

Web Conference



Regional Conference
#EconomyOfTomorrow

THE FUTURE OF WORK IN THE NEW NORMAL

12-16 October 2020 (Monday-Friday)
15.00 - 17.30 (Kuala Lumpur, GMT+8)

09:00 - Berlin, Brussels, Switzerland (GMT + 2)

12:00 - Pakistan (GMT + 5)

12:30 - India (GMT + 5:30)

14:00 - Indonesia (Jakarta), Vietnam, Cambodia, Thailand (GMT + 7)

15:00 - Malaysia, Singapore, Taiwan, Hong Kong, China, Phillipines (GMT + 8)

16:00 - Japan, South Korea (GMT + 9)



REFSA
Research For Social
Advancement

FRIEDRICH
EBERT
STIFTUNG

Content

/ Background & Priorities	2
/ Priorities	4
/ Programme	5
/ Role Players	15
/ Organizers	30
/ Notes	33

Background & Priorities

Originated as a public health crisis, the COVID-19 pandemic has also developed into a global economic crisis, with severe and potentially lasting impacts on economic activity, trade, employment, and the world of work. Beyond the tragic loss of human life, the multidimensional crisis will likely inflict a tremendous human cost in many other ways, like increasing poverty, long-term debt and inequality as well as unemployment, and affecting even more those who are already vulnerable. Recent estimates by the Asian Development Bank suggest that job losses in Asia could go up to 68 Million.

Initially, both white-collar, but especially blue-collar workers, have been affected by the pandemic to an unimaginable degree. They have had to cope with a lack of protection at work, concerns about their health, little or no entitlement to state assistance, low wages, insufficient information, inadequate childcare or worries about their immigration status. But the divide between white collar workers, who could work from home and blue-collar workers, who still are exposed to health risks outside, became obvious in recent months. On the other hand, activities that traditionally were under-resourced and poorly paid, such as medical work, care, agriculture and retail work, are now deemed "systemically important" in tackling the health crisis and sustaining supply chains.

But in any case, the pandemic has in general shed light on the different facets of work, such as how polarised and precarious labour markets have become and how unequally distributed the resources needed to cope with the consequences of the health crisis are.

Apart from social distancing measures to contain the pandemic, governments across Asia have used their national automatic stabilizers and put forward stimulus packages to flatten the recession curve and to save jobs.

In the prism of the "new normal" the technology-driven industrial and platform-based change in the economy has been further accelerated. Information technology and software, Industry 4.0 and E-commerce are the least affected, while some companies like for instance Amazon, Netflix or Zoom are even beneficiaries of the current crisis.

Many governments pay a lot of attention to job security, while some politicians are calling instead for accelerated automation and robotation as a crisis response to make the national industry more "resilient and efficient".

From a global perspective the economic model of export-led growth has been significantly weakened. While almost all countries as an immediate response closed their borders in the early stage of the pandemic, the trend of near-shoring and reshoring has been further accelerated.

Furthermore, the Covid-19 crisis has not led to more cooperation between superpowers, but instead has aggravated existing tensions and will probably feed into the ongoing trend of "slowbalization".

Many observers therefore expect a re-organisation or even balkanization of global and regional supply chains. The specific impact for individual countries will depend among others on: The

re-positioning within global value chains; industrial policies and relations; labour market policies; education, qualification and training policies; regional as well as international coordination and cooperation.

The pre-Covid 19 paradigm of just in time and deregulation might shift to just in case (resilience) and more state regulation. Governments are even more responsible to ensure higher value-added production and quality employment. This implies to define "whole of government" strategies, which involves the social partners and combines industrial and innovation policies to support research and engineer sustainable innovation (the entrepreneurial state).

Against this background the comparative advantage of cheap labour is further shrinking, while the incentive for governments to reduce the number of foreign workers, who are competing for limited local jobs is high.

Small and medium enterprises, who are the backbone of national economies and are still creating the majority of jobs, are particularly vulnerable in the short and medium term of the crisis, because they are confronted with a simultaneous supply and demand shock without having much savings.

The opportunities, but also challenges arising from gig economy and crowd work on online platforms have been widely acknowledged even before the Covid-19 crisis. On demand and platform market work concerns many sectors, skills and wage levels, physical and online work. It has been shown that the gig economy and crowd-working are vulnerable to ignore decent work principles. GiG workers quite often do not benefit from social security schemes. These trends have also been aggravated and give rise to the question, if GiG economy jobs are a sustainable and resilient job model.

The job market for the youth has become even more challenging, while women are particularly hit hard by all the mentioned negative aspects of the Covid 19 crisis, because they usually manage the bigger part of household and care work, while they often do part-time and non-standardized work, while they faced already pre-crisis gaps.

Against this background it is essential to develop concepts to not only manage but to actively shape and use the current crisis and ongoing change constructively and to develop instruments to save and create jobs. This especially – but not exclusively – applies for upskilling, educating and training current and future workers. The core issues worldwide seem to be how to safeguard quality employment and to guarantee an efficient, fair and affordable system to up- and re-skill workers. But it also implies a comprehensive transformation process of the world of work in the new normal.

Therefore, a broad social dialogue between the main stakeholders is needed. These include policymakers, workers and employers' representatives, civil society and academia. The regional thematic week web conference on the Future of work and the new normal by REFSA and FES provides a platform and aims at contributing to this by addressing some of the most urgent issues.

Priorities

Analysing the potential paradigm shift to just in case (resilience) and more regulation

- Improving the welfare state, automatic stabilizers & state innovation investment
- More resilient business models and less zombie companies
- More preventive measures for black swan incidents

Jobs, Jobs, Jobs!

