



GIGGIN' POLICY

ENGAGING YOUTH IN POLICY MAKING

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
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Co-funded by
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CO-DESIGN LABS

Stakeholders come together to discuss the design of future policy

The intention of the Policy Innovation co-Design Labs is to secure youth involvement (and involvement of all relevant stakeholders) in the design of future policies that will affect youth. Stakeholders with the power to improve the prospects of young people, such as local and regional authorities, elected policymakers (local political parties), educational institutes (Universities, HE and VET), youth organisations, chambers of commerce, employers organisations, unions and workers, representative bodies come together to discuss the design of the future policy.

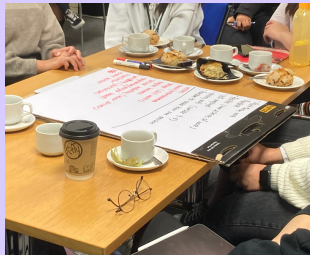
These co-design labs help to increase society's understanding of the challenges young people today face. They place a premium on young people's views on how to design youth and labour market policies. The Policy Innovation Co-Design Labs aim to increase the use of state-of-the-art innovative approaches in regional and local policy-making and citizen service delivery as well as increased awareness, motivation and competence among educational leaders, policymakers and world-of-work decision-makers increasing the chances that they will commit to the adoption of inclusive educational approaches and the promotion of common values.

CO-DESIGN LABS IN IRELAND (DKIT) CO-DESIGN LAB #1

The first Co-Design Lab for the Giggin Policy project in Ireland took place on the 4th of October in the Regional Development Centre at Dundalk Institute of Technology (DkIT). There were 29 attendees made up mostly of DkIT students and 8 stakeholder representatives.

Working in small groups the Lab began by exploring the opportunities and threats presented by the Gig Economy. Gigging was described as erratic, generating an irregular income, with flexible working hours that could become unsocial, falling outside the social welfare system with each gigger having to manage their own tax and legal affairs.

For some participants, this was their first opportunity to have their perspectives discussed and listened to. One participant remarked, "Our parents don't consider gig working as being a real job or career. They tell us to get a real job".



(MCC) CO-DESIGN LAB #3

Meath County Council (MCC) hosted the final co-design lab in Ireland on November 22nd 2022.

Participants also explored the differences between traditional employment and GIG work.

One exercise that generated a lot of interest was the SWOT analysis of the GIG economy. Participants identified the strengths, weaknesses, opportunities, and threats of this new labour market, highlighting the flexibility and autonomy of GIG work as strengths, but also acknowledging the lack of job security and benefits as weaknesses.

The workshop also delved into the financial aspects of GIG work, including how to manage charging for different types of work. Participants were provided with real-world examples and engaged in group discussions to identify best practices.

At the end of the workshop, young participants presented the findings of their exercises and led a Q&A session with policy influencers to address any remaining questions or concerns.



(NMEA) CO-DESIGN LAB #2

Newry and Mourne Co-operative and Enterprise Agency (NMEA) hosted the 2nd Giggin' Policy Lab in Ireland on November 3rd 2022.

During what was a fascinating session, another group of young giggers had a chance to share their experiences and concerns with policymakers including local councillors, a member of the UK parliament, members of the N.Ireland Assembly, educationalists and Council officials from both Newry and Mourne District Council and Meath County Councils.

Click the play button to view the video of the Co-Design Lab hosted by Newry and Mourne Co-operative and Enterprise Agency.



CO-DESIGN LABS

CO-DESIGN LABS IN LITHUANIA

(KSPMC) CO-DESIGN LAB #1

The first Co-Design Lab for the Giggin Policy project hosted by the Lithuanian programme partners took place on the 3rd of June 2022 in the Kaunas Education Center of Technologies (KSPMC). 29 participants attended ranging from students, teachers and administrators. The discussion included the different types of Giggers in Lithuania and the challenges they face, including income instability, lack of social security benefits and limited access to traditional employment opportunities.

The group also explored how Giggers would like to influence local and regional youth policy and labour market policy to better support their needs.

Through lively discussions and interactive exercises, participants were able to gain a deeper understanding of the GIG economy in Lithuania and identified key areas for improvement.

They emphasized the importance of providing more support for Giggers, such as better access to financial resources and social protections, as well as creating more opportunities for Giggers to participate in policy-making processes.



(KSPMC) CO-DESIGN LAB #3

Kaunas Education Center of Technologies hosted the final Lithuanian Giggin' Policy Lab on January 26th 2023.

Participants discussed the challenges faced by policymakers in developing effective policies to support Giggers, as well as the perspectives and needs of Giggers themselves.

They identified several key areas for improvement, including greater collaboration and communication between policymakers and Giggers, as well as the need for more comprehensive policies and incentives to support the GIG economy.

