

Main Findings from CSPA Survey 2018 & CSPA YDI Survey 2018

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Collaboration Project:

**Review and Update of Brunei Darussalam
Youth Policy and Formulation of Strategic
Planning Framework**

The Formulation Process of a National Youth Policy

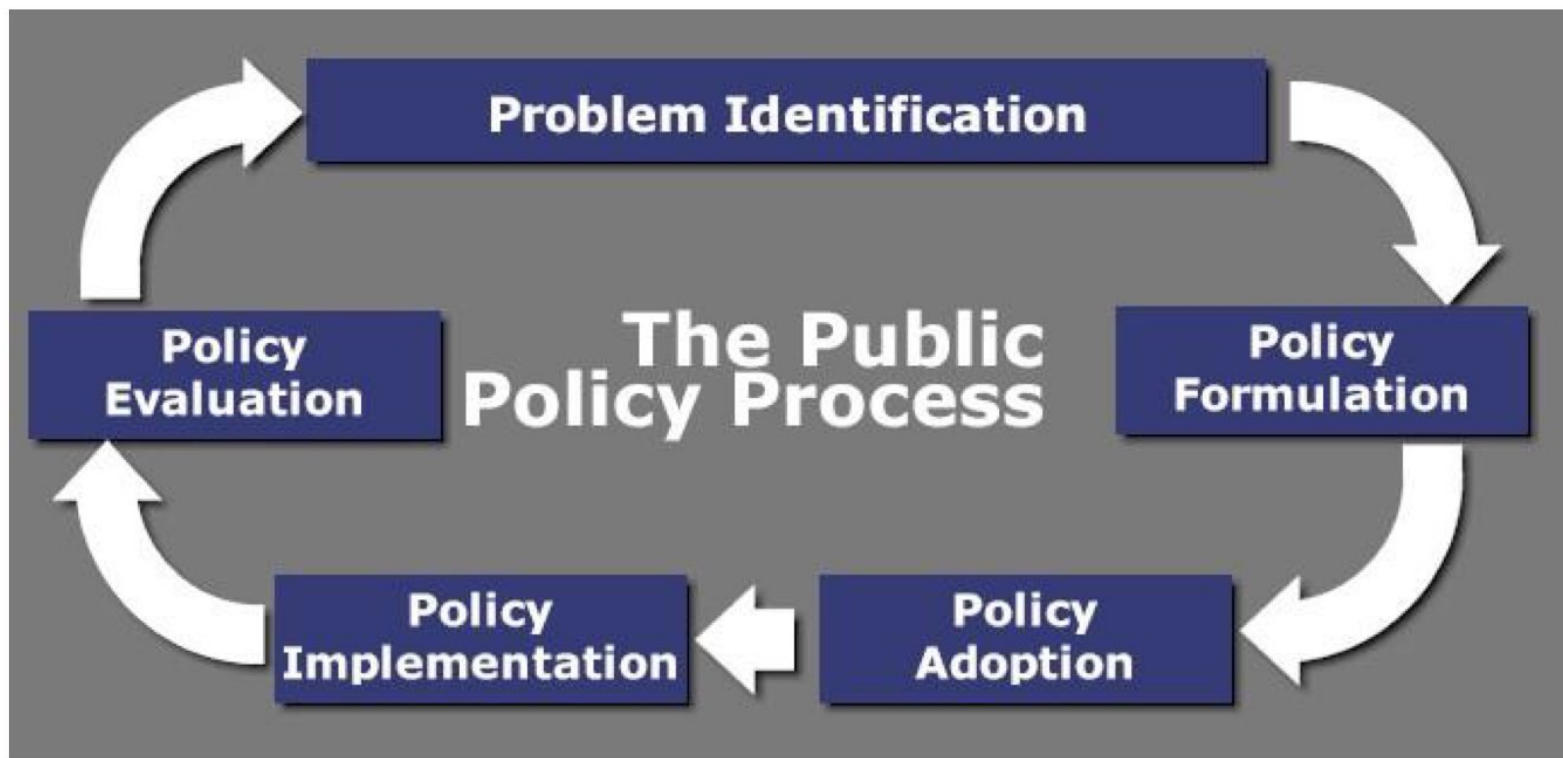
- Creating an appropriate policy development vehicle
- Involving key stakeholders
- Identifying the needs of young women and men
- Using a participatory formulation process
- Adopting the policy at the highest political level

Source: Youth Policy Formulation Manual, Economic and Social Commission for Asia and the Pacific, United Nations, 1999

What is Public Policy?