- Safeguarding quality jobs
- Creating new quality jobs
- Shaping the new normal

Addressing the needs of vulnerable groups as a matter of priority

- Assisting the young, working, informal & the unemployed poor
- Supporting migrant workers, day workers
- Considering persons with disabilities

The risk of substitution of jobs through automation/robotization, e-commercialization and chances of creating new jobs

- Replace human by machines or re-evaluation of systemically relevant human work
- Protecting small retailers or worshipping monopolistic e-commerce giants
- Creating new job profiles in the new normal

The vulnerable workers in the GiG economy

- Working against exploitation by algorithms
- Working against imbalanced bargaining power
- Ensuring safety and health

Education & vocational training & Job perspectives of the youth

- Supporting the youth in an even more challenging employment context
- Upgrading education & adjusting vocational training in the new normal
- Striving to work towards the Agenda 2030 (SDGs)

The Gender dimension of the future of work in the new normal

- Tackling the increase of structural disadvantages
- Mitigating the widening of existing gender gaps
- Pushing back the retraditionalization of work, home- and care work division

Labour response/ role of trade unions

- Protecting jobs and workers right
- Fighting for the right to training
- Defining the new social contract & labour regime

Programme

(Kuala Lumpur, GMT+8)

DAY 1

12 October 2020 / Monday

15.00 – 15.10

Opening Session: Welcome Remarks

/ **Tan E Hun**

Executive Director, REFSA, Malaysia

/ **Sergio Grassi**

Resident Director Friedrich-Ebert-Stiftung (FES) Indonesia office
Coordinator Economy of Tomorrow in Asia

MC:

/ **Ithrana Lawrence**

Researcher, REFSA, Malaysia

15.10 – 17.00

Session 1: The Bigger Picture

Keynote Speakers:

/ **Prof. Jomo Kwame Sundaram**

Former United Nations Assistant Secretary-General for Economic Development;
Senior Adviser, Khazanah Research Institute, Malaysia

/ **Prof. Jayati Ghosh**

Professor of Economics, Centre for Economic Studies and Planning,
School of Social Sciences, Jawaharlal Nehru University, India

Followed by Q & A

Moderator:

/ **Dr. Nungsari Radhi**

Economist; The Edge Columnist, Malaysia

Guiding Questions:

/ Could the current multidimensional crisis lead to rising political and social instability, or a shock that leads us to reinforce the foundations of just societies and the principles of solidarity and democratic decision-making - that move societies, labour markets and workplaces in the direction of equality?

/ Has the Covid-19 crisis triggered an intensive public debate on upgrading state/governance, public welfare, general well-being?

Programme

(Kuala Lumpur, GMT+8)

DAY 1

12 October 2020 / Monday

- / Could we expect a paradigm shift from deregulation and just in time to more state regulation and just in case risk management (resilience)?
- / Could Covid-19 lead to a restructuring of global supply chains and implicitly to near-shoring, reshoring, localization of production?
- / What might be the socio-political effects of a long-term debt cycle?
- / What consequences will have a long-term debt cycle on taxation?
- / What are the lessons learnt of the Covid-crisis regarding the health and care sector?
- / What is needed to avoid a Covid-triggered food crisis?
- / What particular effect has Covid crisis on the informal sector?
- / What is the gender dimension of the Covid-19 crisis?
- / What is the impact of automation and digitalization on gender justice and what is the gender-dimension of the Covid-19 crisis?
- / What are prominent ideas/concepts to transform technical progress into social progress and more sustainable production and consumption patterns? How should future stimulus packages be designed?
- / How can the state favour sustainable innovation (the entrepreneurial state)?

17.00 – 17.30 **Optional break out room chat**

Programme

(Kuala Lumpur, GMT+8)

DAY 2

13 October 2020 / Tuesday

15.00 – 15.10 **Recap of the previous day**

15.10 – 17.00 **Session 2: The Company Perspective**

Speakers:

/ Datuk Hj Shamsuddin Bardan

Executive Director, Malaysian Employers Federation, Malaysia

/ Prof. Pavidia Pananond

Professor of International Business, Thammasat University, Thailand

Commentator:

/ Mr. Yoon Hyo Won

Asia Industrial Relations Consultant, South Korea

Followed by Q & A

Moderator:

/ Howard Lee Chuan How

State Legislative Assemblyperson of Pasir Pinji, Perak;

Former IUSY President; National Chief, Democratic Action Party

Socialist Youth (DAPSY), Malaysia

Guiding Questions:

/ Could Covid-19 lead to a restructuring of global and/or regional supply chains and implicitly to near-shoring, reshoring, localization of production?

/ How can a recession wave of small and medium size enterprises be prevented?

/ What support are companies expecting from governments?

/ How could sustainable and community committed entrepreneurship be supported, instead of providing lifelines for zombie companies?

/ What kind of preventive risk management will companies develop for future external shocks?

Programme

(Kuala Lumpur, GMT+8)

DAY 2

13 October 2020 / Tuesday

- / Could Covid-19 trigger a sustainable shift to a different work culture; more home office, remote teleworking/flexible work hours/conference calls/less face to face meetings and business trips?
 - / What new forms of safety regulations are needed?
 - / How are trade unions readjusting their strategies due to the new normal?
 - / Is there any specific impact of the Covid-19 crisis on persons with disabilities?
 - / Could the Covid-19 crisis trigger a shift to a more family focused workplace?
 - / Could the Covid-19 lead to more calls from employers to push forward with automation and robotation and replace man with machines?
 - / Could Covid-19 strengthen e-commerce platforms and kill small retailers?
 - / Is the "share economy" doomed?
 - / Could Covid-19 trigger a change to hire less cheap foreign workers?
-

