Global Solutions Summit Working Session

Task Force 5 T20/G20 Indonesia

Bridging the Future of Work

Finding Common Grounds for Demographic Dividend in Developing Countries
and Aging Societies in Developed Countries

Keynote Speaker

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Principal Investigator of Economic Development, CIPPEC

Bhushan Sethi
PwC and Adjunct Professor NYU Stern School of Business

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Managing Director of the Berlin SRH Institute for Sustainable Management

Vivi Alatas (Moderator)
Co-chair TF5 T20

Tuesday, 29 March 2022
11:30 – 12:20 CEST /
16:30 – 17:20 WIB (GMT+7)

Live at: zoom

Talkshow

Moderator: Vivi Alatas

Speakers:
Iwan Syahril
Anabel Ternès
Ramiro Albrieu
Bhushan Sethi
Widjajanti Isdijoso

Round 1

Inequality impacts

Iwan Syahril

Chair of Education Working Group G20 and

Director General of Teachers and Education Personnel,

Ministry of Education and Culture, Research, and Technology of Indonesia

Within G20, we have a combination of countries with a high proportion of youth and others that are already starting or have been experiencing the process of having an aging population for quite some time. Youth idleness in some countries is quite high, for example, 22% for Indonesia. **Will the future of work have a negative or a positive effect on this indicator?**

What are the key challenges and what can be done to ensure that the digital dividend benefits both the youth and the aging population?

What are key issues and priorities of developed countries, particularly in relation to aging societies, for inclusive future of work?

Enough qualified and committed workers

Intergenerational cooperation

Passing on knowledge gained from experience

Living diversity and agility

Implementation of sustainable development

People and values in the first place, not machines

Ramiro Albrieu

Principal Investigator of Economic Development

CIPPEC

What kind of future or emerging technology can promise more job creation?

- Are there any potential technologies that need to be pushed more because of their potential to lift all boats?

- Are there any **potential for leapfrogging** for developing or middle-income countries?

Round 1

Inequality impacts

Bhushan Sethi

PwC and Adjunct Professor NYU Stern School of Business

The other dilemma is **whether country should pick winners**, and if so, **how to balance the need to catch up with others while ensuring SMEs are not left behind**?

How to improve digital dividend for women?

Policy	Lessons learned from existing studies
Improving access to internet and devices	• Women continue to suffer from unaffordability, lack of connectivity, and lack of access to a device
Reducing the gap in digital literacy and skills	• Internet adoption is not always accompanied by deep and productive use of digital technologies due to lack of digital literacy and skills
Equal distribution of unpaid care work (UCW)	• Changing social norms on how men and women share UCW is considered necessary such that women may utilize internet to access gainful employment
Law enforcement addressing online violence against women	• Online and ICT-facilitated violence against women may impact women's online presence and the maximum benefit they may reap from digitalization

Iwan Syahril

Chair of Education Working Group G20 and

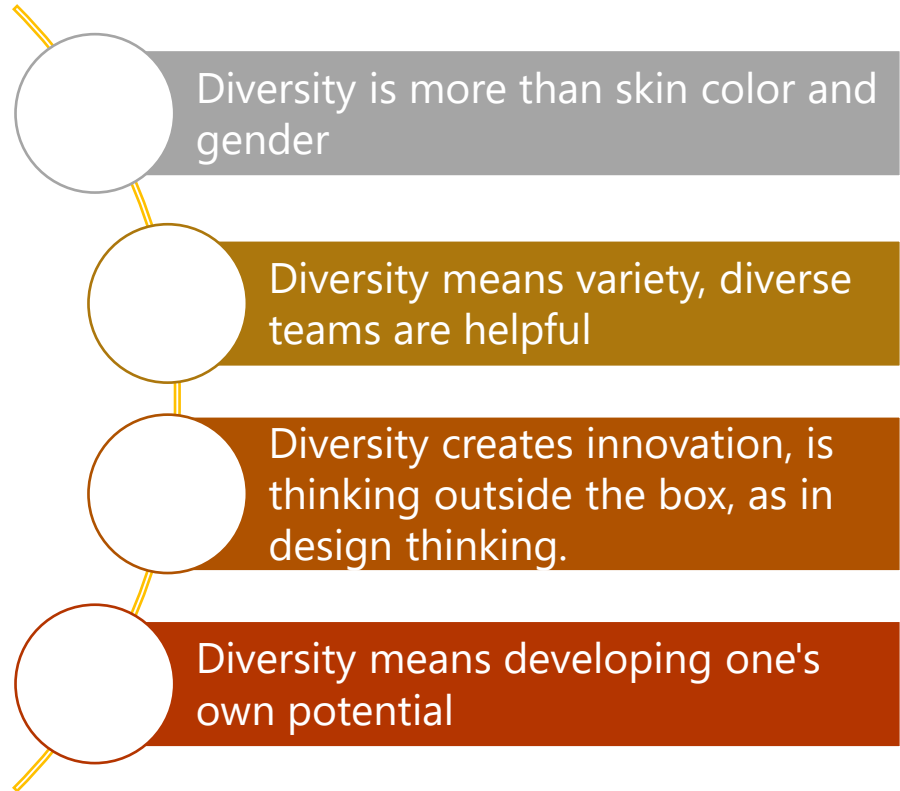Director General of Teachers and Education Personnel,

