

White Paper

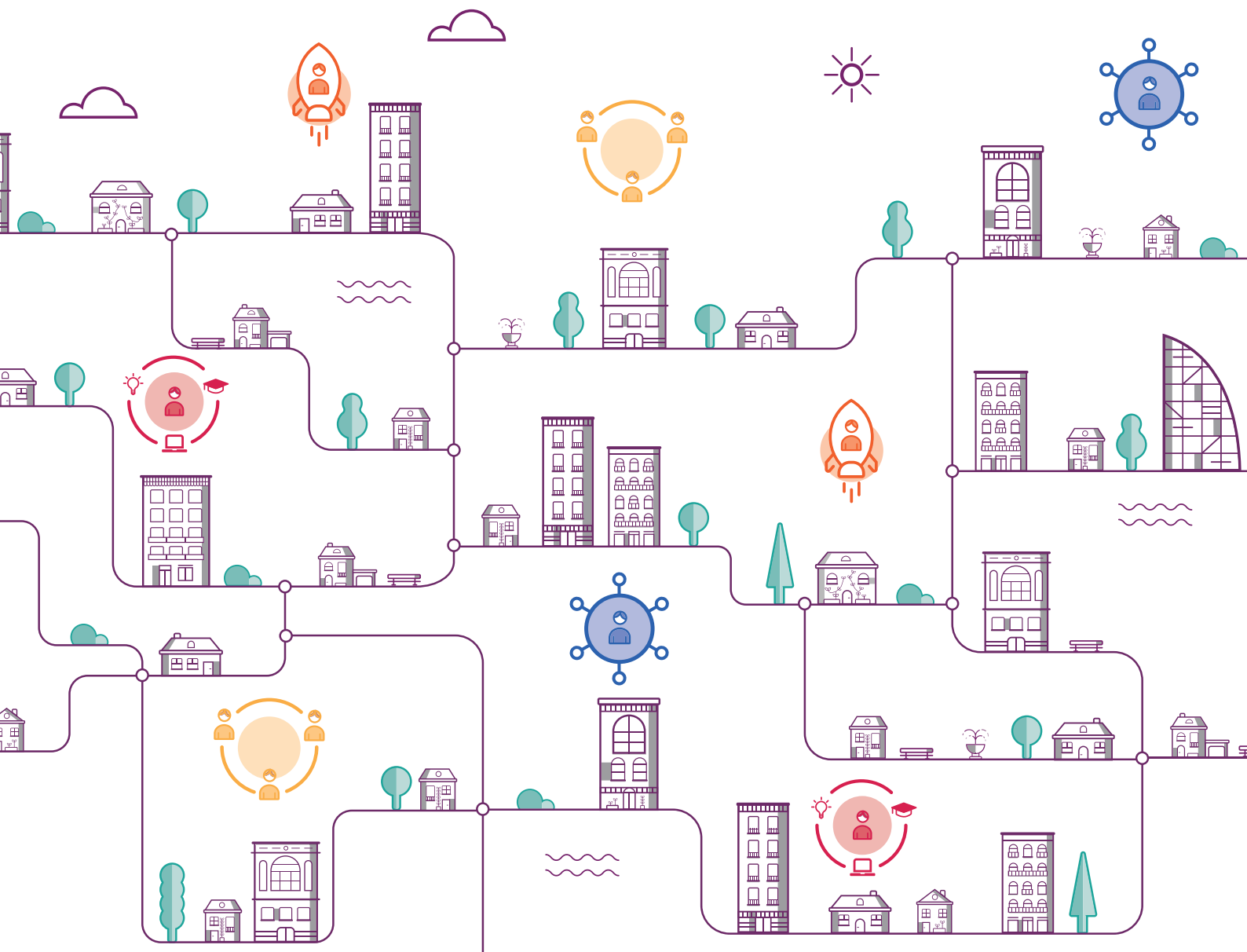


GOCOWORKER

Decentralised Autonomous Organisation of Talents



April 2025



Disclaimer

The objective of this document ("White Paper") is to provide readers with information relating to the ecosystem and economic model of Gocoworker.

This White Paper is for informational purposes only. It does not imply any element of a contractual relationship.

The information in this document is subject to change. Therefore, an updated version of this White Paper will be regularly published on the website <https://gocoworker.com>.

Although Gocoworker has made all reasonable efforts to ensure that the business and project information contained in this White Paper is accurate and up-to-date, this information may not be considered to be exhaustive and this White Paper may contain omissions or inaccuracies.

This White Paper does not constitute an offer to sell, or the solicitation of an offer to buy a share, a security, a financial investment, a commodity or a right belonging to, or issued by, Gocoworker or any related and/or associated company, or a swap of a security, or commodity, or a financial instrument of any kind.

This White Paper is neither a prospectus nor an offering memorandum.

None of the information or analysis contained in this White Paper is intended to provide a basis for an investment decision, and no specific investment recommendations are made.

Certain statements, estimates and financial information contained in this document constitute forward-looking statements or information.

These forward-looking statements or information involve known and unknown risks and, as such, involve uncertainties that may cause actual events or results to materially differ from any estimates or results implied or expressed in these statements.

Given the lack of cryptocurrency qualifications in most countries, it is strongly advised that each reader performs a legal and tax analysis regarding the purchase and ownership of GOCO tokens based on their nationality and location of residence.

A GOCO token does not represent an investment,¹ is not proof of ownership, or a right of control, is not an electronic currency,² and is not a payment service.³ Its purchase is exempt from VAT.⁴

The publication or distribution of this White Paper in certain jurisdictions may be limited by law or regulation.

Foreword

I am pleased to share Gocoworker with you: our decentralised autonomous organisation of Talents.

The world's economy is going through a global systemic crisis where inflation in the world's money supply is no longer sufficient to revive the real economy.

Each increase of global growth fuels a new speculative bubble that causes it to collapse.

The commodification of humanity is underway with competition from workers around the world.

The purchasing power of employees is declining to the benefit of shareholders and governments.

Pyramidal organisations have reached their limits and are ineffective in the face of the increasing complexity of global challenges.

Rethinking organisational patterns is imperative so as not to break the evolution of humanity towards global collective intelligence.

Technological advances and the takeover of digital natives is enabling the emergence of a quaternary sector.

Money is a means, not an end, in ecosystems replacing markets.

Based on many years of successful experience, we are pioneering communal work with a proven value proposition, where you can safely create the job of your dreams in a community context.

Our mission is to empower you to live from your know-how to enable us to become free together.

We hope you find this an insightful and thought-provoking report and we welcome your comments as you join our community.

Thank you in advance for your valuable time.

Join the movement to create the basis for sustainable growth.

Laurent GARCIA
CEO

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Executive Summary

Communal work is the sustainable job source.

Humanity is experiencing lightning-fast evolution towards global collective intelligence. A quaternary sector is emerging from the collaborative economy.

Professionals are increasingly relying on the purchase of intellectual services to thrive in a more complex economic, social and technological world. Digital natives will represent 75% of the workforce by 2025.

A platform economy arises from an Internet of Value combined with the network effect as a business model. Privacy and resistance to censorship are prerequisites for any trusted organisation.

The exponential growth of a debt-based monetary system is mathematically unsustainable. Keynesian unemployment is resolved in a token economy for sustainable growth.

Entrepreneurship allows for individuation. The voluntary creation of communities among autonomous professionals is the source of sustainable jobs in the future.

Gocoworker is a decentralised autonomous organisation of Talents.

Our ecosystem is, basically, four-fold comprised of Gocoworker (a decentralised organisation), Gocolony (Talent communities), Gocobooster (acceleration programs) and Gococampus (unique places).

Gocoworker promotes collective intelligence so that everyone can undertake projects and learn for free. Communal work facilitates the sustainable creation of the job of your dreams.

Gocolony enables the sustainable development of Talents' activities within first-rate collaborative

communities. Each Talent is their own boss and communities a means for stakeholders.

Gocobooster offers a cutting-edge methodology through acceleration programs for you to succeed as a Talent. Communal learning is the best guarantee of employability for Talents.

Gococampus affords Talent campus services at cost to emulate the ecosystem. Communal entrepreneurship is the key to living free with your know-how.

A successful ecosystem disrupts digital services companies and freelance marketplaces. Complex solutions with better value for money are delivered, which is vital for long-term success.

Talents become partners of the organisation for a fair redistribution of value, and no longer just users or employees. The main gaps in the consulting sector are filled by a redistribution of power, agility, teleworking or balanced relationships with customers.

Platform companies are growing exponentially. Our mission is to empower 1 million Talents and reach a 1% market share in the digital services sector by 2045.

