

AJASN Newsletter

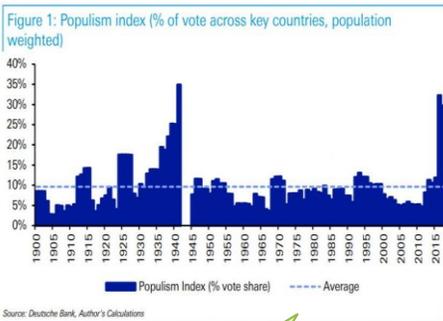
April 2018

Inside

- 1 Public service
- 2 Changing workplace
- 2 Health
- 2 Urban & Built
- 3 Education, science & technology
- 4 Frames
- 4 Forward Looks
- 5 News
- 5 Websites / Resources
- 5 Events

Feedback to Kate Delaney
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Thanks to Dr Rhyl Vallis, Dr Stuart Pearson



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Public service (& related)

The [Digital Z](#), or D7, is a network of the world's most advanced digital nations with a shared goal of harnessing digital technology and new ways of working to improve citizens' lives. They exclude China and Singapore on the basis of also requiring the members to be committed to open systems and democracy. (Charter [here](#).)

Transparency International published 2017 [Corruption Perceptions Index](#), a global ranking of fairness around the world (NZ = 1, Singapore = 6, Australia = 13 of 180 ranked.) The 2018 [Best Countries](#) report ranks Australia 7th, United States 8th, and New Zealand 13th. Kenya, Tanzania and Uganda are increasingly employing community service as punishment for smaller crimes, offering an alternative ([sentencing](#)) model. Concerns about Australian charities rose by 42 per cent in 2017, according to a [report](#) from the national charity regulator. The Justice Project (comprehensive national review into the state of access to justice in Australia) issued a [progress report](#).

The Atlantic writes on [buying and selling virtual citizenship](#) (Estonia, Cyprus, UAE). Some countries [biggest exports are passports](#). The Treasury Research institute '[Shaping a Nation](#)' says immigration lifts GDP, it also lifts GDP per capita.

[Ngairé Woods](#) argues that US leadership may no longer be necessary to underpin a rules-based global order. The EU plans to introduce a levy on the [revenues of tech giants](#).

Here is a [paper](#): Managing Crises Collaboratively: Prospects and Problems – A Systematic Literature Review. ICYMI – Styles of Government Intervention [chart](#).

This research shows more [evidence](#) of the effectiveness of basic income (esp. for children.) Ontario's [basic income pilot](#) was a finalist for Fast Company's 2018 World Changing Ideas. This [article](#) says a UBI might help youth in struggling households. This paper proposes the creation of a [Public Service Employment \(PSE\) program](#) that would offer a job at a living wage to all who are ready and willing to work (US.) This [article](#) spells out the progressive case against Universal Basic Income.

A California pilot study [ReadyReturn](#) where a completed tax return was prepared by the state (not an individual or tax professional) for low-income and middle-income taxpayers is being suggested for federal adoption in the U.S.

Deutsche Bank's global [populism index](#) measures share of votes for populist parties on a population weighted basis (see image to the left). You have to go all the way back to the time leading up to World War II to find the last time that populism had such widespread support.

A new [paper](#) by Thomas Piketty finds that major parties on both sides of the political spectrum have been captured by elites and warns of a future political system that pits *globalists* (high-income, high-education) against *nativists* (low-income, low-education) – a significant realignment of the party system.

The World Bank is [proposing](#) lower minimum wages and greater hiring and firing powers for employers as part of a wide-ranging deregulation of labour markets deemed necessary to prepare countries for the changing nature of work.

'Managing risks in the NSW public sector: risk culture and capability' is a [report](#) by the NSW Auditor General.

This paper [reports](#) on research that finds 'Policy, programme, and other senior decision-makers are seeking out and using research evidence and expertise that is freely available in an accessible format, in multiple ways' (e.g. not behind paywalls.) [Online comments](#) are a poor way to involve the public in policymaking. Public servants should be free to comment on social media (to criticise government) under fake names the Administrative Appeals Tribunal [finds](#).

Changing workplace

A NEW APPROACH TO MANAGING PEOPLE

Traditional HR management and management according to the dandelion principle approach differ in many critical areas – including approaches to work design, hiring and employee development.

