



GIGGIN' POLICY


ENGAGING YOUTH IN POLICY MAKING

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PARTNER ARTICLES

A selection of articles from the Gig Economy around the world!

KAUNAS

➔ Cooperation with Gig workers portal

Kaunas construction and services training centre is collaborating with getfix, an online portal for gig workers in the construction sector, to sell their services (<https://getfix.lt>). Getfix provides support to students and teachers interested in learning more about working as freelancers.

Students are now interested in the option of self employment as an alternative to working for a company. Most construction workers today, particularly those with specialist skills, are freelance gig workers.



Getfix gig workers, Kaunas, Lithuania

BARCELONA CHAMBER OF COMMERCE

➔ Spanish Riders Law



Spanish Riders Law came into force in August 2021. It is a law to protect the labour rights of people who deliver to homes via digital platforms, known as "riders". But, how did we arrive at the need to regulate this type of work?

In recent years, apps that allow you to order food from any restaurant in your town have become popular. It is now no longer necessary for every restaurant to have its own in-house home delivery service. Thanks to these platforms, smaller restaurants can sell online and deliver your dinner direct to you at home. However concerns quickly began to be raised about the working conditions of the riders, all of whom were being contracted as free-lancers even if they worked for only one company.

According to Spanish Labour Ministry data, between 2019 and 2020, 18,000 false free-lancers were detected, i.e. people who, due to the characteristics of their relationship with the company, should have been registered as company employees and not as self-employed. Being a gigger or a rider, means not having paid holidays, not having a monthly fixed salary, not having a right to severance pay, and having no social security contributions paid on their behalf to government by an employer. To address these issues, the Spanish government passed the "Rider Law", the main aims of which were to 1) improve the conditions of riders and 2) to encourage digital platforms to employ a fixed fleet of delivery drivers, with transparent scheduling of their working times.

So how has it been working:

On the downside, Deliveroo announced that they would no longer be offering their services in Spain. Deliveroo said that they took the decision not because of the new law, but because intense competition was preventing them from maintaining the lead position in the Spanish market (in the 12 other markets in which Deliveroo operates they are the dominant providers) But some experts believe that there is a link between Deliveroo's decision and the new Riders' Law. The Asociación Profesional de Riders Autónomos (APRA) – The Self-employed Riders Professional Association - has claimed that since the law came into force, at least 10,000 riders have lost their jobs. Other platforms such as Uber Eats have decided to subcontract their delivery services to avoid having to retain riders as their direct employees.

More positively, platforms such as Just Eat have expressed their willingness to start negotiations with trade unions to design a collective bargaining agreement for the riders and new companies such as Gorilas have appeared which are committed to decent working conditions for their delivery drivers, while other delivery companies (such as Getir and Rocket) have launched in Spain since the Riders law.

LEARNING HUB FRIESLAND

➔ Experience in the Gig economy

To educate Vocational students in the Netherlands about the GIG economy, two Gig workers recently shared their story.

The Gigin' Policy project partners from the Netherlands invited two Gig workers to talk to vocational education students about their experiences working in the Gig economy.

Meet Carina Roemers and Daniel Tuem:



Carina is a freelance marriage officer from Dokkum in the Friesland. She shared her story about how she started as a gig worker, making the decision to work as a marriage officer not under an employment contract with a municipality but rather as a freelancer. She talks about her experience of running a business and, especially for gig workers, the importance of focusing on marketing and branding: 'I can be selling this plant, which goes fairly easy as it is a concrete product with certain particulars and specifications. But, as a gigger, you should always focus on yourself and how to sell yourself as a person. You need to answer questions such as: "Who are you?" and "What do you have to offer?", "Which customers are best suited for this?"

Carina has successfully responded to the challenges of operating during the corona virus epidemic. When government restrictions crippled the entire wedding market, Carina didn't sit back but instead immediately responded to different opportunities that arose. She now, in addition to marrying people, works as a business coach for, yes indeed, Gig workers!