17.00 – 17.30 **Optional break out room chat**

Programme

(Kuala Lumpur, GMT+8)

DAY 3

14 October 2020 / Wednesday

15.00 – 15.10 **Recap of the previous day**

15.10 – 17.00 **Session 3A: Spotlight on the GiG-Economy**

Speakers:

/ Nurhisham Hussein

Chief Strategic Officer, Employees' Provident Fund (EPF), Malaysia

/ Fahmi Panimbang

Research Associate, Lembaga Informasi Perburuhan Sedane/
Sedane Labour Resource Center (LIPS), Indonesia

/ Tan Zhai Gen

Research Manager, Asia School of Business;
former Research Associate, Khazanah Research Institute, Malaysia

Commentator:

/ Prof. Boy Lüthje

Director of the Technology and Industry Research Centre of Institute for
Public Policy IPP, South China University of Technology, Guangzhou, China

Followed by Q & A

Moderator:

/ Jayjay Denis

Policy and Communications Officer, Office of the Selangor Chief Minister,
Malaysia

Guiding Questions:

/ Who are considered as GiG-workers?

/ Traditionally job training are usually organised by employers, what may be the impact for GiG-economy workers without training? What can be done about it?

/ Is there a shift on the ground from permanent employment to temporary employment which doesn't require payment of social security dues; and could this put pressure on the viability of the social protection/pensions overall, if this trend persists and/or accelerates?

Programme

(Kuala Lumpur, GMT+8)

DAY 3

14 October 2020 / Wednesday

- / How should the social safety net for GiG workers be organised? Should we just equate their occupation to that of salaried employees and mandate payments? Are new forms of legislation and new statutes required, with a different contribution model?
- / What are some practical issues in equating GiG workers to employees, from the perspective of the social administration? How can they be addressed or mitigated?
- / Are drivers' micro-entrepreneurs, IT-partners or the precariat 4.0?
- / Is technology mainly working in the employer's interest or how are workers benefiting? The corporate slogan of one prominent App-based transport company in the region was for instance; "Empowering the informal sector"
- / Could Covid-19 trigger a general change of the previous increasing trend of GiG-economy employment?
- / How could GiG-workers achieve more bargaining power?
- / How to improve safety, health protection & social security of GiG-workers?
- / What is the gender-dimension of App-based transport/service?

Programme

(Kuala Lumpur, GMT+8)

DAY 3

14 October 2020 / Wednesday

17.00 – 18.00

Session 3B: Spotlight on App-based transport & medical work

One to one interview with a Grab driver

/ Arif Asyraf Ali

President, Grab Drivers Association, Malaysia

/ Roobini Krishnan

Medical doctor, COVID-19 frontliner

Followed by Q & A

Moderator:

/ Dr. Kun Wardhana

Director of ICTS Sector at UNI Global Union Asia and Pacific

Guiding Questions:

/ What has been the particular effect of the Covid-19 crisis on App-based transport drivers?

/ How do GiG-workers organise?

/ What are the challenges faced by GiG-workers, and how do they cope, specifically during Covid-19?

/ What are the biggest challenges medical workers face throughout the COVID-19 crisis?

/ What sort of state support would have the most impact for frontline workers?

/ Do you see major shifts in the roles and risk profiles of medical workers post COVID-19, how would that impact decisions for those who want to join the medical workforce?

18.00 – 18.30

Optional break out room chat

Programme

(Kuala Lumpur, GMT+8)

DAY 4

15 October 2020 / Thursday

15.00 – 15.10 **Recap of the previous day**

15.10 – 17.00 **Session 4: The Youth Perspective**

Speakers:

/ Dr. Lee Hwok Aun

Senior Fellow and Coordinator, Malaysia Studies Programme,
ISEAS-Yusof Ishak Institute, Singapore

/ Bhima Yudhistira

Associate of Centre for Innovation and Digital Economy,
Institute for Development of Economic & Finance (INDEF), Indonesia

Commentator:

/ Pham Thi Thu Lan

Deputy Director of the Institute for Workers and Trade Unions (IWTU), Vietnam

Followed by Q & A

Moderator:

/ Marie Chris Cabrerros

Coordinator of Network for Social Democracy in Asia,
National President of Akbayan Citizens' Action Party, Philippines

Guiding Questions:

/ What are the prospects of self-employment for young workers?
What support structures are needed?

/ To what extent are jobs in the middle 'hollowing out', with a concentration of elite economic power and expansion of fluid, precarious employment?

/ How will Covid-19 change the skills-set, that the youth needs to be prepared for the labour market?

/ Could the Covid-19 crisis trigger a sustainable shift to more digital learning?
What is then needed to mitigate the digital divide?

Programme

(Kuala Lumpur, GMT+8)

DAY 4

15 October 2020 / Thursday

- / How will Covid-19 change the attractiveness of job-profiles for the youth?
- / What effect had Covid-19 on youth unemployment?
- / How can the youth adjust to a now even more challenging labour market?
- / Could Covid-19 trigger a change to discourage young jobseekers to move into the GiG- economy?
- / What is the gender dimension of the future of work in the new normal?
- / How could the burden of debt repayment be shared in an intergenerational fair way?
- / What institutions and mechanisms are needed to involve the youth in formulating the new normal way of education, work, and life?
- / What particular role could the youth play to accelerate the implementation of the Agenda 2030?
- / Are trade unions still relevant for the youth? Do young workers need new modes of worker representation and collectivization?

