to conduct training courses in line with industrial development, especially focusing on boosting those skills of digital capability including ICT, Big data, etc.</p> <p>3. Educational measures to be strengthened</p> <p>To meet the talent needs of industry and bridge the skills gap between education and work, Chinese Taipei keeps improving our higher education strategies and has launched various projects.</p> <p>(1) “Higher Education Sprout Project”: This is a student-centred project to comprehensively improve the quality of universities and boost the diversification of higher education, innovate teaching methods to better address social trends and industry needs and complement the government's core industry policies. It encompasses developing courses and setting up laboratories that incorporate students’ interactions with society and with industry during their studies and being equipped with future oriented, problem-solving skills.</p> <p>(2) “Industry-Academia Cooperative PhD Project”: This program is designed to assist universities and tertiary colleges to enhance the practical R&D capabilities of their PhD-level students and personnel and compete for research resources provided by enterprises and other entities. It includes five-year research and development related combined master’s degree and PhD programs, four-year research and development related PhD programs, and research and development projects to address specific industry issues.</p> <p>(3) Continuing to expand the enrolment number of students in key areas: In order to encourage universities to meet the needs of government policies, the government actively expands the enrolment numbers in key policy areas, such as the areas of ICT and semiconductor. The government has invited high-quality colleges and universities to increase the cultivation of ICT talents by 10%-15% since August 2020, with 3,575 student quota being approved for 2020-2021 and 6,654 for 2021-2022.</p> <p>(4) Formulating the “Key Fields of Industry-University Cooperation and Talent Cultivation and Innovation Regulations”: In order to cultivate high-level scientific and technological talents, the government has drafted the "Key Fields of Industry-University Cooperation and Talent Cultivation and Innovation Regulations" to encourage universities to cooperate with enterprises to establish a “Key Field Research Institute”.</p>
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	<p>The purpose of this bill is to allow the industry, government, and academia to jointly participate in the key field research institute's operations to better cultivate talents. In the future, the scope of the key fields could be gradually expanded to make the successful innovation models spread widely.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>Chinese Taipei responded the COVID-19 pandemic with a three-pronged plan of disease prevention, industrial relief and economic stimulus, and a special budget to finance the response plan. Covering everyone from families and disadvantaged groups to companies and industries, the special budget provides such support as individual tax breaks and household expense subsidies, as well as relief, stimulus and tax cuts for businesses and industry. In particular, self-employed workers and workers without a certain employer also receive subsistence allowances, and unemployed workers who left work involuntarily during the COVID-19 pandemic and whose have children are in high school or college are also provided with school tuition subsidies, labour relief loans, and interest subsidies. These response measures have successfully saved jobs, stabilized the economy, and build momentum for future growth and development. Chinese Taipei is one of the few advanced economies in the world enjoying positive economic growth (3.11%) in 2020, and its real GDP is projected to grow by 4.64% in 2021.</p> <p>1. “Reliable Employment Program”</p> <p>To stabilize our employment, the "Reliable Employment Program" was implemented from March 27, 2020 to June 30, 2021. 50% of the wage gap will be subsidized monthly (for up to 12 months) to workers, who have negotiated and agreed with their employers to temporarily reduce working hours or wages and have been registered by the local labour administrative authority. After the expiration of "Reliable Employment Program" the "Recharge and Restart Training Program" also provides subsidies for employers organizing training courses and employees attending vocational training.</p> <p>2. “Recharge and Restart Training Program “</p> <p>Due to the impact of COVID-19, some industries have adopted reduced working hours to ensure the operation of industry itself and the livelihoods of employees. Through Recharge and Restart Training Program, workers are encouraged to utilize the reduced working hours to participate in training courses to continually develop personal working skills, thus maintaining livelihoods and stabilizing employment. Meanwhile, companies are encouraged to help cultivate job skills during breaks so as to prepare for future transformation of employment. The program will keep going on so as to cope with possible impacts afterwards.</p>

4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<p>Chinese Taipei monitors and measures future of work trends and requirements by the following two ways:</p> <ol style="list-style-type: none"> 1. Short-term work trends: The government does annual survey on the selected key important industries and monitor the expected job vacancies and skills requirements in the next 3 years. 2. Long-term work trends: The government does occupational projection in the next 10 years by a forecasting model of manpower requirements.
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>The most effective policies that Chinese Taipei has implemented were:</p> <ol style="list-style-type: none"> 1. Act for the Recruitment and Employment of Foreign Professionals <p>In the era of the knowledge and digital economy, talent plays an increasingly important role in enhancing an economy's competitiveness. Hence, we have already mapped out and implemented a slew of policies aimed at recruiting and attracting foreign talent to come to work and stay, along with significant regulatory easing. However, incoming foreigners still face problems from regulatory restrictions pertaining to visas, work, residency, insurance, retirement, taxation, and other matters, which urgently need to be solved. To solve such problems, the government brought the Act for the Recruitment and Employment of Foreign Professionals into effect in February 2018, so as to create a friendlier environment for foreign professionals to work and reside in our economy by relaxing related visa, work and residency regulations and by optimizing insurance, retirement and taxation benefits available to them. These measures have already successfully attracted internationally-renowned talent from many economies, with top expertise in digital technology, innovation, and other fields, to enter our labour market, bringing all kinds of innovative and expert know-how to our economy, exerting a knowledge-diffusion effect, and spurring technological upgrading and digital transformation in our industries.</p> <p>In order to grasp the opportunities of global industrial supply chain restructuring in the post-pandemic era, Chinese Taipei will continue to relax regulations pertaining to the recruitment of professional talent.</p>