	TRADITIONAL HR APPROACH	DANDELION PRINCIPLE APPROACH
Work Design	<ul style="list-style-type: none"> Derive business needs from stable strategy and plans. Design jobs by determining the tasks a given job requires, translate these into job descriptions of stable organizational roles. 	<ul style="list-style-type: none"> Design jobs to maximize potential for particular individuals to create value. Customize project roles so they “work” for short-term needs but can evolve as needs change.
Recruitment and Selection	<p>Template-based:</p> <ul style="list-style-type: none"> Seek, select and hire candidates who score well on checklists that are derived from job descriptions. 	<p>Variance-widening:</p> <ul style="list-style-type: none"> Hire people with “differences” (abilities or qualities the company doesn’t have). Hire unusual people; assess their skills carefully, so you know what you’ve got. Keep the connection to short-term job needs loose, assume jobs will evolve. Candidates need not be “well-rounded”; depth in one area can offset shortfalls in others.
Training and Development	<p>Assignment-based:</p> <ul style="list-style-type: none"> Train to provide skills needed for current job. Offer development education based on forecasts of future needs and organizational intentions. Focus on intended, foreseeable value. 	<p>Individual-based:</p> <ul style="list-style-type: none"> Train to bring out and develop exceptional abilities, even those not related to current or foreseeable assignments. Build up relevant capabilities and readiness to capture serendipitous value.

Source: “The Dandelion Principle: Redesigning Work for the Innovation Economy,” by Robert D. Austin and Thoralf Sonne. MIT Sloan Management Review, Summer 2014. sloanreview.mit.edu/n/35487.

Basic income - [stories](#) from the Ontario Canada pilot.

Here is [Report 1](#) of the Australian Women's Working Futures Project: Women and the future of work. Future Frontiers Analytical [Report](#): The Future of Work in Australia examines how new technologies will affect work and skill requirements in Australia over coming decades. A [report](#) from the Institute for Public Policy Research has deep concerns about the future of work.

Around 80,000 Australian families now have a [stay-at-home dad](#) according to this research released by the Australian Institute of Family Studies.

South Korea will turn off computers at the weekend so [civil servants go home](#) (8pm on Fridays in Seoul) to break down a culture of working overtime. Government employees there work about 30% more hours than in other countries.

New Zealand is experimenting with a new class of worker (a [‘dependant contractor’](#)) who is not an employee, but relies on one or a few providers to be able

Health

An emerging field, [digital phenotyping](#), tries to assess people's well-being based on their interactions with digital devices (?)

A large-scale [meta-study](#) found people who swim in the ocean have a higher risk of contracting ear ailments and gastrointestinal distress than non-sea bathers – with pollution suggested as a major factor. In another large-scale [study](#) of the drinking habits of 599,912 adults, researchers found that there's a negative correlation between binge drinking and life expectancy.

Public Health England announced an ambitious [calorie reduction program](#) – it challenges the food industry to reduce the calories in food often eaten by children by 20% between 2019 and 2024.

A new synthetic polymer molecule can target and kill five [multidrug-resistant bacteria](#). (Common wisdom is overturned) Researchers [show](#) anti-bacterial drugs can also knock viruses for six.

Australia is on track to completely eliminate [cervical cancer](#) (first country.) This newly discovered human organ may spread cancer. A [network of fluid-filled channels](#) may connect the entire human body.

A study reported that [lonely millennials](#) are more likely to have mental health problems, use negative strategies to cope with stress, and engage in risky health behaviour.

Urban, & built environment

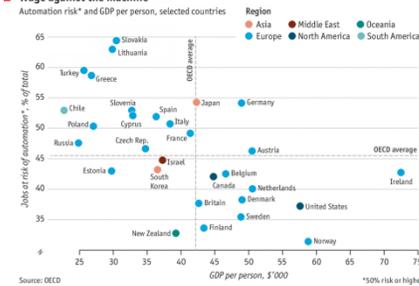
A new how-to guide from the Bass Initiative on Innovation and Placemaking explores the key elements of a healthy innovation district and outlines a [five-part framework](#) for assessing a city's innovation landscape. [Future Cities](#): Planning for our growing population is the fifth paper in Infrastructure Australia's Reform Series.

Here is an [assessment of 40 years' worth of green-building research](#) (healthy buildings, including air quality, temperature, moisture and lighting.)