- Whatever governments choose to do or not to do.
 - Thomas Dye
- Public policy consists of political decisions for implementing programs to achieve societal goals.
 - Charles L. Cochran and Eloise F. Malone
- Stated most simply, public policy is the sum of government activities, whether acting directly or through agents, as it has an influence on the life of citizens.
 - B. Guy Peters
- A policy often comes in the form of general statements about priorities, written regulations or guidelines, procedures and/or standards to be achieved.
 - Melissa Mackay

Problem ID	Formulation	Adoption	Implementation	Evaluation
What is the problem?	What are the proposed solutions?	What is done about the problem?	How does govt. do what it decides to do?	Did it work?



Steps for Policy Making

1. Identification of a problem and demand for government action
2. Agenda setting (TOR)
3. Formulation of policy proposals by various parties (e.g. congressional committees, think tanks, interest groups)
4. Selection and enactment of policy (Policy Legitimation)
5. Implementation of the chosen policy
6. Evaluation of policy.

Sample Distribution

- 2,050 completed questionnaires (face to face)
- Stratified across 4 districts and all types of youth

Youth Age 15-40	CSPS Survey 2018 Repondents
Gender	%
Male	43
Female	57

District	%
Brunei Muara	66
Tutong	16
Belait	14
Temburong	4

Employment Status	%
Employed	38
- Public (77%)	
- Private (23%)	
Unemployed	20
Students	38
Inactive	4

Sample Size Calculation

- For a general population of youth = 193K,

Confidence Level (%)	Margin of Error (%)	Sample Size required
95	5	400
95	3	1,100
99	5	700
99	3	1,800

- For our youth sample, the confidence level and margin of error achieved are:

Final Sample Size	Confidence Level (%)	Margin of Error (%)
2,050 (face to face only)	99	2.9
Total: 3,843 (face to face, 2,050 + online, 1,793)	99	2.1

State of Our Youth (CSPS YDI Survey 2018)

Domain	Score	Classification
Self-Development	63	Good
Self-Potential	69	Good
Health	87	Very Good
Community Integration	50	Good
Leisure Activities	50	Good
Social Issues	88	Very Good
Political Integration	49	Average
Employment Opportunity	65	Good
YDI Score	65	Good

External Environment Scan - STEEEP

SOCIAL (Health, Mindset & Mentality, Social Inequality, Crime & Delinquency, Leisure)

Technological (R&D, Social Media, Internet, and Cyber Crime)

Education (Educational attainment, STEM enrollment, Perception of schools, Life Skills, and more)

Economics (GDP Annual Growth rate, Labour Productivity, Industrial Clusters & Youth Unemployment)

Environment (How vital is the cause for Youth and their level of participation in green associations)

Political (Perception of Youth and to Brunei, as well as their level of Political Participation)

External Environment Scan

Social

- **Health** – Low existence of sickness/disease but lack of healthy lifestyle. 17% Smokers, 56% do not regularly exercise, 25% do not regularly eats fruits and vegetables and 19% are obese (CSPS YDI Survey 2018).
- **Mentality & Mindset** – 70% stated that negative mindset and mentality as the second top concern. A large 32% prefer to work in the government sector and 29% even prefer a low paid/qualified job in the government sector compared to a better paid/qualified job in the private sector (CSPS Survey 2018).
- **Social Inequality** – A significant 42% of Relative Poverty (monthly income per capita below \$450) (CSPS Survey 2018).
- **Crime & Delinquency** – Low crime and delinquency. Personal safety issues including cyber-related crimes are becoming a problem with 15% of the youth not satisfied with safety and security. (CSPS Survey 2018). A small but significant 17% reported having experienced some form of bullying, been bullied and violence. (CSPS YDI Survey 2018).