	<p>2. Competency Benchmark and iCAP Certification Course</p> <p>The Ministry of Labor is committed to developing competency benchmarks and iCAP certification courses from 2015 to 2020. The content of the benchmarks and the curriculums should be reviewed and revised at least every three years to meet industry needs.</p> <p>The benchmarks specify the tasks, knowledge, and skills required by a specific occupation or profession, enabling training agencies to quickly grasp the competency requirements of industrial talents. The training agencies would be able to develop training courses that meet the needs of the industry and assist labour in filling the skill gap effectively.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>To deal with the aforementioned challenges, Chinese Taipei will keep formulating and implementing various structural reform measures and regulatory adjustments. In the short-term, the Ministry of Labor has stipulated protection measures for platform workers; and will be working on a policy consultation process to address the needs for strengthening platform workers' protection.</p> <p>Moreover, in order to cultivate more local talent with digital skills and to recruit top-notch talent globally, Chinese Taipei has formulated the "Key Talent Cultivation and Recruitment Program" (2021-2024) with 3 main strategies.</p> <p>1. Nurturing domestic digital talent</p> <p>To accelerate the cultivation of domestic digital talent, the government will expand the capacity of STEM education in the universities and encourage non-ICT departments to offer cross-discipline digital technology micro-programs, to meet enterprises' needs for talent with cross-discipline digital skills. Furthermore, we will promote industry-academia collaboration in talent cultivation, pushing forward the establishment of domestic research institutes in key fields for bolstering the cultivation of talent for key industries. Additionally, we will refine the application of competency benchmarks and improve the assessment of digital skills, by encouraging businesses to invest in providing digital skills training for employees, so as to strengthen human capital in the enterprise sector.</p> <p>2. Recruiting key international talent</p> <p>To compete for key international talent, the government will carry out talent recruitment initiatives on a targeted basis according to the needs of our key industries. We will also take a seed-bedding approach by stepping up efforts to attract foreign students to pursue studies in key fields in our economy, then inducing them to stay and work here after graduation. At the same time, we will continue to make regulations and environment friendlier for foreigners to work and live here, aiming to create a local talent recruitment brand that can enrich our economy's talent pool by making Chinese Taipei a place where top-notch international talent will be glad to come and stay.</p> <p>In view of the urgent need to compete internationally for talent, we endeavor to boost our ability to attract foreign talent by drawing up draft amendments to the Act for the Recruitment and Employment of Foreign Professionals, relaxing regulations on eligibility</p>

	<p>and residency for foreign professionals coming to work in our economy, and enhancing tax benefits and social security available to them.</p> <p>3. Cultivating bilingual capability and international perspective</p> <p>To enhance the international competitiveness of our talent, the government will boost the bilingual capabilities of local professional talent through measures such as the bilingualization of higher education, aiming to create an environment for communicating in English. In addition, to boost the international exchange of talent, we will continue to implement various awards and subsidy schemes for encouraging students, teachers and high-level talent to attend study programs or obtain degrees in overseas institutions, so that they can acquire an internationalized mindset and accumulate international experience in professional work.</p>
7.	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>In terms of regional cooperation, APEC is an important cooperation platform for economies in the Asia-Pacific region. In 2020, Chinese Taipei has completed a study to estimate our manpower supply and demand from 2020 to 2030 in response to the digital economy, focusing on understanding our economy's future skills supply and demand, and shared our experience at the meeting of the APEC Human Resources Development Working Group (HRDWG) - Labour and Social Protection Network (LSPN). In Addition, the government is going to host a “TVET Workshop on Regional Industry-Academia collaboration for Talent Development and Inclusive Growth: Skill Training, Internship, Jobs and Women”, and invite APEC members to support our proposal to organize this hybrid event, which will strategize seamless network of cross-regional and interdisciplinary collaboration through industry-driven vocational education and training programs that would cultivate talents to meet industry demands across economies and to encourage female participation in non-traditional sector.</p> <p>In the future, Chinese Taipei will continue sharing experiences and best practices within APEC and other international arenas to strengthen mutual collaboration with other economies and to echo the APEC theme of the year “Join, Work, Grow. Together.”</p>

THAILAND

1. Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?

The rapidly changing technology, automation, and digitalisation have resulted in a shift in labour market and the future of work. Firstly, technology has altered the demand of workforce in the labour market. Current technological progress has led to a higher relative demand for skilled workers and a lower relative demand for workers performing routine activities. The low-skilled labour is prone to the employment risks posed by digital transformation. Workers, especially in agriculture and production sectors, are most likely to be replaced by automation. This would result in a higher unemployment rate.

Secondly, for the future of work, the transformative processes brought by technological advances would replace many existing jobs but eventually create new jobs and opportunities. There would be an increasing demand on technology-related jobs such as data management (data and AI), data storage (engineering and cloud computing) and digital platform services (online sales marketing and content) in the future. The workforce is expected to be equipped with technical skills in technology as well as digital know-how.

Since the beginning of the COVID-19 pandemic, it has a vast impact on the employment structure. The companies are under pressure to accelerate digital work processes and require employees to work remotely or work from home. As a result, many workers, especially in the tourism sector, have been laid off or reduced their working time. Thailand's unemployment rate has been doubled from last year's rate. To support the unemployed, it is important to help them develop skills of the future to prepare them to re-enter the labor market once the situation returns to normal. This lifelong learning which would allow them to adapt quickly and increase their employment opportunity in the technological era might include the following skill sets:

1. Upskill - Reinforce old skills to be more effective.
2. Reskill – Develop on new skills needed to respond to the rapidly changing technological world.
3. Rotation - Rotate to work in other positions / departments.
4. Multiskilling – Help develop a wide range of skills.

Moreover, the outbreak is considered an accelerator of the digital transformation of the workplace which includes the utilization of advanced digital technologies in the production process as well as the creation of the new digital products and services to meet the changing consumer behavior. The pandemic has reaffirmed the need to automate to the fully contactless supply chains. At present, the adoption of automation in the manufacturing and logistic sector is more prevalent, which is believed to enhance productivity. In addition, there are more access on the e-commerce platform which might encourage workers to be entrepreneurs both as a full-time occupation and a supplementary occupation.

