



Theme: “Towards an Inclusive World of Work: Lessons from COVID-19”

COVID-19 has highlighted the urgent need to address growing inequalities in the world of work. This includes the differing abilities of businesses and workers in the region to adopt a hybrid work model, differing levels of access to training and skills upgrading, as well as challenges faced in developing an inclusive workplace culture that supports mental well-being and work-life harmony. This conference will bring together senior government, union and employer representatives, to share lessons learnt from COVID-19 on promoting inclusivity in the future world of work. In view of the International Labour Organization’s global call to orient a human-centred recovery that is inclusive, sustainable and resilient, the speakers will also discuss the pertinent challenges and opportunities for regional tripartite partners to (i) promote inclusive models for hybrid work, (ii) make lifelong learning work for all and (iii) support mental well-being and work-life harmony.

Indicates plenary - merging with HR Tech Festival Asia 2021 programme

Time (GMT +8/ SGT time)	ASEAN Future of Work Conference Programme
10:00AM – 10:15AM	<p>Keynote Address and Opening Remarks of ASEAN Future of Work Conference</p> <p>Speaker: Dato Lim Jock Hoi, Secretary-General of ASEAN</p>
10:15AM – 11:15AM	<p>[Panel Discussion] Blessing or Burden? Harnessing the Potential of Hybrid Work for a More Inclusive Future of Work – 60 mins</p> <p>Hybrid models of work are likely to persist beyond the pandemic, as they provide a way for businesses to remain resilient during disruptions. They also allow workers flexibility to combine onsite and offsite work as they and their employers see fit. Hybrid work presents opportunities for employers to promote diversity and inclusion in the workplace by eliminating barriers regarding location, disabilities and caregiving.</p> <p>However, hybrid work also risks accentuating social inequalities, as the potential for remote work is highly concentrated among skilled workers in a handful of industries, occupations and geographies. Lower-wage workers are more often unable to perform their jobs remotely and so are disproportionately</p>

	<p>affected by COVID-19 lockdown measures. Likewise, those who can work remotely may not necessarily have access to a conducive environment to do so.</p> <p>The panellists will talk about the challenges and opportunities of using hybrid work to promote a more inclusive world of work.</p> <p>Questions to be discussed include:</p> <ol style="list-style-type: none"> 1. Hybrid work may be advantageous or more suited for certain sectors or job roles. What are your thoughts on this and what roles can governments, employers and unions play to mitigate this disproportionate impact? 2. How did Malaysians perceive flexible work arrangements before the pandemic? With the MCO/Covid-19 experience, have perceptions changed? If so, do share some of the changes and the impact on TalentCorps' initiatives or policies? 3. As a business leader, what is the key lesson that you've learnt from implementing hybrid work in your organisation? What do you see as the business case/reasons for businesses to continue to offer hybrid work arrangements beyond the pandemic (e.g. as a means to attract talent and to prepare for future disruptions like another pandemic?) <p>Moderator:</p> <table border="1" data-bbox="376 1066 1390 1171"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Ms Jacqueline Gwee</td> <td>Director and Founder, aAdvantage Consulting Group Pte Ltd</td> </tr> </tbody> </table> <p>Panellists:</p> <table border="1" data-bbox="376 1272 1390 1547"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Mdm Mahuran Saro Sariki</td> <td>Head, Group Research Development & Policy and Head, Malaysian Professional Talent, Talent Corporation Malaysia Berhad</td> </tr> <tr> <td>2.</td> <td>Mr Sunil Setlur</td> <td>Chief People Officer, Gojek</td> </tr> <tr> <td>3.</td> <td>Mr Najati Ghosheh</td> <td>Legal Specialist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, International Labour Organization</td> </tr> </tbody> </table>		Name	Designation	1.	Ms Jacqueline Gwee	Director and Founder, aAdvantage Consulting Group Pte Ltd		Name	Designation	1.	Mdm Mahuran Saro Sariki	Head, Group Research Development & Policy and Head, Malaysian Professional Talent, Talent Corporation Malaysia Berhad	2.	Mr Sunil Setlur	Chief People Officer, Gojek	3.	Mr Najati Ghosheh	Legal Specialist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, International Labour Organization
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11:15AM – 11:30AM	Conference Break – 15 mins																		
11:30AM – 12:30PM	<p>[Panel Discussion] Fostering Inclusive Workplaces that Support Mental Well-being and Work-life Harmony – 60 mins</p> <p>There has been increasing attention on workers' well-being and growing recognition that a negative work environment adversely impacts workers' motivation and work performance. The COVID-19 outbreak has seen many workplaces adopting work-from-home arrangements. While this has brought about benefits such as increased flexibility and time with family, this has also blurred the lines between work and home, leading to longer working hours, increased stress and higher risk of burnout.</p>																		