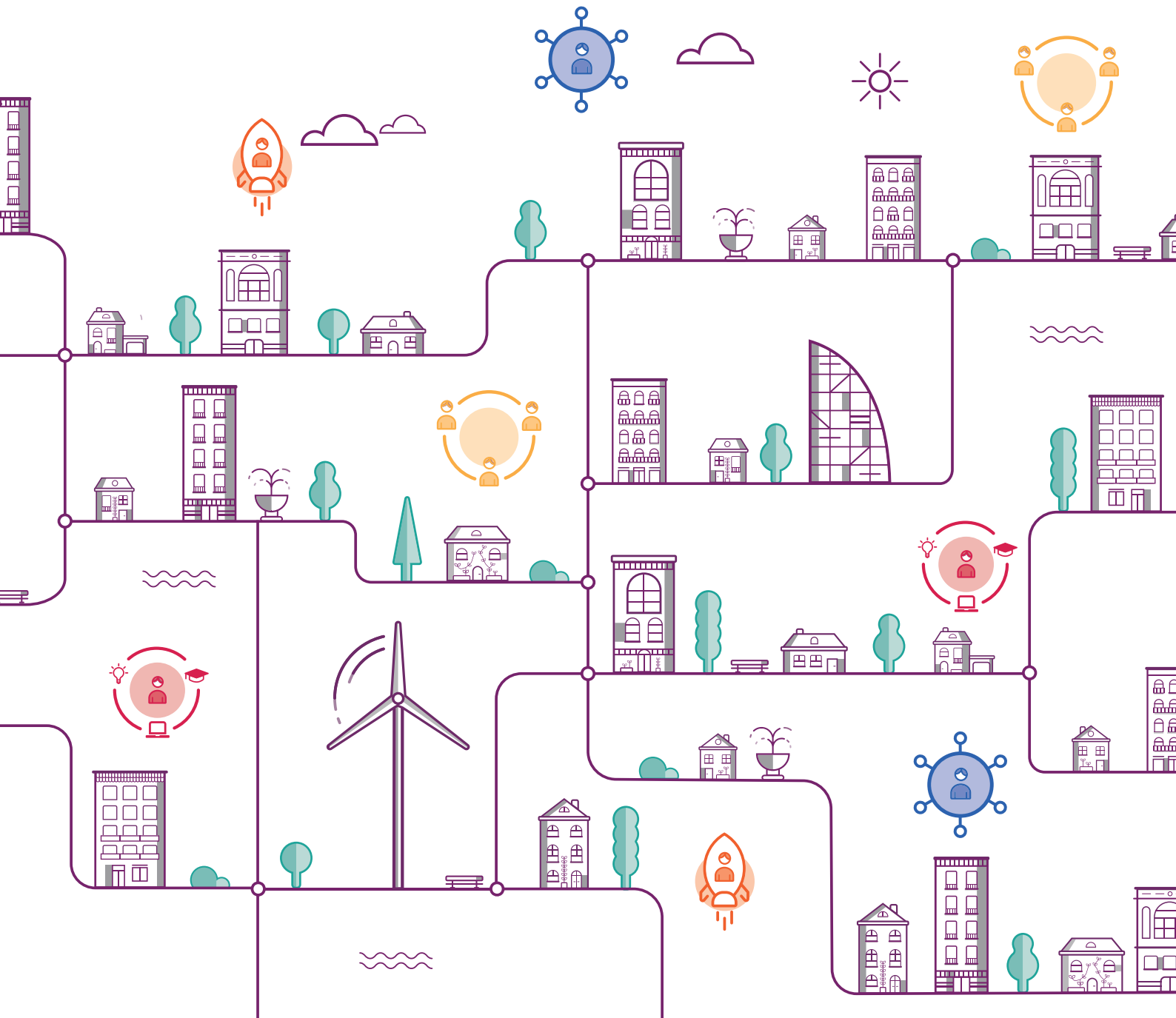
The projected turnover is 100 million euros in 2032 and 10 billion euros in 2045. The projected operating margin is 10% in 2032.

Gocoworker is powered by a smart token and an enterprise blockchain.

GOCO token is a utility token designed to support the daily life of the organisation with liquidity and a total supply limited to 21 million.

Take control of your life to become free together!

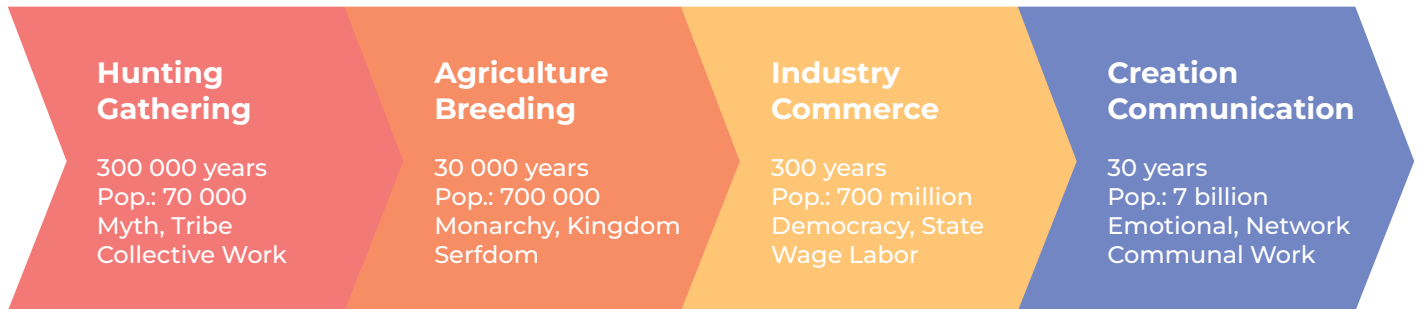
Communal Work for Sustainable Jobs



Collaborative Economy

Human Evolution

The exponential evolution of humanity has taken the form of four waves of civilization:⁵



Each wave was dominated by distinct types of power, exchange, communication, culture, political and economic organisations.

The limits of pyramidal collective intelligence⁶ have been reached. Decision-making power is shifting towards individuals while deviating from multinationals and banks.

The collaborative economy is the synthesis of previous phases and aims to build a sustainable society where the human being is placed at its heart.⁷

A large socio-cultural group called “cultural creatives”, 20% of the workforce in developed countries,⁸ is at the forefront of such social progress.⁹

Humanity is experiencing lightning-fast evolution towards global collective intelligence.

Quaternary Sector

The world's economy is going through a global systemic crisis.

An increase in money supply is no longer sufficient to stimulate value creation in the global economy. A casualisation of the workforce is underway.

Employees and shareholders defend conflicting interests which is a source of mistrust and

dehumanisation. The public and business sectors are destroying sustainable jobs.

A new wave of qualitative growth has been spurred by transforming the way we work and do business.

As part of this transformation an overflow of jobs occurs from one sector to another.

A quaternary sector is emerging from the collaborative economy.

It is not the strongest or the most intelligent who will survive, but those who can best manage change.

C. Darwin

Talent First



Liquid Workforce

One in three American workers is self-employed (35%).¹⁰ This represents 53 million people, including some 14 million who work part-time or in their spare time (“moonlighters”).¹¹

The increase in self-employment is staggering (+72% in France from 2008 to 2022).¹²

The United States is the top spending country

regarding clients seeking self-employed workers, while India enjoys the fastest growth in self-employment income.¹³

Self-employed individuals benefit from the flexibility of their status, while pyramidal companies benefit from the advantages of hiring self-employed workers as an alternative to recruitment.

Professionals are increasingly relying on the purchase of intellectual services to thrive in a more complex economic, social and technological world.

Digital Natives

The adoption of self-employment has been accelerated by a labour market takeover by the so called “millennial” generation, those born with technology and a culture of sharing.¹⁴

The previous job models of their elders are obsolete. These individuals have evolved with the economic crisis and high unemployment, and they prioritise individual fulfillment and the formation of relationships with others.

This favours self-employment because working in direct contact with clients is a guarantee of mutual commitments, freedom and fair prices.

Thus, more flexible modes of collaboration are supported between stakeholders.

Other benefits include reduced overheads, a shorter start-up time, increased productivity, agility, proximity, mutual support, transparency, and reactivity, plus expertise on demand.

Each professional becomes a potential client with expressed or unspecified needs.

Being your own business is a source of security and freedom.

Digital natives will represent 75% of the workforce by 2025.¹⁵

“
Become what you are.
Pindare



Post-digital Era



Internet of Value

The platform economy represents a rapidly growing proportion of the digital economy. 25% of the world's economy will be digital by 2025.¹⁶

The top 15 platform companies already have a market capitalisation of several trillion dollars worldwide.

There are more than 140 unicorns (a privately held startup company valued at over 1 billion dollars) with a total valuation of more than 500 billion dollars.¹⁷

It is currently estimated that more than half of global

GDP comes from digitally transformed companies; a switch from traditional forms to digital-first companies.¹⁸

Blockchain-based platforms produce powerful and predictable disruptions.¹⁹

Reaching critical mass creates a “winner-take-all” dynamic. Networks gain value as more and more people use them.