Ministry of Education and Culture, Research, and Technology of Indonesia

What kind of education transformation is needed so that developing countries in the G20 and beyond can also win the race between skills and technology?

How does diversity have to be lived in the company in order to position the company well for the future?

Diversity is more than skin color and gender

Diversity means variety, diverse teams are helpful

Diversity creates innovation, is thinking outside the box, as in design thinking.

Diversity means developing one's own potential

Bhushan Sethi

PwC and Adjunct Professor NYU Stern School of Business

How do you see the future trend of edtech and e-learning?

Are there any low-hanging fruit education technology that should be pushed in developing countries?

Round 2

The race between skill and technology

What are the promising ways to foster willingness to learn and becoming lifelong learner?

Be open to discoveries and transformation
Develop policy framework and improve government capacity in managing digital literacy and skills initiatives.

Encourage critical thinking
Upgrade the quality of education system so students can learn 21st century skills at applying level.

Develop innovation and growth mindset
Incentivize industries and businesses to participate in innovation relating to digital technologies.

Lift up others
Promote sustainable digital adoption among low SES & MSMEs through digital training assistance.

Embrace mistakes and value teamwork
Collaborate with civil society and private institutions in providing a quality teaching and training.

Revisit the objectives
Monitor and evaluate the progress of indicators in digital literacy and skills initiatives.

Iwan Syahril

Chair of Education Working Group G20 and

Director General of Teachers and Education Personnel,

Ministry of Education and Culture, Research, and Technology of Indonesia

- **What kind of government regulations or programs becoming more important in creating more winners and ensuring the losers have coping mechanisms?**

- **How cooperation through G20 can support these efforts?**

Round 3

The role of government and beyond

What are potential benefits for developed countries from inclusive future of work (that also address the interests of developing countries)?

Expand access to relevant learning inside and outside of work.

Experience new roles and build work history.

Empower themselves and each other to pursue lifelong learning through mutual support, mentorship and peer-to-peer learning.

Explores best practices and established thought leadership to advance the discourse surrounding inclusivity in business and civil society.

These insights will enable us to devise effective and timely ways to promote inclusive cultures.

Ramiro Albrieu

Principal Investigator of Economic Development

CIPPEC

In compensating and helping the vulnerable worker, how can it be made fiscally sustainable? Is a solidarity tax part of the answer, for example?

Bhushan Sethi

PwC and Adjunct Professor NYU Stern School of Business

Do we need a new type of social protection, taking into account the high level of informality within some countries and the growing share of new types of worker arrangements, such as freelancers and remote workers?

Based on existing research, what are the main policies that are most effective to promote inclusive future of work?

Policies that accelerate the availability and accessibility of internet

It's high time that discourse of internet as civil right or basic right be brought up

Affirmative policies to tackle digital divide and enhance digital literacy

Policies should specifically target the poor, women, people with disabilities, and the elderly

Policies to support life-long learning

Online materials should be made accessible for the workforce to reskill and upskill themselves independently

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