This [research](#) models several politically acceptable pathways to reform negative gearing and CGT so as to reduce impacts on less sophisticated property investors. The market value of London apartment complexes with flammable cladding similar to that used on Grenfell Tower have been significantly [devalued](#).

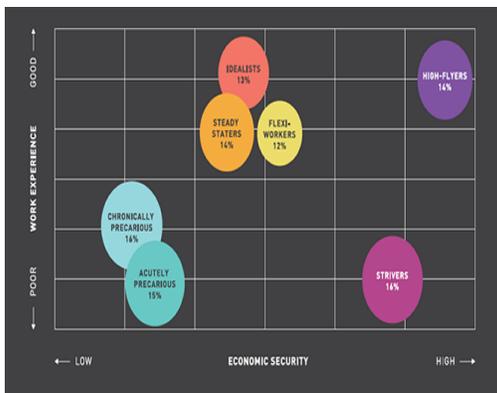
Every region in Canada except Quebec has agreed to match about \$7.7 billion in planned federal [spending on housing](#) through to 2028. This shows 3D-printed public housing unveiled in France ([here](#).)

Wage against the machine

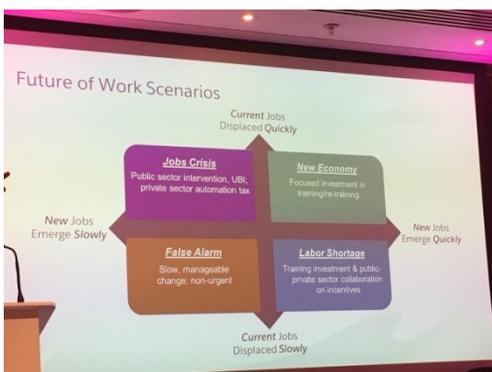


Source: OECD

Automation anxiety ... an article



An interesting article from LSE: [Insecurity in modern work: policy overlooks the ‘chronically precarious’ workers](#)



Education, science & technology

Tech companies in and around Toronto have seen a [surge](#) in international job applications over the last year, by far mostly from the U.S. Indonesia's first dedicated [science-funding](#) agency is struggling to raise enough money.

Book review "The Toxic University" - [here](#). This [article](#) that claims the scientific paper is dead (and alludes to what's next.) A new report, "[Changing publishing ecologies: A landscape study of new university presses and academic-led publishing.](#)" Australian researchers find the [university education](#) experience changes students' personalities for the better (extroversion & agreeableness.) Here is an article on [predatory publishing](#) (and cybercrime.) [Chinese universities](#) offer cash rewards from \$30 to 165,000 USD for papers published in journals indexed by Web of Science and the average reward amount has been increasing for the past 10 years.

Several Canadian provinces are [growing down](#) schools (not funding daycare) to younger kids. Finnish school tests new [robot teaching](#) assistants. This Paper reimagines [early childhood education](#) as a public health issue. The London 'paradox' where children from deprived backgrounds learn more quickly than advantaged children elsewhere is a (not understood) [counterpoint to conventional wisdom](#) about early childhood education.

Google's new AI search tool can answer any question by reading thousands of books. Type a question into "[Talk to Books](#)," and it will scan every sentence in 100,000 volumes and generate a list of likely responses ([here](#) too.)

Australia wants to [verify identity](#) with live video (scoping tender for Australia's 'GovPass' which provides access to personalised public services online) to stop fraud. This [story](#) discusses how a company which uses massive sets of psychographic data commercially insecurely stored (cloud) detailed personal information on tens of millions of individuals, gathered and scraped from multiple sources.

Amazon is building a product similar to a [checking account](#), meant to attract people who don't currently have bank accounts. President Trump's [attacks](#) on Amazon are likely to put the company under added scrutiny by foreign governments (Tesla too.) Facebook is to comply with the EU's new [data privacy regulations](#) (GDPR.) Users must opt in to policies that generate personal data. It may become a new standard.

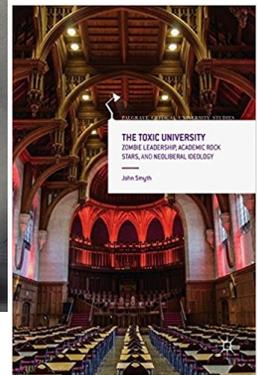
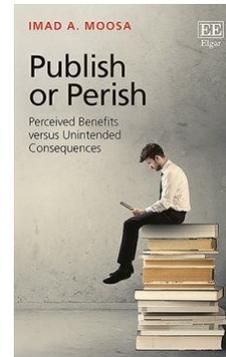
A new [Energy Transition Index](#) looks at 114 countries' energy systems' performance and transition readiness (see image.) Cobalt, a metal key to lithium batteries, is the most likely [bottleneck](#) to emerge in electric vehicle production. More than 50% of the world's supply is mined in the conflict-stricken Democratic Republic of Congo.