The second Gig worker whose story is inspiring for young people in Friesland is Daniel Tuem. Daniel Tuem is a Gigger who gives advice workshops to new Dutch citizens and who takes on all kinds of different jobs as a Migrant Community Mediator.

Daniel came to the Netherlands from Eritrea 5 years ago and has been registered with the Chamber of Commerce for a year now. "In addition to being able to do what your heart tells you, I also had to learn a lot as a self-employed person. There are many rules in the Netherlands and everything goes differently from what I was used to in my native country. Paying taxes, sending invoices, paying out money to other freelancers you have sub-contracted, it was all new to me. For me, self-employment means freedom. I am now working on a film about fleeing Eritrea and finding your way in a new country. I can use my creativity in this." said Daniel Tuem.



CO-DESIGN LABS

Facilitating youth involvement in the design of future policies

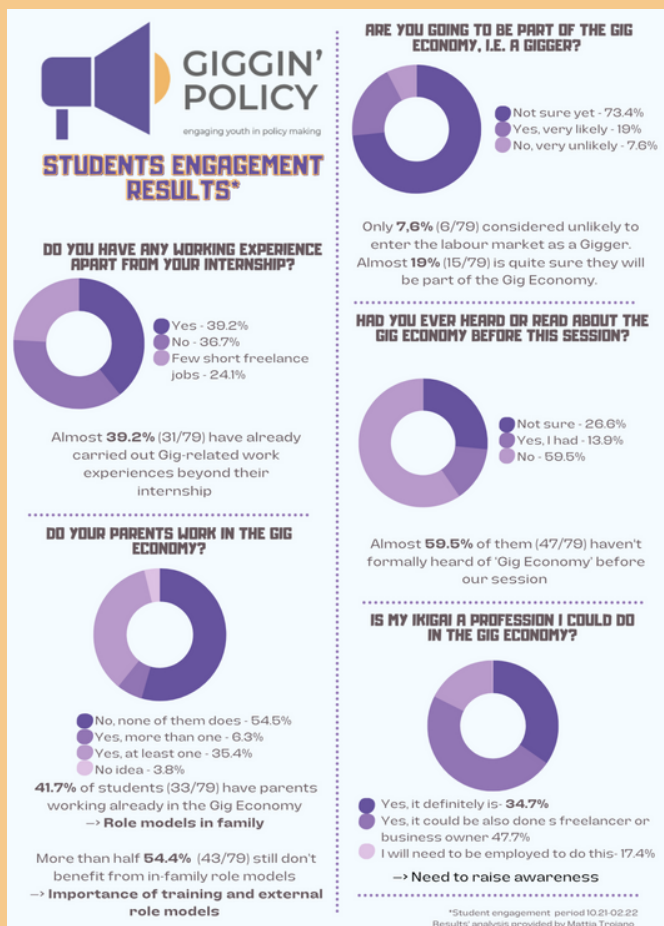
DUTCH GIGGIN' POLICY LAB

On Monday 13th of June, the Dutch Giggin' Policy partners, *ROC Friese Poort*, *Friesland College*, *Learning Hub Friesland*, and the *Municipality of Leeuwarden* ran their first Giggin' Policy "Innovation Co-design Policy Lab". ROC Friese Poort Sneek took the lead in hosting this first Policy Lab, as part of a short series of three which each of the regional consortia across the EU participating in this project will be organising during 2022 to consider how young people can help to shape policies which will enable them in the future to mitigate the risks associated with some types of gig working and better take advantage of some of the advantages.

The event was registered and approved by the European Year of Youth (#EYY22), an EU sponsored youngsters consultation initiative, whose co-director in the Netherlands, Floris Muller, joined us for the event. She has offered access to the contacts and resources which this influential initiative has secured as a channel for the Giggin' Policy project to enhance its impact in shaping policy and in identifying transferable best practices.