External Environment Scan

Social	<ul style="list-style-type: none">• Leisure - A significant 37% are not satisfied with available leisure and entertainment. Leisure activities only scored 'Average' in YDI 2018 (CSPS YDI Survey 2018). Lack of leisure and recreational offerings is the main reason for high cross border visits by young Bruneians¹.
Technology	<ul style="list-style-type: none">• High social media penetration rate of 95% is 4th highest in the world but R&D is low². (R&D in Brunei is 200 million compared to 19 billion in Singapore until 2020³)• There were 2143 cybersecurity attacks in 2017⁴. Royal Brunei Police Force has reported that cybersecurity attacks are on the rise⁵.

1. CSPS-AMBD (2015) White Paper on Reducing Cross Border Expenditure by Making Brunei the Preferred Holiday Destination for all by 2025.

2. We Are Social (2018). Digital Report 2018.

3. National Research Foundation (2018) <https://www.nrf.gov.sg/rie2020>

4. BruCERT Statistics.

5. Cybercrime on the rise (2017, November 2017), Borneo Bulletin. Retrieved from <https://borneobulletin.com.bn/cybercrime-on-the-rise/>

External Environment Scan

Education

- Low higher education enrolment rate at 22%¹ (2016) compared to Singapore (66%)² - a minimum of 50% is generally a recognised minimum threshold for developed countries³.
- Lack of tertiary pathways for the less academically-abled as tertiary enrolment rate is low at 31% (2016) compared to Singapore (84%)⁴
- Only 35% of the students achieved at least 5 O-levels or more¹, 84% for Singapore⁵.
- Only 36% of the students are enrolled in STEM⁶ compared to Singapore at 50%⁶

Country	Higher Education Enrolment rate (2016)	Tertiary Enrolment rate (2016)
Brunei	22%	31%
Singapore	66%	84%
Canada	54%	67%
South Korea	-	94%

1. MOE Brunei (2017) Brunei Darussalam Education Statistics and Indicators Handbook 2017.

2. Department of Statistics, Singapore. (2019). Education, Language Spoken and Literacy. Retrieved from <https://www.singstat.gov.sg/find-data/search-by-theme/population/education-language-spoken-and-literacy/latest-data>

3. Trow, M. (2010) Twentieth-Century Higher Education, Elite to Mass to Universal. Trow's minimum threshold of 50% enrolment for higher education to move from traditional elite to mass higher education provision is a norm in industrialised nations.

4. World Bank, World Development Indicators. (2019). *School enrollment, tertiary (% gross)* [Data file]. Retrieved from <https://data.worldbank.org/indicator/SE.TER.ENRR>

5. MOE Singapore (2018) Education Statistics Digest 2018.

6. Center on International Education Benchmarking. (2012, July 31). NCEE statistic of the month: investigating the skills mismatch. Retrieved from www.ncee.org/2012/07/statistic-of-the-month-investigating-the-skills-mismatch/

External Environment Scan

Economics	<ul style="list-style-type: none">• Negative GDP growth rate¹ and negative labour productivity growth rate².• Employment is the top concern (92%) (CSPS Survey 2018).• High youth (15 to 24 years old) unemployment rate (31.7%)³ and high youth (15 to 24 years old) labour underutilization rate (46.5%)⁴.• Job future for youth is also not certain as automation is expected to displace up to 40% of jobs currently performed by humans over the next 15 years globally⁵
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1. Department of Economic Planning & Development National Accounts Statistics.

2. Cheong, D.P.P. "Focusing on Productivity to Achieve Growth and Development for Brunei Darussalam". CSPS Strategy and Policy Journal, Volume 4, December 2013, Pages 35-54.

