DECISION

Subject:	Memorandum of Understanding for the implementation of the COST Action "Platform Work Inclusion Living Lab" (P-WILL) CA21118

The COST Member Countries will find attached the Memorandum of Understanding for the COST Action Platform Work Inclusion Living Lab approved by the Committee of Senior Officials through written procedure on 27 May 2022.

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MEMORANDUM OF UNDERSTANDING

For the implementation of a COST Action designated as

COST Action CA21118
PLATFORM WORK INCLUSION LIVING LAB (P-WILL)

The COST Members through the present Memorandum of Understanding (MoU) wish to undertake joint activities of mutual interest and declare their common intention to participate in the COST Action, referred to above and described in the Technical Annex of this MoU.

The Action will be carried out in accordance with the set of COST Implementation Rules approved by the Committee of Senior Officials (CSO), or any document amending or replacing them.

The main aim and objective of the Action is to build a pan-european interdisciplinary and transdisciplinary multistakeholder network including policymakers, industry leaders, civil society organisations, designers, researchers, and the main initiatives happening at the international level, to foster the upsurge of alternative scenarios in the frame of platform work. This will be achieved through the specific objectives detailed in the Technical Annex.

The present MoU enters into force on the date of the approval of the COST Action by the CSO.

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OVERVIEW

Summary

The platform economy (PE) has accelerated following the COVID-19 outbreak. Although several PE models exist, the PE predominant model is mostly characterised by poor working conditions, low pay, lack of social protection for workers, and increasing gender, racial and socioeconomic inequalities.

The main objective of the Platform Work Inclusion Living Lab (P-WILL) is to build a pan-european interdisciplinary and transdisciplinary multistakeholder network including policymakers, industry leaders, civil society organisations, designers, researchers, and the main initiatives happening at the international level, to foster the upsurge of alternative scenarios in the frame of platform work.

P-WILL promotes the PE intersectional gender perspective and inclusion through increased well-being, economic justice, and rights for the traditionally excluded collectives (TEC) while aligning the PE with The EU Pillar of Social Rights and SDGs.

The aims of P-WILL are:

- To discuss and critique current elements of the discourse on platform work, incorporating an **intersectional feminist approach** and proposing a richer and inclusive definition of the phenomenon.
- To favour an **interdisciplinary social and technical** approach to PE.
- To develop a deeper understanding of the impact of the expansion of the PE connected to **COVID-19** on traditionally excluded collectives.
- To foster transdisciplinary PE action-oriented evidence-based outcomes closing the gap between society, science, industry and policymaking through co-creation of novel, bottom-up ideas to challenge and improve **policymaking institutions** recommendations, **alternative platform design models** and **technical design guidelines.**
- To establish grounds for further research development heeding **The European Pillar of Social Rights and SDGs,** strengthening European research and innovation capacities.

Areas of Expertise Relevant for the Action	Keywords
● Economics and business: Labour economics ● Law: Labour law ● Sociology: Work and professions ● Computer and Information Sciences: Machine learning algorithms ● Political Science: Public administration, public policy	● Platform Work ● Platform Economy ● Intersectional gender approach ● Digital technologies ● Policy recommendations

Specific Objectives

To achieve the main objective described in this MoU, the following specific objectives shall be accomplished:

Research Coordination
- To coordinate a pan-European network making use of an interdisciplinary and transdisciplinary work of

four-helix actors based on intersectional feminist and feminist economy approaches.

● To make use of living lab methodology approaches to create solutions and transdisciplinary proposals on platform models, technical and infrastructure, and public policy analysis.

● To promote research advancements improving the scalability of inclusive platforms to be later translated into policy recommendations and guidelines.

● To coordinate the dissemination of research results and action-oriented outcomes giving input and aiming impact into new models, technological platform design, and future policies at the national and supranational level in the framework of Digitalisation along the 2021-27 agenda.

Capacity Building

● To foster a co-created international research agenda around platform work inclusion making use of a gender intersectional perspective in line with SDGs and The European Pillar of Social Rights and Horizon Europe.

● To deepen the understanding of alternative platform models and the implication of the diverse models in TEC.

● To bring four-helix actors that jointly discuss activity actions, fostering more holistic action scenarios to promote a higher inclusive platform work, strengthening inter-institutional and international linkages among actors by providing means of sharing tacit knowledge.

● To jointly formulate a European research agenda for platform work, including the ethical design of workplaces, related technologies and alternative platform models.

● To engage and train a new cohort of scholars and practitioners through training schools and Short-Term Scientific Missions, contributing to young researchers and innovators' (YRI) career development in the field.

● To counterbalance ITC research communities' unequal access to platform cooperatives development by integrating ITC research leaders and YRIs.

TECHNICAL ANNEX

1. S&T EXCELLENCE

1.1. SOUNDNESS OF THE CHALLENGE

1.1.1. DESCRIPTION OF THE STATE OF THE ART

The platform economy (PE), that is the collaborative consumption and production of capital and labour supported by a digital platform, is growing exponentially (Benkler, 2006; Botsman & Rogers, 2010), disrupting most economic areas (Fuster Morell & Espelt, 2019). In the EU, around 11% of the workforce state they have already provided services through a platform (Urzí Brancati et al., 2020). In North America, approximately 8% of nationals have worked as part of an invisible workforce (Gray & Suri, 2019). In the Global South, an estimated 40 million people are platform workers (Graham et al., 2020). At the same time, telework was becoming more prevalent in Europe in the decade preceding the COVID-19 pandemic, but it still remained with slim percentages (around 10%).

The emergence of platform work has presented many opportunities as well as challenges (Huws et al., 2019; Van Doorn, 2017; De Stefano, 2015). This places the PE at the centre of policy agenda, raising new questions for policymakers, employers, workers and labour representatives (Urzì Brancati et al., 2020). More recently, due to COVID-19 and subsequent exposition of on-location platform workers' vulnerabilities, since they were considered essential, being exposed to the virus, the urgency of tackling such challenges has been further exacerbated (Spurk & Straub, 2020).

Before the pandemic, platform workers' working conditions were already at the frontline of public policy. However, the urgency of providing adequate protection for platform workers was made more visible during the COVID-19 pandemic when 25 million platform workers lost their jobs and another 25 million lost on average two-thirds of their income (Fairwork, 2020). The evidence so far situates platform workers among the most vulnerable collectives because they are key to ensuring the continuation of essential services during lockdowns. At the same time, they bear higher risks and constrained labour rights due to their self-employed status.

