PROJECT NOTIFICATION

Ref. No.:21-RC-06-GE-RES-A-PN2100041-001

Date of Issue	27 May 2021
Project Code	21-RC-06-GE-RES-A
Title	Research on Labor Market Policies for Changing Market Demands
Timing and Duration	June–December 2021 (seven months)
Hosting Country(ies)	Not Applicable
Modality	Digital Multicountry
Implementing Organization(s)	APO Secretariat
Participating Country(ies)	All Member Countries
Qualifications of National Experts	Institutional researchers or policy analysts on labor markets, human capital development, and new trends in changing market demands for skills with two years of experience or more in the position and excellent English writing and presentation skills
Qualifications of Chief Expert	Extensive knowledge of labor markets, human capital development frameworks, and related initiatives at national level with a track record of five years of experience and publications in English on those topics
Nomination of National Experts	All nominations must be submitted through National Productivity Organizations of member countries
Closing Date for Nominations of National Experts	30 June 2021

1. Objectives

    a. Examine policies and programs that will prepare the labor force to meet the changing labor market demands for new skills.

    b. Enable policymakers to cope with fluid labor market dynamics in member countries.

2. Background

Technological changes affect the nature of work. Some forecast a bleak scenario for the future of work, with many jobs predicted to be taken over by machines. Numerous skills will become obsolete, while the demand for new ones will emerge. Previously, adjustments in the nature of work were mostly associated with efficiency gains and the creation of jobs. However, upcoming ones, prompted by technological changes, may negatively affect employment opportunities.

According to a report by Oxford Economics released in June 2019, robots will replace up to 20 million factory jobs by 2030. Forbes also reported on 27 October 2020 that the USA would need to replace 85 million jobs by 2025 due to automation, apart from the estimated more than 60 million jobs lost during the COVID-19 pandemic. In September 2018, Cisco Systems and Oxford Economics conducted joint research and forecast that 6.6 million jobs across the six largest ASEAN economies of Indonesia, Malaysia, the Philippines, Singapore, Thailand, and Vietnam would be made redundant through more widespread adoption of technology by 2028.

To avoid technology-driven structural unemployment, member countries will require skill adjustments, policies, and programs commensurate with the evolving demands of the labor market. Many current labor force skills are likely to become irrelevant in the near future, with new, more specialized ones emerging. This research will investigate changing labor market demands and suggest how policymakers, governments, and relevant stakeholders should prepare the workforce in a timely manner.

3. Scope and Methodology

Scope

    a. Review of national labor training and reskilling strategies.

    b. Labor market transition opportunities.

    c. Strategic policy directions for cultivating new talent for the future.

Methodology

    a. In-country research: Each national expert will collect and analyze data and write a preliminary report based on the research framework circulated prior to the coordination meeting. The reports will be finalized after the coordination meeting.

    b. Coordination meeting of experts: A coordination meeting to finalize the research methodology and framework will be organized. The preliminary reports detailing country-specific situations will be presented in this meeting for feedback from other experts. The virtual sessions will be around three hours each day. The indicative agenda items are:

Day 1:
• Research overview
• Research framework
• Methodology and scope
• Research findings

Day 2:
• Agreement on the research framework, format of the final report, and timeline
• Final publication requirements

4. Tasks of Experts

Chief Expert

    a. Develop the overall framework and guidelines for the research.

    b. Present the research framework, methodology, and report structure during the coordination meeting.

    c. Review the drafts and provide feedback to the national experts to ensure the quality of the work.

    d. Provide support and advice to the national experts in conducting the research.

    e. Prepare the final report and submit it to the APO Secretariat by the deadline.

National Experts

    a. Collect data at national level following the methodology and framework provided.

    b. Write country reports on the analyses and findings based on the data collected.

    c. Present the preliminary reports during the coordination meeting.

    d. Revise the reports following the agreement during the coordination meeting and reflect the comments of the chief expert and APO Secretariat.

    e. Cooperate with the chief expert to ensure the quality and consistency of the final report.

    f. Submit the reports following the agreed format to the chief expert and APO Secretariat by the deadline.

5. Financial Arrangements

To be met by the APO
Honoraria for the chief and national experts.

To be met by experts or participating countries
All local implementation costs incurred by the national experts when collecting data at the national level.

6. Actions by Member Countries

    a. Member countries are requested to nominate candidate national experts before the deadline.

    b. Each nomination must be accompanied by the APO biodata form and uploaded to the APO Document Management System (DMS)/Fleekdrive by the NPO. The biodata form is available on the APO website.

7. Actions by the APO Secretariat

    a. Identify and invite a chief expert to lead the research until its completion.

    b. Coordinate all arrangements related to the research activities.

Dr. AKP Mochtan
Secretary-General