OPTIMIZING THE ROLE OF YOUTH IN ASEAN REGION TO MEET 21\textsuperscript{ST} CENTURY CHALLENGES

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Abstract: ASEAN is a stirring and vibrant region with nearly half of its 630 million people aged below 35. It has one of the best resources possible which is human capital to embrace the very real challenges of the Industry 4.0 economy. Youths are the backbone of a nation. It is utmost necessary to create skills, behaviour, awareness, welfare-attitudes and a sense of ethical responsibilities among the youths to anticipate the needs of the economy and prepare a highly skilled workforce in order to build a competitive republic. This paper reviews the roles of youth in ASEAN region. Poverty, unemployment rates are constantly higher in this region which is causing a prolonged and frustrating situation for the youths. When, the industry is demanding highly skilled professionals to support the economy, the educational institutes struggling to produce an employable workforce for the job market. Online libraries and Google scholar electronic databases were researched from 2009 to 2019 using free-text words and youth subject headings relevant to the topic. Most studies identified were exploratory and of varying methodological design. The inclusion studies found that there are several initiatives taken by the ASEAN members which need to be scrutinized. The carry out of collaborative research to endorse industry competitiveness and innovation has been largely missing in the region’s youth development landscape. These challenges need to be addressed urgently and orient better learning to optimize the role of youths for its full economic development potential.

Keywords: Youth, Industry 4.0, Roles, Skills, ASEAN

Introduction
Today, there are about 1.2 billion young people who are aged between 15 to 24 years, representing 16\% of the worldwide populace (World Population Report by United Nations, 2017). The dynamic commitment of youth in supportable improvement endeavours is the key to accomplishing comprehensive and stable social orders to turning away the most exceedingly terrible dangers and difficulties including the effects of environmental change, joblessness, neediness, imbalance in gender diversification, strife, and relocation. As indicated by the Association of Southeast Asian Nations (ASEAN) figures, the adolescent populace (aged between 15 to 34 years) represents 213 million youngsters in ASEAN nations, comprising the biggest ever partner of ASEAN youth (ASEAN-UNICEF, 2018). The locale is headed by a work escalated market; mechanical advancement, globalization, and market-arranged change have evolved from its quick development in
the previous two decades (World Youth Report by UN, 2018). This paper gives knowledge into the role of youth in ASEAN region with regards to the execution of various overall youth motivation actions for sustainable development and related systems, specifically the World Program of Action for Youth. The paper theoretically reviews basis of the action plans made in upgrading youth improvement endeavours and inspects how proof based youth approaches can help quicken youth-related goals. Therefore, this paper investigates the basic role youths need to address the challenges of 21st century.

There are several challenges identified to implement the action plans. These incorporate the requirement for clear comprehension of the fundamental aptitudes - previous insignificant recognizable proof of definition and depiction. This is basic if instruction frameworks are to change educational plans to incorporate the new learning objectives that the abilities suggest. A subsequent test is the requirement for clear depictions of what various degrees of capabilities in aptitudes may resemble (Chubb, Reilly & Brown, 2011). Although a few education systems have developed early frameworks which include increasing levels of competency, there are no generic examples that describe how some of these skills "progress." Such depictions would empower instructors to realize what to sensibly expect of a youngster in the early long periods of primary school versus of a kid in later years as far as cooperative conduct or basic reasoning. A third challenge lies in the impediments that these initial two obstacles posture to the improvement of evaluations of 21st century aptitudes. Without a totally clear comprehension of a learning area, or "develop," structuring appraisal systems and undertakings are inconceivable (Fletcher & Robinson, 2016). Without an absolutely clear understanding of a learning domain, or "construct," designing assessment frameworks and tasks are impossible. Without a comprehension of what expanding levels of competency in ability appear as though, it is unimaginable to expect to draft the evaluation undertakings that will target various levels. If properly leveraged, the information transformation and the rise of new advances can give tremendous chances to store up a lot of credibility on the circumstance of youth. More prominent endeavours to encourage open private associations between the Government, the private division, common society and the scholarly community are basic in this unique situation. In the areas of education and employment, large gaps remain in the input needed to realize the goals and targets set out in complementary frameworks.