A wild card example 'Scientists [accidentally](#) created a mutant enzyme that [rapidly] eats plastic bottles.' [Read More](#)

The first-ever paralyzed man completed the London marathon, wearing an [exoskeleton](#).

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Researchers investigating the paths that have led to new drugs found evidence linking [basic research to new medicines](#) (i.e. curiosity-driven over 'shovel-ready' science.)



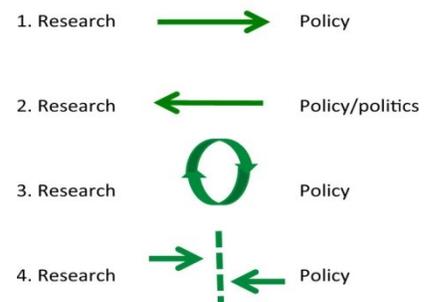
The Future Computed

Artificial Intelligence and its role in society
By Microsoft



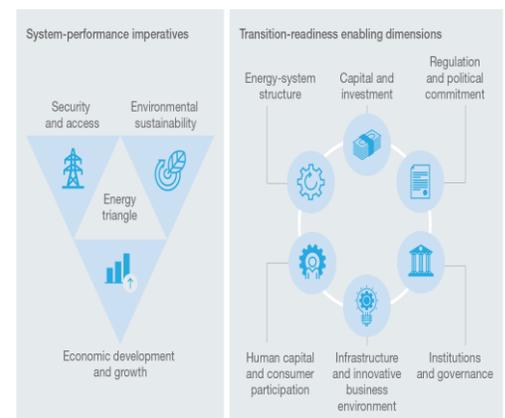
Foreword by Brad Smith and Harry Shum

Research-Policy Relations



Four models for research policy interactions ([paper](#))

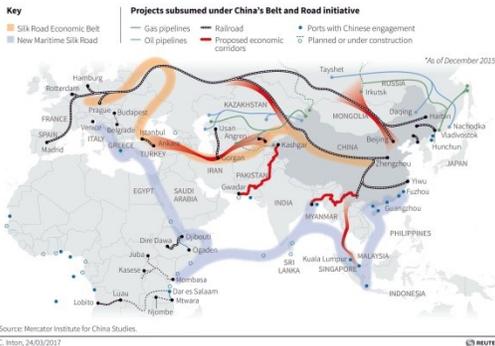
The framework captures the imperatives of an effective energy transition, as well as enabling dimensions.



National security

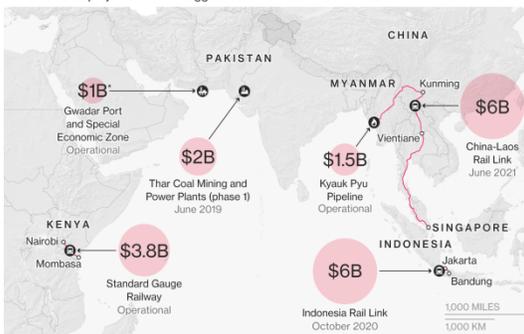
Reviving the Silk Road

Announced by Chinese President Xi Jinping in 2013, the Silk Road initiative, also known as China's Belt and Road initiative, aims to invest in infrastructure projects including railways and power grids in central, west and southern Asia, as well as Africa and Europe.



China's Massive Build Program Is Taking Off

Belt and Road projects with the biggest economic benefits



Many countries are now shifting toward China. But some are still counteracting China.



This [paper](#) outlines the current state of play in political warfare, identifies emerging threats, and proposes potential policy responses. A [new analysis](#) warns us that the period of relative peace since the end of World War II may be an aberration.

China has upped its [defence spending](#) and is investing heavily in new technologies that could transform its military into the world's most powerful force by the middle of the century. The emergence of [Eurasia](#) is discussed here. China has called on the US to "correct its mistake" after Donald Trump approved rules allowing top-level US officials to travel to Taiwan to meet their Taipei counterparts. China has plans to implement a [weather modification system](#) (rain) that will intercept Indian Monsoon clouds. Consumption and services are taking over as the main [drivers of growth](#) in China. Here is another [explanation](#) of the belt and road initiative. Here is an (other) article on [extreme gender imbalance](#) in China and India (and some consequences.)