3. Department of Economic Planning & Development (2017). Labour Force Survey 2017.

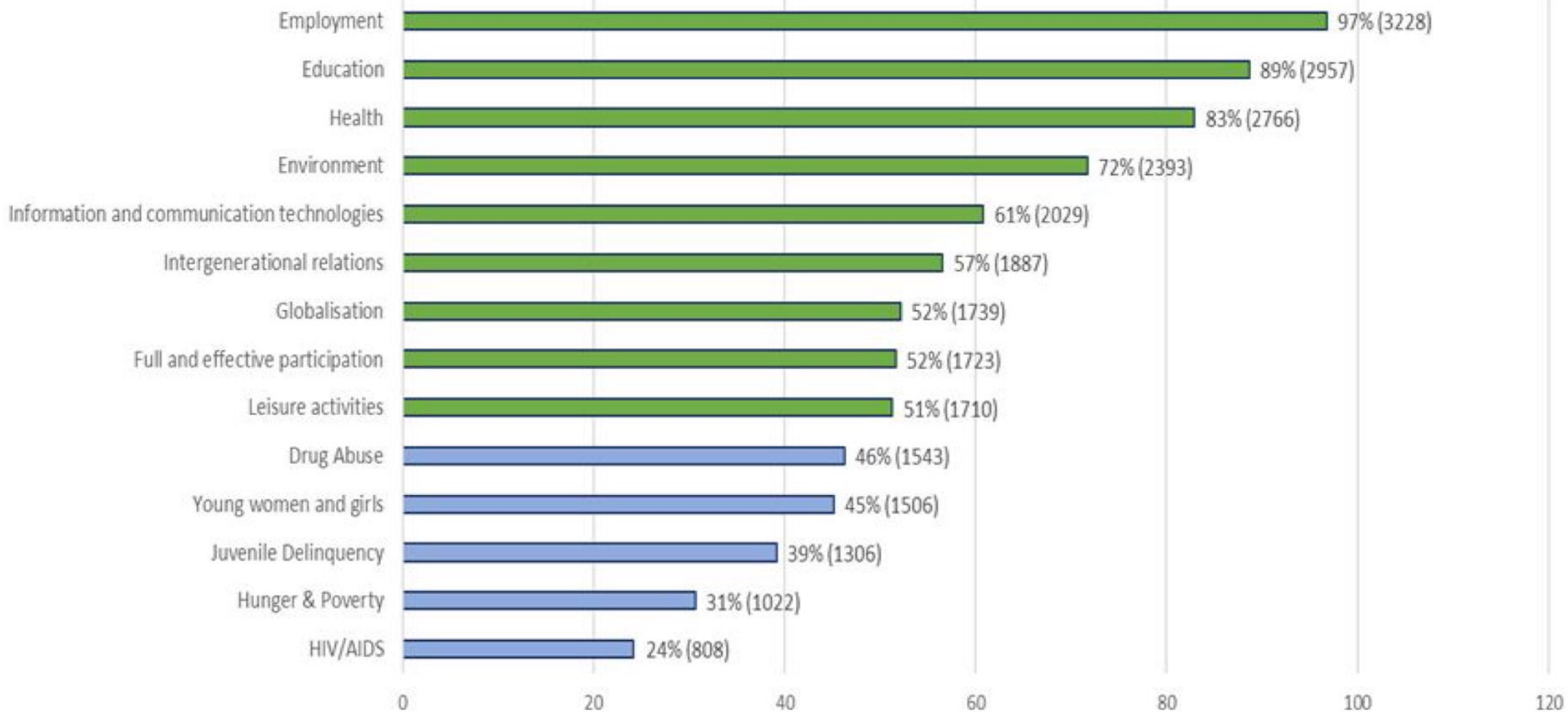
4. Department of Economic Planning & Development (2014). Labour Force Survey 2014.