**History**

Southeast Asia has come a long way in the last 50 years. In 1967, the leaders of Indonesia, Malaysia, Philippines, Singapore and Thailand, took a leap of faith and formed
ASEAN. The original five members were later joined by Brunei, Vietnam, Laos, Myanmar and Cambodia, bringing ASEAN to 10 member states. ASEAN’s original objective was political. The five founding members wanted a regional platform for dialogue and cooperation. They wanted to put old suspicions and hostilities behind them, to work through new problems and conflicts peacefully and constructively (ASEAN Focus, 2018). To foster a stable environment within which each country could concentrate on its own nation building, this objective was achieved. But, to carry forward under the challenges of 21st century, the youths need to achieve further role playing in obtaining the desired success level. The following sections discussed the different competency skills that can be played by the youths.

**Accountability and Dependability**
Responsibility and constancy assumes individual liability for the quality and practicality of work, and accomplishes results with little oversight (Kim et al., 2009). It doesn’t diffuse fault for not meeting desires; faces up to issues with individuals rapidly and legitimately. It appears at take a shot at time and adheres to guidelines, approaches, and methods. It fulfils profitability guidelines, cut-off times and work routines. It remains concentrated on assignments in spite of interruptions and interferences. It utilizes accessible time and assets. It offsets nature of work with fulfilling time constraints. It doesn’t rationalize blunders or issues; recognizes and adjusts botches.

**Advocating Causes**
Upholding causes impact others to act on the side of thoughts and projects (Henri et al., 2004). It effectively advances and requests support for a program or cause. It fabricates validity as a delegate by showing individual responsibility and sharing data. It utilizes information on crowd perspectives and interests, picks and utilizes assorted techniques, devices, and assets to teach and assemble eagerness in potential accomplices and supporters. It guarantees others handle the reason and advantages of the program or cause. It tailors messages to explicit spectators to create intrigue and support. It shows energy for the reason, and starts that equivalent enthusiasm in others.

**Analysis and Reasoning**
Investigation and thinking inspects information to get a handle on issues, reach inferences, and take care of issues (Franco-Santos, et al., 2012). It recognizes key certainties in a scope of information, sees when information show up off-base or inadequate or need confirmation. It recognizes data that isn’t appropriate to a choice or arrangement. It separates complex data into segment parts. It sorts and gatherings information and applies causal connections. It sees basic standards, examples or topics in a variety of related data. It applies rationale and complex layers of rules to
examine and sort confounded data. It sees connections between data in differed structures and from shifted sources. It goes past dissecting real data to build up a calculated comprehension of the importance of a scope of data. It incorporates assorted subjects and lines of thinking to make new bits of knowledge or levels of comprehension for the current issue. It thinks regarding summed up models as opposed to solid subtleties.

**Attention to Detail**
It tenaciously takes care of subtleties and seeks after quality in achieving undertakings (Henri et al., 2004). Tender loving care performs undertakings with care; is intensive. It makes scarcely any mistakes happened. It checks work to guarantee exactness and culmination. It looks at perceptions or completed work to what is required to discover irregularities. It stays mindful and deals with subtleties that are not entirely obvious or reject as irrelevant.

**Creative and Innovative Thinking**
Inventive and imaginative reasoning grows crisp thoughts that give answers for a wide range of work environment challenges (Henri et al., 2004). It sees old issues in imaginative manners and has novel ways to deal with tackling those issues. It contributes unique and ingenious thoughts in meetings to generate new ideas. It interfaces apparently irrelevant thoughts, occasions, and conditions to discover worldwide answers for singular issues. It sees open doors for innovative critical thinking while at the same time remaining inside the parameters of good practice. It creates remarkable however useful and valuable answers for troublesome issues. It thinks as far as wanted results, not simply responsive, speedy arrangements. It discovers approaches to transform the perfect into the real world. It tries different things with imaginative thoughts, strategies, and methods. It imagines potential issues and arrangements without requiring unmistakable, "reality" models. It can examine and extend the perspectives and effects of issues and choices.

