

## Young Economists' Policy Initiative Primer

### I. Policy Case

#### **Industry 4.0 and the Future of Work: Empowering Labor in the Post-Pandemic World**

The disruptive effects of COVID-19 on labor markets are bound to shape the future of work in a post-pandemic world. The ongoing pandemic has catalyzed digitization and automation<sup>1</sup>, as evidenced by the rise of remote work, remote learning, e-commerce, and telemedicine in the Philippines and overseas<sup>2</sup>. While such a trend is expected to continue even after the pandemic subsides, the increasing adoption of technologies associated with the fourth industrial revolution—coupled with the pressure of an ongoing economic recession—could create an inequitable future of post-pandemic work. Such a future may be manifested in instances where emerging technologies prolongedly displace workers from job opportunities; or when the gains of digital transformation remain unreachable to those unable to access the resources necessary to reap these benefits.

Without policies conducive to an equitable future of work, low-wage, under-skilled, and underprivileged sectors of society may suffer the most amidst the backdrop of an economic recession and increasing rates of digital transformation<sup>3</sup>. These trends highlight the need for Filipino policymakers to formulate policies that create an environment where emerging technologies can empower Filipino workers in the post-pandemic landscape, such as by increasing productivity in current sectors, broadening access to resources necessary to adapt to the future of work, or by introducing new job opportunities in other emerging sectors. At the same time, these policies should acknowledge the trends and lessons observed during the COVID crisis to strengthen the resiliency of the Filipino labor force against future disruptions towards the Philippine economy.

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<sup>1</sup> Lund, Susan, Anu Madgavkar, James Manyika, Sven Smit, Kweilin Ellingrud, Mary Meaney, and Olivia Robinson. 2021. The future of work after COVID-19. <https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19>.

<sup>2</sup> World Bank. 2020. Philippines Digital Economy Report 2020 : A Better Normal Under COVID-19 - Digitalizing the Philippine Economy Now. Washington D.C.: World Bank. <https://openknowledge.worldbank.org/handle/10986/34606>.

<sup>3</sup> International Labour Organization. 2020. "The future of work in the Philippines: Assessing the impact of technological changes on occupations and sectors." International Labour Organization. [https://www.ilo.org/manila/publications/WCMS\\_762207/lang--en/index.htm](https://www.ilo.org/manila/publications/WCMS_762207/lang--en/index.htm).

## II. Prospective Questions

The following prospective questions are intended to aid interested participants to think about and design potential policy solutions to identify issues related to the future of work in a post-pandemic world.

- What are some relevant trends or lessons related to labor markets observed during the pandemic?
- What is your outlook on the Filipino labor market after COVID?
- What are the most relevant emerging technologies and/or industries associated with the Fourth Industrial Revolution (4IR) in the post-COVID Philippine economy?
- How can emerging technologies and/or sectors help empower Filipino workers in the post-pandemic world?
  - **Alternatively**, how can we create an environment where these emerging technologies and/or sectors empower Filipino workers? For example, how can we ensure that gains from the digitalization of industries would be inclusive and empowering?
- What are the social, spatial, economic, and/or infrastructural factors that can help leverage, or constrain, a progressive and equitable future of work with the aid of the Fourth Industrial Revolution?

### III. Application and Eligibility

Participants may either enter the contest **individually**, or form teams comprising a **maximum of four members**, provided that they meet all of the following criteria for eligibility.

1. Participants must currently be enrolled in **any undergraduate degree or senior high school track**.
2. Team members can come from the different colleges or universities.
3. Participants must have completed the online application form and registration at [www.bit.ly/YEPIRegistration](http://www.bit.ly/YEPIRegistration) **on or before 17 April 2021 (Saturday), 11:59 PM**.
4. Participants must not have already registered under another team in the current competition. This means that a person currently registered in one group should not register to be part of another group. If a person wishes to change to another team or change the members of the current team, please notify the contest organizers at the soonest possible moment.

### IV. Registration

1. Register online via: [www.bit.ly/YEPIRegistration](http://www.bit.ly/YEPIRegistration) **on or before 17 April 2021 (Saturday), 11:59 PM**.
2. After registration, organizers of the event may contact teams via-email to **invite them to join a Facebook group associated with YEPI**. This is to easily disseminate information regarding the event, and to provide an avenue where participants can ask questions pertaining to the event.
3. A call to confirm participation shall be e-mailed; confirmation of participation is a requirement and non-confirmation may be grounds for deduction or disqualification.

