



## Outcome Document

### UfM Workshop on New Forms of Work: Platform Economy 12 December 2023 - Turin, Italy

The UfM Secretariat, together with the German Development Cooperation and the European Training Foundation (ETF), organised a Workshop on New Forms of Work dedicated to Platform Economy with a focus on opportunities, challenges and critical success factors. The Workshop took place in Turin, Italy on 12 December, and was followed by the 6th Meeting of the UfM Community of Practice on Youth Employment in the Southern Mediterranean which took place at the ETF premises on 13 and 14 December 2023.



The Workshop featured a modality inspired by gamification and centered around a fishbowl arrangement that broke away with the conventional back-to-back panels and facilitated a higher level of interaction and engagement by all the participants. The Workshop started with a presentation by ETF on the main findings and policy implications emanating from ETF's report on New Forms of Work and Platform Work in the Southern Mediterranean. The report was based on desk research, focus groups, stakeholders interviews and automated data collection. It concluded on the key strengths and weaknesses of the existing platforms in the SEMED region, some of which are:

Strengths	Weaknesses
New employment opportunities	Lack of social protection
Flexible work arrangements	Weak career guidance
Potentially higher incomes	Insufficient socio-economic inclusion
Transversal skills	Insufficient skill development

The discussions were facilitated by three volunteers, and the participants were guided by the PESTEL (Political, Economic, Socio-Cultural, Technological, Environmental and Legal) Analysis and the Porter's Model (Buyers, Suppliers, New Entrants, Competition, Substitute Products) to conclude on opportunities and threats and, ultimately, identify critical success factors for the Platform Economy Sector. The key takeaways are listed hereunder.



### 1. Opportunities:

- New and flexible jobs, expanding the labour market.
- Democratization of access to jobs.
- Open competition in a level playing field.
- Higher competitiveness offering the customers better quality and lower process.
- Low entry barriers in most countries.
- Engaging rural areas and communities, employing women and young people.
- Ease of forging international partnerships
- Potentially contributes to green transition.

### 2. Threats:

- Lack of labour policies to support new forms of work in many countries.
- High job turnover associated with the fast-changing nature of the sector.
- Lack of visibility as to regulation and a risk of over-regulations.
- Security concerns related to cyber security and IPRs.
- The skill gap and the digital infrastructure connectivity gap still persist in the SEMED.
- Insufficient legal and financial literacy specific to this sector.
- Big resistance to the sector by many policymakers and decision makers that do not understand it.
- Risk of increasing informality and compromising social security and protection.

### 3. Critical Success Factors:

- There is a need for both bottom-up and top-down approaches to regulation and consolidation of the Sector.
- A multi-stakeholder dialogue is crucial for addressing the challenges associated with the Sector and for adapting it to the current realities.
- The Sector needs the right amount and form of regulation in order to formalize it without posing impediments to its growth.
- Data collection is of paramount importance to map the realities on the ground and understand the key trends and tendencies and guide evidence-based policy making.
- A special emphasis on skills is at the heart of job creation in the Sector: skilling, upskilling and reskilling are all very important to guarantee the democratization of the Sector.
- Green transition and contributing to the SDGs would leverage the potential of the Sector and adapt it to the Global Agenda.