Three main challenges facing Thailand in relation to the future of work include:

1. The lack of skills needed and low digital literacy for future works. Most Thai labour lacks STEM (Science, Technology, Engineering and Mathematics) skills and digital skills. Since future works require high-skilled labor with technology/digital

	<p>knowledge, there are more needs of technology expertise for proficient careers such as data analysts and scientists, AI and machine learning specialists, software and application developers.</p> <p>2. Regulations and guidelines for self-employed and freelancers: Future jobs would be technology related which allow labour. Increasing number of people would be self-employed or freelancers. Therefore, those workers would not be covered by the Labor Protection Act 1998. Plus, policy planning to promote and support individual entrepreneurs might not be inclusive if they are not registered in the government portal there would be no record on the government platform.</p> <p>The development of digital infrastructure: This is the basis for the broader digital transformation. Currently, there is limited access to digital infrastructure both in public and private sector. Moreover, although COVID-19 has accelerated the adoption of technology and digital media such as cashless payment models, it is only concentrated in urban area.</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>1. Jobs and Skills Matching</p> <p>According to the Labour Force Survey by the National Statistical Office of Thailand⁵⁸, persons with higher-level education made up 39.3 percent of Thailand's total unemployed persons in the fourth quarter of 2020. Among the employed population, it is estimated that 1 in 10 of non-agricultural workers in Thailand is underpaid when considering their level of educational attainment because the job does not match their skills (Bank of Thailand, 2019). In other words, Thailand's workforce is facing the issue of vertical (qualification) and horizontal (fields of study) skills mismatch which are often exacerbated by the ever-changing job market in the 21st century.</p> <p>To tackle these issues, reforms consisting of the three following components may be implemented:</p> <p>1.1 Institution engagement</p> <p>In the past years, government agencies have undertaken several manpower and human resource development programmes with an aim of tackling job and skills mismatch which result from the changes in Thailand's labour market. However, for these programmes to be effective, the government must engage more actively and meaningfully with the private sector in the process of designing them. The engagement between the public and private sectors will ensure that the programmes are truly demand</p>

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http://www.nso.go.th/sites/2014/DocLib13/ด้านสังคม/สาขาแรงงาน/ภาวะการทำงานของประชากร/2563/Full_ReportQ4_220364.pdf

driven, i.e., the skills developed through these programmes are consistent with business needs at present and in the future.

Given the academic sector's expertise in education and training, their engagement with the government in designing and delivering reskilling and upskilling programmes should also be encouraged. Recently, the Ministry of Higher Education, Science, Research, and Innovation, for instance, has worked with universities to promote skills development among workers affected by COVID-19 pandemic through 30 new programmes focusing at lifelong learning process. Moreover, the government, in collaboration with 19 higher education institutions, has made several online courses available on the "Future Skill x New Career Thailand" platform in attempt to promote advanced skills among workers in SMEs and large industrial sectors.

1.2 Support for business-led human resource development

Since skills mismatches can occur when workers' skills become irrelevant following technological changes, it is important that businesses invest in their employees' trainings and skill development programmes to keep them productive. In the case of Thailand, the Board of Investment (BOI) has approved the following measures to promote business-led human resource development.

1.2.1 Training and apprenticeship support: Investment or expenses related to human resource development can be included in the calculation of corporate tax exemption ceiling, with no minimum threshold. Two categories of investment or expenses in HR development can benefit from these measures:

1.2.2 100 percent of the actual expenses related to apprenticeship programs such as Dual Education, Cooperative Education or Work-Integrated Learning programs will be included in the calculation of corporate income tax exemption.

1.2.3 200 percent of actual expenses related to providing employees with advanced STEM training, both in-house and external, will be included in the calculation of corporate income tax exemption given that these training courses must be endorsed by the Ministry of Higher Education, Science, Research and Innovation, or the Eastern Economic Corridor (EEC) Office (in case of educational/training institutions located in the EEC).

1.2.4 Measures to support private sector investment in the establishment of human resource development institutions: Corporates in any business not related to educational or training institutions, when investing in the establishment of STEM education or vocational training institutions endorsed by the Ministry of Higher Education, Science, Research and Innovation, will be eligible to receive a 5-year corporate tax exemption for 100% of the investment fund used for the establishment of the institution. As for the educational or training institutions, they will receive exemption of import duty on machinery. Applications must be submitted by the year 2021 and applicants must be engaged in the BOI eligible activities under the current investment promotion scheme.

1.3 Integrated domestic data

The government should expedite the development of a complete and comprehensive labour information system which will provide a basis for policymakers and other labour market stakeholders to make well-informed decisions when tackling job and skills mismatching. In pursuit of this endeavour, the Ministry of Labour has set up the National Labour Information Centre which compiles and publishes data labour

market information, such as labour supply and demand and labour statistics on the domestic and provincial levels. The government has also developed the Labour Alarm System which provides labour crisis warning as well as information on labour market trends and the current labour market situation. In addition, the National Labour Research Centre was founded to provide data related to labour issues in a variety of areas, including labour relations, employment, welfare, occupational safety for Thai workers abroad, development of skills and social security.

2. Social Protection Reform

According to Thailand's Social Security Act B.E. 2533 (1990)⁵⁹, an employee shall be entitled to unemployment benefits provided that they and their employer have paid contributions to the social security fund. In light of COVID-19 pandemic, it is evident that there are still gaps in the existing social security system. For instance, the number of benefits that insured persons receive may have been insufficient considering the impacts of the pandemic; furthermore, a large number of informal workers have not received such benefits because they are not covered by the social security fund.

Although cash transfers provided by the government have helped informal workers cope with short-term struggles resulting from the loss of income, they are likely to suffer in the long-run from the pandemic. For example, they may have difficulty returning to the labour market, be forced to migrate, or burdened with increasing debts. Without a systematic and sustainable social protection scheme, the government will not be able to do more than solving immediate issues through the social work process which focuses on filtering workers according to their poverty and severity level. Not only does the social work process require extensive resources, but it may also leave out some groups due to improper filtering system or incomprehensive criteria.

Thailand has attempted to address these problems by encouraging informal workers to apply to be insured persons under Section 40 of the Social Security Act. Mobile Public Relations and Service Delivery Units have been disseminated across the economy to facilitate the application process, while the government has amended the Act to increase the benefits and options for contributions for insured persons under Section 40.