A platform economy arises from an Internet of Value combined with the network effect as a business model.

Internet of Humans

One main requirement for an Internet of Humans²⁰ is to guarantee digital trust between users.²¹

“Distributed Ledger Technology”,²² “Artificial Intelligence”,²³ “Extended Reality”, and “Quantum Computing”²⁴ are a new set of technologies that support online interaction without a powerful third-party.

By design, this complies with the “European Data Protection Regulation”²⁵ in terms of default data protection and data processing with transparency,

confidentiality and integrity.²⁶

This allows the right people to do the right things at the right time in a liquid workforce. Traditional methods no longer keep up with the rapid changes of a digital age.

It has become a compulsory mode of organisation for successful companies who understand that their management of human capital becomes their first competitive advantage.

Privacy and resistance to censorship are prerequisites for any trusted organisation.



The whole is greater than the sum of its parts.

Aristotle



Sustainable Growth

Experiments

The first concrete experiences related to complementary currencies were in Europe the “Wara”²⁷ (1931) or the “WIR”²⁸ (1934).

Thousands of people have chosen to use “Complementary Local Currencies”²⁹ to exchange legal tender through “Local Exchange Trading Systems”³⁰ or “Accorderies”³¹.

Thousands of companies have chosen to use the “Barter System”³² to transfer payments between professionals in a specific “Network Unit of Account”. For instance, Bartercard³³ (1991) is present in 6 countries with a turnover of more than 200 million dollars.

These experiments gave birth to a movement of more than 5 000 complementary currencies.³⁴

In the United States, the “Tax Equity and Fiscal Responsibility Act”,³⁵ and in Canada, the “Barter Income Tax Act”,³⁶ recognise local currencies as a legal transaction method.

Goods and services valued at more than 12 billion dollars are traded each year between companies with high growth potential.³⁷

Only 3%³⁸ of actual money supply circulates in the real global economy.

The exponential growth of a debt-based monetary system is mathematically unsustainable.

Token Economy

Token Economy		Monetary Economy	
Profit = Production - Salary	Rare Overproduction Crises	Profit = Investment	Overproduction Crises
Deposit → Credit	Saving → Investment	Credit → Deposit	Investment → Saving
Voluntary Unemployment (Salary too High)		Unvoluntary Unemployment (Salary too Low)	

The large-scale reproduction of the original collective intelligence allows a global collective intelligence and a new wave of sustainable development to occur.

Keynesian unemployment³⁹ is resolved in a token economy for sustainable growth.

*Be brave. Take risks.
Nothing can substitute experience.*

Paulo Coelho

Communal Work

Entrepreneurship

Entrepreneurship is not restricted to a minority of heroes but, on the contrary, each of us can undertake⁴⁰ and become the master of our life by exercising our “Art”.

Entrepreneurship creates freedom and autonomy, especially financially, by eliminating the economic dependence of employees on corporations due to a company's exclusivity and lack of ownership by workers of their clients' portfolios.

Self-management also allows individuals to retain

responsibility without giving control to a third party because they are most able to know what they need and how to achieve the goals they have set.

Thus, entrepreneurship allows you to balance your private and professional life, to have easy access to decision-makers and to be a digital nomad.

It is a source of lasting collaboration in a context where salaried employment is increasingly uncertain. 75% of workers worldwide have no permanent contract and 60% do not have a contract.⁴¹

Entrepreneurship allows for individuation.

Collective Intelligence

Given the length of administrative, legal and fiscal constraints, building a holoptic and collaborative organisation together is more effective than organising a myriad of isolated self-employed individuals.

Communal work makes it possible to practice the three dimensions of empowerment: the individual, the community and the organisation.⁴²

It is a guarantee of success in a deeply interconnected

world and a highly concentrated economic environment.

An evolution occurs from a state of economic dependence to a state of interdependence⁴³ where each becomes his/her own master and does the work of their dreams.

Aligning individual and global expectations is the key to global collective intelligence. Ecosystems are replacing markets.

The voluntary creation of communities among autonomous professionals is the source of sustainable jobs in the future.

*Know thyself and thou know all the mysteries
of the gods and of the universe.*

Socrates

[illegible]

Status Quo



Corporate Model Obsolescence

Debt-systemic global crisis
High unemployment rate
Emergence of a quaternary sector
Money is an end, not a means

Service Company Weaknesses

Low experienced workforce
High employee turnover
Huge structural costs
Reputation of “Meat Merchants”

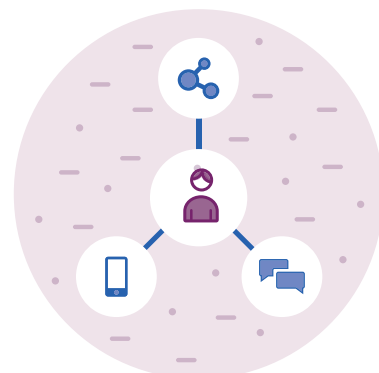


Entrepreneurship Barriers

Administrative burden
Various skills required
Isolation of Talents
Rise of a freelance Nation

Takeover of the “Millennials”

Advent of a post-digital era
Teleworking and nomadism
Search for individual fulfillment
Up to 75% by 2025



Gocoworker

Decentralised Organisation

A blockchain-based solution is implemented in Gocoworker where each Talent can collaborate in a decentralised autonomous organisation.

Each member has a private community and a certified profile with recommendations and peer reviews. He/she can lead or join business communities.

Each collaboration can be managed with FIAT⁴⁴ or GOCO tokens according to the mutual agreement of the involved parties.

Service fees are only retained on professional

services invoiced to the organisation by Talents (and not paid in GOCO tokens), such as Internet or instant messaging, the massive adoption of which is linked to their free service.

Our decentralised organisation federates a local network of collaborative companies.

Each Talent has a multisig wallet⁴⁵ where earned GOCO tokens are credited and staked⁴⁶ by default as part of the liquidity mining program. In the spirit of company savings plans⁴⁷, these tokens remain locked within the organisation for a defined period.

Gocoworker promotes collective intelligence so that everyone can undertake projects and learn⁴⁸ for free.

Sustainable Jobs

In the post-digital era, self-employed individuals organise themselves around ecosystems, communities and holoptic platforms.⁴⁹

Communal work permits any professional to respond immediately to their expertise needs without intermediaries.

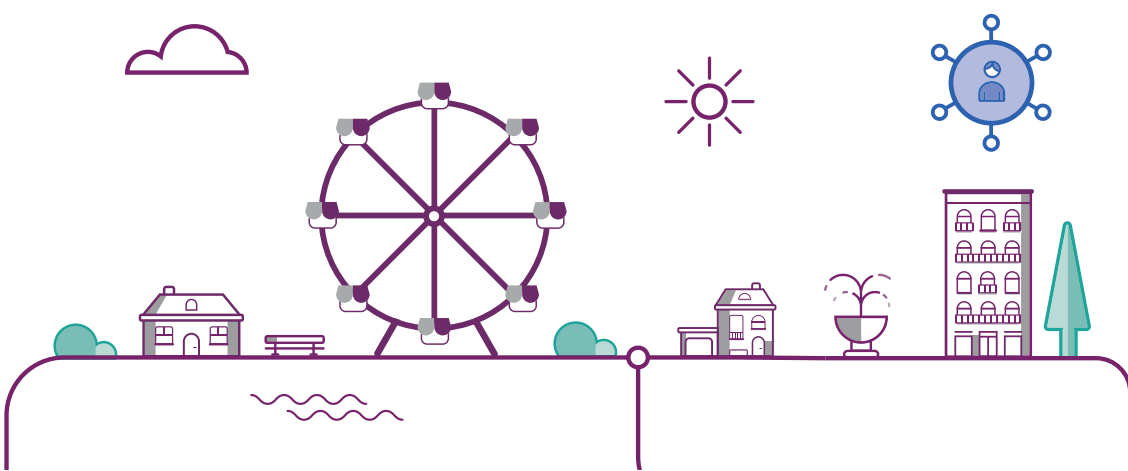
Large projects are delivered successfully with less risk than in pyramidal financial companies, thanks

to better skills, greater agility and better value for money.

Establishing delivery centers⁵⁰ is possible for Talents who require such a service, thanks to the management of activities in the form of work units.

A democratisation of entrepreneurship enables us to become free together.

Communal work facilitates the sustainable creation of the job of your dreams.



Gocolony

Talent Communities

Talents' operational activity is hosted within Talent communities from a social, commercial and administrative point of view.

The Talent's trajectory is secured at all times in the form of on-demand activities within thematic communities.

Being a member or leading a Gocolony is an unprecedented sustainable alternative to individual entrepreneurship and traditional employment.

It offers first-class protection against freelance

isolation in terms of partnerships, processes, training, opportunities and global innovation.