The Giggin' Policy Team at ROC Friese Poort Sneek has analysed the first set of results from this innovative method of engagement with youngsters.

Check out the results summaries below:



- What are the main struggles for the GIG workers and how would they like to influence local/regional youth policy and labor market policy?



SPANISH GIGGIN' POLICY LAB

On Tuesday 31st of May, one of the Giggin' Policy project partners in Spain, *EDUCEM*, ran their first Giggin' Policy "Innovation Co-design Policy Lab".

What was the topic of the meeting?

The 5 students and the 4 alumni who participated in the "policy lab" were all interested in the possibility of becoming giggers. As such they highlighted the need for information on the financial challenges and opportunities involved (what studies had been carried out? what support was there from third parties?). They discussed the state of the current labour market and how they saw the employment situation they would face after finishing their studies or as current students and where they saw themselves in 10 years' time. They did a SWOT analysis of the gig/freelancing economy in Spain.

What were some of the most noticeable conclusions from the SWOT analysis?

- The strengths of the gig economy: more freedom; more decision-making power; greater autonomy; and being able to move between different sectors of activity.
- The threats: strong competition from other companies and in the market; global inflation; job insecurity; political problems; rising fuel prices; cost of electricity; continuing economic crises and instability.
- The weaknesses: little experience, not having a driver's license; not having a fixed schedule; inexperience; shyness; not having university studies; not having family support; not having the right knowledge; lacking professional contacts.
- The opportunities: To shape your own personal brand; have potentially better economic conditions than a salaried employee; more contracts and job offers coming your way as you get more experienced; the ability to network; allows you to adapt to living in a liquid and changing world (e.g. the war in Ukraine).

What was the most important message from this lab and how might it influence the project?

Policy makers, schools, the public and private sectors must encourage opportunities and spaces where young people can speak up and feel that what they say really matters. Too often we teach young people to listen to adults, to come to school to learn. We should create and encourage spaces for debate in schools and in society in general, that allow them to express their thoughts and fears

LITHUANIAN GIGGIN' POLICY LAB

On Friday 27th of May 2022 one of the Giggin' Policy project's Lithuanian partners, the *Kaunas Vocational Training Centre*, conducted its first Innovation co-design Policy Lab. The Co-Design Lab took place at the Kaunas Construction and Services Training Center.

The topics considered included:

- Who are the GIG workers in the region?
 - What do they do?
 - What are their characteristics?
 - Do they mainly live in urban areas?



GIGGER INTERVIEWS

A selection of interviews from Giggers around the world!

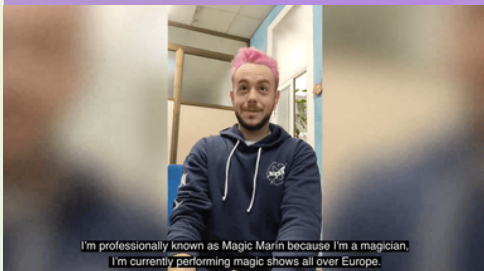


BARCELONA CHAMBER OF COMMERCE (ES)

This video, which was produced by Barcelona Chamber of Commerce, features Júlia Gamissans who speaks of her experience working as a gigger.

DUNDALK INSTITUTE OF TECHNOLOGY (IRL)

This video features a young gigger based in County Louth, Ireland, called Geordan Richardson. The video was filmed by our team at Dundalk Institute of Technology. Geordan's story is truly fascinating!



EDUCEM (ES)

This video features a young gigger based in Granollers which is a city in the Catalonia region of Spain, Josep Marín. He is a performance magician. We think you will find his experience of being a gigger working in the creative/entertainment sector very insightful. The video was filmed by Educem, our Giggin' Policy partner in Catalonia.

FRIESE POORT (NL)

This video features a young Friesland-based gigger called Hedwich Groenhof; Who talks about her business By Hedwich. The video was filmed by our Giggin' Policy partner, Friese Poort, a VET college located in the north of the Netherlands.