On the one hand, there is a lack of studies from a gender perspective and on traditionally excluded collectives. Since its inception, the platform economy has been greeted as a more open, inclusive, and democratic model compared to the traditional economy (Cohen & Kietzmann, 2014; Heinrichs, 2013). Most digital platforms explicitly advocate for open access and equality of opportunity (Schor et al., 2016). However, increasing evidence suggests that platform work increases gender, race and class hierarchies and biases affecting traditionally excluded collectives (TEC) the most (van Doorn, 2017; Huws et al., 2019; Graham et al., 2020). The few studies performed from a gender perspective highlight the increase in socioeconomic inequalities following the PE emergence (Brazilay & Ben-David, 2016; Piasana & Drahokoupil, 2017), the large invisible work in platform work (Jarret, 2016; Huws, 2019), or the necessity to consider the connection between historical trends on domestic labour and on-demand service platforms (Huws, 2019; Van Dorn, 2017). In addition, the PE is geographically polarised, with data and tasks being bought in the Global North and sold in the Global South. This division of work replicates other historical patterns of economic domination (Jarret, 2016; Huws, 2019; Graham et al., 2020). A systematisation of existing evidence and these dispersed works and an expansion of existing analysis -from a gender intersectional perspective- is necessary to extract a holistic perspective on the impact of the PE on TEC.

On the other hand, there is a lack of analysis on the platform models differentiation and how they, in turn, contribute to addressing or exacerbating platform work challenges. The platform economy can be based on mainstream profit-oriented models, known as 'platform capitalism' (Srnicek, 2016), as well as alternative prosocial models around cooperativism and democratic organisations, known as 'platform cooperativism' (Bauwens & Kostakis, 2014; Scholz, 2016). Each of these models has different consequences regarding TECs and related policy implications. In other words, not all platforms are equally aligned towards SDGs and the European Pillar of Social Rights (Laukkanen & Tura, 2020; Fuster Morell et al., 2020). However, most research has largely focused on profit-oriented models (Langley & Leyshon, 2017), while alternative prosocial models are under-researched (Srnicek, 2016). Widely-known PE definitions and platform work conditions still display a bias towards mainstream models, including Airbnb, Uber, Deliveroo and Taskrabbit (Sundararajan, 2016). These definitions generalise the characteristics of these models toward the whole ecosystem of the platform economy (Laukkanen & Tura, 2020), despite platform cooperatives promoting democratic principles (Scholz & Schneider, 2016), being more aligned to SDGs (Fuster Morell et al., 2020), and their possibilities of reaching a larger scale than traditional cooperatives (Vercellone et al., 2019).

Finally, research and action-oriented resources on the impact of platform work on work conditions, particularly of TEC, are needed. One of the most signalled concerns surrounding platform work is the juridical recognition of platform workers and the lack of worker rights and ability to collectively bargain (Huws, 2019; Vandaele et al., 2019). Although, some research has paid attention to the potentialities and challenges for platform workers' and their agential practices towards overcoming signalled constraints (Tassinari & Maccarrone, 2020; Van Doorn, 2020), an abundance of literature is currently questioning if a misrecognition strategy by platforms is occurring (De Stefano, 2015; Drahokoupil & Fabo, 2016). Another concern of platform work is the impact of algorithmic management and the use of gamification techniques which enable intensive forms of surveillance and reinforced discrimination (Rosenblat & Stark, 2016; Zuboff, 2019; O'Neil, 2016). Thus, the PE is mostly characterised by poor working conditions, low pay, and lack of social protection for workers, which exacerbates gender, racial and socioeconomic inequalities (Huws et al., 2019; Van Doorn, 2017; De Stefano, 2015). In addition, there is a lack of interdisciplinary perspective that puts a focus on the social implication of technological design and connects organisational models and technical dimensions of the PE (De Filippi & Hassan, 2021)

From a broader understanding of PE that considers the diverse models, the Platform Work Inclusion Living Lab (P-WILL) COST Action aims to overcome these existing gaps by departing from the aim of a PE analysis from an intersectional gender perspective, and contribute to understanding the current exclusion dynamics of platform work on TECs and how to avoid them. In doing so, it contributes to filling the existing gaps on technical and social dimensions in PE and the implications of the diverse existing platform models.

1.1.2. DESCRIPTION OF THE CHALLENGE (MAIN AIM)

The P-WILL COST Action aims to address the challenges of exclusion dynamics of platform work from an intersectional gender perspective (considering gender, race, origin and class, and its interconnections) by assessing the impact of platform work on TECs and promoting alternative scenarios. To do so, interdisciplinary socio-technical and transdisciplinary exchange and co-creation for the idealisation and design with a living lab approach of new solutions will be adopted and built into policy recommendations, design guidelines and stakeholders' dialogue. In particular, the Action aims to foster PE scenarios that align the PE towards The European Pillar of Social Rights and SDGs by assessing its contributions to it.

Much of the academic literature relating to platform work has focused on understanding the disruption that its upsurge supposes, attracting interest from a wide range of disciplines but lacks an integration of perspectives. Most of the time, each discipline develops its own concepts and theories without establishing a dialogue with each other. This has further problematised the gaps in the state of the art presented. Particularity is relevant to building bridges between computer-supported cooperative work (CSCW), and computer science and social science. While the power of big data has been acknowledged jointly with the importance of reducing algorithmic biases and enabling collective voice, it is complicated to find databases that gather data and allow analysis from an intersectional gender perspective. Additionally, very little research has considered topics such as paid versus unpaid activities, visible versus invisible work regarding its linkage to technological development.

In this regard, the European Commission (EC) is fully aware that while platform work represents new opportunities in terms of job creation, sustainable growth of the platform economy requires better working conditions for all workers independent of their status. The European Parliament, the Council and the EC proclaimed a European Pillar of Social Rights in 20 principles, while the Council adopted a Directive 2019/1152 on Transparent and predictable working conditions. Later on, prior to the COVID-19 outbreak, the EC launched a communication on "Strong Social Europe for Just Transitions" highlighting the need for improved working conditions of platform workers for the sustainable growth of the PE. More recently, in 2021, the EC announced a legislative initiative to improve platform workers' working conditions. The area of competition law also seeks to ensure that EU competition law does not stand in the way of collective bargaining for self-employed people. In terms of new technologies such as algorithms, the EC passed the General Data Protection Regulation (GDPR), adopted a Digital Services Act (DSA), and proposed a regulation on Artificial Intelligence.

On the other hand, the European Committee of the Regions (CoR) stressed that many current EU regulations are outdated against the emergence of new business models and non-standard forms of employment frequent in digital platforms. They called for a comprehensive regulatory framework across the EU, ensuring the social protection and social rights for platform workers against practices such as deliberate misclassification of workers as self-employed by employers seeking to avoid employment regulations, fiscal obligations and collective agreements.