A virtual office allows the business, operational and financial management of activities. Predictive management is made possible using dashboards and forecasts.

Talents enter 6-month forecasts, an activity report and invoicing on a monthly basis.

Gocolony enables the sustainable development of Talents' activities in complete safety within first-rate collaborative communities.

Empowerment Path

The process involves testing, developing and sustaining your own activity in a community context.

A diagnosis of the project is first carried out. A "life-sized" test phase can then start using a status of your choice.

Accumulation is generally possible with social rights (such as unemployment benefits).

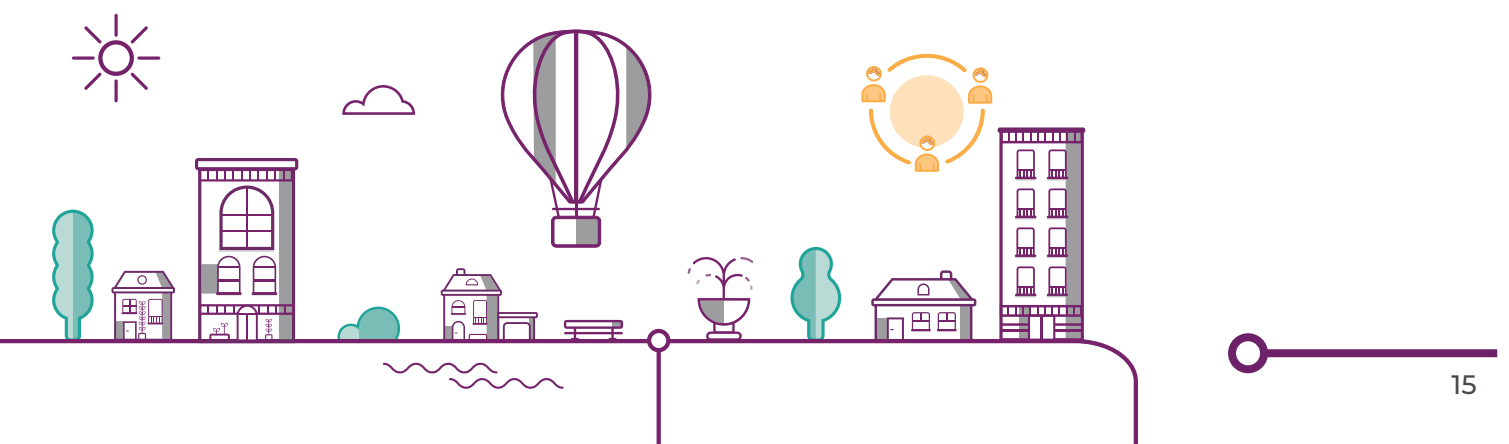
The operational launch of the activity is the objective of the test phase, with the constitution of a customer portfolio, a forecast and a financial treasury.

Innovation labs are a great way to learn by doing, build references, help each other, and co-build business solutions for free (thanks to the GOCO token).

Talents can lead large-scale projects as a team of motivated entrepreneurs and offer better value for money than pyramid actors.

The organisation's collective intelligence drives success and greater individual fulfillment, while providing customers with greater agility, better costs and better known-how.

Each Talent is their own boss and communities a means for stakeholders.



Gocobooster

Acceleration Programs

Acceleration programs are offered to permit everyone to safely create the work of their dreams in a community context.

The subjects covered by training materials allow the successful development of your individual project and its incubation during the “life-sized” test.

The ecosystem enables mutual assistance between members and the advent of a free continuing

vocational training centre because each peer has skills and time to share them.

It is possible at any time to deepen training themes through a catalogue of “Massive Open Online Courses”.⁵⁷

It is by giving that we receive, and that we are recognised in the collaborative era.

Gocobooster offers a cutting-edge methodology through acceleration programs for you to succeed as a Talent.

Proven Methodology

Signing up for the acceleration program, means that a concrete methodology is put into practice to help you to start and succeed as a Talent.

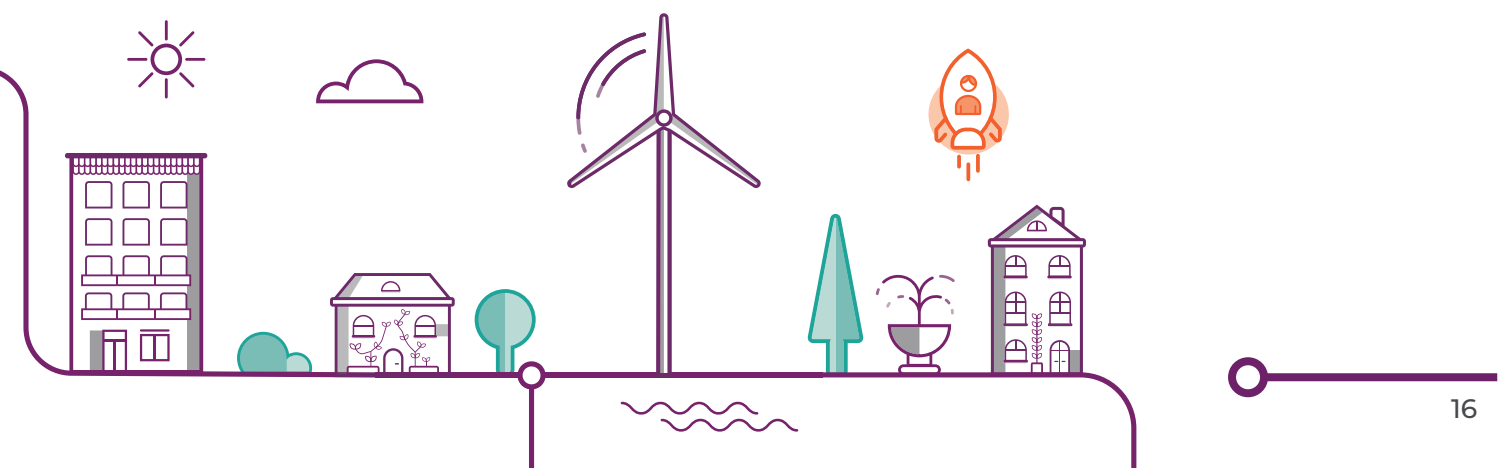
A simple, secure and unequalled entrepreneurial approach is proposed, which is a synthesis of best practices.

Learning by experimentation is key as highlighted by design thinking, effectuation or lean startup. These are methods used by successful entrepreneurs.

Among the training topics covered are: the definition of our service offers and economic model; how to search for initial customers; the definition of a pricing policy; the development of a financial, marketing and communication strategy; the definition of a forecast; contracting and billing for services; the acquisition of useful skills; mastering resistance; and community development.

Feedback from successful members is shared and useful business documents are provided.

Communal learning is the best guarantee of employability for Talents.



Gococampus

Unique Places

The first Talent campuses in the world are located in each country where Gocoworker is most useful.

These Talent campuses are unique places that bring together an entire entrepreneurial ecosystem under one roof.

The planned combined surface area is around 50 000 m² which entails workspace for 5 000 Talents, 500 coliving rooms, 1 000 funded projects and 50

acceleration programs.

These first sites will be located in three global power cities⁵² which are in the top 10 startup hubs in Europe: Paris, Barcelona and Berlin.⁵³

Our head office is located in Paris, the second largest city in Europe in startup investment,⁵⁴ the first smart city⁵⁵ in Europe, and one of the top 10 cities in the world for entrepreneurship.⁵⁶

Gococampus affords Talent campus services at cost to emulate the ecosystem.

Communal Entrepreneurship

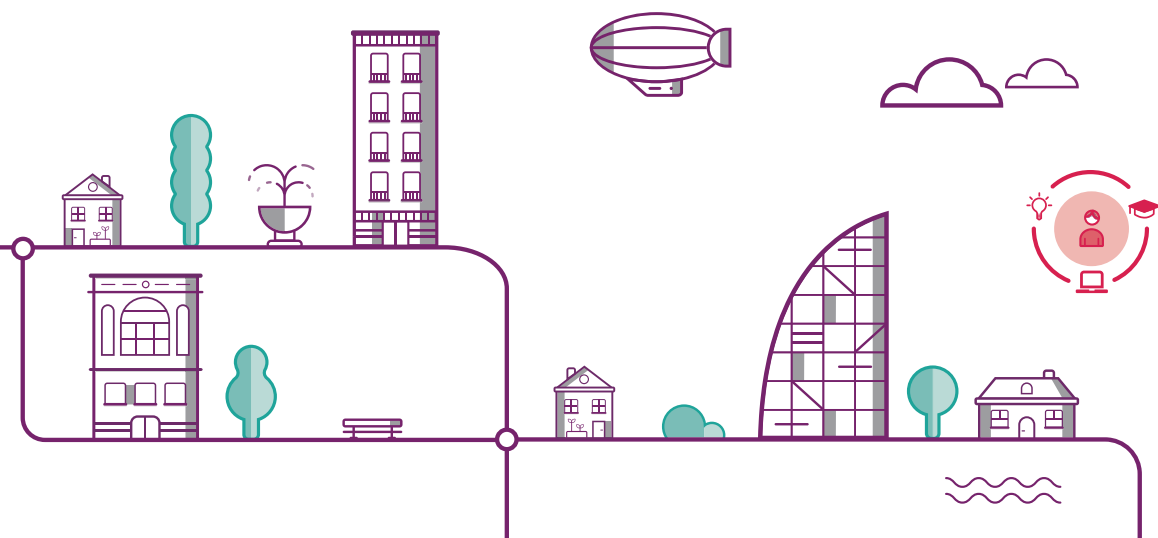
Gococampus focuses on Talents while all the campuses focus on startups, such as Station F,⁵⁷ Y combinator,⁵⁸ TechStars⁵⁹ or Seedcamp.⁶⁰

A unique experience is offered to Talents at all of these campuses thanks to the best resources and knowledge at our disposal.