5. OECD (2018). Job Creation and Local Economic Development 2018. Preparing for the Future of Work.

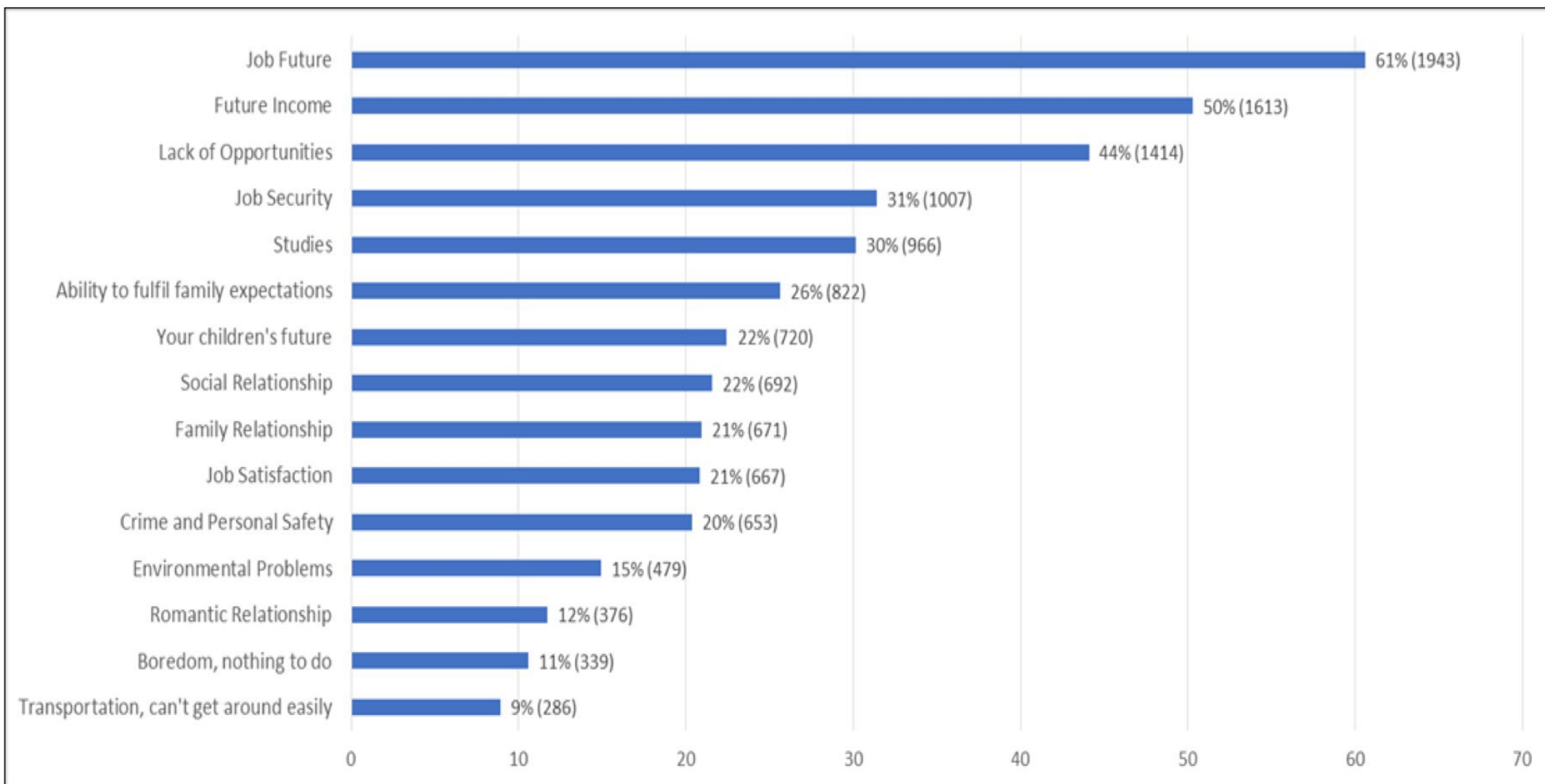
External Environment Scan

Environment	<ul style="list-style-type: none">• Lack of environmental participation (only 10%) (CSPS YDI Survey 2018).
Political	<ul style="list-style-type: none">• High level of loyalty to the country (95%) but low participation/volunteerism in policy issues (approximately 50% not active) (CSPS YDI Survey 2018).