At the national level, a legislative protective framework for platform workers has been introduced in many European countries such as Italy, France, Portugal, and Spain. Although the provisions are very different in terms of their scope and level of protection, a growing openness of national legislators to consider specific reform processes for platform workers is evident. Moreover, these and future legislations need to consider further legislative initiatives proposed by the European Commission.

Finally, cities have also been a space of struggle in the topic. There are several networks tackling shape and aiming at addressing the challenges cities face regarding the platform economy. As one example, in 2018, 50 cities worldwide signed a common declaration of principles and commitment for an inclusive oriented platform economy. At this moment in time, it is a unique window of political opportunity to form a pan-European network focusing on the promotion and the enhancement of better job quality in platform work that contributes to putting forward the European Commission Agenda and the CoR vision showing that moving from Future of Work to a Future of Workers is more than possible. This COST Action is custom crafted to advance these alternative scenarios.

1.2. PROGRESS BEYOND THE STATE OF THE ART

1.2.1. APPROACH TO THE CHALLENGE AND PROGRESS BEYOND THE STATE OF THE ART

The P-WILL approach is characterised by an intersectional gender perspective that puts TECs in the centre, an interdisciplinary socio-technical dialogue, and an action-oriented transdisciplinary frame based on living lab methodologies. The approach to the challenge is characterised by focusing on traditionally excluded collectives (TEC) from an intersectional gender and action oriented approach.

First, it moves to the centre of the debate, the actual voices of the excluded collectives aiming at understanding the problems platform workers face, and their latent needs through the exchange of know-how and cross-cutting research based on methods and techniques like observation, participation, in-depth interviews, and sensitising techniques but also through TEC' involvement along the Action, contributing to the literature on the impact of platform work on work conditions particularly of TECs.

Second, it expands gender and inclusion work with an original intersectional perspective by reviewing current definitions and categorisations from an intersectional gender approach, introducing new conceptualisations when needed, and favouring the integration of existing research efforts. Such as looking into the intersection between axes of exclusion (race, class, gender and origin) and incorporating an intersectional perspective, such as by stressing the dichotomy between reproductive and nonreproductive work, paid and unpaid, and formal and informal work, and anticolonial perspective by considering Global and South dynamics. By introducing an "intersectional gender approach", this COST Action pays special attention to analysing how the interrelation and overlapping of social categories such as gender, race, age and class are creating systems of oppression and discrimination in the context of platform work.

Third, in terms of impact and inspired by the action research (AR) referent Lewin (1946), "If you truly want to understand something, try to change it!" The P-WILL Action has a strong transformative impact focus. The key contributions of this Action will play a significant role in redefining and shaping the understanding of international initiatives for inclusive platform work, thanks to discussing and analysing important topics from an intersectional gender approach while considering the specific circumstances in each local context. Moreover, this Action contributes to transforming mainstream models while promoting alternative models and supporting existing platform coops networks across Europe. Moreover, this COST Action produces specific multi-level co-created policy recommendations and requirements focused on increasing well-being and aligning platform TECs' working conditions to the SDGs and the European Pillar of Social Rights.

The P-WILL action-research network also fosters the dialogue between social science and computer science approaches through living lab methodologies. Indeed, while aiming to create a space where multiple stakeholders can share their skills to co-create and test ideas, policies, and technologies that aim to address the main challenges exposed, the living lab approach and methodologies become the unifier of this COST Action. Participatory action research (PAR) (Kindon, 2008) involves collaborative research, and action towards social change. Living labs is a citizen centric approach based on participatory actions. Living Labs are local organizations that capture peoples' insights, and validate solutions in real life (Alimrall and Vareham, 2008) to motivate socially engaged innovations. Multi city living labs are complex multi-stakeholder constellations focused on the co-creation of innovations in real-life settings that put the focus on users. In particular, by the use of a living lab methodology, this COST Action bridges the gap in previous literature and tackle some of the challenges platform work

poses. In particular, it contributes to the lack of analysis on the platform models differentiation, currently largely focused on profit-oriented models, while alternative prosocial models are under-researched.

Finally, brainstorming, ideation, and co-creation techniques leading to proposals for the integration of ethical values in the design of platforms. This last point is conducted thanks to a smooth integration of different disciplines and fields of expertise such as feminist studies, computer-supported cooperative work (CSCW), computer science, organisational studies, sociology of work, labour and corporate law to discuss novel ideas pushing interdisciplinary collaborations among researchers and also among civil society, industry and policy stakeholders.

In order to integrate computer-supported cooperative work (CSCW) and computer science with the social sciences approaches, the project builds on the previous work on socio-technical issues as detected by scholars of the field (e.g. Dillahunt et al. 2017, Ikkala and Lampinen 2015) and the outcomes from previous related COST Actions (e.g. CA16121 Sharing and Caring).In particular, recommendations for existing policy proposals, guidelines for technical development and organisational models are carefully revisited and new developed following P-WILL outcomes, and tested with wireframes, mockups and prototypes following living lab procedures. Therefore, this COST Action contributes to the improvement of transnational networks across the following disciplines: feminist studies, computer-supported cooperative work (CSCW), computer science, organisational studies, sociology of work, labour and corporate law to discuss novel ideas pushing interdisciplinary collaborations among researchers and also among civil society, industry and policy stakeholders.

1.2.2. OBJECTIVES

1.2.2.1 Research Coordination Objectives

The following objectives are placed at ensuring the distribution of tasks, sharing of knowledge and know-how, and the creation of synergies among Action participants:

- RCO1: To coordinate a pan-European network making use of an interdisciplinary and transdisciplinary work of four-helix actors based on intersectional feminist and feminist economy approaches.
- RCO2: To make use of living lab methodology approaches to create solutions and transdisciplinary proposals on platform models, technical and infrastructure, and public policy analysis.
- RCO3: To promote research advancements improving the scalability of inclusive platforms to be later translated into policy recommendations and guidelines.
- RCO4: To coordinate the dissemination of research results and action-oriented outcomes giving input and aiming impact into new models, technological platform design, and future policies at the national and supranational level in the framework of Digitalisation along the 2021-27 agenda.

1.2.2.2 Capacity-building Objectives

The following objectives are placed to ensure the upskilling of know-how produced from the transferability of knowledge across transdisciplinary and multistakeholder actors. Bringing academic studies to centre-stage at the European policymaking discourse by placing platform workers at the centre and rendering four helix actors' collaboration:

- CBO1: To foster a co-created international research agenda around platform work inclusion making use of a gender intersectional perspective in line with SDGs and The European Pillar of Social Rights and Horizon Europe.
- CBO2: To deepen the understanding of alternative platform models and the implication of the diverse models in TEC.