17.00 – 17.30 **Optional break out room chat**

Programme

(Kuala Lumpur, GMT+8)

DAY 5

16 October 2020 / Friday

15.00 – 15.10 Recap of the previous day

15.10 – 17.00 **Session 5: The Labour Response**

Speakers:

/ Apolinar Z. Tolentino

Asia Pacific Regional Representative at Building and Wood workers International (BWI), Malaysia

/ Anni Santhiago

Lawyer, Malaysia

/ Hidayat Greenfield

Asia-Pacific Regional Secretary, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

Followed by Q & A

Moderator:

/ Rajiv Rishyakaran

State Legislative Assemblyperson, Bukit Gasing, Selangor;
National Assistant Publicity Secretary,
Democratic Action Party Socialist Youth (DAPSY), Malaysia

Guiding Questions:

- /** Could Covid-19 cause a higher appreciation and remuneration for workers in certain sectors, like medical and care workers?
- /** Could Covid-19 trigger a change to hire cheap foreign workers?
- /** What social security adjustments are needed to deal with the new normal?
- /** How could worker organisation preserve their bargaining power?

Programme

(Kuala Lumpur, GMT+8)

DAY 5

16 October 2020 / Friday

- / Could the Covid-19 crisis accelerate previous efforts to skill, upskill and cross-skill?
- / What kind of new work culture is needed?
- / What role can trade unions play in this transformation process?

17.00 – 17.20

Wrap-Up Session & The Way Forward

Presentation of main findings & the way forward

Presenter:

/ Ivy Kwek

Research Director, REFSA, Malaysia

17.20 – 17.30

Closing Remark

/ Liew Chin Tong

Chairman, REFSA;

National Political Education Director, Democratic Action Party;

former Deputy Minister of Defence, Malaysia

17.30 – 18.00

Optional break out room chat

End of Thematic Week

Role Players

DAY 1

12 October 2020 / Monday

Opening Session: Welcome Remarks



/ Tan E Hun

Executive Director, REFSA, Malaysia

E Hun joined REFSA in pursuit of contributing towards Malaysia's nation building agenda. She has been leading the team to identify universal issues that Malaysians care about, and to transform ideas into policies that make an impact.

E Hun spent more than a decade working in the private sector as a consultant serving a wide ranging portfolio of international clients before immersing herself in public policy work.

E Hun holds a Law degree from the University of Leeds, UK and a Master's degree in Management with Finance from the University of Bath, UK. She is also a Fellow Chartered Accountant with the Institute of Chartered Accountants in England and Wales.



/ Sergio Grassi

Resident Director Friedrich-Ebert-Stiftung (FES) Indonesia office;
Coordinator Economy of Tomorrow in Asia

Sergio Grassi runs the Friedrich Ebert Stiftung office in Jakarta, Indonesia, where he is also responsible for the foundation's work in Malaysia and coordinates its regional project, the Economy of Tomorrow in Asia. For many years he worked at the FES office in Beijing and worked in the departments of International Political Analysis and Sub-Saharan Africa. He studied Economics and Sinology in Berlin and Beijing.

Role Players

DAY 1

12 October 2020 / Monday

Session 1: The Bigger Picture



/ Prof. Jomo Kwame Sundaram

Former United Nations Assistant Secretary-General for Economic Development; Senior Adviser, Khazanah Research Institute, Malaysia

Jomo Kwame Sundaram is a Senior Adviser at the Khazanah Research Institute. He is also a Visiting Fellow at the Initiative for Policy Dialogue, Columbia University. He was a member of the Economic Action Council, chaired by the seventh Malaysian Prime Minister, and the 5-member Council of Eminent Persons appointed by him, Professor at the University of Malaya (1986-2004), Founder-Chair of International Development Economics Associates (IDEAs), UN Assistant Secretary General for Economic Development (2005-2012), Research Coordinator for the G24 Intergovernmental Group on International Monetary Affairs and Development (2006-2012), Assistant Director General for Economic and Social Development, Food and Agriculture Organization (FAO) of the United Nations (2012-2015) and third Tun Hussein Onn Chair in International Studies at the Institute of Strategic and International Studies, Malaysia (2016-2017). He received the 2007 Wassily Leontief Prize for Advancing the Frontiers of Economic Thought.



/ Prof. Jayati Ghosh

Professor of Economics, Centre for Economic Studies and Planning, School of Social Sciences, Jawaharlal Nehru University, India

Jayati Ghosh is Professor of Economics at Jawaharlal Nehru University, New Delhi. She has authored and/or edited a dozen books and more than 180 scholarly articles, most recently co-written with other authors, *Demonetisation Decoded: A critique of India's monetary experiment*, the Elgar Handbook of Alternative Theories of Economic Development and India and the International Economy (Oxford University Press 2015).

Her research output has been recognized through several national and international prizes. She is the Executive Secretary of International Development Economics Associates, an international network of heterodox development economists. She has advised governments at different levels, including as Member of the National Knowledge Commission reporting to the Prime Minister of India, and consulted for several international organisations. She writes regularly for popular media like newspapers, journals and blogs.

Role Players

DAY 1

12 October 2020 / Monday



/ Dr. Nungsari Radhi

Economist; The Edge Columnist, Malaysia

An economist by training and in a career spanning over thirty years, Dr. Nungsari Radhi has been in academia, corporate advisory, economic research, a Member of Parliament and policy advocacy. He has held positions at Universiti Utara Malaysia, The iA Group, Sime Darby, Khazanah Nasional, Pengurusan Danaharta Nasional Berhad and DanaInfra Nasional Berhad, among others. He holds a PhD in Economics from Purdue University and is a contributing columnist for The Edge since 2000.

Role Players

DAY 2

13 October 2020 / Tuesday

Session 2: The Company Perspective



/ Datuk Hj Shamsuddin Bardan

Executive Director, Malaysian Employers Federation, Malaysia

Datuk Hj Shamsuddin Bardan heads the MEF Secretariat with a team consisting of 30 professional staff and 20 support staff. As the Executive Director of MEF, Datuk Hj Shamsuddin is entrusted with the full responsibilities of administering the organization. The members of MEF employ more than 2.8 million employees.

