

**International Association of Judges
Fourth Study Commission
Public and Social Law
Questionnaire 2024**

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

Answers by the Slovenian Association of Judges (Slovensko sodniško društvo, SSD)

- 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.**

The “gig” or “platform” economy is present, but not yet well researched in Slovenia. A multidisciplinary research paper was published by the Faculty of Law and the Faculty of Economics in 2022 (<http://www.ef.uni-lj.si/zaloznistvo/maksima>). The biggest platform operating in Slovenia are Wolt and Glovo. There is a tendency to adopt legislation promoting Uber-like service as well, but so far Uber is not yet present in Slovenia.

- 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.**

Based on the above mentioned research, the platform workers have a similar status as independent contractors or self-employed. Consequently, they are responsible for their own safety and health at work. They usually do not benefit from the employer's preventive measures and are not involved in union activities.

There is no jurisprudence yet regarding the gig workers in Slovenia.

- 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 Public Agency for Scientific Research and Innovation of the Republic of Slovenia, together with the Ministry of Digital Transformation, support the (still ongoing) target research program Impact of artificial intelligence on the labor market (<https://www.gov.si/novice/2024-02-22-kako-umetna-inteligenca-kroji-prihodnost-trga-delovne-sile-v-sloveniji/>). One of its goals is to define and evaluate the potential of artificial intelligence and ICT technologies in the labor market with the help of research. It is noticeable that in organizations with a larger number of employees, the likelihood of using AI technology at work also increases. The use of these technologies mainly replaced routine and partly physically demanding jobs, while the workers perform more complex tasks after the implementation of AI technologies. Interviewers agree that after the implementation of AI technologies, work has become faster, and they have also learned new skills, while the impact on product quality remains almost unchanged. More than 60% of respondents expect to use AI technologies at work in the next ten years, while nearly

50% believe these technologies will have a positive impact on employees in their industry. More than 33% of respondents fear that the use of AI technologies will have a negative impact on their wages. It is interesting, however, that less than 4% of respondents believe that they will lose their jobs in the next ten years due to these technologies. From the survey, we also see that 27% of organization managers consult with employees regarding the use of new technologies, with the majority of respondents believing that it would be reasonable to use AI technologies with limitations, especially for evaluating work performance and employee well-being.

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?

So far, there is no jurisprudence or specific legislation on the use of AI in Slovenia.