**Customer Focus**
Client centre forms and keeps up consumer loyalty with the items and administrations offered by the association (Kim et al., 2009). It can depict clients' matter of fact and desires. It shows enthusiasm for, foresees, and reacts convenient to client needs. It centres around the client's business results, as opposed to possess. It goes past essential assistance desires to assist clients with actualizing total arrangements. It conveys items and administrations when and where the client needs them. It investigates choices when unfit to convey a mentioned item or administration, and seeks after arrangements until the client is fulfilled. It gives clients status reports and progress refreshes. It looks for client input and guarantees needs have been completely met. It looks for approaches to improve administration conveyance. It
evaluates the association and its administrations from the client's perspective. It underlines a group way to deal with giving incredible client support. It perceives antagonistic client responses and grows better other options.

**Decision Making and Judgment**

It makes auspicious, educated choices that think about the realities, objectives, requirements, and dangers (Chubb, Reilly & Brown, 2011). It accumulates information and others’ info when deciding, considers exercises gained as a matter of fact, varying needs, and the effect of the choice on others. It adjusts examination, knowledge, experience, and viewpoint when deciding. It discovers arrangements that are worthy to assorted gatherings with clashing interests and needs. It gauges the advantages and disadvantages of every alternative before choosing and pushing ahead. It can clarify the method of reasoning for a choice. It settles on fundamental choices in any event, when data is restricted or vague. It gains from the results of choices.

**Development and Continual Learning**

It shows a progressing responsibility to learning and personal development (Ahasanul et al., 2019). It applies claim abilities to work assignments, and sharpens the capabilities required in present place of employment. It searches for better approaches to perform routine parts of occupation. It requests and uses input to improve execution. Looks for and procures new skills, work strategies, thoughts, and data that will improve claim productivity and viability at work. It finds and boosts open doors for development and improvement from numerous sources. It considers inability to be a chance to gain from past outcomes, and keeps on learning and develops.

**Enforcing Laws, Rules, and Regulations**

It implements legislative laws, rules, and guidelines, and starts implementation activities such that the general population sees as reasonable, objective, and sensible (Henri et al., 2004). It plainly clarifies laws, rules, and guidelines, just as what establishes an infringement. It dispassionately applies "the stated purpose of the law" during all communications, yet obviously comprehends "the actual intent of the law" when choosing if authorization activity is required. Fumes different choices, for example, looking for wilful consistence before turning to an implementation activity. It perceives circumstances that warrant decisive activity and pushes ahead decisively. It adjusts upholding all laws, rules, and guidelines against the need to react to the most exceedingly terrible (or generally destructive) infringement first. It tries to avoid panicking during authorization exercises to decrease the opportunity of antagonistic vibe.

**Ethics and Integrity**

It acquires others' trust and regard through reliable trustworthiness and polished
methodology in all collaborations (Chubb, Reilly & Brown, 2011). It regards and looks after privacy. It comes clean and is straightforward in all dealings. It keeps guarantees and duties made to other people. Continuously attempt to make the best choice, in any event, when it is hard to achieve. Doesn't respect strain to show predisposition or control others. It keeps away from circumstances and activities considered improper or which present an irreconcilable situation. It holds fast to a lot of basic beliefs that are spoken to in choices and activities. It doesn't distort self or use position or expert for individual increase.

**Gaining Voluntary Compliance**

It persuades others to pursue suggestions and exhortation to carry them into consistence with guidelines, gauges, or strategies (Fletcher & Robinson, 2016). It obviously conveys the explanations behind looking for consistence. Clarify the guideline, standard, or arrangement inside the setting of the client's circumstance. Sees when the customer neglects to get a handle on key arrangements of the law. It tunes in to the client's perspective to guarantee suggestions genuinely address their issues inside the arrangements of the law. It foresees and reacts helpfully to client opposition, maintains a strategic distance from fierce methodologies and keeps the correspondence positive, calls attention to the undeniable and shrouded advantages of wilful consistence. It discloses to the client the results of inability to conform to guidelines, gauges, or arrangements. Guarantees the client comprehends the following stages in the implementation procedure.