The expulsion of Russian diplomats is part of a [unified international response](#) that could seriously undermine Russian intelligence networks but [it may take different strategies](#) to change the Kremlin's ways. The new [Cuban president](#) (April) is expected to be the first not to belong to the Castro family since the 1959 revolution, after which Raul's older brother Fidel took power.

This is an interesting article on the U.S. military in [Africa](#). The United States Cyber Command (USCYBERCOM) has released effectively a new [command strategy](#). Rand's [Security 2040](#) project is exploring/will explore big-picture trends shaping the security landscape over the next 20 years (including lesser-known risks.) The U.S. Department of Commerce has [banned](#) American companies from selling components to Chinese telecom equipment maker ZTE Corp for seven years.

Saudi Arabia might (unlikely) turn its small neighbour – Qatar – into an island by digging a [60-km canal](#) along their shared border.

This article presents a case study on the Dutch Ministry of Defence (MoD) to illustrate how [circular economy principles](#) can work in the defence sector. Space experts produced [the Woomera Manual on the International Law of Military Space Operations](#), a legal framework to deal with space conflict.

Countries that simply possess deadly, armed drones could change an adversary's behavior without even striking them, according to [new research](#). Launching satellites into space with no authorisation? [here](#). U.S. Army researchers are developing a [self-aware robot you can 3D print](#) in the field.

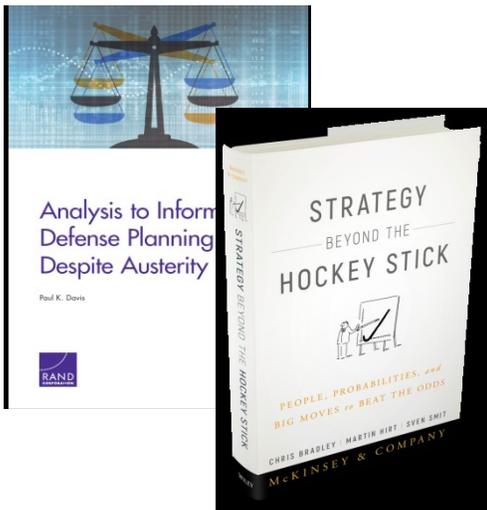
A joint [announcement](#) by American and British cyber types warn that Russian hackers have targeted network infrastructure, like routers, belonging to organisations including energy networks, emergency services, and the military. Here is a [map](#) and global [database of power plants](#). [North Korea](#) is improving its hacking capabilities.

Robotics will affect virtually every aspect of US military operations. [Non-traditional players](#) and small firms are winning US defence contracts.

SWARM (University of Melbourne) is inviting organisations to contribute a team of analysts to participate in a research exercise in which each team would work on four challenging intelligence-type problems on the new SWARM platform ([here](#).)

Here is an article on the [demise of the nation state](#) (i.e. nationalism / populism is an early sign of this demise.)

West Virginia is testing a secure military mobile voting solution for military service members who can't vote in person; it's testing [mobile voting by blockchain](#) in the federal election.



Frames / framing

New Oxford University [research](#) suggests that 'social media and the internet are not the root of today's fragmented society, and echo chambers may not be the threat they are perceived to be.' This [research](#) shows that mainstream media in Aotearoa New Zealand tends to present fossil fuel development as something positive for the economy. Opponents tend to be framed as irrational, few, and extremist.

This [study](#) found 'knowing about others' political views interferes with the ability to learn about their competency in unrelated tasks, leading to suboptimal information-seeking decisions and errors in judgement.' (echo chambers, information cocoons)

A [different view](#) 'Blockchain is not only crappy technology but a bad vision for the future.' This [article](#) discusses the idea 'Blockchain is facing a backlash.'

[Knowhere](#) uses AI to aggregate news from hundreds of sources and create three versions of each story: one skewed to the left, one skewed to the right, and one that's meant to be impartial (see image.) Sentiments expressed on Facebook and Twitter may be associated with certain weather patterns, according to this [study](#).

A new study says that many of the voters who supported Trump in 2016 were motivated by [anxiety about their social status](#).