3. Pension Reform

Thailand's population is reportedly aging at the third fastest rate in the world. Thailand's population of people aged 60 and more has risen to about 13 million, accounting for 20% of the economy's population and is expected to double by 2050. Although the government has made the pension system near universal through the tax-financed Old Age Allowance Scheme (OAA), the benefit level of OAA scheme is still low. Hence, older persons who are not entitled to contributory pensions from the Social Security Office or the civil servant pensions are most likely to be unable to rely on pensions as their main source of income under the current system. The fact that not all professions in Thailand guarantee access to adequate and sustainable pensions after retirement affects people's decisions in choosing their career options. Therefore, reforming the pension system to ensure financial security after retirement will help broaden job opportunities for Thai citizens in the future. The pension reform may include:

⁵⁹ https://www.mol.go.th/wp-content/uploads/sites/2/2019/07/social_security_act_2533_sso_1.pdf

	<ul style="list-style-type: none"> • Scenario planning using Overlapping Generation Model (OLG) in order to help developing a pension system for everyone with equality and sustainability. • Pension Dashboard containing individual social security benefits, savings, and assets for the government to make targeted policies and for households to do financial planning for their retirement. • Improving pension schemes through regulatory reforms by extending the coverage (e.g. to freelancers and farmers) and by adjusting the eligibility criteria (e.g. retirement age, contribution rate) for social security pensions.
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>To navigate through the COVID-19 pandemic, the Royal Thai Government has implemented several stimulus and relief measures aimed at reviving the economy and supporting the vulnerable groups, including those whose livelihoods are affected by the pandemic. The details of these initiatives are summarised as follows:</p> <p>1. Financial support measures</p> <p>The Government has provided additional liquidity by allocating budget from the 1-trillion-baht loan for programmes intended to relieve financial burdens of the people and sustain affected businesses.</p> <p>1.1. Direct cash transfer</p> <p>During the first phase of the pandemic, a cash transfer programme by the name of ‘Rao Mai Ting Gun’ (translated as ‘No One Will Be Left Behind’) was implemented. Under this programme, cash handouts of 5,000 baht per month were given to informal workers and vulnerable people for three months using online registration and electronic cash transfer. Moreover, there were also a compensation for the employees who were registered under the Social Security Fund as well as a special compensation for healthcare workers.</p> <p>After the second phase of the pandemic began, two additional cash transfer programmes were implemented. Effective from January to June 2021, the ‘We-Win’ programme provides cash handouts in total of 7,000 baht each to approximately 31.1 million qualified recipients. Furthermore, the ‘We Love Each Other’ programme, launched by the Ministry of Labour for the employees registered under the Social security Fund, is also in effect from February to May 2021. The programme allows 11 million people covered by Section 33 of the Social Security Act to register and receive cash handouts of 4,000 baht in total (1,000 baht per week for 4 weeks).</p> <p>1.2 Tax measures</p> <p>Tax relief is one of the most immediate means of reducing the impact of COVID-19 on both entrepreneurs and employees. Since the onset of the pandemic, the government has implemented a number of tax relief measures as described below.</p>

- Tax deduction of 3 times wage expenses paid from April to July 2020 for corporates with annual turnover of no more than 500 million baht and no more than 200 employees without lay off policy.
- Tax relief to support debt restructuring and ease burdens of both debtors and creditors affected by the pandemic.
- Value added tax and corporate income tax exemption on the import of medicine and medical supplies related to COVID-19 diagnosis or prevention, including those being donated to government hospitals, public organization, or other public charities.
- Lifting of the threshold for deductible allowance for health insurance premiums from 15,000 baht to 25,000 baht (the total deduction combined with life insurance premiums and life insurance savings must not exceed 100,000 baht per tax year).
- Personal income tax exemption offered to personnel from the Ministry of Public Health dealing with COVID-19 to compensate for occupational health and safety risks.

1.3 Stimulus package for domestic economy

The ‘Half-Half’ co-payment scheme allowed registered individuals to receive 50 percent subsidy for their expenses (at a maximum of 150 baht a day) when purchasing goods and services from registered vendors with a cap of 3,000 baht per person. The first phase of the scheme was implemented from October 2020 to December 2020 (FY2021), with a total -2- budget of 30,000 million baht. Approximately 10 million people successfully participated in this scheme as of October 2020. Due to its apparent effectiveness in stimulating the economy, the ‘Half-Half phase II’ was implemented, allowing 5 million more people to enroll in the scheme with a cap of 3,500 baht per person. The 10 million people who previously registered in phase I also received an extra pay-out of 500 baht. The second phase took place from January to March 2021 (FY2021).

1.4 Measures to support and relieve for SMEs

To support SMEs, the Ministry of Finance has implemented financial measures via Specialized Financial Institutions to increase liquidity for entrepreneurs and individuals and soften the impact of COVID-19, including soft loans and credit guarantee scheme for SMEs. In addition, the Bank of Thailand has arranged debt restructuring and provision of soft loans worth 500 billion baht for the business sector to lessen the negative impact faced particularly by small enterprises. In addition, 400 billion baht have been allocated to bond liquidity stabilization fund to stabilize financial and bond markets.

2. Tackling job loss/unemployment

In addition to the Employment Service Centres across the economy, which have been used by the Ministry of Labour as channels through which jobseekers can access and apply for available positions, the following online job search platforms were established with an aim of helping those who have been suspended or unemployed as a result of the pandemic.

- “Thai Mee Ngan Tum” (translated as Thais Have Jobs), a recruitment platform established by the Ministry of Labour on which jobs opportunities from government agencies, state-owned enterprises, and the private sectors are listed, so that job seekers can apply for jobs that are consistent with their skills and experience online.

- "JOB2U by ThaiFightCOVID-19", a Facebook group established by the Ministry of Digital Economy and Society for employers across Thailand to advertise their vacancies and for job seekers to search for suitable positions.

3. Career-building and skills development programmes

Apart from setting up job search platforms, government agencies have also carried out several career-building and skill development programmes which provide opportunities for job seekers to undergo upskilling and reskilling process in response to changes in the labour market and enhance their career potentials. For instance, the Ministry of Labour have organised training courses in several areas, such as application development for the Android operating system, digital design using Adobe Photoshop and Illustrator, e-commerce management, and online business branding, which help prepare Thai labour for the era of digital economy.

Moreover, Ministry of Higher Education, Science, Research and Innovation has also launched a new project named “Future New Skill Career Thailand” which aims to provide offline and online trainings through universities with a focus on skill sets and knowledge that are currently in demand. This project targets not only the economy’s key industries, but also industries that are likely to recover quickly after the pandemic, such as smart farming, smart tourism, digital data management, food for the future, and industrial robotics.

Financial support measures may be seen as short-term, while recruitment platforms and skills development programmes could be implemented beyond the pandemic.

4.

Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy’s data sources, methodology, and frequency for monitoring the following (put “N/A” if not currently being monitored):

- Informal sector output and employment
- Impact of digitalisation and automation on employment
- Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy
- Skills gaps and/or mismatches
- Expected labour market skills requirements
- Social protection coverage and adequacy
- Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives

Issues	Sources	Methodology	Frequency
Informal sector output and employment	The Informal Employment Survey, The National Statistics Office (NSO)	Household Survey	Annually
Impact of digitalisation and automation on employment	The Labour Force Survey (LFS), the NSO	Survey	Annually
Employment in the gig economy,	The LFS, the NSO	Survey	Annually

	sharing economy, and other non-traditional forms of employment in the digital economy			
	Skills gaps and/or mismatches	The Skill Development Survey, the NSO	Survey	Annually
	Expected labour market skills requirements	A study of labour demand trends in the labour market in Thailand, the NSO	Survey	Occasionally
		The Critical Functional Competency Survey, Office of National Higher Education Science Research and Innovation Policy Council (NXPO)	Survey (Collecting primary data from skill mapping in 12 targeted industries from the related entrepreneurs)	Occasionally
	Social protection coverage and adequacy	Labour Force Indicators, Ministry of Labour	<ul style="list-style-type: none"> - Numbers of Insured Person (Section 33, 39 and 40 under Social Security Act) - Numbers and values of disbursement and contribution to the Social Security Fund 	Monthly/Annually
5.	Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?			
	<p>The first structural reform relates to the attempt to enhance job matching in the labour market. Ministry of Labour, for instance, set up economy-wide Smart Job Centres as central employment centres and job promotion complexes while Bank of Thailand and other agencies designed the job matching platform “Thai Mee Ngarn Tum” (Thais Have Jobs) which matches job seekers to job openings based on workers’ skills set to reduce skill mismatch in the labour market. The COVID-19 pandemic has sped up the development of this platform as it must be available in time to help reduce unemployment in the economy.</p> <p>Second reform aims to enhance skills development. Skills development centres have been established to help develop digital and other skills needed in several industries, for example, Automotive Human Resource Development Academy, Manufacturing Automation and Robotics Academy and Digital Skill Development Academy. The Office</p>			

	<p>of National Higher Education Science Research and Innovation Policy Council (NXPO) has promoted the collaboration between educational institution and business sector in responding to labour market demand. Work-integrated Learning (WiL) System was launched to link the firms with educational institution in order to develop STI skills that can directly respond to business demand. This system mainly targets High Vocational Certificate and undergraduate students. The students will work for the companies for two years and study the coursework with the institution. The Research Development and Industrialization capability of medium enterprise (RDI) is also initiated to enhance innovation in business sector. This programme encourages postgraduate students to work with the companies along their production chain. The students will identify their dissertation topics in order to develop innovation for the companies. Upskilling and reskilling programmes have also been available since 2018 in the Eastern Economic Corridor (EEC), Thailand's Special Economic Zone. Half of training cost is tax-deductible, and the rest is subsidised by the government.</p> <p>The factors that support the structural reform are: (1) the economy-wide telecommunication network; (2) close collaboration between government, educational institution and private sector, and (3) tax or other incentives for private sector. The free public internet network facilitates people to broaden their market opportunities and reduce inequality of access to the government services. During the COVID-19 outbreak, the internet has become the important intermediary to assist connection between government, individuals, and firms. The strong collaboration between public and private sector could help narrow the gap of skill mismatch in the labour market. It also assists workers to achieve necessary skills set for the future of work. The incentives reduce the burden for the business to improve their capabilities which can help expand their future productivity and efficiency.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p> <p>For the short-term, Ministry of Labour (MOL) has cooperation with other agencies to create the integrated labour development plans; for example, labour development for future industry and services, tourism and service industry, and special economic zone. Also, the MOL has offered online courses on labour law and regulations to the employers, firms, employees as well as general public. Additionally, online short-course trainings for digital upskilling and reskilling for the workforce are accessible to address digital transformation from the impact of COVID-19 disruption.</p> <p>For the medium-term, the MDES created the Master Plan for Digital Economy Promotion (2018 – 2021). The plan has set a strategy on human capital development in the digital economy era. First, it aims to develop “digital manpower” which involves promoting and encouraging the production and development of manpower in digital industries and innovations in a manner corresponding to the demand of the economy. Second, the plan would like to create “digital citizen”, which focuses on creating digital awareness and improving basic digital skill for the general public, encouraging people to learn and use technology, developing simplified and preferable application, and creating digital self-learning space.</p> <p>Moreover, the MOL established the 20-year Strategic Framework on People Development (2017 – 2036). The framework is divided into four phases: (1) Productive</p>

	manpower to improve labour productivity by 2.5 percent annually, (2) Innovation workforce to enhance productivity through integrating technology and innovation, (3) Brain power to increase the numbers of labours with STEM skills, and (4) Creative workforce to promote sustainable development and increase labour force with preferred skills continuously. In addition, tax incentive scheme is released to encourage firms to provide digital development skill for their employees.
7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	Regional cooperation has played an important role in promoting knowledge and information sharing. It allows member economies to explore the benefits of lessons learned from international best practices and the technical supports to strengthen the economy's capacity especially during and after the pandemic. Also, regional cooperation can facilitate the digitalization of works in the future. For example, in the financial sector, digitalization could facilitate cross-border payment linkage which reduces the cost of remittance and speed up the procedures. Knowledge sharing through workshops or capacity building programmes should be encouraged as they would assist member economies to enhance their digital and technological advancement. By working closely with other economies, sustainable growth and structural reform could be achieved after the pandemic.

UNITED STATES

1.	<p><u>Impact and challenges:</u> What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>The United States is working to assess and address the potential impact of advanced technologies on labor markets and employment opportunities in the United States. Before the onset of the COVID-19 crisis, projections indicated the adoption of productivity-enhancing technologies could contribute to a loss of 444,800 manufacturing jobs, and e-commerce growth to a loss of 368,300 retail trade jobs over the next decade. Technologies, such as automation and e-commerce, could potentially result in decreased employment opportunities for office and administrative support, as well as sales occupations.</p> <p>The long-term impact of the COVID-19 crisis on the U.S. economy is under review. Until evidence becomes available, it is possible that the COVID-19 crisis could potentially cause structural changes to the U.S. economy and influence the potential impact of advanced technologies on labour markets and employment opportunities in the United States.</p> <p>While the potential impact of advanced technologies remains unclear, a more immediate and apparent challenge is the aging labor force in the United States. In 2019, the last of the “baby boomers” reached 55 years old and began to transition into age groups with much lower labor force participation rates. Due in large part to an aging population, the U.S. Department of Labor (DOL) projected the labor force participation rate for all workers (age 16 and over) to decrease from 63.9 percent in 2019 to 61.2 percent in 2029. Consequently, it is important for the United States to consider innovative approaches that provide flexibilities, incentives, skills development, and employment opportunities in order to successfully encourage older workers to remain active participants in the labor force. To address this challenge, the United States will need to address another challenge: strengthening worker protections to combat the marginalization and discrimination of vulnerable populations. For example, in regards to older workers, the United States enacted the Age Discrimination in Employment Act of 1967. Evidence suggests that while existing protections are more effective at reducing age discrimination when employers consider terminations, the same protections do not effectively prevent discrimination when employers are planning to hire workers.</p>
2.	<p><u>Structural reform needs:</u> Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy’s top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>1) The COVID-19 Crisis and Social Safety Net: The American Rescue Plan provides USD 1,400 per-person checks to households across America, housing and nutrition assistance, and access to safe and reliable childcare and affordable healthcare. It also extends unemployment insurance, provides support for the hardest hit small businesses,</p>