	<p>This panel will discuss the role that governments and employers can play to build a conducive and inclusive workplace to support workers' mental well-being and work-life harmony. This includes promoting mental health awareness in the workplace, setting out guidelines and best practices and empowering colleagues to look for their at-risk peers etc.</p> <p>Questions to be discussed include:</p> <ol style="list-style-type: none"> 1. Safe Work Australia leads the development of national policy to improve work health and safety of workers across Australia. How has Safe Work Australia been working with tripartite partners to support workers' mental well-being and work-life harmony? 2. How is Rolls-Royce Singapore prioritising your employees' well-being, including creating a safe environment for them to seek help regarding workplace stresses during the pandemic? How are these measures customised across the region? <p>Moderator:</p> <table border="1" data-bbox="376 864 1375 969"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Dr Francis Yeoh</td> <td>President, Singapore Association for Mental Health (SAMH)</td> </tr> </tbody> </table> <p>Panellists:</p> <table border="1" data-bbox="376 1070 1375 1346"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Ms Michelle Baxter</td> <td>CEO, Safe Work Australia</td> </tr> <tr> <td>2.</td> <td>Dr Bicky Bhangu</td> <td>President, Southeast Asia, Pacific & South Korea, Rolls-Royce Singapore Pte Ltd</td> </tr> <tr> <td>3.</td> <td>Ms Evelyn Kwek</td> <td>Managing Director, ASEAN/ANZ, Great Place to Work Institute, Singapore</td> </tr> </tbody> </table>		Name	Designation	1.	Dr Francis Yeoh	President, Singapore Association for Mental Health (SAMH)		Name	Designation	1.	Ms Michelle Baxter	CEO, Safe Work Australia	2.	Dr Bicky Bhangu	President, Southeast Asia, Pacific & South Korea, Rolls-Royce Singapore Pte Ltd	3.	Ms Evelyn Kwek	Managing Director, ASEAN/ANZ, Great Place to Work Institute, Singapore
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12:30PM – 1:45PM	Conference Break – 75 mins																		
1:45PM – 2:45PM	<p>[Panel Discussion] Making Lifelong Learning and Reskilling Work for All – 60 mins</p> <p>COVID-19 has been a forceful reminder that lifelong learning is crucial for businesses and workers to adapt to job and skills demands which can change very rapidly. Skills upgrading can also improve workers' career prospects and employability, as well as enable them to offer more value to their employers. This panel will discuss how tripartite leaders can support businesses and workers to reskill and upskill during COVID-19, especially SMEs, displaced workers, lower-wage workers etc. who may have less access and resources to engage in skills upgrading.</p> <p>Potential questions to be discussed include:</p> <ol style="list-style-type: none"> 1. What policies and initiatives has Indonesia/Singapore implemented to help workers most affected by the pandemic, including displaced workers and 																		

	<p>lower-wage workers to reskill and upskill? How can access to these initiatives be ensured, and what role can tripartite partners play to help?</p> <p>2. It has been reported that inclusion will be a key tenet of Indonesia's G20 Presidency in 2022. Can you share more about how Indonesia is ensuring inclusiveness as the labour market evolve to adapt to a post-pandemic world of work?</p> <p>3. In your opinion, what is the role that HR leaders can play to meet the diverse training needs of workers across different job functions?</p> <p>Moderator:</p> <table border="1" data-bbox="376 595 1388 734"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Ms Carolyn Chin-Parry</td> <td>Managing Director and Digital Innovation Leader, PwC Singapore</td> </tr> </tbody> </table> <p>Panellists:</p> <table border="1" data-bbox="376 835 1388 1043"> <thead> <tr> <th></th> <th>Name</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Dr Anwar Sanusi</td> <td>Secretary General, Ministry of Manpower Indonesia</td> </tr> <tr> <td>2.</td> <td>Ms Phyllis Lim</td> <td>Deputy Director, U Care Centre, NTUC Singapore</td> </tr> <tr> <td>3.</td> <td>Mr Daryl Neo</td> <td>Corporate Planning and Strategy Manager, Omni-Plus System Limited</td> </tr> </tbody> </table>		Name	Designation	1.	Ms Carolyn Chin-Parry	Managing Director and Digital Innovation Leader, PwC Singapore		Name	Designation	1.	Dr Anwar Sanusi	Secretary General, Ministry of Manpower Indonesia	2.	Ms Phyllis Lim	Deputy Director, U Care Centre, NTUC Singapore	3.	Mr Daryl Neo	Corporate Planning and Strategy Manager, Omni-Plus System Limited
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2:45PM – 3:00PM	Conference Break – 15 mins																		
3:00PM – 3:40PM	<p>[Panel Discussion] The Future of Work: A Journey to 2022 – Understanding the Trends that Will Impact How We Work Next Year - 40 mins</p> <p>The traditional thinking of the workplace no longer exists as Covid-19, technology and demographic shifts are transforming the way organisations operate. There is now increasing pressure for businesses to build digital resilience as organisations and within their workforce, to be prepared for tomorrow's challenges and to seize opportunities in the future of work. This panel discussion brings together leading industry experts to explore emerging trends that businesses should prepare for in 2022 and beyond. The panel will discuss how employers, business, and leaders can rethink their workplaces, work models and workflows to develop a human-centred strategy for the future of work.</p> <p>Questions to be discussed include:</p> <ol style="list-style-type: none"> 1. If you could only choose one, what is the key HR and skills trend that will impact jobs and workers in the region over the next 5 years? How will it shape public policies and business HR strategies? 2. As the leader of a leading global firm, can you share what is the top people challenge for your organisation as you prepare for 2022? How is Deloitte addressing this challenge? 																		

	<p>3. As Chief of the Skills and Employability Branch at the ILO, can you share how you are working with ILO constituents to develop skills strategies in response to the COVID-19 crisis and to prepare for jobs of the future?</p>										
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<p>3:40PM</p>	<p>End of ASEAN Future of Work Conference</p>										