Collection Deck was designed by CIA Analyst David Clopper and it is used to teach new recruits about intelligence collection techniques ([here](#).) A [kickstarter](#) campaign is using this as a basis for an analyst training game.

LSE politics [blog](#): 'We can't go on pretending that poverty is solved by getting a job.'

Goldman Sachs notes that [gene therapies that cure patients](#) could challenge the business models of firms dependent on recurrent sales of drugs.

Forward looks

Journal of Futures studies [April](#) 2018.

Here is another [horizon scan](#) 'Experimental Culture: A horizon scan for the arts and culture sector'

This [presentation](#) illustrates through five cases (Irish Technology Futures; Media Weak Signals; VTT Lighthouses; CASI-F; and VERA case) how five (main) rationales for foresight have shaped foresight and the future of science.

This blog post looks at 'The Revolutionary [Role of Wood](#) in our Future.'

If an AI invents something, should it own the patent? ([Report](#))

A new book examines [potential future scenarios on population trends](#) across the world, taking into account migration, fertility, mortality, education, and labour force participation.

Here is a collection of [visual prompts](#) for imagining alternative futures.

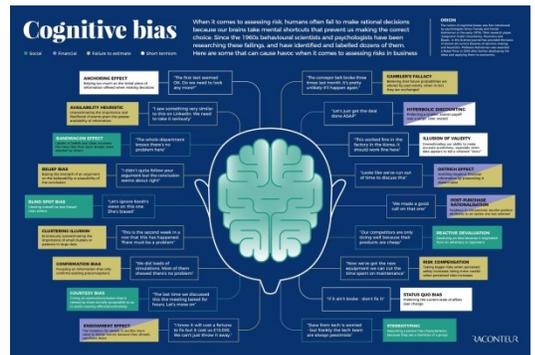
This [journal article](#) says Western intellectuals depicted 'a future world that would follow Western values and adopt the liberal-democratic order' after the cold war. These 'grand designs proved to be misleading;' and 'ideological myopia was not the only factor that delayed a timely adaptation to a changing geopolitical environment; bureaucratic obstacles and psychological factors also came into play.'

USING TWITTER TO SPUR INNOVATION

An idea scout is an employee who looks outside the organization to bring in new ideas. An idea connector, meanwhile, is someone who can assimilate the external ideas and find opportunities within the organization to implement these new concepts. In our research, Twitter users who performed the two roles at the same time were the most innovative.

TWITTER ROLE	WHY THIS ROLE IS IMPORTANT	TACTICS FOR SUCCESS
Idea Scout	<ul style="list-style-type: none"> Identifies external ideas from experts and resources on Twitter Diversity of employee's Twitter network is conducive to innovation Converts weak ties to strong ties, especially for complex ideas 	<ul style="list-style-type: none"> Use 'breadcrumb' method to build out Twitter network. Prune to keep Twitter network up-to-date. Continue Twitter conversations in face-to-face settings.
Idea Connector	<ul style="list-style-type: none"> Identifies business opportunities from Twitter ideas Directs relevant Twitter ideas to business stakeholders Curates Twitter ideas and matches them with company resources needed to implement them 	<ul style="list-style-type: none"> Use an in-house blog to disseminate Twitter ideas to a wide company audience. Collaborate technical information with internal experts. Train change agents within the company on effective Twitter network development and idea-sharing strategies.

Source: "How Twitter Users Can Generate Better Ideas," by Salvatore Parisse, Eoin Whelan and Steve Todd
MIT Sloan Management Review Summer 2015 [sloanreview.mit.edu/j/56411](#)



News

The U.S. National Science Foundation is [closing its overseas offices](#), sparking sharp criticism that U.S. research could be threatened.

The ABC has [reduced factual programming](#) hours by 60% since 2014. Volunteers built a database of social media campaign ads so that all voters can see the misinformation other voters are seeing in advance of the [Irish elections](#). Stopping the [spread of fake news](#) will require behavioural interventions. The Malaysian government passed [a bill](#) outlawing fake news punishable by up to six years in prison for both its publication and sharing. This is part of a larger trend of governments intervening against misinformation. [Here's a guide](#) to different actions around the world.

A European satellite was launched to try out ways of tackling the growing amount of [garbage in space](#) will use technology as familiar to the ancient Romans as astronauts - nets and harpoons.