- CBO3: To bring four-helix actors that jointly discuss activity actions, fostering more holistic action scenarios to promote a higher inclusive platform work, strengthening inter-institutional and international linkages among actors by providing means of sharing tacit knowledge.
- CBO4: To jointly formulate a European research agenda for platform work, including the ethical design of workplaces, related technologies and alternative platform models.
- CBO5: To engage and train a new cohort of scholars and practitioners through training schools and Short-Term Scientific Missions, contributing to young researchers and innovators' (YRI) career development in the field.
- CBO6: To counterbalance ITC research communities' unequal access to platform cooperatives development by integrating ITC research leaders and YRIs.

2.   NETWORKING EXCELLENCE

2.1.   ADDED VALUE OF NETWORKING IN S&T EXCELLENCE

2.1.1. ADDED VALUE IN RELATION TO EXISTING EFFORTS AT EUROPEAN AND/OR INTERNATIONAL LEVEL

This Action is ground-breaking due to the introduction of an intersectional gender perspective and excluded actors participation as the baseline of the network, breaking down barriers between the different stakeholders while addressing the need to look at platform work from an alternative point of view. Even though platform work is an increasingly important topic of special interest for researchers, policymakers and technical developers, knowledge is scattered across disciplines and scientists from different fields rarely work together. This Action proposes a cooperative interdisciplinary space for co-creation and exchange of international efforts conducted in the field of platform work, adapting its applications to other regional and local contexts and expanding its influence and dissemination results.

In this regard, the Action has been developed by a core group of actors integrated by senior researchers, YRIs and non-academic professionals across the different fields of the Action, all of them actively involved in the topics of Future of Work (FoW) and PE across Europe and beyond. This process makes the P-WILL a high-value Action for the specific aim that is tackling, including the main conferences and dissemination opportunities that already exist in Europe and worldwide. The Action integrated the main initiatives happening at the international level, promoting the interrelation among them and facilitating a common ground for cooperation, influence and impact across sectors and policy levels, including city governments where platform impact is concentrated. The integration of already existing initiatives in the field allows this COST Action to establish common terminologies and enhance cooperation across different actors and sectors, primarily translated to co-organised events along the Action that are already identified within the network of existing initiatives in Europe.

There is a broad range of networks, projects, and political workforce programmes to understand this emerging field and find ways to maximise platform work potential to contribute to sustainable development and economic well-being. Although previous and existing COST Actions have explored the transformations of labour including the PE (IS1202 Dynamics of Virtual Work, 2012-2016) and the design of digital platforms indirectly touching work issues (CA16121 Sharing and Caring, 2017-2021). On the other hand, other international projects are developing principles, charters and policy guidelines to foster better working conditions on platform work. However, no COST Actions or other international initiatives have directly explored each of the proposed topics while bridging the gap between feminist theory and feminist economy scholars and other research fields.

2.2. ADDED VALUE OF NETWORKING IN IMPACT

2.2.1. SECURING THE CRITICAL MASS AND EXPERTISE

P-WILL benefits from several past and ongoing EC funded projects relevant to the issues of work and integrates knowledge and results from previous relevant initiatives and national and European level. The network will involve, among others, representatives from the main European Universities shaping policies in the field, global organisations contributing with data accessibility, non-profit organisations, platform cooperatives and think tanks. The network will identify research institutions, industries and think tanks across COST Countries and beyond that could be reached along with the dissemination and communication activities, and potentially benefit from the Action results.

The Action has set in place a team named Editorial and Dissemination (E&D) that employs a variety of networking instruments: online communication and networking via digital media within and outside the network; periodic meetings; sandpits; promotion of COST grants such as Short-Term Scientific Missions; a postgraduate forum and academic journal publications, among others. The E&D counts with a group of external international experts on platform work, increasing the possibility to amplify the already existing platform work projects' dissemination and impact.

2.2.2. INVOLVEMENT OF STAKEHOLDERS

Following the Quadruple Helix Innovation approach, several types of stakeholders, including policymakers, industry leaders, civil society organisations representatives, technical developers and researchers, have been identified to ensure the originality of the Action and its effective implementation. Following this principle, think tanks, academic institutions, industry organisations and government units at the local and EU level will be represented in the network.

Stakeholders will be selected based on several criteria, such as involvement in past and present projects in terms of management structures, ethic technologies, labour and gender policies related to platform work. At the same time, expertise is sought to contribute to the overall objective of the Action, while ensuring that the main network organisations are compromised to the achievement and dissemination of the Action Plan. The following involving criteria for stakeholders are being used:

- Management Committee (MC) and leadership positions: The Action will promote gender balance and. the integration of representatives from the main institutions active in the field. Moreover, leadership positions are mainstreamed at YRIs and COST ITC participation.
- Working Group (WG) leadership positions: Each WG includes a leader and a co-leader. Co-leadership positions are prioritised to YRIs and ITC country participants. In particular, a minimum of 50% of leadership positions within WG to ECIs and 25% ITC are ensured. Gender balance in the composition of the network and people with gender expertise are both included and prioritised, ensuring a minimum of 50% women's participation.
- WG Participants: The engagement of the overall participants of the Action framework is mainstreamed through participatory methodologies, decision-making participatory processes that are considered in MC meetings and internal communication, and engagement campaigns that search the active involvement of participants in both online and offline activities. WG leaders are requested to report engagement strategies every year along with the annual WG reports.
- Dissemination and communication activities: These activities take place both internally and externally. However, reaching External Supporting Organisations with a specific focus toward policymakers at the local, regional, national and EU levels is one of the main priorities of the Action. To do so, an E&D sub-group is created in order to ensure the visibility and impact of the Action. To engage internal Action participants and external stakeholders to the Action and raise

visibility and awareness at the local, national, EU and international levels, the following COST networking tools are mobilised across the Action: (i) First Action meeting; (ii) National and European COST P-WILL conferences and seminars; (iii) Training schools; (iv) Media, publications and dissemination actions; and, (v) Final Action meeting and event in Brussels.

2.2.3. MUTUAL BENEFITS OF THE INVOLVEMENT OF SECONDARY PROPOSERS FROM NEAR NEIGHBOUR OR INTERNATIONAL PARTNER COUNTRIES OR INTERNATIONAL ORGANISATIONS

This Action integrates Near Neighbour Countries (NNC), International Partner Countries (IPC) and Specific Organisations. Today, platform work is a global phenomenon. The transferability and adaptability of knowledge across regions are extremely important to propose policies at the local, regional, national and EU/International policy level.