Key Strategic Areas (CSPS Survey 2018)



Top Stressors (CSPS Survey 2018)



What policy objectives do our youth prefer?(CSPS Survey 2018)

No.	Domain	Preferred Policy Objectives	%	Less preferred Policy Objectives	%
1	Education A	To develop a national youth culture that is self-reliant, empowered and resilient.	65	To focus on developing knowledge and skills of young people mainly for jobs and employment.	35
2	Education B	To uphold Islam as the official religion, integral to daily life but also providing for more cultural diversity.	80	To uphold Islam as the official religion and integral to daily life	20
3	Employment	To support young people to get a more decent job and meaningful employment.	68	To support young people to get a job in the future.	32
4	Hunger & Poverty	To ensure that all youth are free from hunger & poverty by providing welfare assistance but making sure they eventually endeavour to be self-reliant.	94	To ensure that all youth are free from hunger & poverty by providing welfare assistance.	6
5	Health	To ensure highest standards of health and well-being among youth by reducing and preventing diseases, illnesses and exploitation of young people.	73	To ensure youth have access to basic health care and services.	27

What policy objectives do our youth prefer?(CSPS Survey 2018)

No.	Domain	Preferred Policy Objectives	%	Less preferred Policy Objectives	%
6	Environment	To encourage active participation among youth in environmental activities.	76	To provide youth with environmental education in schools and colleges.	24
7	Drugs and Delinquency	To promote the well-being and overall safety of young people through overall preventive programmes.	52	To prioritize on crime reduction and drug demand reduction through increased law enforcement and policing.	48
8	Leisure activities	To promote more diversity and creativity in leisure activities for youth.	81	To promote leisure activities for youth that are compatible with our existing culture.	19
9	Young Women and Girls	To ensure equal opportunities and social inclusion for all including marginalized and underprivileged youth.	85	To ensure equal opportunities and social inclusion mainly for young women and girls.	15
10	Full and Effective Participation	To enable youth to contribute fully to the economy and society and participate in decision making.	82	To enable youth to participate to the economy and society.	18

What policy objectives do our youth prefer?(CSPS Survey 2018)

No.	Domain	Preferred Policy Objectives	%	Less preferred Policy Objectives	%
11	Globalisation	To develop attitudes and personal qualities, such as patriotism, confidence and creativity.	53	To prepare youth to embrace globalisation, be technologically advanced and future ready.	43
				To instil in youth a clear sense of national identity and patriotism.	4
12	ICT	To ensure young people have full understanding, access and participation in the New Information Society.	80	To ensure that ICT education is integrated in schools and colleges.	20
13	HIV/AIDS	To ensure young people are fully educated on HIV/AIDS and properly treated for HIV/AIDS.	87	To ensure young people are fully educated on HIV/AIDS	13
14	Intergeneration Relationships	To ensure that young people are given opportunities to interact with older people to foster solidarity between generations but with more equity, less hierarchies and reciprocity between them.	58	To ensure young people continue to practise filial piety and respect for the older people.	29
				To ensure that young people are given opportunities to interact with older people to foster solidarity between generations.	13

Which youth futures do we prefer for Brunei?

- It is NOT about predicting the future
- It is process that helps to develop a vision of a preferred future, and work towards creating that preferred future.





Archetypal Scenarios:

- **Continued Growth** (BAU, assumed growth, tiger economy)
- **Collapse** or Catastrophe (failure of BAU, Decline)
- **Discipline** or Disciplined Society (basic needs, spirituality)
- **Transformation** (radical transformation of BAU towards desired future, epistemic shift)

Preferred Future Youth Scenario (CSPS Survey 2018)

Transformation

- The 4th Industrial Revolution
- Globalisation connectedness, high innovation & knowledge intensive
- Life long education & future proof youth
- An age of automation, AI & digitalization
- Youths are change agents and key decision makers



"Among the main concerns are the Fourth Industrial Revolution. Effective measures towards the economy are our participation in the global network to increase productivity and opportunities, ensuring that we are able to meet the prerequisites of standards and regulations, as well as to adapt to digital technology."