MEF is the apex private sector employers' organization in Malaysia with more than 6,000 ordinary members and 25 association members. Datuk Hj Shamsuddin in his capacity as the MEF Executive Director recommends policies to be pursued by MEF to the government in ensuring that the private sector in Malaysia operates in a more business friendly environment so that the private sector employers remain competitive.

The efficient and effective work of Datuk Hj Shamsuddin in managing MEF was internationally and regionally recognized when he was appointed as the Secretary-General of Confederation of Asia Pacific Employers (CAPE) and Secretary-General of ASEAN Confederation of Employers (ACE) (2013 – 2015).



/ Prof. Pavidia Pananond

Professor of International Business, Thammasat University, Thailand

Pavidia Pananond is the Professor of International Business at Thammasat Business School, Thammasat University. Pavidia received her Ph.D. in Economics (International Business) from the University of Reading (UK), MBA from McGill University (Canada), and BA in Accounting from Chulalongkorn University (Thailand). She studies the internationalisation of firms, global value chain, and economic upgrading with specific reference to strategies of firms from emerging economies. Her research has appeared in book chapters and articles in peer-reviewed journals, including *Global Strategy Journal*, *Multinational Business Review*, *Journal of International Management*, and *Asia Pacific Journal of Management*. Her commentaries have been published, and cited in local and international media, including *Nikkei Asian Review*, *The Economist*, and *Financial Times*. She also appeared in TV interviews with the BBC, Al Jazeera and Bloomberg. Pavidia serves on a number of editorial boards of academic journals, including *Journal of International Business Policy*, and is Honorary Adviser to Asia New Zealand

Role Players

DAY 2

13 October 2020 / Tuesday

Foundation, New Zealand's leading non-government authority on Asia. In addition to MBA and executive teaching, she also provides briefings to diplomatic missions, chambers of commerce, and multinational companies. Pavida regularly appears at a broad range of public seminars as a speaker as well as moderator.



/ Howard Lee Chuan How

State Legislative Assemblyperson, Pasir Pinji, Perak; Former IUSY President; National Chief, Democratic Action Party Socialist Youth (DAPSY), Malaysia

Howard is the current State Assemblyman for Pasir Pinji, Perak, Malaysia. During the 13th General Elections of Malaysia, Lee won the State constituency of Pasir Pinji polling 17,896 votes defeating Barisan Nasional with a 13,632 majority. In 2015, he was elected as the DAPSY central committee member and Perak DAPSY Chief. In 2016, he was elected as the new president of IUSY, the largest political youth organisation in the world during the congress in Albania. He is the first Southeast Asian to be elected to the position, and this is the highest international position that DAPSY has achieved.



/ Mr. Yoon Hyo Won

Asia Industrial Relations Consultant, South Korea

Yoon worked for Korea Labour & Society Institute (KLSI) with the functions of education, publications and international affairs in 1996-2004, for the Democratic Labour Party (DLP) as international officer in 2001-2004, and in the National Assembly as an aide for a DLP Member of the National Assembly in 2004-2005. Since 2006, Yoon has been involved in various projects of international trade unions in which trainings, seminars, workshops and campaigns are organised for workplace-level unionists with the topics of collective bargaining, industrial relations, trade union management, industrial unionism, supply chains, corporate social responsibility (CSR), social dialogue and international labour standards.

Role Players

DAY 3

14 October 2020 / Wednesday

Session 3A: Spotlight on the GiG-Economy



/ Nurhisham Hussein

Chief Strategic Officer, Employees' Provident Fund (EPF), Malaysia

Nurhisham Hussein is Chief Strategy Officer of the Employees Provident Fund (EPF) where he heads up the Strategy Division, which includes the Strategy Management, People Management and Corporate Affairs departments as well as the EPF Learning Centre.

Prior to this role, Hisham was EPF's Head of the Economics and Capital Markets Department where he oversaw the economic surveillance of over 20 economies across the globe, contributing to the investment process at EPF.

Hisham began his career in merchant banking in the 1990s, and has held several economics and strategy related roles with various financial institutions, including Perwira Affin Bank, Permodalan Nasional Berhad (PNB) and the Malaysian Rating Corporation Berhad (MARC).

Hisham holds a Bachelors of Science (Econs) in Monetary Economics from the University of London School of Economics and Political Science (LSE), and a Masters in Economics from University Malaya (UM)



/ Fahmi Panimbang

Research Associate, Lembaga Informasi Perburuhan Sedane/
Sedane Labour Resource Center (LIPS), Indonesia

Fahmi Panimbang has been an Associate Labour Researcher at LIPS since 2002. He was a programme coordinator on capital mobility at the Asia Monitor Resource Centre, Hong Kong, where he coordinated the Asian Transnational Corporations (ATNC) Monitoring Network (2010-2016). His recent publications include an edited "Resistance on the Continent of Labour: Strategies and Initiatives of Labour Organizing in Asia" (AMRC, 2017).



/ Tan Zhai Gen

Research Manager, Asia School of Business;
former Research Associate, Khazanah Research Institute, Malaysia

Zhai Gen is a Research Manager at the Asia School of Business (ASB). His research interests include understanding the impact of technology on the future of work in emerging economies, particularly on its impact on the gig-economy and the manufacturing sector. Prior to ASB, he was a public policy researcher at Khazanah Research Institute, working on understanding the informal sector and food security. He obtained his Masters in Molecular and Cellular Biochemistry from the University of Oxford.