**Influencing Others**

It gets others amped up for and focused on encouraging the association's goals (Kim et al., 2009). It motivates and convinces others to wilfully pursue heading, seek after and accomplish objectives, and receive new positions or sentiments. It advances the formation of shared strategic, and qualities, and utilizations those standards to manage activities. It shows an inspirational mentality about the work to be done, collaborators, clients, the executives, and manager arrangements. It tends to issues in an open, valuable, proficient way, and convinces others to move toward issues in a similar way. It shows others how its done and sets principles for proficient conduct; it helps those needing help, paying little respect to rank. It shows commitment in finishing the work that must be finished.

**Interviewing Others**

It poses inquiries in manners that upgrade the lucidity, quality, and dependability of data (Chubb, Reilly & Brown, 2011). It designs the meeting procedure ahead of time, distinguishing the key data to gather. It comforts the interviewee, and guarantees the individual in question comprehends the procedure and its motivation. It creates trust
to acquire legit reactions. It asks immediate, centred, and consistently requested inquiries that agree to all legitimate or strategy prerequisites. Thoughtfully introduces delicate topics. It spots when introductory answers are inadequate, poses explaining inquiries that get to the core of issues or that supply required data, sees when to question or confirm data. After the meeting, it surveys, explains, and records notes and impressions while the data is still new in memory, notes key indicates that are most significant the issue.

Leadership
It advances authoritative crucial objectives, and demonstrates the best approach to accomplish those (Henri et al., 2004). It makes a positive workplace where all staffs are roused to put forth a valiant effort. It passes on trust in a gathering's capacity to beat difficulties to arrive at its objectives. It joins crucial, qualities, objectives, and systems to ordinary work. It sees the potential in others and accepts open doors to apply and build up that potential. It goes for broke to improve execution, attempt a crisp methodology, or arrive at a difficult objective. It sets clear, important, testing, and feasible gathering objectives and desires that are lined up with those of the association. It recommends and requests others' plans to improve quality, productivity, and viability.

Listening
It comprehends and gains from what others state (Ahasanul et al., 2019). Affirms understanding by rewording or abridging what others have said. It gives the speaker full focus and seems intrigued by the message (e.g., keeps in touch, gestures). It takes care of verbal and non-verbal signs that make a more profound comprehension of the message. It enables others to talk without pointlessly interfering with them. It poses explaining inquiries that evoke clearer or progressively fundamental data.

Mediating Disputes
It helps other people settle mind boggling or touchy differences and clashes (Fletcher & Robinson, 2016). It keeps up a goal, nonpartisan position. Shows regard for the requirements and points of view of all sides in the contest. It explains the issues, interests, and destinations of each gathering, assists parties with seeing things from each other's points of view. It perceives when gatherings have gotten additionally ready to settle. Helps other people discover shared opinion and feasible arrangements that address their issues. It sees when gatherings are settled in to such an extent that the intercession procedure isn't advancing. Looks for extra assets or moves to an alternate system for settling the issues.
Negotiating Agreements
It arrives at arrangements or bargains. It presents interests in manners that cultivate the comprehension and goals of issues, looks to comprehend others' inclinations (Ahasanul et al., 2019). It increases other gatherings' trust by being straightforward, aware, and delicate to their needs. Realizes that when will generally be delicate and when to be decisive, and acts appropriately, stays away from ultimatums. It questions and counters others' recommendations without harming connections, clarifies thoughts or places that addition acknowledgment or understanding, works from actualities and a solid information base. It stays open to numerous ways to deal with address needs or resolve issues, looks for proposals from different gatherings. It looks for normal interests and win/win arrangements or commonly pleasant exchange offs.

Operating Equipment
It utilizes apparatuses, machines, and vehicles to move merchandise or individuals, or to make work items (Ahasanul et al., 2019). It learns the capacities, purposes, and impediments of new hardware, and works on utilizing it. It precisely sets up and aligns instruments and machines. It routinely investigates hardware, and holds fast to the best possible support plan. It pursues security and different guidelines when dealing with and working hardware. It utilizes gear for its planned reason just, shielding it from harm and abuse. It reacts rapidly to breakdowns, looking for help as required and guaranteeing gear is completely operational before utilizing it once more.