"Technological advancement as a result of this Fourth Industrial Revolution, however, will challenge our conventional skills, and that it requires the enhancement of existing skills and lifelong learning."

TITAH
KEBAWAH DULI YANG MAHA MULIA PADUKA SERI BAGINDA SULTAN HAJI HASSANAL
BOLKIAH MU'IZZADDIN WADDAULAH IBNI AL-MARHUM SULTAN HAJI OMAR 'ALI
SAIFUDDIEN SA'ADUL KHAIRI WADDIEN, SULTAN DAN YANG DIPERTUAN NEGARA BRUNEI
DARUSSALAM
in conjunction with the New Year 2019

Discipline: Spirituality

- A Spiritual Society
- Community development, not tiger economy.
- Simple lifestyle adopted based on Bruneian core values.
- Inclusivity
- Bigger is not necessarily better!



Youth priority areas to address for youth development

1. Education Opportunities
2. Employment Opportunities
3. Full & Effective Participation
4. Values and Identity (Inclusivity)
5. Globalisation
6. Self Development & Self Potential
7. Community (Social) Integration
8. Health & Leisure activities

The Transformation Society: Automation, AI & Digitalisation

- **47% of jobs in OECD countries** are highly automatable or will significantly change as a result of automation. (OECD)
- **137 million workers in Cambodia, Indonesia, Philippines, Thailand, and Vietnam** (or 56% labor force) could lose their jobs to automation in the next 2 decades. (ILO)
- By 2030, as much as **30% of work done globally** could be automated. (McKinsey Global Institute)

SmartAction uses ML technology and advanced speech recognition to improve upon conventional interactive voice response systems, realising cost savings of 60 to 80 percent over an outsourced call center consisting of human labour



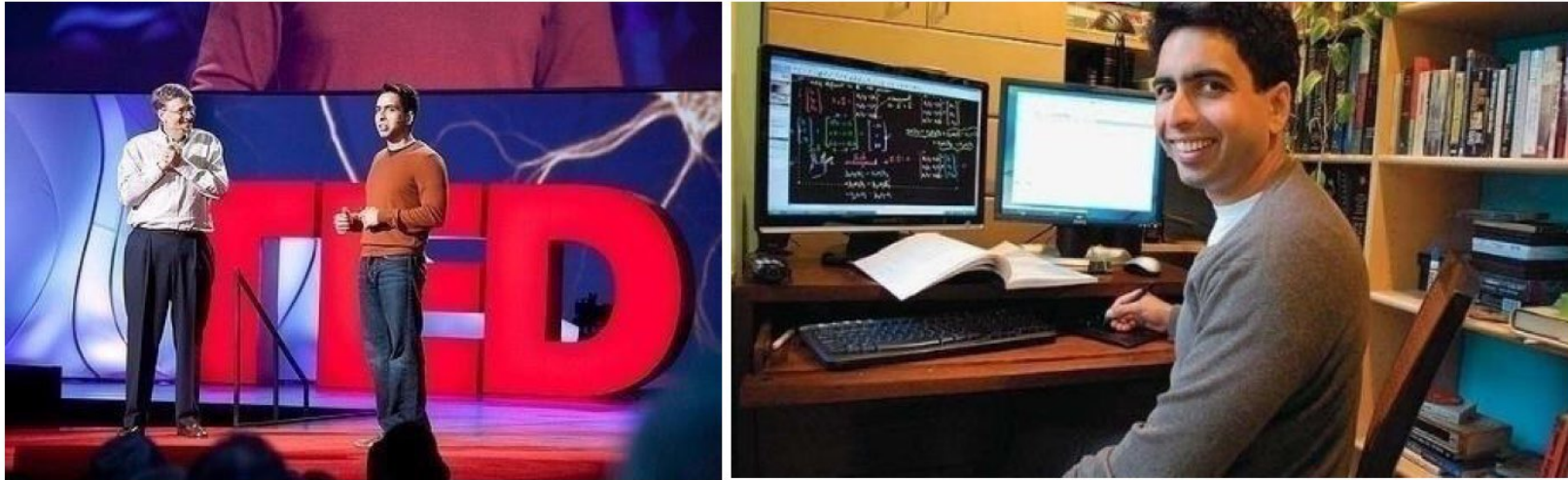
SmartAction was founded as an artificial intelligence research company and has since evolved into the leading provider of AI-powered customer self-service solutions.