	<p>and gives families with children and childless workers an emergency financial boost. It also provides the necessary resources to safely reopen a majority of K-8 schools by May 2021. It provides the funding needed to get children back in school and parents back to work. It also provides funding to set up community vaccination sites across the United States, scale up testing and tracing, eliminate supply shortage problems, invest in high-quality treatments, distribute vaccines equitably, and address health disparities.</p> <p>2) Inequity: The promise of the United States is that every American has an equal chance to get ahead, yet persistent systemic racism and barriers to opportunity have denied this promise for so many. The United States is putting equity at the center of our agenda with a whole of government approach to embed racial justice across federal agencies, policies, and programs. The United States will advance a comprehensive equity agenda to deliver criminal justice reform, end disparities in healthcare access and education, strengthen fair housing, and restore federal respect for Tribal sovereignty, among other actions, so that everyone across America has the opportunity to fulfill their potential.</p> <p>3) Health Care: The United States will make a renewed commitment to protect and expand Americans' access to quality, affordable health care. We will build on the Affordable Care Act to meet the health care needs created by the pandemic, reduce health care costs, and make our health care system less complex to navigate.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>The centrepiece of the U.S. response to the COVID-19 pandemic has been a series of bills aimed at providing stability for U.S. workers. Via the CARES Act, Consolidated Appropriations Act of 2021, and the American Rescue Plan, American workers have received direct payments of up to USD 3,200 for workers and their dependents. In addition, the United States embarked on the Paycheck Protection Program, providing loans to small businesses effected by the COVID-19 pandemic, enabling them to continue supporting their employees during the pandemic. Finally, the United States has provided extensive degree of tax credits and other forms of assistance to unemployment insurance, healthcare providers, states, municipalities, and other institutions to provide further support for workers during the COVID-19 pandemic.</p> <p>As previously stated, the long-term impact of the COVID-19 crisis on the U.S. economy is under review. As such, it is difficult to indicate if policy initiatives or programs may continue in the United States after the COVID-19 crisis. Instead of focusing on the continuation of initiatives or programs, it is more beneficial to focus on the lessons learned from the COVID-19 crisis and how those lessons learned can help improve the delivery of programs and services to workers. For example, the United States is examining the effectiveness of its unemployment insurance program in order to ensure all workers have the equal opportunity to obtain benefits when they lose their jobs through no fault of their own.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment

	<ul style="list-style-type: none"> - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment: N/A - Impact of digitalisation and automation on employment: The Bureau of Labor Statistics (BLS) produces 10-year projections of employment by industry and occupation in order to identify long-term structural change in the labor market, including, but not limited to, impacts from digitalization and automation. These projections are updated annually; the full methodology is available from https://www.bls.gov/opub/hom/emp/. BLS is also researching future data collection efforts related to the impact of automation on the workforce. A household survey supplement is planned for September of 2024 focused on the tasks/skills required of workers. A future establishment survey module is also planned that links existing BLS collected data on staffing patterns, working conditions, and other establishment information with newly collected data on automation adoption and its impact on the workforce. - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy: BLS fielded the Contingent Worker Supplement (CWS), a special supplemental survey to the May 2017 monthly Current Population Survey (CPS) to measure contingent workers and alternative employment arrangements. BLS is reviewing the conclusions and recommendations on the CWS from the Committee on National Statistics of the National Academy of Sciences, Engineering, and Medicine (CNSTAT) consensus report and, in FY 2022, will begin developing a new supplement to be collected in FY 2023. The objectives of the CWS are to obtain information on workers with contingent jobs (jobs that do not have an explicit or implicit contract for long-term employment) and information on various types of alternative employment arrangements, such as working as an independent contractor or on-call, and working through temporary help agencies and contract firms. In addition, the CWS will collect data on platform workers, an emerging form of work in which workers connect with clients using websites or mobile apps. - Skills gaps and/or mismatches: N/A - Expected labour market skills requirements: As part of its employment projections, BLS categorizes occupations by typical entry-level education or training needs. These categories can be used in conjunction with projections to estimate future workforce education and training needs, but the categorization is based on current requirements, not projected requirements. Further information on BLS measures of education and training is available from https://www.bls.gov/emp/documentation/education/tech.htm. DOL also produces the occupational database O*NET which produces information on the knowledge, skills, and abilities of occupations. This data also reflects only historical, not future, skill needs. O*NET data is updated annually for a subset of occupations. Further information on O*NET is available from https://www.onetcenter.org/ - Social protection coverage and adequacy: N/A - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives: N/A