- (i) Near Neighbour Countries: generally allocate fewer resources to research and are less represented in EU and international forums and networks on FoW and the PE. Thus, this Action develops young researchers' skills while integrating the missing knowledge of the situation of labour rights and improvements of those countries in the research field. Moreover, it is particularly interesting to integrate NNC participants, as many of the workforces in Europe come from these regions.
- (ii) International Partner Countries: very important research and advocacy actions on the topic are performed outside the EU, mainly in Canada, USA and Brazil. Having the possibility to integrate other IP countries enriches the adaptability and comprehension of policies to be adapted at a certain policy context, enriching the research agenda of Europe.
- (iii) Specific Organisations: platform work has become an increasingly popular topic overseen by the same International Labour Organisation (ILO) during the last years. Fostering the research cooperation in a human-rights based approach with international organisations would represent a powerful dissemination and long-term impact initiative of the COST Action.

3. IMPACT

3.1. IMPACT TO SCIENCE, SOCIETY AND COMPETITIVENESS, AND POTENTIAL FOR INNOVATION/BREAKTHROUGHS

3.1.1. SCIENTIFIC, TECHNOLOGICAL, AND/OR SOCIOECONOMIC IMPACTS (INCLUDING POTENTIAL INNOVATIONS AND/OR BREAKTHROUGHS)

In terms of impact, the project has a strong action and transformative impact focus. The key contributions of this project play a significant role in redefining and shaping the understanding of the PE from an intersectional gender approach perspective.

Short-term impact

- Scientific impact: this Action will present several imminent scientific impacts such as (a) cooperation amongst different disciplines in platform work; (b) promotion of a gender intersectional approach within the field of platform work; (c) enhanced participation of YRIs in the field; (d) transfer of policy know-how across EU, especially with ITC members; (e) transferability of know-how and latest innovations with NNC and IPC participants; (f) maximisation of the accessibility of platform work research results through open data and open access to publications.

- Policy impact: (a) this Action will promote policies at the forefront of the policy research agenda ensuring gender and social rights in platform work; (b) will contribute to align the platform work towards SDGs and The European Pillar of Social Rights ("European SDGs"); (c) will contribute to the European Commission's Agenda through an initiative that directly addresses the European Social Pillar of Social Right Action Plan.
- Technological impact: short-term technological implications of the Action are (a) the creation of a multi-stakeholder community focused on the impact of technology in platform work design, as part of WG3; (b) the publication of white papers regarding ethic technology mechanisms and frameworks resulting from this WG; (c) the integration a gender and rights approach to the technological field of platform work, with an overall objective of (d) the creation of dialogue between industries, civil society and academia in the development of ethic technologies and their impact from an intersectional perspective; (e) the participation in key international tech conferences about the COST topic; and (f) the testing ideas with WG3 interdisciplinary fields and actors.
- Socio-economic impact: this impact will be mainly achieved through advocacy and dissemination actions that create (a) enhanced dialogue and participation in the COST activities with local, regional, national EU and international public bodies; and (b) dissemination of results reaching its ultimate target audience, creating higher ownership of programme results.

Long-term impact

- Scientific impact: achieving (a) new articulated transnational research projects that emerge from this COST field; (b) increased participation of YRIs in national and international projects of PE; (c) articulated common ground understanding and terminology of platform work and ethic technologies with a gender-based approach; (d) the promotion of collective datasets of platform work research results; (e) influence in the EU research agenda, 2021-27 plan and the SDGs; and (f) articulated permanent dialogue between academia and other relevant stakeholders in the field; (g) having made living lab methodologies a mainstream reality in interdisciplinary research projects across the European PE field.
- Policy impact: (a) policy recommendations will influence the EU Pillar scores to reducing the number of people at risk of social exclusion and poverty and taking into account the gender-based approach; (b) recommendations will serve to assess progress towards a social 'triple A' for the EU as a whole; (c) will provide evidence about PW across the EU PE field framed in the SDGs (Goals 5, 10 and 12).
- Technological impact: the following impacts are expected: (a) permanent dialogue between research fields and the tech industry in the field of platform work; (b) increased access to policy mechanisms that ensure ethical technologies in platforms; and (c) improved technical infrastructure of platform cooperatives.
- Socio-economic impact: this Action will prevail in the long term by (a) having increased participation of ITC countries and YRIs in the field of platform work; (b) having increased the well-being of platform workers across the EU; (c) having improved performance of platform co-ops and other alternative organisational structures by having enhanced its scalability, internationalisation and impact; (d) economic growth and push of an inclusive economic transformation of the platform economy.

3.2. MEASURES TO MAXIMISE IMPACT

3.2.1. KNOWLEDGE CREATION, TRANSFER OF KNOWLEDGE AND CAREER DEVELOPMENT

Knowledge creation and transferability are among the main priorities of the P-WILL Action, which is promoted through a multi-stakeholder participation framework that interacts via peer publications, co-created online and offline activities and conferences, and ultimate research information access. Moreover, open knowledge policies are adopted to ensure that both data and publications are made in

open access. Since this COST network benefits from existing initiatives related to the platform work field, it aims to build common parameters and align efforts to foster research in line with an intersectional gender approach focused on improving the working conditions of traditionally excluded collectives.

At the same time, the living lab approach and methodologies are used along with the action activities, promoting a more inclusive future of platform work. Living labs are complex multi-stakeholder constellations focused on the co-creation of innovations in real-life settings that focus on users. Living lab methodology is used along with the action activities, while its different phases (exploration, co-creation, exchange and evaluation) give shape to the Working Groups (WG).

Overall, the active participation in the Action fosters the career development of the professionals involved who have the opportunity to interact with academics, think tanks, civil society organisations, industries and policymakers in the field of inclusive platform work. The professionals will promote their work within the Action. Moreover, they will benefit from the communication and dissemination campaigns and involvement in future research projects. Moreover, specific actions from the E&D team are directed at disseminating the projects and initiatives from which participants of the Action take part. At the same time, specific actions such as WGs co-leadership among senior and YRI researchers are set in place to foster the exchange of know-how and career development, while YRIs are enhanced to be represented in leadership positions.

3.2.2. PLAN FOR DISSEMINATION AND/OR EXPLOITATION AND DIALOGUE WITH THE GENERAL PUBLIC OR POLICY

As part of the responsibilities of the Management Committee of the Action, a E&D team will be appointed for coordinating the dissemination and communication activities of the network, in close collaboration with the Action Chair, Vice-Chair and WG Leaders. This E&D will integrate both academic and non-academic participants that maintain contact with: (i) Academic journals, local newspapers and social media platforms; (ii) Policymakers at the local, regional, national and EU/International level; (iii) EU and International bodies related to platform work policies; and (iv) External research institutions, labour unions and civil society organisations, think tanks and platform industries, including platform cooperatives.