Through interactive exercises and lively discussions, participants identified several strategies to help policymakers and Giggers work together more effectively. These included developing clear communication channels, building trust and mutual understanding, and involving Giggers more directly in the policy-making process.

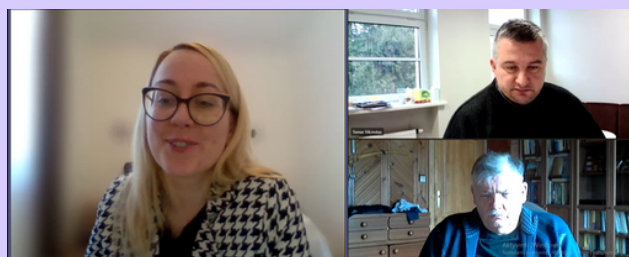
(KSPMC) CO-DESIGN LAB #2

Kaunas Education Center of Technologies also hosted the 2nd Lithuanian Giggin' Policy Lab on October 3rd 2022.

Participants discussed the benefits and challenges of Giggers working with traditional SMEs and explored ways to promote collaboration and mutual understanding between these two worlds. They identified several key opportunities for SMEs to benefit from working with Giggers, including greater flexibility and access to a wider pool of talent.

Additionally, Giggers could benefit from working with established SMEs by gaining exposure to new markets and gaining access to valuable resources and networks.

Through interactive exercises and lively discussions, participants identified several strategies to encourage greater collaboration between Giggers and traditional SMEs. These included building trust and mutual understanding, creating clear communication channels, and developing policies and incentives to promote collaboration.



CO-DESIGN LABS

CO-DESIGN LABS IN NETHERLANDS

ROC FRIESE POORT CO-DESIGN LAB #1

ROC Friese Poort hosted the first Dutch Giggin' Policy Lab on June the 13th 2022.

The first lab brought together young students, experienced gig workers, and policymakers to address the challenges of the gig economy.

Guest speakers Cyrilo Helmus and Martijn Jorritsma shared their personal stories on the challenges of freelancing and how they overcame them. Wethouder Marianne Poelman called for initiatives to bridge the gap between policymakers and stakeholders.

Participants discussed the definition and relevance of the gig economy and identified challenges faced by students and gig workers in setting up and running their own businesses, as well as challenges for policymakers in regulating the sector. The roundtable discussions generated ideas for mitigation strategies and innovations to support young people in the gig economy.

The event was registered with the European Year of Youth initiative and received support from Floris Muller, co-director of the Dutch delegation. The event also offered suggestions to enhance the Giggin' Policy project's impact.



DUTCH CO-DESIGN LAB #3

The event was a combination of the third Co-Design Lab and the first Policy Pact meeting and was held at the Leeuwarden (NL) Kanselarij on 7 February 2023.

The event was highly anticipated. It brought together policymakers, potential future giggers, large employers, and consumers to discuss the potential of the gig economy and its impact on the workforce.

The first part of the event was led by Erna van der Werff who gave an introduction to the Gig Economy in general, and Paula Bijvoets who provided an introduction to the Giggin' Policy Project. These informative sessions provided a great foundation for the rest of the event.

The guest speaker, Aukje van der Veen from "Claim Your Future", joined online to share her experience as a successful gigger and gave tips on how others could also become successful giggers. Her insights were valuable for the young giggers and policymakers who attended the event and provided a glimpse into what it takes to succeed in the gig economy.

Following the guest speaker, a video (made by and for the Giggin' Policy project) was presented to the audience which explained the Gig Economy. The video was informative and engaging and provided a great overview of the gig economy and its potential.

The event then moved into an interactive phase with a roleplaying game which was designed to get the participants to think about the pros and cons of the gig economy from different perspectives. Participants were assigned one of four roles: (future) gigger, large employer, policy maker, or consumer. The role descriptions and the rules of the activity were available on each table, and participants were asked to make a SWOT analysis based on the perspective of their assigned role.

Across the 7 tables, 2 statements were distributed. One-half of the tables had the statement "The gig economy offers opportunities that should be exploited" and the other half had the statement "The gig economy is threatening and should be regulated". This activity was designed to encourage discussion among the participants and help them understand the various perspectives on the gig economy. The moderators, who were familiar with the concept of the Gig Economy and the aim of the Giggin' Policy project, guided the discussion at each table. At the end of this activity, each table's moderator presented their findings based on the discussions in their group.

Overall, the event was a great success and provided valuable insights into the gig economy and its potential impact on the workforce. The interactive activities helped to engage the participants and encourage discussion, which led to a deeper understanding of the topic. The Giggin' Policy project will benefit from the information gathered at this event and will use it to help shape policy proposals to support the gig economy and its workers.



DUTCH CO-DESIGN LAB #2

All of the Netherlands programme partners together hosted the second Dutch Giggin' Policy Lab on October the 31st 2022.