Role Players

DAY 3

14 October 2020 / Wednesday



/ Prof. Boy Lüthje

Director of the Technology and Industry Research Centre of Institute for Public Policy IPP, South China University of Technology, Guangzhou, China

Prof. Boy Lüthje is the Director of the Technology and Industry Research Center at the Institute of Public Policy (IPP) at South China University of Technology in Guangzhou. He held the Volkswagen Endowed Chair Industrial Relations and Social Development at Sun Yat-sen University School of Government from 2015-19. Lüthje is a noted expert on global production networks and the digitalization of manufacturing in the electronics, the automotive and other manufacturing industries. He is the author of numerous papers and books on these topics as well as on industrial relations in China.

He received his Ph.D. from the University of Frankfurt in Germany in 1991, where he became an assistant professor. Since 1999, he has worked as a Senior Research Fellow at the Frankfurt Institute for Social Research. He held appointments as Visiting Scholar at the University of California Berkeley, the East-West Center, Honolulu, Hawaii, Renmin University of China in Beijing, the Global Labor University and others. He has been a Labor Educator and Consultant for German and International Trade Unions for many years.



/ Jayjay Denis

Policy and Communications Officer, office of the Selangor Chief Minister, Malaysia

Jay Jay is a Policy Researcher and Communications Officer in the Selangor Chief Minister's office. He focuses on speechwriting as well as research work on economic policy while also outlining innovative communications strategies.

Role Players

DAY 3

14 October 2020 / Wednesday

Session 3B: Spotlight on App-based transport & medical work



/ Arif Asyraf Ali

President, Grab Drivers Association, Malaysia

Arif Asyraf started his career as a full time Grab Driver since June 2015. In August and November 2015, he was appointed as Grab Authorized Alpha Driver and a Fleet Manager, to recruit and train newly registered grab drivers and full time grab drivers. He was also in charge of providing rental cars, smartphones and accomodation for drivers from Outer Klang Valley whenever necessary. He motivates drivers to maximize their income by driving full time and using Grab Driver's App; he also provides Customer Service Training to help the drivers to achieve 5 Stars Service for their rides.

Over the past 5 years, he has improved more than 1000 part time/ full time grab drivers in their family gross income. Being a GDMA representative, he advised government related departments such as the Ministry Of Transport, APAD and also JPJ in the process of forming and enforcing a fair compliance of Ehailing Act 2017 for all Malaysian Ehailing Drivers.



/ Roobini Krishnan

Medical doctor, COVID-19 frontliner

Roobini Krishnan currently works as a medical doctor in Tawau General Hospital (TGH), which is the forefront of the COVID-19 pandemic since the recent rise of cases in the area. She started her career as a medical doctor in February 2018, completed 2 years of houseman-ship training in Selayang Hospital (HSEL), and pursued her interest in Surgery for 5 months, after which she commenced as a medical officer in the Surgical Department of TGH, before being seconded to the COVID front-liner team. Majority of her workload involves structuring an efficient system that includes mass screening, segregation of cohorts requiring hospital care vs primary level quarantine, judicious distribution of resources, as well as statistical data correction of the dynamic situation.

Roobini obtained her bachelor's degree in Medicine, Surgery, and the Arts of Obstetric (MB BCh BAO) from Royal College of Surgeons in Ireland (RCSI) & the National University of Ireland (NUI). She is currently working on her post-graduate papers in Surgery under RCSI, while also actively involved in mass casualties and disaster management workshops throughout Malaysia.

Role Players

DAY 3

14 October 2020 / Wednesday



/ Dr. Kun Wardhana

Director of ICTS Sector at the UNI Global Union Asia and Pacific

Dr. Kun Wardana Abyoto works as the Director of ICTS Sector at the UNI Global Union Asia and Pacific. He obtained a Bachelor's degree in Electrical Engineering from Trisakti University at the age of 18. He then graduated his Master's Degree at the University of Indonesia and Doctoral Degree at Bandung Institute of Technology with Cumlaude honors. His research was in the field of Artificial Intelligence. He gained a Diploma in Sectoral Workers' Education Program with a Special Focus on MNEs organized by the ILO International Training Center Turin. He is very well involved in the social dialogue process. He is a Member of the National Vocational Training Committee. He also lectures at the Training of Trainers on Negotiation Skills in Industrial Relations for Tripartite Partners organized by the Ministry of Manpower regularly. In addition, he is one of the judges of the National LKS Bipartite Award.

Role Players

DAY 4

15 October 2020 / Thursday

Session 4: The Youth Perspective



/ Dr. Lee Hwok Aun

Senior Fellow and Coordinator, Malaysia Studies Programme,
ISEAS-Yusof Ishak Institute, Singapore

Lee Hwok Aun (PhD) is a Senior Fellow at the ISEAS-Yusof Ishak Institute, Singapore. He was previously a Senior Lecturer in the Department of Development Studies, University of Malaya. He has researched and published works on affirmative action, discrimination, inequality, social protection, labour and education, with a focus on Malaysia, as well as comparative study vis-à-vis South Africa and Southeast Asia. He recently published ISEAS Perspectives on unemployment, work and wages of Malaysia's youth. He is the author of a forthcoming book, Affirmative Action in Malaysia and South Africa: Preference for Parity, and various articles in the ISEAS Perspective and ISEAS Trends in Southeast Asia series, and international academic journals. He has also served on the Technical Committee of Malaysia's National Wage Consultative Council, and as National Consultant in the inaugural Malaysia Human Development Report 2013.



/ Bhima Yudhistira

Associate of Centre for Innovation and Digital Economy,
Institute for Development of Economic and Finance (INDEF), Indonesia

Bhima Yudhistira Adhinegara graduated with a Bachelor Degree from the Faculty of Economics and Business, Gadjah Mada University, and a Master at the University of Bradford, UK.