The main activities that the E&D group perform include: (a) creating communication guidelines to be used across Action members, making use of inclusive language (in collaboration with WG1); (b) participating in WG meetings to coordinate the activities of the Action with the communication and exploitation plan to maximise the scientific and societal and political impact of the Action; (c) actively searching and promoting the representation of national Action members in local and international events and campaigns related to the Action topic; (d) coordinating with partners and already existing projects in joining media and communication efforts; and, (e) helping disseminate policy proposals to different stakeholder audiences (in coordination with WG4). Moreover, the Action prioritise making use of open access licenses for publishing while enhancing the use of different languages for dissemination and impact purposes, as well as prioritising cooperation with media cooperatives, accounting gender bias in journalism and the lack of visibility of traditionally excluded platform work collectives from media coverage.

The dissemination tools that will be used are as follows:

- Online dissemination channels: (a) the P-WILL website with the dissemination of the Action results and presentation of the Action members involved; (b) repository of best practices (WG2) and policy recommendations (WG4); (c) use of non-traditional social media channels, including LinkedIn,

Twitter, and Spotify (podcasts); (d) coordination with Action participants' social media channels; € internal communication channels by making use of Free Libre Open Software (FLOSS) tools where possible; and, (f) fife-streaming events that support the dissemination of actions and learning processes that are taking place among the network.

- <u>Face-to-face dissemination channels</u>: (a) at least 1 WG meeting per year; (b) minimum of 1 presential MC meetings per year; (c) five workshops and panels with external participants per year; (d) participation of members in the main external conferences related to the topic (two per year); (e) two training schools during the Action; (f) five Short-Term Scientific Missions (STSMs) with YRI and ITC main representation, per year; (g) online and offline training sessions for the wider community; and, (h) the 1st Management Committee (kick-off) meeting and final event in Brussels.
- <u>Publication and dissemination channels</u>: (a) workshop/conference proceedings both online and presential; (b) joint Open Access publications in international peer-reviewed journal; (c) magazine articles for the non-academic stakeholders; (d) white papers for policy-makers and wider stakeholders; (e) open data repository; (f) contributing to platform cooperatives online repository; (g) social media channels from the Action; and, (h) book on the compilation of best practices and policy recommendations, presented in the Final dissemination event of the Action in Brussels.

Finally, a monitored dissemination and exploitation Action report is presented annually in the MC meetings to gather indicators with gender and YRIs mainstreaming outreach, and contingency and communication recommendation plans that are held to the partner members to improve communication and exploitation efforts year by year. Exploitation plans are revised and supported by the E&D group to evaluate the replicability, scalability and adaptation of the Action results.

4. IMPLEMENTATION

4.1. COHERENCE AND EFFECTIVENESS OF THE WORKPLAN

4.1.1. DESCRIPTION OF WORKING GROUPS, TASKS AND ACTIVITIES

P-WILL count with 5 WGs, promoting interdisciplinary and transdisciplinary collaborations. Rooted in action research and living lab approaches and methodologies, The Action targets a mixture and the interdependencies between social and technical dimensions of platform work.

Firstly, WG1 creates an interdisciplinary discussion of the state of the art and the development of a new intersectional gender PE framework that put the voices of TECs at the centre while connecting PE CSCW perspectives. WG2, WG3, and WG4 are based on empirical ideation and testing work, each focusing on particular facets: platform models and inclusion (WG2); digital technologies and data (WG3); and policy and regulation strategies (WG4). Finally, WG5 supports the transdisciplinary and impact dimension of the project favouring a four-helix dialogue between all the actors involved in PE to discuss and debate on research results and adapt research into action-oriented outcomes. Based on a lean approach, the exploration of problems, needs and challenges, the ideation of solutions and their local adaptation follow a circular and iterative process, with crossed insights between the diverse WGs along the several phases of it.

Meeting twice a year each WG, and contributing to training schools, workshops and conferences. Participants are be encouraged to jointly write articles, white papers and other deliverables that will emerge from conferences, seminars and STSMs. COST NNC and IPC participants are also encouraged to take an active role in the Action.

WG1: Platform work inclusive holistic framework exploration

WG1 builds a holistic, interdisciplinary and transdisciplinary framework on platform work that overcomes existing gaps in the literature. The activities depicted inform WG2, WG3 and WG4 of the problems, challenges and needs that workers, policymakers, technical developers and alternative business models face, considering COVID-19, so they can work on concrete proposals that foster more inclusive platform work. WG1 is in charge of organising and leading the Initial scientific Action Event (Milestone 1, M1) of the first year of the Action.

First, WG1 discusses and critiques current elements of the discourse on platform work, incorporating an intersectional feminist and feminist economy approach and proposing a richer definition and inclusive characterisation of the phenomenon stressing the dichotomy between reproductive and nonreproductive work, paid and unpaid, and formal and informal work, and anticolonial perspective by considering Global and South dynamics.

Second, it looks for ways to strengthen traditionally excluded collectives (TECs) resistance strategies. For instance, it promotes the exploration from a feminist theory perspective of workers unions and the understanding of existing non-traditional and feminised resistance and mobilisation strategies such as gossip and informal networking. Related to this, WG1 depicts regulatory gaps and cross-cutting policy challenges relating to platform work focusing on traditionally excluded collectives.

Third, it moves the debate beyond mainstream PE cases by exploring organisational initiatives based on the commons and Social and Solidarity Economy (SSE). For instance, WG1 explores business model alternatives' constraints, needs and limitations for their start and growth. Finally, it focuses on challenges and problems that technical developers face for reducing algorithmic bias and ensuring that other technological inventions such as gamification and geolocation techniques preserve well-being, economic justice, and labour and human rights.

Task list: **(**T1.1) Co-design of a socio-technical theoretical framework from an intersectional feminist perspective on platform work. Expanding conceptualizations of PE towards integrative models. (T1.2) Exchange spaces of know-how and research on problems, challenges and needs of traditionally excluded collectives embedded in platform work. Special attention is paid to COVID-19.(T1.3) Recompilation of best case practices on socio-technical design and policy regulations in order to expand pilots with WG2, WG3 and WG4. (T1.4) Round table discussions on challenges with interdisciplinary and multi stakeholder discussions in order to identify the main problems and needs that users (end user, platform models, policy makers, researchers and others) face.