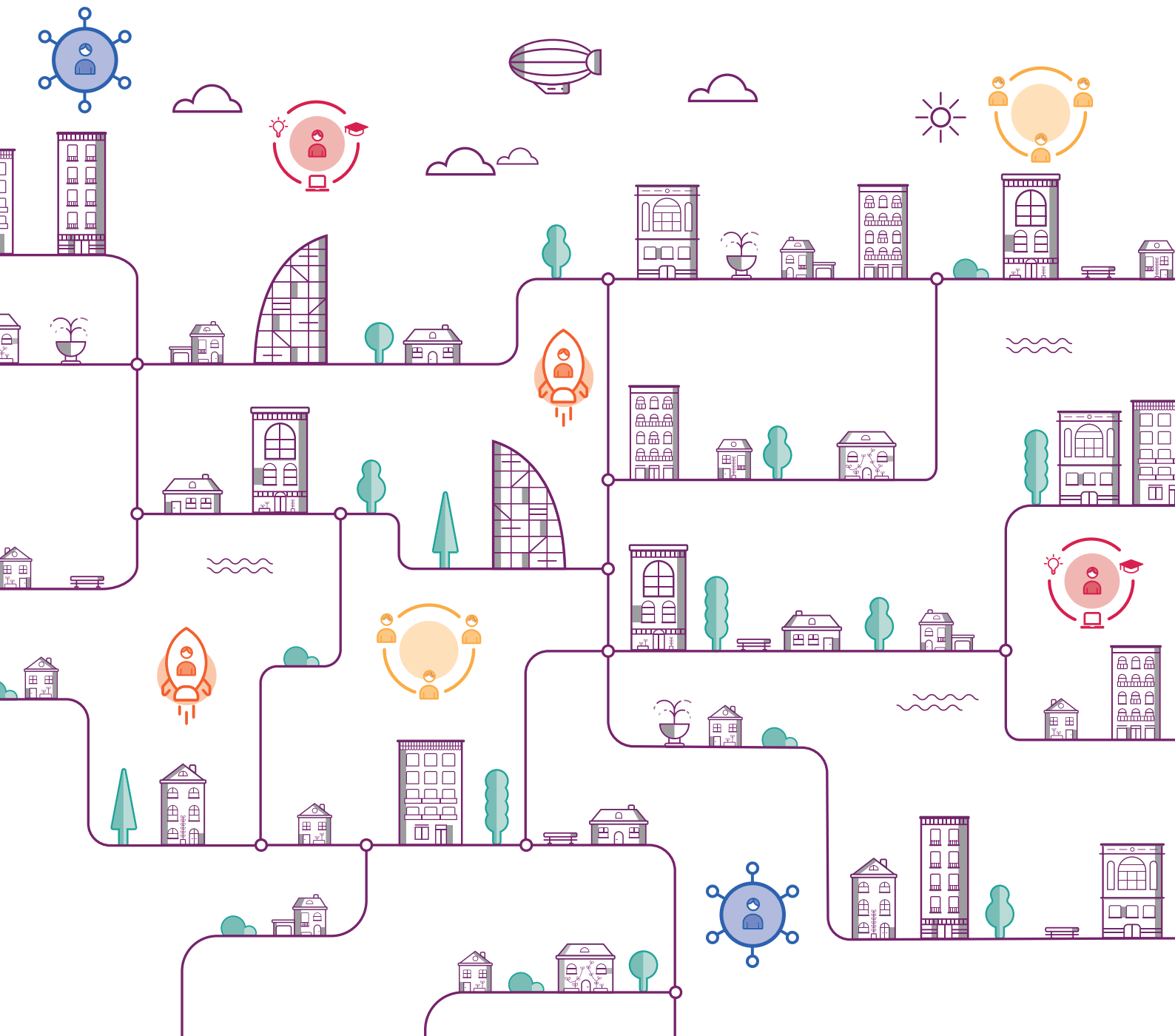
Projects are mainly funded and delivered through communal work between Talents.

Hosted, communal projects encourage the creation of social capital for stakeholders based on utility tokens, and not financial capital, for shareholders focused on PER,⁶¹ or other's metrics.

Communal entrepreneurship is the key to living free with your know-how.



Successful Ecosystem



New Paradigm

Competition

The top 10 digital services companies are Accenture, IBM, TCS, Deloitte, NTT, Cap Gemini, Cognizant, Infosys, Fujitsu and Kyndryl.⁶²

Their main weaknesses involve high structural costs, inexperienced employees, social dumping, key accounts positioning and a high turnover rate.

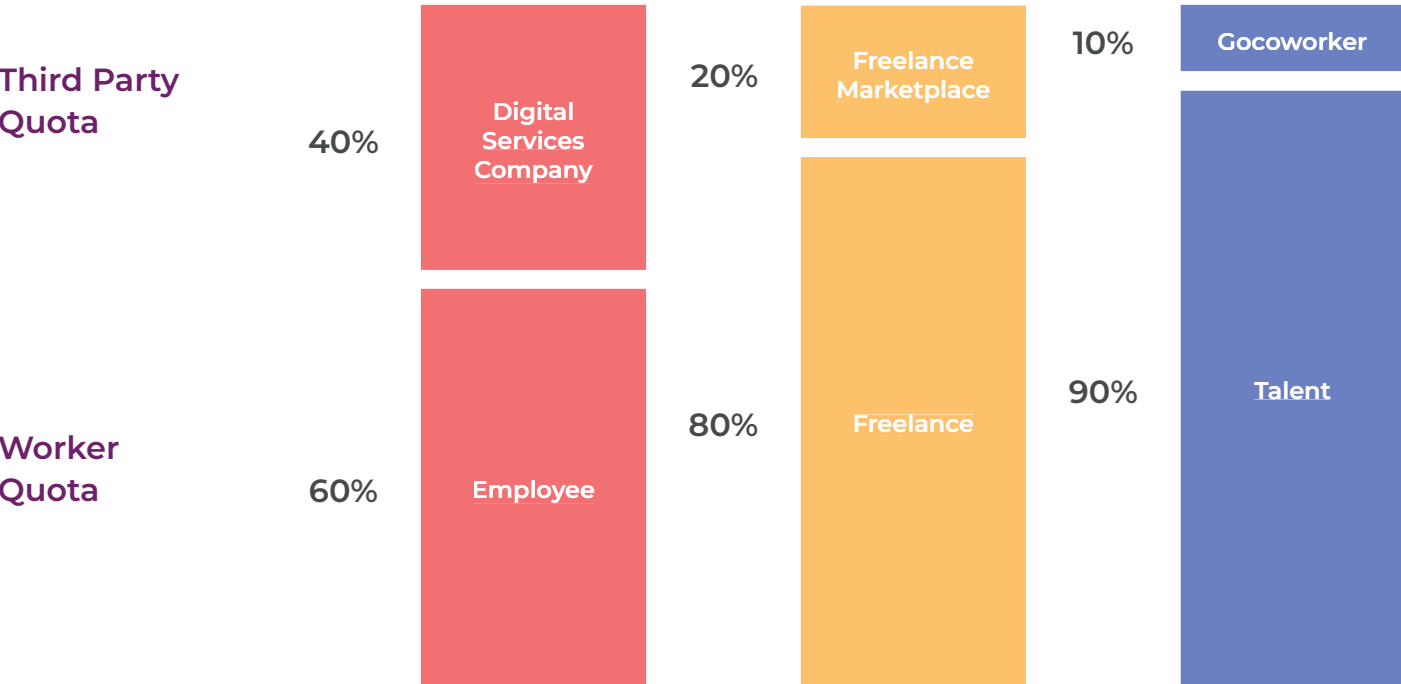
The top 10 freelance marketplaces are Upwork,

Fiverr, Toptal, Freelancer, FlexJobs, Guru, LinkedIn, Behance, People Per Hour and TaskRabbit.⁶³

Their main weaknesses involve the absence of a collaborative dimension, no accompaniment, a centralised solution, high commissions and downward pressure on prices (offshoring).

