

## **Fourth Study Commission**

### **Public and Social Law**

#### **Questionnaire 2024**

### **Digital Revolution Impact on the Labour Market: Platform or Gig**

#### **Economy and Artificial Intelligence**

##### **SWEDEN**

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 recognise that in some cases data may not be available.

According to Giglab Sverige – a cooperation between, among others, the Swedish Tax Agency and the Swedish Employment Agency – there is no universally agreed definition of what constitutes the Swedish gig economy. Thus, it is not possible to provide a precise estimation of the presence of the gig economy in Sweden. According to a 2016 study around 4 % of the total workforce work for gig economy platforms at least once a month. However, another 2016 study suggested that there are as many as two million gig workers, the equivalent to 30 % of the total workforce, in Sweden.<sup>1</sup>

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.

Swedish employment law distinguishes between two types of people – employees and contractors. The concept of “employee” is not set out in any law. Instead, the concept is defined through case law. Hitherto, none of the Swedish supreme courts have considered whether gig workers are employed by the gig economy platforms. However, an administrative court of appeal has recently found that gig workers using the gig economy platform Bolt are not employed by the platform.<sup>2</sup>

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

According to a 2024 study commissioned by Google, 10 % of Swedish companies used generative AI in 2023. The study found that new jobs in the AI-powered economy are expected to replace those lost due to automation, resulting in a neutral long-term impact on the total number of jobs. According to the study, only 6 % of jobs are likely to be

---

<sup>1</sup> [Giglab Sverige | Om Gigeconomien](#)

<sup>2</sup> Gothenburg Court of Appeal, case no. 3983-23

fully or partially displaced by generative AI, while 68 % of jobs will see a boost in productivity.<sup>3</sup>

4. Do you have any laws regulating and/or relevant judicial decisions about artificial intelligence on the labour 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?

Currently, there are no Swedish regulations or judicial decisions relating to the use of AI on the labour market. The public debate about the subject has largely been focused on greater efficiency on the labour market versus the loss of jobs.

---

<sup>3</sup> [The economic opportunity of AI in Sweden \(implementconsultinggroup.com\)](https://implementconsultinggroup.com)