He is currently an active researcher at the Center of Innovation and Digital Economy at the Institute for Development of Economics and Finance (INDEF).

He is involved in the research of various digital economy topics such as, Fintech Peer-to-Peer Lending landscape in Indonesia, Ride-Hailing Apps transformation and the potential of Indonesia's digital economy.

Bhima is also an active source for various international media including Reuters, Bloomberg, Nikkei, NHK and Al-Jazeera.

In 2019, Bhima was listed as No. 4 most vocal and most quoted millennials in national mass media according to the Indonesia Indicator Institute with a total of 17,175 quotes.

Role Players

DAY 4

15 October 2020 / Thursday



/ Pham Thi Thu Lan

Vice-Director, Trade Union Research Institute (IWTU), Vietnam

Lan has been with the IWTU since 2016. Before that, she worked in the International Department of the Vietnam General Confederation of Labour (VGCL) for more than 20 years as an interpreter and coordinator for various international activities. In recent years, she has done research on various topics such as collective bargaining in Vietnam, democratic election in trade unionism, the automation and its impact on workers in Vietnam's garment and footwear sectors, sustainable development model, labour dimension in FTAs, core international labour standards and their application in Vietnam, just transition and others. Lan holds a master's degree in international relations and a doctor's degree in international economy. Now she is now actively promoting reforms of industrial relations for improvement of workers' situation in Vietnam today as well as in the era of the 4th industrial revolution.



/ Marie Chris Cabrerros

Coordinator of Network for Social Democracy in Asia;
National President of Akbayan Citizens' Action Party, Philippines

Marie Chris "Machris" M. Cabrerros is the coordinator of the Network for Social Democracy in Asia (www.socdemasia.com), a regional group of political parties, formations and movements who share social democratic principles and perspectives from 12 Asian countries. Machris started in politics as a youth activist before working as a development worker and as policy advisor. She served as the youngest National President of Akbayan Citizens' Action Party in the Philippines from 2004 - 2020.

Role Players

DAY 5

16 October 2020 / Friday

Session 5: The Labour Response



/ Apolinar Z. Tolentino

Asia Pacific Regional Representative at Building and Wood workers International (BWI), Malaysia

Apolinar Z. Tolentino, Jr. is the BWI Regional Representative for Asia Pacific. His involvement in the Philippine political movement started during his university days during the last four years of Marcos dictatorship, as the Chair of the Lyceum Student Union, Philippines. Upon completion of his Bachelor's Degree in Political Science in 1989 he started working as labour organiser.

He has worked for several labour NGOs including as Coordinator of the Labour Desk of the Institute of Social Order (ISO); the social development arm of the Jesuit Philippine Province. He joined the International Federation of Building and Wood Workers (IFBWW), the predecessor of BWI, in 1999 as Project Education Officer. He moved to IFBWW KL Regional Office in 2003 as Regional Education Officer.

As Regional Representative since 2010, he has been coordinating the political affairs of the affiliates as well as their campaigns on workers and trade union rights. Concurrently, he is part of Qatar Campaign Team promoting and protecting migrant workers' rights as part of BWI Global Campaign on Mega Sports and Migration Nexus.



/ Anni Santhiago

Lawyer, Malaysia

Ms Anni Santhiago is a lawyer specialized in Industrial Relations and trainer committed to assisting community-based and non-governmental organisations and trade unions; conducts social compliance training for industries; skilled in analysis, coordination and stakeholder liaison in industrial relations; and with research experience in the area of discriminatory legislation.

Ms Santhiago served as the National Project Coordinator for the International Labour Organisation TRIANGLE labour migration project: a regional initiative aimed to strengthen policy, build the capacity of key stakeholders and provide support services to women and men migrant workers and potential migrant workers, operational in ASEAN.

She is a graduate of Warwick University and holds a LLM in Law and Development.

Role Players

DAY 5

16 October 2020 / Friday



/ Hidayat Greenfield

Asia-Pacific Regional Secretary, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)

Dr. Muhammad Hidayat Greenfield has been involved in education and training on workers' rights since 1995. While working full-time for workers' education organizations in Southeast Asia and East Asia he earned a PhD in Economic History from the University of New South Wales. Hidayat joined the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) in 2004 and was elected as Regional Secretary for the Asia/Pacific Regional Organization in 2016. He is responsible for IUF members in 21 countries in the region. These responsibilities include support for unions in defending their rights; promoting gender equality; eliminating sexual harassment and violence against women; securing sustainable employment; and advancing workers' rights through engagement with the corporate management of major transnational companies. During the avian influenza (H5N1) pandemic in 2008, Hidayat led a team working on occupational health, safety and the environment (OHS&E) in the poultry industry. Currently Hidayat and the IUF Asia/Pacific team are providing education and training for food, farm and hotel workers on occupational exposure to COVID-19, the right to a safe workplace, and economic recovery based on secure and sustainable jobs. <https://iufap.blog/>



/ Rajiv Rishyakaran

State Legislative Assemblyperson, Bukit Gasing, Selangor;
National Assistant Publicity Secretary, Democratic Action Party
Socialist Youth (DAPSY), Malaysia

Rajiv Rishyakaran is a Malaysian politician. He is also the second-term member of the Selangor State Legislative Assembly representing the seat of Bukit Gasing since 2013. He is from the Democratic Action Party (DAP), a component of Pakatan Harapan (PH) coalition.

Rajiv was also the former Minister of Technology, Environment and Climate Change's (MESTECC) Special Functions Officer, where he not only assisted in key ministerial processes but was also appointed into the board of the Sustainable Energy Development Authority, where he advocated for the widespread use of solar energy in the country.