Problem Solving
It settles troublesome or entangled difficulties. It outlines issues before attempting to fathom them (Ahasanul et al., 2019). Separates issues and distinguishes every one of their features, including covered up or dubious perspectives. It shows understanding into the underlying drivers of issues, produces a scope of arrangements and strategies with advantages, expenses, and dangers related with each. It tests every single productive hotspot for answers, and thinks 'fresh' to discover alternatives, utilizes the inventive thoughts of others to help create arrangements, looks for guidance from those who've tackled comparative issues. It tests proposed arrangements against the truth of likely impacts before going ahead; looks past the undeniable and doesn't stop at the main answers. It assesses the picked strategy after it has been executed to decide its value and effects.

Providing Consultation
It helps customers to recognize and resolve sensitive issues (Fletcher & Robinson, 2016). It excitedly draws in customers in recognizing issues, choices, and wanted results, builds up a reasonable image of the requirements and best choices from the customer's point of view. It distinguishes assets and potential
arrangements that are viable and successful. Knows and clarifies where, when, and how to actualize those choices. It assists customers with exploring intricate or delicate issues, remembering the customer's eventual benefits and prompting on best practices. It stays focused on helping the customer long after introductory arrangements have been applied. Follows up to ensure wanted results are figured it out. It gains a sharp point of view on the customer's the same old thing and operational needs. Utilizations that widening perspective to help settle increasingly mind boggling and troublesome issues, and to foresee new customer needs. It acts proactively, perceiving significant patterns that will influence customers, conveys those patterns so customers can more readily plan to address new difficulties, and grows new administrations and administration models in accordance with those requirements.

**Relationship Building**

It fabricates valuable working connections portrayed by a raised degree of acknowledgment, collaboration, and shared regard (Ahasanul et al., 2019). It keeps up an open, congenial way, and treats others reasonably and consciously. Jelly others' fearlessness and nobility, and shows respect for their feelings. It looks for and considers thoughts from the individuals who are hesitant to express their perspectives. Foresees and perceives the worries of others, regardless of whether those worries are not transparently communicated. It constructs compatibility by tuning in to, examining and consulting with, and fulfilling, empowering, and rousing others. It tries to determine encounters and contradictions valuably, centre on the circumstance, issues, or practices, as opposed to the individuals. It commends working environment achievement and accomplishment, bolsters the inventive thoughts of others. It advances the commitments and achievements of clients or customers to other people. It exhibits a harmony between building affinity and completing the work.

**Researching Information**

It distinguishes, gathers, and composes information for examination and basic leadership (Ahasanul et al., 2019). It realizes where and how to get to the correct information for the task, seeks after leads for extra wellsprings of data. It screens out superfluous and obscure data, keeping the top notch information. Questions the points of confinement, quality, and exactness of information; burrows for subtleties and affirms suspect information. It obviously archives sources, and composes the data as indicated by the examination needs. It knows when more data is required and when enough has been gathered to arrive at a resolution. It finds the patterns and connections in the developing actuality design, and recognizes new or related lines of research that lead to progressively effective or complete ends.
**Results Focus and Initiative**
This competency on an individual spotlights on results and wanted results and how best to accomplish them (Ahasanul et al., 2019). It takes care of business. It defines goal-oriented objectives and works resolutely to accomplish them, propels self as well as other people to arrive at achievements. It searches for chances to help move an undertaking along; volunteers to help other people with activities or assignments. It sees when investigation and dialog have filled their need and moves to activity. It reacts to difficulties with recharged and expanded endeavours; is diligent even with trouble. It eagerly places in additional time and exertion in emergency circumstances; goes the "additional mile" to guarantee the objective is met.

**Speaking**
Talking passes on thoughts and realities orally utilizing language the group of spectators will best comprehend (Kim et al., 2009). It utilizes right jargon and sentence structure, maintains a strategic distance from slang and hostile language. It presents data plainly, succinctly, and coherently, centres on key focuses. It gives the audience time to process data and pose inquiries. It peruses others' non-verbal communication, and alters tone and style appropriately. It utilizes plain converse with clarify mind boggling or specialized ideas, changes substance, style, and structure to suit the subject, the reason, and the requirements of different crowds. It catches and holds others' consideration, utilizes language, affectation, stops, and non-verbal communication for expanded effect.