A successful ecosystem disrupts digital services companies and freelance marketplaces.

No Middleman



Complex solutions with better value for money are delivered, which is vital for long-term success.

Decentralised Work

Be a Partner

Talents can directly participate in the governance of the DAO⁶⁴, thanks to smart contract architectures and a digital token.

Talents contribute to important decisions within a decentralised organisation⁶⁵ such as service fees, dispute resolution, member reputation, incentives, development priorities, etc.

It is a governance token backed by real cash flows, preventing any dilution. It gives you the power to control the protocol's treasury, fueled by its revenue.

Leadership roles are more fluid and impermanent,

providing more opportunities for Talent to flourish.

Transparency is guaranteed because transactions are recorded on a public blockchain (Ethereum⁶⁶) and tokens can be used for permissionless voting.

The GOCO token is a true utility and governance token⁶⁷ with a majority of tokens for the community.

GOCO tokens are distributed to the community via regular airdrops⁶⁸ and liquidity mining programs.

The token offers long-term value with a fixed total supply correlated to predictable revenue growth.

Talents become partners of the organisation for a fair redistribution of value, and no longer just users or employees.

New Operating Model

Talents invoice for their professional services on behalf of the organisation and re-invoice them in proportion to their involvement, defined within the communities. Each Talent who wishes to have a management role can only pilot one Gocolony.

50% of the commercial margin is paid to Talents signing commercial contracts for the organisation with a 2-level commissioning logic.

Platform fees are calculated at the Talent level and vary from 10% to 5% depending on the turnover collected over the last 12 months.

An internal financial reserve of 10% of the organisation's valuation allows for enhanced protection and security of each member's operations. This allows them to compete with large companies when responding to calls for tender.

Every positive activity for the organisation is rewarded in the form of GOCO tokens. Everyone has time to innovate, but not necessarily money.

GOCO tokens represent the organisation's social capital, the Talent's reputation, and can be used at any time to pay for services between Talents.

The main gaps in the consulting sector are filled by a redistribution of power, agility, teleworking or balanced relationships with customers.

Forecast

Growth Rate

The economic model of the platform economy is based on the network effect as illustrated by the meteoric growth of freelance marketplaces.

Considering two pre-existing leading freelance marketplaces (Upwork and Toptal), Upwork has reached a volume of 100 million euros in 7 years, and

4 billion euros in 20 years,⁶⁹ and is now targeting 10 billion euros.⁷⁰ Its market capitalisation is at least 1 billion euros.⁷¹

While Toptal has reached a volume of 100 million euros in 6 years⁷² and 1 billion euros in 10 years.⁷³

Platform companies are growing exponentially.

Market Share

The global workforce is around 3 billion⁷⁴ as pointed out by LinkedIn.⁷⁵ And is predicted to reach 6 billion by around 2050.⁷⁶

The digital services industry represents 1 000 billion euros⁷⁷ worldwide, including 300 billion euros in Europe⁷⁸ with around 12.5 million and 2.5 million workers respectively.

Accenture⁷⁹ is the world leader in digital services followed by IBM and TCS⁸⁰ with revenues of 61 billion euros, 58 billion euros and 28 billion euros,

respectively.

These top 3 companies each have a market capitalisation of more than 150 billion euros.⁸¹

Cap Gemini⁸² is the leading company founded in Europe with a turnover of 23 billion euros, around 350 000 employees and a market capitalisation of 25 billion euros.⁸³

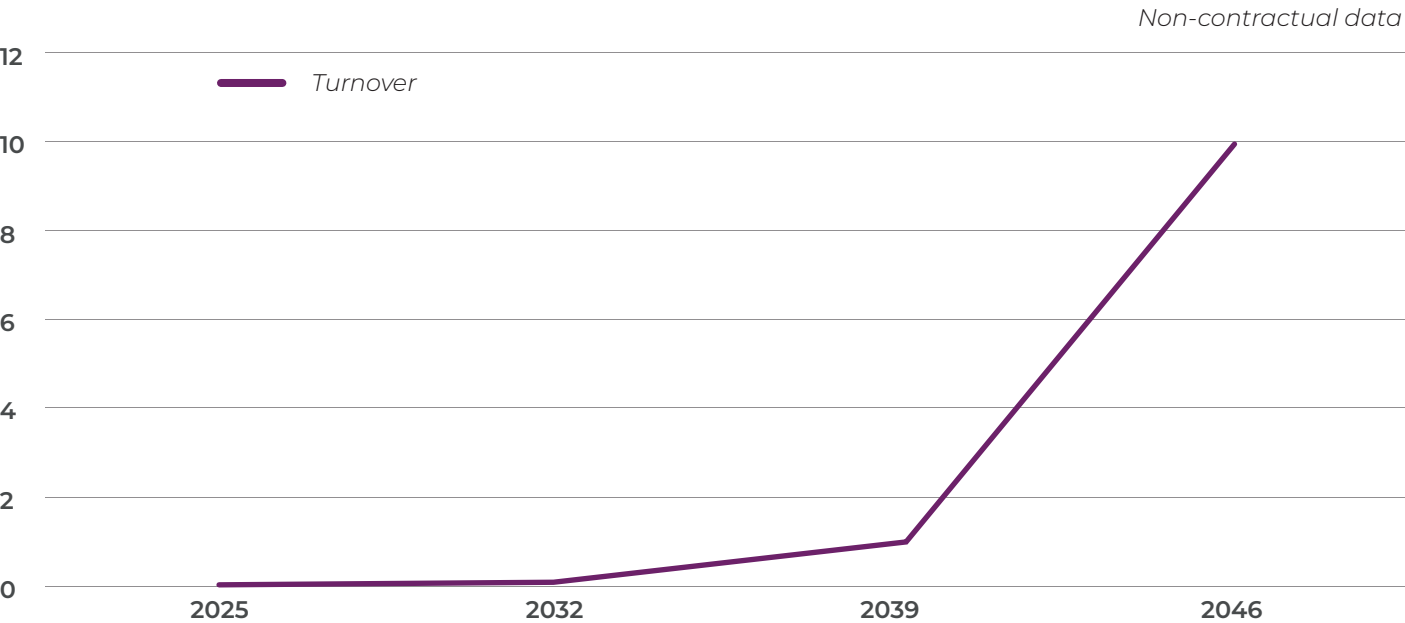
The market share of this leader is around 5% and, overall, at least 1% for the top 10.⁸⁴

Our mission is to empower 1 million Talents and reach a 1% market share in the digital services sector by 2045.