## V. Contest Mechanics

1. Participants are given the freedom to create any innovative policy solutions that are relevant to the theme of the competition. However, the proposed solutions must be set in the context of the Philippines.
2. Participants are free to choose to position their identified issue and solution at the **national, regional, provincial, OR city-wide level**. In doing so, authors must **explicitly state** in their paper the parameters of their proposal.
3. Participants will be **given the option** to present key points about their policy proposal to a panel of judges on **24 April 2021 (Saturday)**. The optional presentation is to last a maximum of 10 minutes, followed by a 10-minute Q&A session. **This session with the judges serves as a means for participants to gather preliminary feedback about their proposals**, and does not count towards the final score of their paper.
4. The final policy paper must be submitted no later than **07 May 2021 (Friday), 11:59PM** to the following e-mail: [dlsueconorgyec@gmail.com](mailto:dlsueconorgyec@gmail.com), with the e-mail subject: “[YEPI Final Paper] <Group Name>”
5. The top 3 teams with the highest scores will be granted the opportunity to publicly present their policy proposals in the Young Economists’ Policy Initiative Convention on **22 May 2021 (Saturday)**. Winners will also be formally awarded on the same date.

## VI. Paper Format

1. Maximum of 5 pages (excluding the title page, executive summary, charts, tables, graphs, and references)
2. Font: Arial, Size 12
3. Margins: 0.5” all sides
4. Spacing: Single-spaced
5. References and Citation: APA (7th Edition) format

Teams may refer to an example provided by the organizers [linked here](#) to see how papers may be constructed.

## VII. Paper Outline

The following is an outline to be followed in the submission of the policy proposal paper. Each section contains a brief description in order to guide authors in the process of writing their paper. Participants may choose to add subheadings in their papers, but the order and name of the headings indicated by the Roman numerals should not be modified.

### I. Executive Summary

An executive summary is a one-page summary of relevant points made from the introduction to the policy recommendation parts of the paper. This section is not counted on the maximum number of pages of the policy paper as outlined in “VI Paper Format”, and is expected to be the last part to be written by the authors.

### II. Introduction and Statement of the Problem

This section is where authors state an issue which they have identified, as well as the parameters of their paper—whether it is set on a national, regional, provincial, or city-wide level. This section should also narrate why the identified issue is relevant and which sectors and/or demographics are bound to be affected by the issue.

### III. Review of the Policy Environment

This section is where authors are expected to outline any relevant policies currently employed, or under the process of implementation, by the government with regards to the selected issue; as well as any other policy proposals or alternatives given by government officials or private individuals. Authors must also **explicitly state a gap** found in the current policy framework. They are also highly encouraged to **find any inadequacies** which are currently, or are bound to affect, existing policies and/or proposals.

### IV. Policy Recommendation

This section is where authors are expected to introduce their policy proposal. They are also expected to state the positive and negative impacts (if any) of their policy, and to provide a brief summary as to how the policy may be implemented.

## V. References

This section is where authors place a list of references. APA format is to be observed.

## VI. Appendices

This section is where authors gather all relevant tables, figures, charts, equations, or other forms of visual representation of data used in the policy brief. All items here are expected to be arranged in the order of their relevance, or in the order at which they were referred to, in sections I to IV. If the item is the author's own work, then the item needs not be cited. However, if the data gathered comes from a database or paper, then it must be cited. This section should be added only when applicable.

Teams may refer to an example paper [linked here](#) to see how papers may be constructed.

## VIII. Criteria for Judging

**Impact (25%)** – The proposed solution, when executed, is expected to be a **net benefit in Filipino society**. Authors are highly encouraged to explicitly state which sectors are bound to be affected, and the benefits and drawbacks of their proposed policy. Additionally, they are also encouraged to prove why such a policy is bound to be a net benefit, and introduce measures to protect negatively affected sectors if possible.

**Relevance (20%)** – Authors are expected to have a **clearly defined** issue which their proposed policy aims to address. **The identified issue is expected to be of significant importance to Filipino society**. This means that the specific issue identified by the policymakers must be currently affecting, or will affect, Filipino firms and workers in the context of work in the post-pandemic work and the rise of technologies associated with digitization and automation.

**Uniqueness or Originality (20%)** – The proposed policy is expected to **fill a gap within the policy environment**. That means that the policy should not be a policy that is currently being implemented or under the process of implementation in the national level or in a specific region/locale which the paper is centered on. A novel policy can be one of these things:

1. An entirely new policy that either addresses an existing issue not covered by existing policy, or serves as an alternative to current policy;
2. An addition to the existing policy framework to complement its efficacy in addressing an identified issue; or
3. A revision of an existing policy to improve the efficacy of current mechanisms to address an identified issue.

**Feasibility and Planning (20%)** – Policymakers are expected to propose a solution that can be executed given the country's resources and legal frameworks. They are also expected to concisely provide a brief description as to how such a solution may be implemented to dispel doubts pertaining to its feasibility.

**Supporting Empirical and Qualitative Evidence (10%)** – The paper is expected to contain empirical and qualitative evidence that backs up the points made by its authors. Sources of such information must be credible, originating from official data, peer-reviewed articles, et cetera. These sources must be properly cited through the APA format.

**Form (5%)** - The policy paper is expected to be written clearly, concisely, and coherently, and free from grammatical errors.