Deliverable list: *(*D1.1) Peer-reviewed publication on the theoretical framework, proposing a richer definition and inclusive characterisation of the phenomena from an intersectional gender approach that is used for the empirical, ideation and testing work in WG2, WG3 and WG4. (D1.2) Mapping publication of socio-technical design practices and policy initiatives at international level. (D1.3) Needs, problems and challenges map that interconnects disciplines and typology of stakeholders to visualise the interconnections to co-create proposals in WG2, WG3 and WG4. (D1.4) Gender approach application guidelines in PE work.

WG2: Organisational and platform work models

Departing from the challenges and interconnections identified in WG1, WG2 devotes efforts to coordinating researchers and practitioners interested in co-designing and exchange learning proposals through action research and participatory methodologies in PE business models. In this regard, WG2 coordinators pay special attention to the lack of financial and human resources, and thus expert

technical knowledge, that local initiatives based on the commons and Social and Solidarity Economy (SSE) have and prioritise them as spaces in which to test these initiatives. Special attention in WG2 is paid to give voice to excluded collectives while looking for ways to strengthen their resistance strategies. WG2 integrates the technical aspects proved in WG3 and WG4 proposals integrating them in platform models.

Beyond transdisciplinarity, interdisciplinarity is fostered by bringing together particular stakeholders who are more actively involved in this WG, such as platform cooperatives and other alternative business models, CSCW scholars and social computing researchers, business representatives, among others. In addition, WG2 compiles materials addressed to platform cooperatives challenges paying special attention to their limitations in terms of growth and scale so that research developments reach the interested stakeholders more effectively.

*Task list: (*T2.1) Identify platform cooperatives and other alternative models to be included in the online repository to show their availability and interests for local adaptations. (T2.2) Coordinating with different stakeholders to effectively reach and include TECs' voices in the co-design and piloting of the proposals. (T2.3) Coordinate with WG1 to include an intersectional feminist perspective in the design of the proposals and to inform the framework with empirical evidence. (T2.4) Contribute to WG5 with the dissemination of the results favouring the growth of alternative models extracted from the WG2 conclusions.

*Deliverable list: (*D2.1) Online repository of platform coops and other alternative models, toolkits and other materials used during the adaptation along the Action that could be used in other cases. (D2.2) White paper exploring from a feminist approach the opportunities, constraints, needs, and limitations of workers unions, platform coops and other alternative business models.

WG3: Digital technologies and data models

Derived from the technical challenges and the necessary inter-cooperation of actors identified in WG1, the overarching objective of WG3 is to gather, design and develop proposals for the technical development of inclusive platforms. WG3 derives from the conception that platforms are socio-technical infrastructures but that certain proposals need further development at the technical level. For instance, a policy proposal looking at the right to disconnect or to the right to non-discrimination (developed at WG4) might relate to different data-driven practices and technological inventions such as AI-assisted decision making, gamification techniques, geolocation, cyber-surveillance, among others.

WG3 departs from the online repository of platform cooperatives and other alternative models to select cases to test Action members' proposals for the integration of social science inputs in the technical design of platforms. Moreover, WG3 develops a directory of databases with an intersectional gender perspective to be used by the participants of the Action and external stakeholders. Finally, WG3 explores and pilot technical implications of regulations identified in WG4.

Task list: (T3.1) Identification and election of best and innovative practices and platforms in which to technically test them. (T3.2) Generating spaces for co-creation of technical initiatives with multiple stakeholders and interdisciplinary members, both internal and external to the Action. (T3.3) Identifying databases that allow analysis from an intersectional gender perspective and collecting them in an online and open repository. (T3.4) Coordination with WG5 with the ultimate goal of nourishing policy recommendations extracted from the WG3 conclusions.

Deliverable list: (D3.1) Open access repository contribution of databases from intersectional gender perspective in platform work. (D3.2). GitHub repository of the code practices developed along the Action

that aim to tackle the needs of traditionally excluded collectives (TECs) while complying with policy recommendations and regulations in platform work.

WG4: Mobilisation, regulation and policy strategies

Derived from the cross-cutting challenges and policy gaps identified in WG1 in relation to collective action, policy and regulation strategies, WG4 creates spaces of exchange to propose innovative and alternative collective action strategies, regulatory and other policy proposals, and recommendations. WG4 aims at giving voice to excluded collectives facilitating their participation in the co-creation of initiatives and proposals, while facilitating interchanges between workers, unions, advocacy groups, practitioners and policy-makers.

The goal is to gather, co-create and test policy guidelines and proposals considering each country's regulatory competencies and institutional structures. WG4 gathers different policy initiatives that could be adapted to different contexts. To achieve this goal, WG4 works closely with WG3 and WG2 to build a transdisciplinary and interdisciplinary dialogue while fostering knowledge exchange between different geographically scattered stakeholder groups. In this regard, the different initiatives compiled are technically developed in WG3 and integrated on platform models participating in WG2 through action-research and participatory methodologies.

Task list: (T4.1) Facilitating knowledge exchange between different stakeholder groups to ideate and map regulatory and collective action initiatives in different national jurisdictions and supranationally. (T4.2) Identification of best and innovative policy practices to be tested and further implemented in different economic geographical contexts. (T4.3) Identification and validation of best and innovative policy practices to be disseminated in WG5.

Deliverable list: (D4.1) Interactive online map that visually represents regulatory and collective action initiatives in different national jurisdictions and supranationally. (D.2) Production of an online repository of innovative policy practices as a source for informed policymaking. (D4.3) White papers and policy briefs discussing critical policy topics and potential solutions in the fields of the proposed action (labour and employment law, data protection, AI regulation, social protection, etc).

WG5: Transdisciplinarity outcomes and impact evaluation

To foster the Action's impact, WG5 works to ensure that each of the multi-stakeholder initiatives and outcomes developed along the Action contributes to the SDGs, the European Pillar of Social Rights and its action plan. Acknowledging the Action's ambitious aim around fostering alternative scenarios that align the PE towards SDGs and the other policy guidelines. WG5 exclusively focus on (1) the dissemination of the outcomes of the Action ensuring transdisciplinary impact, and (2) the monitoring of the Action to the implementation of the SGDs and the EU Pillar.

On the one hand, WG5 dissemination conform regulatory guidelines that consider testing as well as each country's regulatory competencies and institutional structures. At the same time, PE related implementation of the European pillar of social rights will be fostered at national level in the countries encompassed by the project. To disseminate the results, WG5 counts with the support of the E&D. In this regard, WG5 is in charge of organising and leading the Final Dissemination event (Milestone 2, M2) in Brussels which will count with a stakeholder and international expert representation as well.