5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?</p>
	<p>1) American Jobs Plan: The American Jobs Plan will be an investment in America that will create millions of good jobs, rebuild our infrastructure, and position the United States for the 21st Century. Public domestic investment as a share of the economy has fallen by more than 40 percent since the 1960s. The plan will modernize 20,000 miles of highways, roads, and main-streets. It will fix the ten most economically significant bridges in the United States in need of reconstruction. It also will repair the worst 10,000 smaller bridges, providing critical linkages to communities. And, it will replace thousands of buses and rail cars, repair hundreds of stations, renew airports, and expand transit and rail into new communities. COVID-19 accelerated the telework trend, and while the long-run effects of the move to telework are unknown, nearly one in four workers is still teleworking as a result of the pandemic as of February 2021. The American Jobs Plan prepares the American economy for a future characterized by increased telework by expanding the coverage of high-speed broadband internet access. The plan also will ensure that Americans who have endured systemic discrimination and exclusion for generations finally have a fair shot at obtaining good paying jobs and being part of a union.</p> <p>2) Affordable Care Act: In the 10 years since its enactment, the Affordable Care Act (ACA) has reduced the number of uninsured Americans by more than 20 million, extended critical consumer protections to more than 100 million people, and strengthened and improved the United States' healthcare system. A key aspect of this was providing Americans with the promise of health care insurance, even if they lost the insurance provided by their employer. The coronavirus disease 2019 (COVID-19) pandemic has triggered a historic public health and economic crisis. In January of 2020, as the COVID-19 pandemic was spreading, the Secretary of Health and Human Services declared a public health emergency. In March of 2020, the President declared an economy-wide emergency. Although almost a year has passed, the emergency continues — over 5 million Americans have contracted the disease in January 2021, and thousands are dying every week. Over 30 million Americans remain uninsured, preventing many from obtaining necessary health services and treatment. The United States has continued to advocate flexibility in health care, by promulgating rules and regulations allowing workers required to work in unsafe conditions for the COVID-19 pandemic to continue to claim benefits.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p>
	<p>The American Rescue Plan aims to deliver immediate relief to American families bearing the brunt of this crisis. This is accomplished by: 1) give working families a USD 1,400 per-person check in addition to previous direct payments; 2) extending current unemployment insurance benefits and eligibility to September 6, 2021; 3) help Americans stay in their homes by providing emergency aid to cover back rent; 4) increase and expand various tax credits and assistance programs to needy families. In addition, executive</p>

	orders have been issued for an all-of-government plan to address the hunger crisis, ensure equitable and effective delivery of direct payments, help approximately 2 million veterans maintain their financial footing, help ensure that unemployed Americans no longer have to choose between paying their bills and keeping themselves and their families safe from COVID-19 by asking the U.S. Department of Labor to consider clarifying that workers who refuse unsafe working conditions can still receive unemployment insurance, and establishing interagency cooperation for all COVID-19 relief measures.
7.	Regional cooperation: What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?
	The international policy response has centered on the G20 Debt Service Suspension Initiative (DSSI) and the G20 Common Framework for Debt Treatments. With strong support from the United States and the G7, the G20 and the Paris Club developed and is implementing the Debt Service Suspension Initiative (DSSI) to provide official bilateral debt service suspension to low-income economies, allowing them to focus on responding to immediate spending needs related to COVID-19.

VIET NAM

1.	<p>Impact and challenges: What impact do rapidly changing technology, automation, and digitalisation have on the labour market and the future of work in your economy? How did COVID-19 interact with labour market and future of work issues? What are the three main challenges facing your economy in relation to the future of work?</p>
	<p>Viet Nam started to discuss directions and measures to approach Industry 4.0 for years before the outbreak of COVID-19. In 2019, the Vietnamese Politburo issued Resolution 52-NQ/TW on directions and policies to promote active participation in Industry 4.0. The Resolution 52-NQ/TW also emphasized the need for improving policies and regulations to implement new employment models and future of work in the digital economy, social protection in line with Industry 4.0. After the outbreak of COVID-19 pandemic in early 2020, Viet Nam doubled efforts to promote digital transformation, including those related to future of work. The Decision 749/QD-TTg of the Prime Minister in 2020 set out the task to assess social impacts of digital technologies, so as to find ways to alleviate adverse impacts of such technologies.</p> <p>In March 2021, PwC published the Vietnam Digital Readiness Report, which highlighted some optimism towards the future of changing technology. Accordingly, 90% of the Vietnamese respondents perceived that technological progress would improve their prospects in the future. This figure was even higher than the global level under PwC survey. 57% of the Vietnamese respondents even thought that the improvement would be significant. Notwithstanding such optimism, there remained concerns about job security, especially the extent to which automation affect job security. 45% of the respondents were worried that automation would put jobs at risks. 38% of respondents perceived that the jobs would be very different (i.e. many parts of the job would be done automatically or the job might not exist) in 10 years' time. 82% believed that working from home would be more popular even after COVID-19.</p> <p>The three main challenges facing Viet Nam in relation to the future of work comprise of: (i) how to digitally upskill and reskill Vietnamese labours; (ii) how to empower women in the digital workplace; and (iii) how to promote swift structural reform related to future of work (instead of such reforms only after the end of COVID-19 pandemic).</p>
2.	<p>Structural reform needs: Does your economy have any structural reform needs or policy gaps in relation to the future of work (e.g., skills upgrading/upskilling, reducing job/income uncertainty, access to social protections)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If Yes, what are your economy's top 3 structural reform needs or policy gaps? What is your economy doing to address these?</p> <p>If No, how can the existing structural policies adequately address the challenges economies will face in relation to jobs recovery from COVID-19 and future of work challenges?</p>
	<p>- Upskilling and reskilling for labours: Resolution 52-NQ/TW in 2019 and Decision 749/QD-TTg set out various tasks to develop digital skills for Vietnamese labours to adapt to the digital economy and new technologies, such as promotion of STEM/STEAM/STEAME education, training and retraining for labours. Government supports for training and retraining for labours during COVID-19 were also provided under the Resolution 68/NQ-CP dated 01 July 2021. Viet Nam has also enhanced</p>