He is also the DAP Socialist Youth's (DAPSY) National Assistant Secretary of Publicity and was co-opted as DAP Selangor State Committee Member in 2013 and 2015. In the Selangor state assembly, Rajiv is a member of the Select Committees (Jawatankuasa Pilihan) on Local Government and Water Resources Management.

Role Players

DAY 5

16 October 2020 / Friday

Closing Remark



/ Liew Chin Tong

Chairman, REFSA;
National Political Education Director, Democratic Action Party;
Former Deputy Minister of Defence, Malaysia

Liew Chin Tong is a Senator in Dewan Negara, he was the Deputy Defence Minister from 17 July 2018 to 24 February 2020. He was first elected Member of Parliament for Bukit Bendera (2008-2013), and was subsequently the Member of Parliament for Kluang (2013-2018). Since 1999, Chin Tong has served DAP in various capacities and is now a Member of its Central Executive Committee, serving as the National Political Education Director. Chin Tong graduated with a degree in Political Science and an honours degree in Asian Studies from the Australian National University, and holds an International Masters in Regional Integration from the Asia-Europe Institute, University of Malaya.

Chin Tong is the Chairman of Research for Social Advancement (REFSA) since 2012 and was the Executive Director of Penang Institute (previously Socio-Economic and Environmental Research Institute, SERI, from 2009-2012). He was also formerly a Visiting Research Fellow at the Institute of Southeast Asian Studies (ISEAS), Singapore.



/ Ivy Kwek

Research Director, REFSA, Malaysia

Ivy joined REFSA as she believes in changing the society and instilling good governance by promoting inclusive and sustainable policy agendas. Prior to this, she was the Special Functions Officer to the Deputy Minister of Defence of Malaysia, Sen. Liew Chin Tong, in which she advised the Deputy Minister on policy matters and was involved in the drafting of the first Malaysian Defence White Paper. She has wide experience working in various policy advisory and governmental affairs roles for international organizations, including the United Nations Development Programme, the International Committee of the Red Cross, and in the diplomatic circle.

Ivy holds a MA in International Studies and Diplomacy from SOAS, University of London and a BSc (Hons) in Life Sciences from University of Malaya. She is also an alumna of the Young Southeast Asian Leaders Initiative (YSEALI) Professional Fellows Program by the US Department of State.

Organizers



Friedrich-Ebert-Stiftung (FES)

About Us

The **Friedrich-Ebert-Stiftung (FES)** is the oldest political foundation in Germany with a profound democratic tradition dating back to its foundation in 1925. The foundation owes its formation and its mission to the political legacy of its namesake Friedrich Ebert, the first democratically elected German President.

Friedrich Ebert, a Social Democrat from a humble crafts background who had risen to hold the highest political office in his country, in response to his own experience in political confrontation had proposed the establishment of a foundation to serve the following aims:

- furthering political and social education of individuals from all walks of life in the spirit of democracy and pluralism,
- facilitating access to university education and research for gifted young people by providing scholarships,
- contributing to international understanding and cooperation.

The work of our political foundation from the very beginning focuses therefore on the **core ideas and values of social democracy** – freedom, justice and solidarity. This also connects us to the German and international progressive family. However, as a non-profit institution we organize our work autonomously and independently.

The Singapore-based Friedrich-Ebert-Stiftung (FES) Office for Regional Cooperation in Asia coordinates activities in the region that connect global and country programmes. Through regional activities, they create synergies between the work by FES on national and global level, responding to the challenges of globalization, labour mobility and regional integration.

We support policy analysis and research that bridge the cleft between economics, ecology and politics, and that bring digital transformation into this relation, seeking ways to democratize new technologies, discuss adequate qualifications, striving for a socio-ecological transformation and overcome economic growth without a corresponding growth in jobs.

With digital and urban transformation penetrating all walks of life, we foster debates on changing strategies towards a **sustainable economy of tomorrow in Asia**. Since 2017, the Economy of Tomorrow in Asia project focuses on two specific sectors of transformation: **Future of work and The Social City**.

Organizers



Research for Social Advancement (REFSA)

Research for Social Advancement (REFSA) is a progressive, not-for-profit think tank that promotes social advancement in Malaysia. Since its inception in 2004, REFSA has been at the forefront of policy discussions and debates in the important political and socio-economic issues of the nation. Today, our aspiration hasn't changed – we want to power the movement for a just, inclusive, and multiracial society.

Since 2007, we took our advocacy role one step further by becoming a publishing house and since then, we have produced books and publications on important political and socio-economic issues, including books about The Budget, Malaysian Defence, and several biographies.

In 2016, the Library for Social Democracy was conceived as a brain trust and resource centre to complement the think tank's research. It has since been one of the few public centre of research for academicians, politicians, researchers and the wider discerning citizens interested in local and global society, politics and economics. It also acts as a public space for educational outreach, as well as to bring the community closer through knowledge sharing and intellectual pursuits.

Throughout the years, REFSA has focused on various areas, most notably democracy, governance and reforms, economy, urban, to name a few. It has published its research in various forms to aid understanding and dissemination of information and complex issues. It has organized and participated in forums, workshops, conferences, public lectures, even philosophy classes and movie screenings to encourage dialogues and exchange of ideas. It has participated in radio interviews, podcasts and talk shows to provide thought leadership and raise awareness of policy debates. To this date, REFSA is well represented in discussions, dialogue and engagement with various stakeholders of the nation, and has come to be regarded as a serious participant in the advocacy of new ideas towards nation-building.

REFSA

Research For Social
Advancement

**FRIEDRICH
EBERT** 
STIFTUNG