This meeting focused on the rationale for the Giggin' Policy project and how its impact could be maximised.

The event was held at the Media and Innovation Campus (MICA) in Leeuwarden, where young innovative companies working on digitalisation reside.

The afternoon began with a lunch provided by eco-based company, Cicero's Lukas Groenewold, who also shared his experience scaling up his vegan and bio-based food and beverage business.

Rinze Bos, a young entrepreneurial consultant, also shared his challenges and encouraged students and new gig workers to claim their future in the changing work landscape.

The participants then split into smaller groups to discuss the challenges of freelancing, identify solutions and make clarifications. The groups then reconvened to share their opinions.

Overall, the atmosphere was welcoming, the discussions were interesting, and the organisation's goal of enhancing and raising awareness for each stakeholder was achieved.



CO-DESIGN LABS IN SPAIN

EDUCEM CO-DESIGN LAB #1

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

5 students and 4 alumni attending the event expressed interest in becoming giggers during their discussions about the current labour market, their future prospects, and their SWOT analysis of the gig economy.

They concluded that the gig economy offered more freedom, greater decision-making power, autonomy, and the ability to choose which sector of activity one would specialise in. However, they also identified threats such as strong competition, job insecurity, and economic instability.

The young participants acknowledged their weaknesses such as their lack of work experience, not having a driver's license and not having a fixed schedule, but they also recognised opportunities like having their own personal brand, and potentially better economic conditions than salaried employees, as well as the benefits of networking.

The most important message from the lab was that young people should be encouraged to have a voice and participate in discussions about important topics. This included creating spaces for debate in schools and society in general, where they could express their thoughts and fears.

The event demonstrated how crucial it is that policymakers, schools, and both the public and private sectors provide opportunities and spaces which allow young people to speak up and feel that what they say really matters. This approach can foster a more engaged and informed generation of future leaders.

BARCELONA CHAMBER OF COMMERCE CO-DESIGN LAB #2

This activity was an important part of a two-day event in Barcelona that took place on November 9th, 2022. The event brought together project partners and their stakeholders from across different sectors to engage in discussions on important topics related to the gig economy. In order to ensure that the discussions were fruitful and productive, an innovative methodology based on co-design was used to organise the participants into four different groups.

Two main topics were selected for the workshop, and each group was tasked with addressing a specific challenge related to the gig economy. Group 1 and Group 3 focused on policy actions needed in the gig economy. Group 2 and Group 4 focused on how the gig economy could become a reliable option for young workers.

The groups were given 15 minutes to brainstorm ideas and identify two main challenges and opportunities related to their topic.

One of the core aspects of the session was giving youth a leading role in the discussions and decision-making processes. A bottom-up approach was used to facilitate policy discussion and policy making, bringing together stakeholders from different sectors and encouraging the sharing of ideas and perspectives.

The principle of peer-learning was also applied, allowing participants to learn from one another and providing powerful role models through (reverse) mentoring.

After the brainstorming sessions were completed, each group presented their ideas to the rest of the participants. This allowed for the sharing of ideas and for participants to learn from one another.

One of the main challenges highlighted by all three groups related to the weakness of policy and regulations targeting the gig economy, and how they could be improved to better support workers. Another key issue was work-life balance, and how to ensure that workers in the gig economy had access to the support they needed to manage their work and personal lives.

Interestingly, all three groups identified the creation of a network of gig workers as a potential solution to many of the challenges facing workers in the gig economy.

The groups saw the opportunity to work together with other entrepreneurs and to learn from failed or successful cases as an effective way to address some of the key challenges in the gig economy.

Overall, the workshop was a valuable opportunity for participants to engage in meaningful discussions and share their ideas and perspectives on the gig economy.



BARCELONA CHAMBER OF COMMERCE CO-DESIGN LAB #3

The Sant Celoni Employment Fair on March the 10th 2023 was organised by the city council of Sant Celoni and aimed to bring students closer to the labour and production reality of the Baix Montseny territory.

The Fair featured activities, workshops, and talks that provided students with different perspectives on the world of work and provided them with tools, resources, and strategies to develop their skills and recognise their talents. 30 presentations were made during the day.

At the Fair, the Giggin' Policy project was presented to 30 students between the ages of 14 and 16.

The participants carried out a SWOT analysis of the Gig Economy. This was followed by plenary sessions in which students spoke about whether becoming a Gigger would give them more opportunities to work on what they were passionate about, whether being a Gigger would be a viable job option during times of crisis, whether being a Gigger allows for the ability to choose preferred projects, whether working as a Gigger would limit earning potential, whether the lack of job security was a significant challenge for Giggers, and whether any of the students would consider becoming a Gigger or Freelancer as a career option.

The workshop was described as inspiring by the students providing them with more knowledge and awareness about the possibility of becoming a Gigger as a labour option after finishing their studies.