Our cloud-based platform is built for enterprises to satisfy growing expectations for self-service. We focus on building an environment where intelligent virtual agents are handling complex customer requests in every medium – voice, SMS text, chat, social media, and mobile. This leaves call center agents with time to focus on more meaningful, human-only conversations. It is our goal to fundamentally improve the way customers communicate with the brands they love.



Industries: Financial Services, Healthcare, Insurance, Life Sciences, Retail, Services, Travel & Hospitality, Utilities

A global classroom – Salman Khan **সালমান খান**



From a small office in his home: Khan academy (2006), produced 4800 video lessons, all free, over 2 million subscribers on YouTube. 492 million views. By 2013 it has 10 million students per month. Gamification of learning.

*The One World Schoolhouse: **Education Reimagined.***

Jobs that already disappeared

- Telephone and Switchboard Operators, Typists, Type-setters, Bowling Alley Pinsetters, Human Alarm Clocks, Lamplighter, Factory Lectors, Aircraft Listeners, Elevator Operators, Lady's Companions, ...
- Almost 200 entries under "obsolete occupations" Wiki entry



Compositor: They were though of as hi-tech (Photo: Getty)

Jobs that are currently disappearing

- Meter Readers (water & electricity companies), Travel Agents, Gas Station Attendants, Cashiers, Postmen/Postal Service Mail Sorters/Carriers/Clerks, Film Projectionists, Farmers/Ranchers/other Agricultural Managers, Agricultural Workers, Fast-food Cooks, Sewing Machine Operators, Data Entry Clerks, Door-to-Door Sales Workers, Street Vendors, Electrical and Electronic Equipment Assemblers, File Clerks, Pre-press Technicians/Workers, ...



The Future of Work Beta v1

Connectivity

- Information availability
- Globalized access
- Mobile work

Machine capabilities

- Processing power
- Artificial Intelligence
- Spatial cognition
- Robotics

UNDERLYING DRIVERS

Demographics

- Ageing
- Country divergence
- Migration
- Pension funding

Social expectations

- Opportunity
- Gender equity
- Flexibility
- Meaning
- Potential

Modularization

- Unbundling
- Work fragmentation
- Specialization
- Distributed processes

Globalization

- Product
- Innovation
- Service

ECONOMIC STRUCTURE

Productivity

- Factor shifts
- Technology impact
- Capital efficiency
- Industry divergence

Value polarization

- Commoditization
- Expertise
- Innovation
- Relationships

Remote work

- Telepresence
- Collaboration
- Virtual worlds
- Machine operation

Work marketplaces

- Participation
- Availability
- Pay pressure
- Access to expertise

LABOR DISPLACEMENT

Crowdsourcing

- Open innovation
- Labor pools
- Managed crowds
- Enhanced mechanisms

Worker replacement

- Automation
- Robots
- Service
- Judgment

Economy of individuals

- Independence
- Entrepreneurship
- Collaboration
- Reputation

Polarization of work

- Pay
- Opportunity
- Affiliation

EMERGING LANDSCAPE

High-performance organizations

- Internal markets
- Ad-hoc networks
- Social technologies
- Distributed value creation

Education

- Available
- Open
- Continuous
- Peer learning

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Beyond Automation: Key Trends for Job Futures

1. Job/Market Polarization?
2. A Jobless Future?
3. New Types of Jobs?
4. Portfolio Careers?
5. Flexible and Freelance work ?
6. Flexible Working Hours?
7. Universal Basic Wage?
8. New Skills and Education
9. Change Mindset & Mentality?