On the other hand, this WG will evaluate the action contribution to scientific, policy, technological and socio-economic challenges embedded in both SDGs and the European Pillar of Social Rights Action Plan by evaluating the performance of each WG. In particular, special attention is paid to evaluate the

Action performance in terms of EU Pillar Target 3 and SDGs Goals 5, 8, 10 12 and 17. Finally, contributing as well to the digital and skills European strategy.

Task list: (T.5.1). Evaluation of scientific, policy, technological and socio-economic impact on the actions conducted by P-WILL COST towards the SDGs and EU Pillar. (T.5.2). Building high level dialogue on the Action's conclusion results and its future implications. (T.5.3) Building compromises from multi stakeholder and multilevel actors towards a more inclusive platform work.

Deliverables list: (D5.1) Publication and evaluation of WGs targets aligned to SDGs and European Pillar of Social Rights in relation to the Action's work. (D5.2) Framework of analysis for the scientific, policy, technological and socio-economic impact of WGs. (D5.3) Online repository of actors signing the support on platform work inclusion principles in relation with SDGs and European Pillar of Social Rights. (D.5.4). White paper with recommendations for the technical development of platforms from an intersectional feminist and socio-technical approach including insights from WG1, WG2, WG3 and WG4. (D.5.5). Action web-site; (D.5.6). Science Communication Plan describing Action communication, dissemination and valorisation of results.

Management and coordination

An Action Core Group will be established by the Action MC and include the Chair of the Action, the Vice-Chair, one WG leader/co-leader from each WG, the Science Communication Coordinator to represent from the E&D team, the Grant Awarding Coordinator. From which, at least four positions will be reserved for ITC participants and two more for YRIs. They jointly report to the MC in each MC meeting, which is the course of the goals proposed for the Action and specific changes proposed to the activities.

4.1.2. DESCRIPTION OF DELIVERABLES AND TIMEFRAME

Deliverable	Description	Due date (by trimester)
D1.1	Peer-reviewed publication on the theoretical framework	Q3 2024
D1.2	Mapping of socio-technical design practices & policies	Q1 2025
D1.3	Interconnected map of challenges across WGs	Q4 2023
D1.4	Gender approach application guidelines in PE work.	Q4 2023
D2.1	Online repository of platform coops	Q4 2024
D2.2	White paper on collective on business models	Q4 2025
D.3.1	Open access database repository contribution	Q3 2025
D.3.2	GitHub repository of the code developed along the Action	Q4 2025
D4.1	Interactive map on policy regulation initiatives	Q3 2025
D4.2	Online repository of innovative policy practices	Q3 2025

D4.3	Regulatory Gaps white paper	Q2 2024
D5.1	Evaluation of WGs targets aligned to SDGs and EU Pillar	Q2 2026
D5.2	Impact framework analysis	Q1 2025
D5.3	Online support signatures to platform work inclusion principles	Q2 2024
D5.4	White paper with recommendations for technical PE	Q1 2025
D5.5	Action web-site	Q2 2023
D5.6	Science Communication Plan	Q2 2023

4.1.3. RISK ANALYSIS AND CONTINGENCY PLANS

Potential risk	Level of risk	Contingency Plan
Differences in expectations coming from the variety of traditions and experiences for academic work of participants	Medium	MC meetings will align the expectations and internal communication campaigns will place emphasis on transparent communication between members in order to align the messages of the Action.
Interdependency of working groups causing overlapping of tasks.	Medium	Extraordinary meetings would be held separately with WG leaders to coordinate interdependent activities. Moreover, WG1 representatives would be invited to the other WG meetings for alignment purposes.
WGs fail to follow through on their obligations; key deliverables submitted with delay; work overload for the preparation of meetings with all partners.	Medium	Action Core Group and Management Committee will be responsible for reporting, those will have the opportunity to restructure the Action plan. Also, if properly alleged, it will be possible to substitute a WG leader / co-leader for the well-being of the program and/or integrate one more co-leader. The E&D team will support the contingency plan.
Stakeholders are not sufficiently engaged and lead to dropout.	Low	Action participants will be actively engaged to identify and invite new participants to join in the Action.
Unavailability or withdrawal of a key actor in the network.	Low	The MC would proceed to propose a new candidate for the position and the remaining co-leader person would be responsible for the relief.
COVID-19 impacts: mobility restrictions	Low	In this case, lower scale events and meetings will take place, with a reframed agenda and locations, promoting flexibility and online opportunities.

4.1.4. GANTT DIAGRAM

WG	Task	2022				2023				2024				2025				2026			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1	*Platform work inclusive holistic framework exploration*			▓	▓	▓	▓	▓	▓	▓	▓										
D1.1	Peer-reviewed publication on the theoretical framewo								▓												
D1.2	Database of socio-technical design practices & polici										▓										
D1.3	Interconnected map of challenges across WGs						▓														
D1.4	Gender approach application guidelines in PE work.							▓													
M1	Initial Action Event					▓															
2	*Organisational and platform work models*						▓	▓	▓	▓	▓	▓	▓				▓				
D2.1	Online repository of platform coops											▓									
D2.2	White paper on collective on business models														▓						
3	*Digital technologies and data models*						▓	▓	▓	▓	▓	▓	▓		▓						
D.3.1	Open access database repository																				
D.3.2	GitHub repository of the code developed along the Ac														▓						
4	*Mobilisation, regulation and policy strategies*						▓	▓	▓	▓	▓	▓	▓		▓						
D4.1	Interactive map on policy regulation initiatives																				
D4.2	online repository of innovative policy practices														▓						
D4.3	Regulatory Gaps white paper								▓												
5	*Transdisciplinarity outcomes and impact evaluat*						▓	▓	▓	▓	▓	▓	▓	▓	▓	▓					
D5.1	Evaluation of WGs targets aligned to SDGs and EU F															▓					
D5.2	Impact framework analysis													▓							
D5.3	Online support signatures to platform work inclusion															▓					
D5.4	White paper with recommendations for technical PE													▓							
D5.5	Action web-site					▓															
D5.6	Sciente Communication Plan																				
M2	Final Conference																	▓			
Action activities																					
	Kick-off meeting				▓																
	MC Meetings				▓		▓			▓				▓				▓			
	WG Meetings				▓			▓				▓				▓				▓	
	Workshops and conferences				▓		▓		▓		▓		▓		▓		▓				
	STSMs				▓	▓	▓			▓	▓			▓	▓						
	Training schools				▓					▓	▓				▓						
	Dissemination and publication actions				▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓	▓				

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