	<p>cooperation in international fora and with international organizations on issues related to upskilling and reskilling labours to meet new contextual requirements.</p> <p>- Empowering women to work from home: Issues and burden for Vietnamese women in working from home have been noted. The Resolution 18 of Vietnamese Women Union in 2021 set out measures to develop skills for women in the digital economy, among others.</p> <p>- Development of information system on technology-based employment to support policymaking: The General Statistics Office of Viet Nam has been looking into methodologies and issues for measuring the digital economy.</p>
3.	<p>COVID-19 policies and initiatives: Describe the top 3 policy initiatives or programmes your economy has implemented in response to the impact of COVID-19 on the labour market. How did these policy initiatives or programmes address the impact of the pandemic on jobs and income security? Does your economy foresee these policy initiatives or programmes being implemented beyond the pandemic?</p>
	<p>Apart from various policies to support enterprises and households, the Resolution 68/NQ-CP dated 01/7/2021 on policies to support employees and employers in difficulties due to the COVID-19 pandemic: The Resolution provides for various specific supports; among which, the three most notable initiatives are: (i) Job retention training programs for employees; (ii) Assistance to employees on suspension of employment contracts, unpaid leave; and (iii) Supplemental policy for children of labours. By 25/8/2021, 13.5 million of employees and about 375,800 employers received support under the Resolution 68/NQ-CP. These policies are frequently reviewed, aiming to attain wider coverage and more timely support to labours.</p>
4.	<p>Data, measurement, and monitoring: How does your economy monitor and measure future of work trends and requirements? Please identify your economy's data sources, methodology, and frequency for monitoring the following (put "N/A" if not currently being monitored):</p> <ul style="list-style-type: none"> - Informal sector output and employment - Impact of digitalisation and automation on employment - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy - Skills gaps and/or mismatches - Expected labour market skills requirements - Social protection coverage and adequacy - Coverage, adequacy, and impact of COVID-19 labour market policies and initiatives
	<ul style="list-style-type: none"> - Informal sector output and employment (General Statistics Office, available quarterly for employment only); - Impact of digitalisation and automation on employment: N/A - Employment in the gig economy, sharing economy, and other non-traditional forms of employment in the digital economy: N/A - Skills gaps and/or mismatches: (General Statistics Office, annual data on labour by qualification only). - Expected labour market skills requirements: N/A - Social protection coverage and adequacy (Ministry of Labours, the Invalids and Social Affairs; General Statistics Office; annual data).
5.	<p>Best practices: Among your economy's structural reforms relating to the future of work in the past 5 years (2015-2020), which two do you think have been implemented</p>

	effectively? Please identify the top 3 reasons for the effectiveness of these reforms that could be relevant to other economies. How has COVID-19 led to changes in implementation (e.g., speed up implementation, widen the coverage, delayed implementation)? Will these reforms have ongoing applicability and sustainability?
	<p>* Structural Reform 1: Promotion of Education Technology (EdTech). The government of Viet Nam had various policies and initiatives to promote EdTech, such as: (i) the Digital Vietnamese Knowledge Platform project launched in January 2018, which was designed to facilitate knowledge-sharing on an open platform; and (ii) Decision 117/QD-TTg dated 25/01/2017 which approved the economy-wide project for the education sector under the title Strengthening ICT application in management and support to teaching and learning, scientific researches, contributing to quality education in the period of 2016-2020, with vision to 2025.</p> <p>Effectiveness of this reform could be attributed to: (i) the rapid development of ICT infrastructure which was in turn due to the structural reforms related to ICT; (ii) the increasing demand for knowledge which could hardly be accommodated in traditional classrooms/class hours/curricula; and (iii) the outbreak of COVID-19 pandemic which led to social distancing policies, thereby preventing the learners/trainees from physically attending classes/courses. Reform in this direction will arguably continue to benefit the learners and education and training institutions in Viet Nam, as it could allow for accessing modern teaching methods and flexibly meet demand for knowledge in the post-COVID-19 context.</p> <p>* Structural Reform 2: Promotion of remote work arrangement in government agencies. Prior to 2020, working remotely was hardly a feature of formal employment in Viet Nam. Due to social distancing in various periods during the COVID-19 context since 2020, working from home became more popular. Government agencies started to offer more online public services, together with related infrastructures (such as digital certification, online payment, etc.). However, in the first wave of COVID-19, rotation of working from home among public servants and use of related technologies (such as online meeting platforms, online workspace, etc.) were less than fully effective, as it took them some time to adapt to the online work environment. Following subsequent waves of COVID-19 pandemic, however, the public servants developed their habits and upgrade skills to work more effectively from home. More broadly, this was translated into more effective public services by Vietnamese agencies, which in turn facilitated digital transformation efforts by the business community. Given this positive impact and increasing consensus among public servants, remote work arrangements would be continued in the future.</p>
6.	<p>Action Plans: Considering the policy gaps, barriers and challenges you have previously identified, what are your economy's short and medium-term plans to overcome them? If your economy has developed metrics and benchmarks to identify the appropriate policy responses and track progress, please provide details.</p> <ul style="list-style-type: none"> - Select and train at least 1,000 digital transformation experts for sectors and localities. These experts shall then train relevant officials of their supervisory bodies and become the leading force of the domestic digital transformation process. - Provide digital transformation management and leadership skills training and refresher courses for heads of regulatory bodies and organizations and executive directors of enterprises.

	<ul style="list-style-type: none"> - Provide information technology engineer and undergraduate programs. Revise postgraduate, tertiary and vocational training programs connected with digital technology such as AI, data science, big data, cloud computing, IoT, VR/AR, blockchains and 3D printing. - Promote the educational approach that integrates science - technology - engineering - mathematics and arts, business, enterprise (STEAM/STEAM/STEAME education), English and information technology skills while ensuring information safety at all educational levels. Provide vocational guidance for students to possess the skills necessary for the digital environment. - Provide training and refresher courses on digital skills for workers in industrial parks and export-processing zones. Provide pilot training and refresher courses on digital technology at least 1 hour/week for workers. - Provide Massive Open Online Courses for all people to promote access to education via digital technology and to equip and enhance digital skills. Organize more online exams; recognize online learning certificates; build teaching and learning material sharing platforms; develop start-ups in educational technologies, striving for personalized training. - Assess impacts of digital technology on the society; recommend solutions to mitigate adverse impacts caused by digital technology; promulgate codes of conduct in the digital environment for enterprises and people; establish help centers for people affected by digital technology.
7.	<p><u>Regional cooperation:</u> What role can regional cooperation and regional bodies such as APEC, but also other international bodies, play?</p>
	<p>APEC members have been looking into the technological progress and its impacts on labour and future of work. This topic could fit with the work agenda of various APEC fora, such as Economic Committee (EC), Human Resources Development Working Group (HRDWG), the Policy Partnership on Women and the Economy (PPWE), etc.</p> <p>APEC can organize more forums and workshops on the topics related to future of work, including structural reform. These platforms could enable sharing of experiences, introduction of best practices, etc. in promoting adaptation to the future of work. This is even more important as member economies are developing individual action plans to implement the Enhanced APEC Agenda for Structural Reform 2021-2025. Besides, APEC can provide the support for member economies to carry out the projects to build capacity for adaptation to the future of work and/or mitigate the adverse impacts of technological progress on the labour market.</p>

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