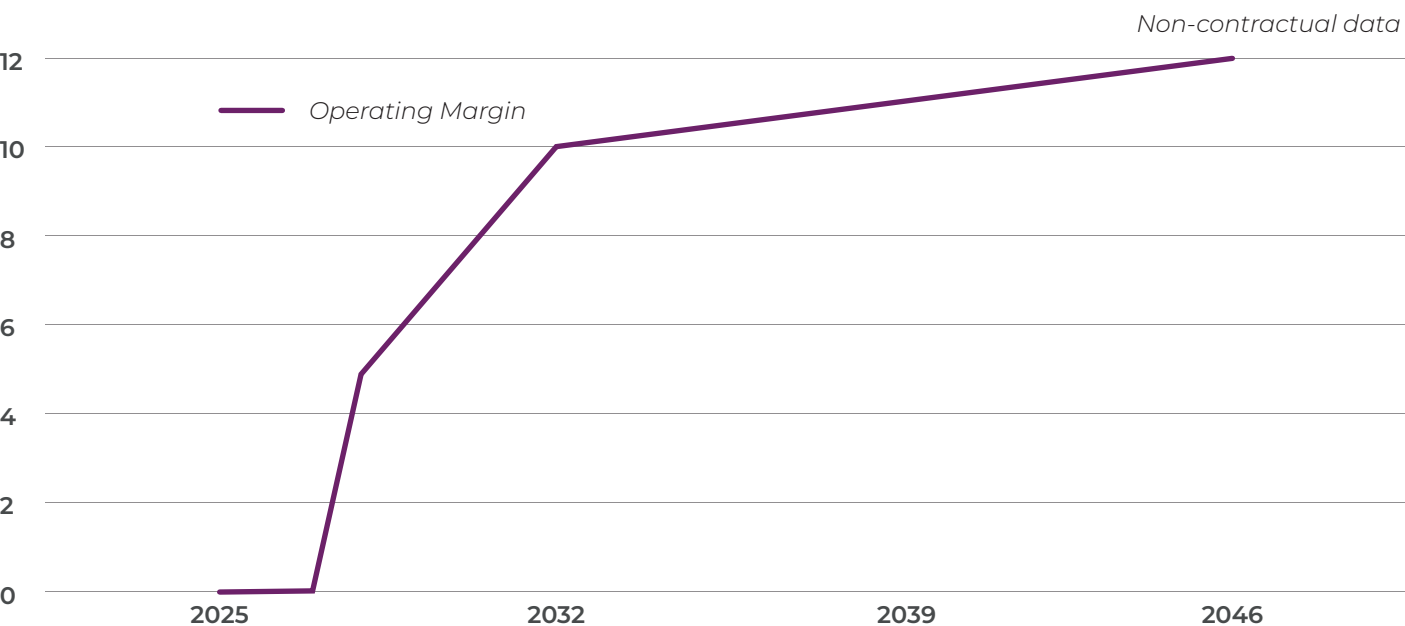
Figures

Turnover



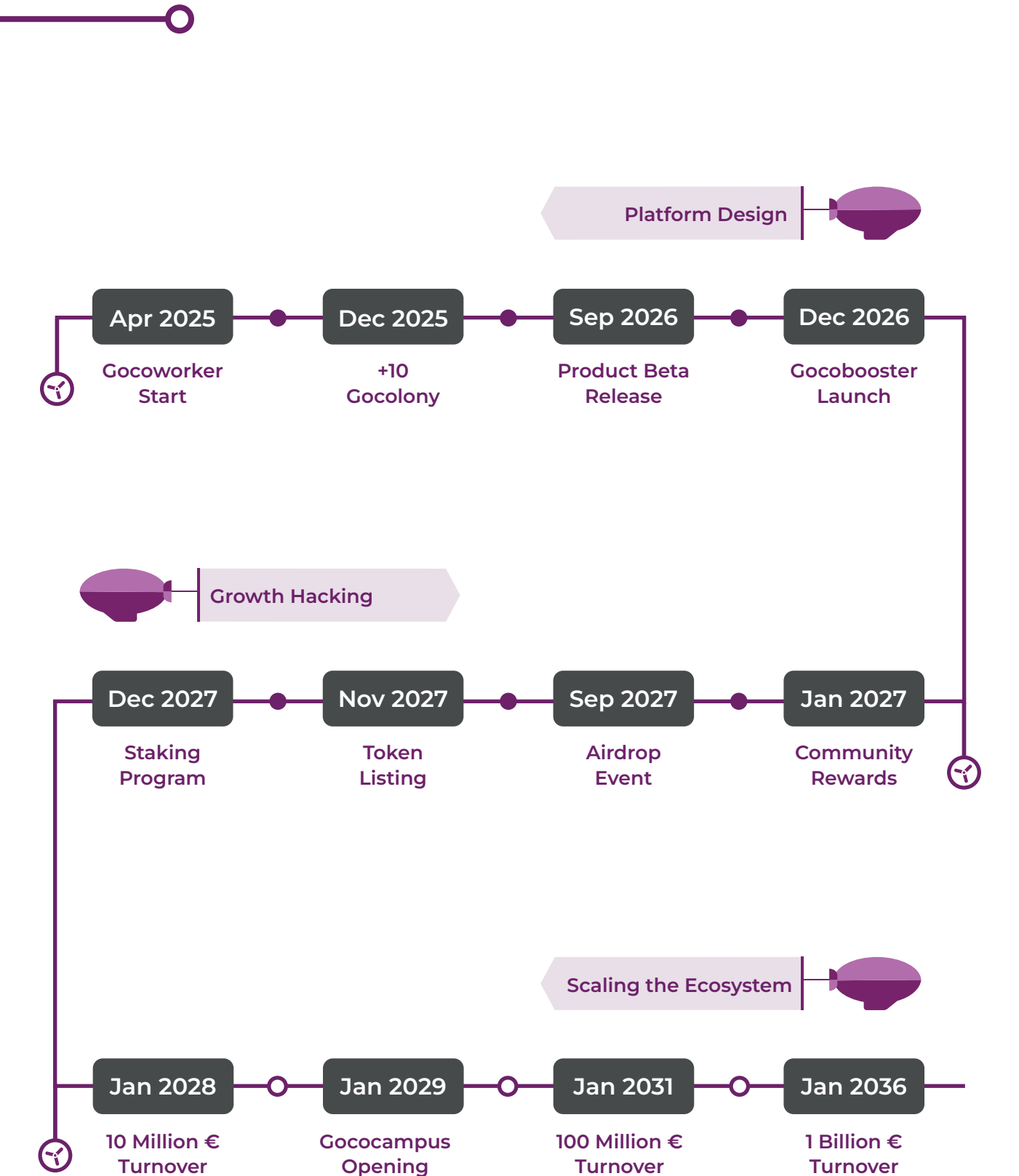
The projected turnover is 100 million euros in 2032 and 10 billion euros in 2045.

Operating Margin

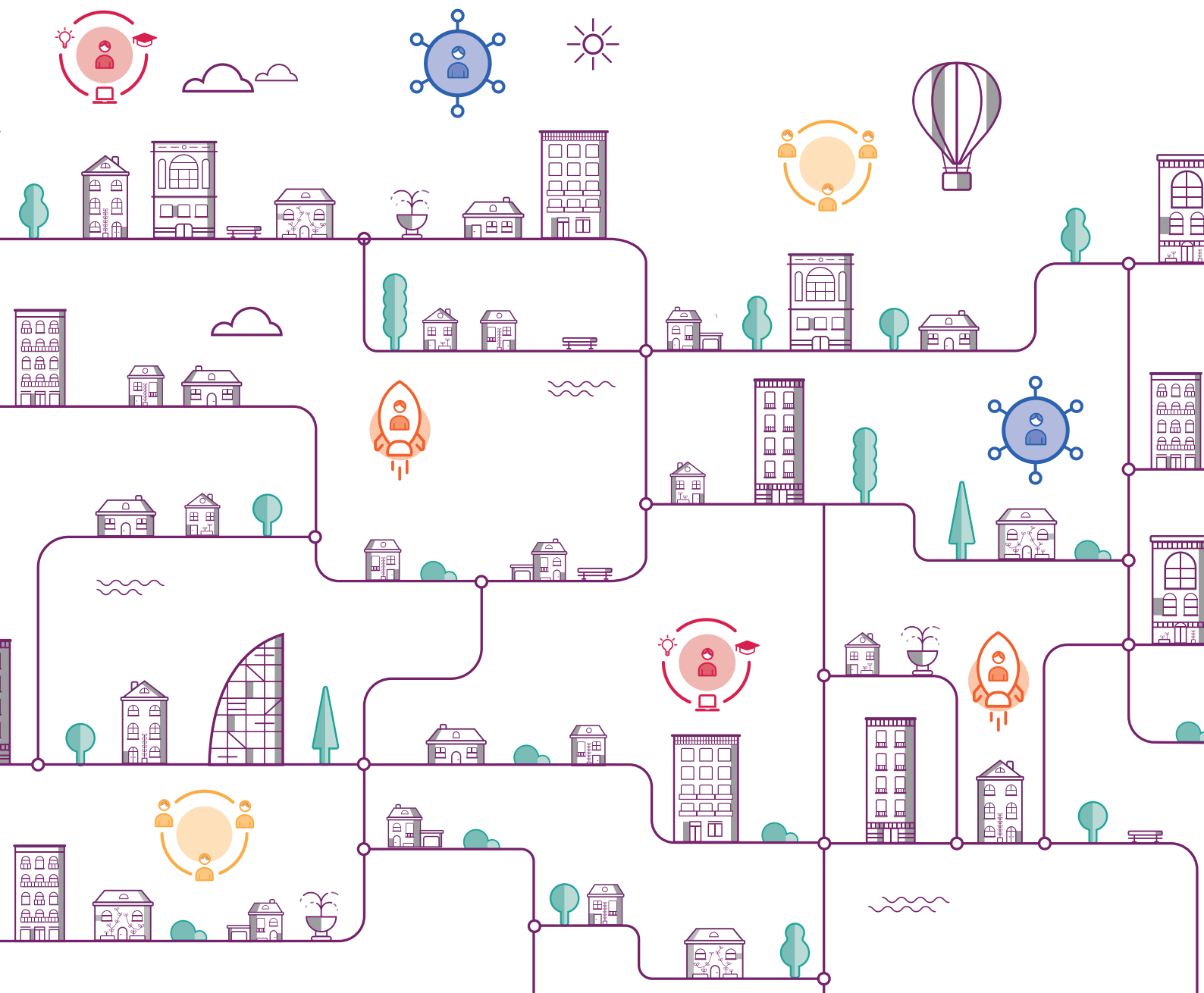


The projected operating margin is 10% in 2032.