KAUNAS (LT)

This video, which was produced by our Lithuanian partner, the Kaunas Vocational Training Centre, features Martynas Žilinskas who as a student speaks of his plans to work as a gigger with a view to opening and running a business.

LEARNING HUB FRIESLAND #1 (NL)

This video features a gigger called Carina Roemers; she is from Dokkum, in North East Friesland in the Netherlands. Carina, a freelance marriage officer, speaks of her experience of running a business, focusing on marketing and branding. Carina also talks in detail about how she successfully responded to the challenges of operating during the corona virus epidemic.



LEARNING HUB FRIESLAND #2 (NL)

This video, which was also produced by our Giggin' Policy partner, Learning Hub Friesland, features Daniel Tuem, an entrepreneur who talks about his experiences as a gigger as well as starting up a business as an immigrant within the creative sector.



PLAY NOW!



PARTNERSHIP MEETING #2

Report on Partnership Meeting

Our second face-to-face Partnership meeting had been scheduled to take place in Kaunas, Lithuania in early March 2022. However, because of the volatility in Ukraine and fear at that there could be conflict with Russia in other nearby countries the partnership decided to move the meeting location to Dundalk, in the Republic of Ireland on the 18th and 19th of May 2022. Every partner organisation was represented. Meetings took place over two days at the Ballymascanlon House Hotel and the Dundalk Institute of Technology (DKIT). All of the project work packages were covered in depth, with active contributions from the partner organisations. The project is well on course to achieve all of its targets and outputs. The meeting concluded with a tour of the area taking in Flurrybridge Enterprise Park which straddles the now invisible border with Northern Ireland, the Creative Spark Centre of Innovation in Dundalk and the third level education campus DKIT where we met researchers, teachers and students at the Life Sciences, Engineering and Creative Arts facilities .



OUR SITE VISITS IN THE DUNDALK BORDER REGION, IRELAND

FLURRYBRIDGE ENTERPRISE CENTRE



The Flurrybridge Enterprise Centre is owned and managed by our Giggin' Policy partner, Newry & Mourne Enterprise Agency. It is located right on the border between the Republic of Ireland and Northern Ireland which was the focus of so much conflict during the 20th century and more recently has been a major cause of dispute between the EU and the UK because of Brexit. It is a thriving hub for internationally-trading businesses, several of which use gig workers, particularly to distribute their products.

CREATIVE SPARK INNOVATION CENTRE



The Creative Spark Innovation Centre is a partnership initiative in Dundalk supported by local and central government in which Dundalk Institute of Technology and Newry & Mourne Enterprise Agency play a role. It is about to complete a €3.5m expansion which will later in 2022, among other things, offer 3D printing and product testing facilities to gig workers. Most of the business tenants at the centre are self employed giggers. All of them are in the creative sector.

DUNDALK INSTITUTE OF TECHNOLOGY



Dundalk Institute of Technology is one of the largest higher education providers in the M1 corridor region on the east coast of Ireland between Belfast and Dublin. It offers further and higher education courses from vocational apprenticeships through to PhDs. There are over 5,000 students studying at its campus in Dundalk. Among its specialisms are engineering, health & life sciences, arts and media.

THE SPIRIT STORE ARTS VENUE



The Spirit store is a traditional Irish bar and arts venue in Dundalk which is a hotbed for experimentation in the performing arts. Most artists are giggers. The building before it was restored was a derelict former "bonding store" for Irish Whiskey waiting to be exported from Dundalk.

THE PROLEEK DOLMEN



The Proleek Dolmen which is older than the Egyptian pyramids was constructed by an ancient Irish civilisation as a site for the veneration for the dead. Those that constructed it were not giggers! Rather it is believed they may have been slaves! The site today is said still to generate an energy which infuses visitors with positivity.

