

Digital Revolution Impact on the Labor Market: Platform or Gig Economy and Artificial Intelligence

1. Provide a brief description of the presence of the “gig” or “platform” economy in your country. If possible, base your answer on official public data or academic reports, although we recognize that in some cases data may not be available.

Along with technological progress and wide spread of the Internet, the field of informal economy is growing - business conducted through digital platforms (applications) so-called - “gig economy”. Georgia is not an exemption and we also have employs in this field. Mostly these are employees as Taxi drivers, couriers, who work via corresponding applications. There is not official data, on what is the share of employees in the gig economy in the labor market, but what can definitely be said, is that quantity of such employees are increasing.

2. How does this development affect the traditional employee/employer relationship? What is the status of platform or gig workers in your country: employees, independent contractors or a third category? Is there any jurisprudential divergence regarding the status of these workers? Cite relevant examples.

Georgia belongs to the ranks of the countries where worker of GIG Market are not considered as “employees” as such. According to the current arrangement, couriers are considered as “partners” of the company, and they are offered “service contract”, instead of “labor”. It should be noted that the term "partner" does not include all the elements of a "partnership" known in its classic way. In practice, this causes problems, since there is a difference between the legal protection of the "partner" and the protection mechanisms applicable to the "employee".

3. What is the impact of artificial intelligence on the labor market of your country? If possible, base your answer on official public data or academic reports. Outline the positive and negative impacts.

The introduction of artificial intelligence has not yet caused tangible problems in Georgia. At this stage, its spread is not so high, mass replacement of human labor by artificial intelligence has not taken place, and there are no significant risks, according to today's data, in the near future.

4. Do you have any laws regulating and/or relevant judicial decisions about artificial intelligence on the labor market? What are the challenges for employers, such as privacy, transparency, secrecy, plagiarism, and the claim that artificial intelligence will be replacing workers? What are the concerns of employees?

Following the answer to the 3rd question, it should be said that there is currently no regulation regarding the use of artificial intelligence. This process enters slowly in our everyday lives, and of course the need for its legal regulation will be on the agenda, although at this time it will be difficult for us to talk about specific challenges and obstacles, since there have been no tangible problems.