Roadmap



GOCO Token

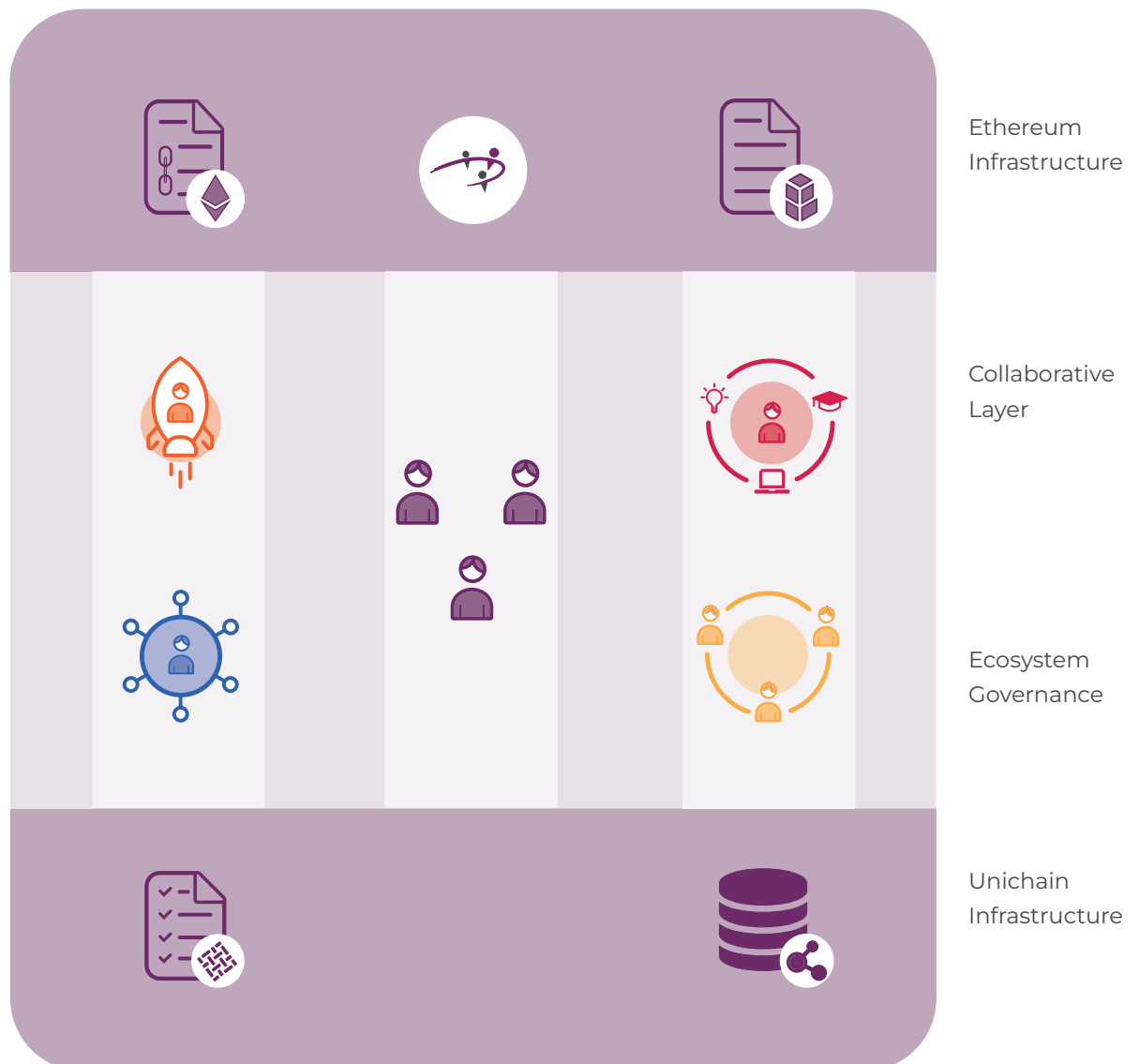


Architecture



Governance by Unichain

Ethereum Layer 2
designed for DeFi on the Superchain.
Hosted by Uniswap Labs.



Gocoworker is powered by a smart token and an enterprise blockchain.⁸⁵



Smart Token

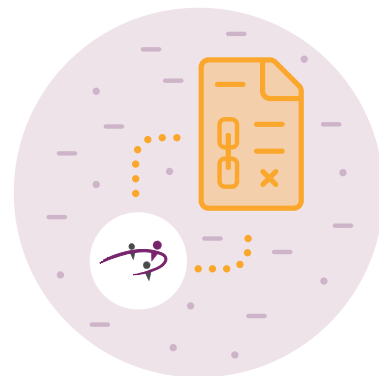


Liquid Token

Large on-chain reserve
Price automatically calculated
No counterparty risk
Distributed allocation

Utility Token

Professional services settlement
Daily life of the organisation
Network effect
Proven community

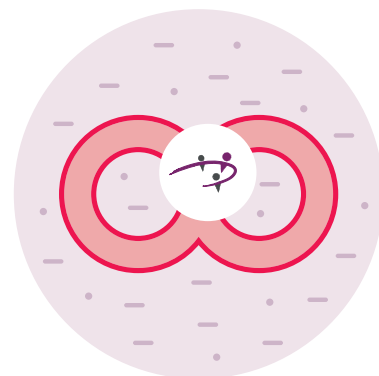


Social Capital

Rewards pool
Reputation algorithm
Knowledge bank
Mutual assistance

Unstoppable

Censorship resistance
Trust and privacy
Peers' consensus
Inclusiveness



Synopsis



GOCO Token

Daily life of the organisation.
Liquid by design.
Limited total supply.

Symbol GOCO

Type ERC20

Classification Utility Token

Decimals 18

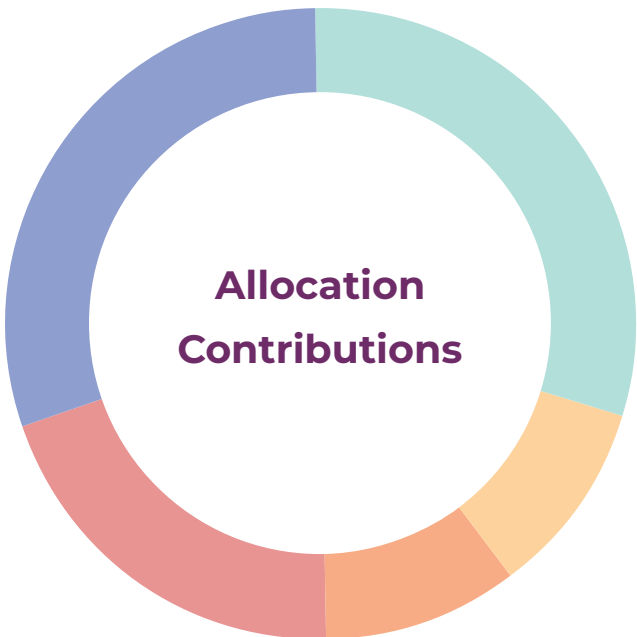
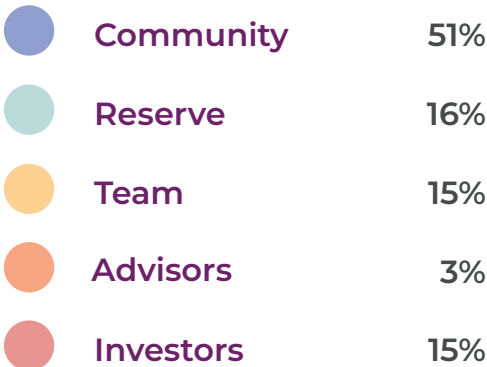
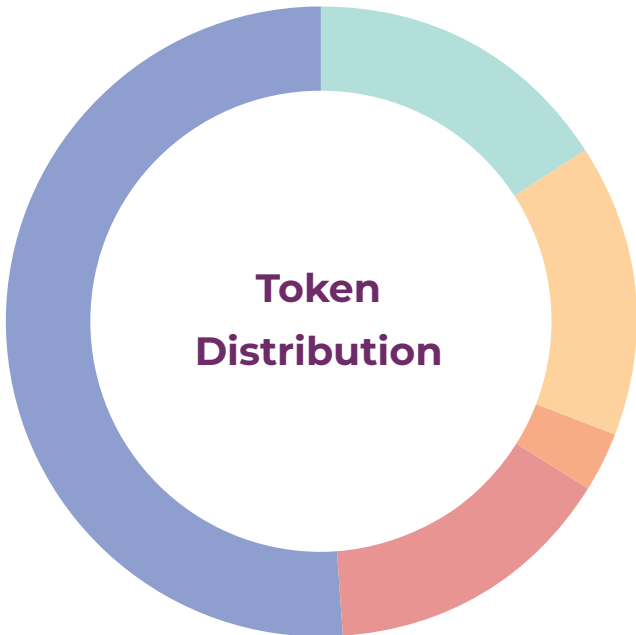
Liquidity Native

Total Supply 21 million

Community 51%



Structure



Financial Plan



Endnote

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