This [article](#) discusses understanding what drives the customer experience in government (and offers some advice.)

Web sites / reference material

Scientific American has a [heavily linked article](#) full of resources that can help communication of complex ideas to naïve audiences.

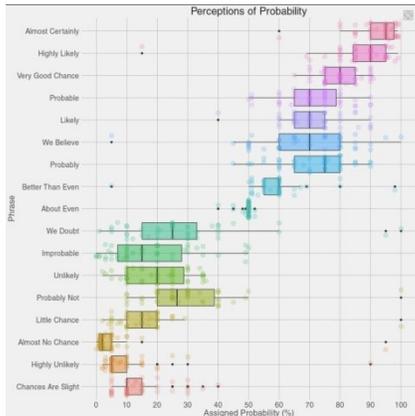
Australia has the first smartphone application designed by cognitive scientists to help protect witness memory evidence ([iWitnessed](#).) Plectica are developing an online mind mapping tool ([systems thinking](#)). Look at this demonstration [cultureSCAN site](#). A new paper discusses the value of [meta-analysis](#) in research.

Catch up on fact-checking and misinformation [research](#). Here is a primer on the [personal data collection industry](#). This blog post highlights some of the most compelling papers in digital and social media published or released during the first quarter of the year.

These [free tools](#) can help you improve your literature review routine and stay on top of published research. The Observatory of Public Sector Innovation (OPSI) at the OECD have taken a [look at toolkit taxonomy](#), what makes up toolkits, what the difference is between a manual and a playbook.

This is interesting <https://audaciousproject.org/> Drone Life web site <https://dronelife.com/> The San Francisco-based startup [Voicery](#) offers companies a customised digital voice that sounds like an actual human, not a computer.

The inaugural issue (open access) of [Policy Practice and Design](#) is out.

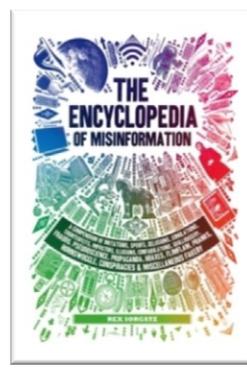
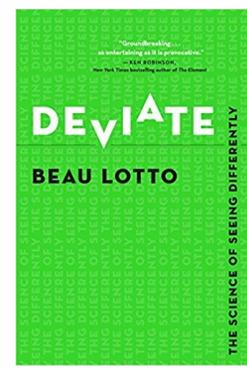
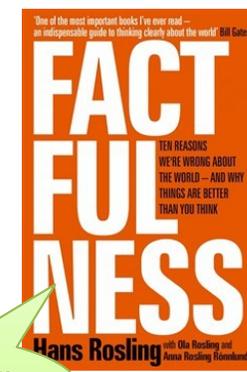
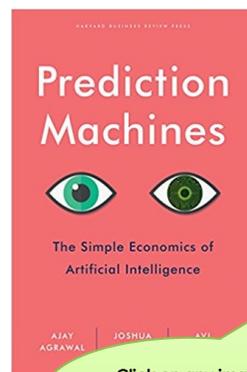
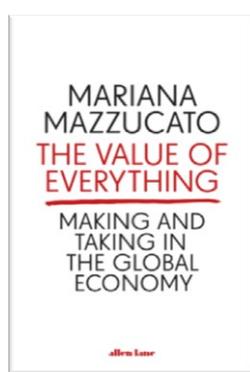
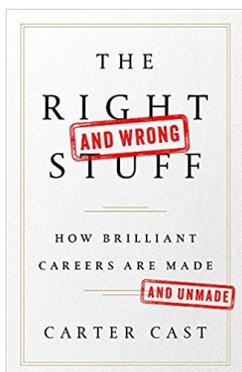


Why numbers are sometimes better than words. The chart shows what people think when you say "almost certainly", "probably", or "highly unlikely". [Tweet](#)

QUOTE ... "truly provocative future ideas and scenarios – those that have a connection to emerging ideas and events, as well as ideas that exist somewhere on the horizon – stretch our thinking as if it were a rubber band, pulling it beyond our limits of comfort. When this happens, it does not mean that we will retain the extreme position experienced during the pulling. However, just like the rubber band, most of us will not return to our former shape. Rather, we will find our thinking at least slightly expanded." (source)

Upcoming meetings

Next meeting: **9 & 10 August Canberra**



Click on any image in this report for hyperlink