**Stress Tolerance**
Resistance of stress keeps up self-control in exceptionally upsetting or unfriendly circumstances (Franco-Santos et al., 2012). It handles high outstanding task at hand, contending requests, ambiguous assignments, interferences, and interruptions without breaking a sweat. It stays enduring or flourishes under strain, utilizing it to fuel profitability and productivity. It remains quiet and keeps up centre in fierce, compromising, or crisis circumstances. Sets on discerning choices and keeps on performing adequately. It gives guidance in emergency circumstances, defuses conceivably savage individuals or circumstances, quieting others and expelling them from hurt.

**Tact**
It carefully handles testing or tense relational circumstances (Fletcher & Robinson, 2016). It endeavours to comprehend the information, the individuals, and their perspectives before settling on choices and taking activities. It works through troublesome or ungainly relational circumstances in a positive way, introduces delicate issues ways that permits discerning and open dialog. It centres on issues and interests rather than individuals or positions, in any event, when by and by assaulted. It conveys extreme messages with affectability to limit the negative effect on
others; evaluates helpfully. It keenly mediates in clashes to improve correspondence, diffuse pressure, and resolve issues. Looks to discover shared conviction and protect connections.

**Teamwork**
Collaboration advances participation and duty inside a group to accomplish objectives and expectations (Ahasanul et al., 2019). It guarantees joint responsibility for setting, duties, and achievements. It includes the entire group. It knows and supports colleagues’ work and expectations, helps partners who require or request backing or help. It recognizes and commends the accomplishments of partners, lauds the group and its accomplishment to other people. It energizes group solidarity through sharing data or skill, cooperating to take care of issues, and putting group achievement first. It causes evacuate boundaries to group profitability and achievement.

**Valuing Diversity**
It makes a workplace that grasps and acknowledges decent variety (Ahasanul et al., 2019). It sees the estimation of social, ethnic, sexual orientation, and other individual contrasts in individuals, makes a situation of finding out about, esteeming, empowering, and supporting contrasts. It looks for changed perspectives and use assorted points of view in bunch procedures and basic leadership. Checks claim sees against the perspectives on others. It bolsters reasonable treatment and equivalent open door for all. Tunes in to and equitably thinks about the thoughts/contribution of others, regards the abilities and commitments all things considered. It endeavours to wipe out obstructions to assorted variety; guarantees that new hindrances to decent variety are not assembled.

**Writing**
Composing capacity passes on thoughts and realities recorded as a hard copy utilizing language the person will best comprehend (Kim et al., 2009). It utilizes right jargon, spelling, sentence structure, and accentuation. It creates clear, immediate, brief, total messages. It picks the best and important structure to express thoughts and data. Utilizations visual cues, tables, or different instruments to sort out and present point by point or complex data. It adjusts the substance, tone, style, and structure to suit the necessities of the person, the subject, and the motivation behind the correspondence, utilizes plain converse with clarify unpredictable or specialized ideas. It sorts out data so realities or thoughts expand upon each other to lead the person to a particular end. It utilizes formal composing styles or progressed artistic strategies and arrangements appropriate for the activity.

**Conclusion**
This study will help to instill interest among youths to think of competences in which their roles can be improved to become skilled
individuals. A modern and skilled generation can effortlessly contribute towards the development of ASEAN region. The growth of new innovations, for example, block-chain technology, computerized reasoning, the Internet of Things (IoT), healthcare mobility prescription and self-governing vehicles guarantees that we are living in a period of profound and quick changes to young entrepreneurs around the world. The unyielding anxiety among ASEAN members to keep abilities continually refreshed even with innovative change is additionally reflected in performances of the youths. For organizations, these discoveries recommend a solid need to increment interest in human capital advancement – both to guarantee a top notch workforce and as a wellspring of upper hand to pull in for youths.

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