

## Subject card

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                |                                                          |                                         |                                     |                        |            |     |
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| Subject name and code                       | The End of Work - Legal Aspects of Digitalization and Robotization of Employment - lecture, PG_00171816                                                                                                                                                                                                                                                                                        |                                                          |                                         |                                     |                        |            |     |
| Field of study                              | Administration                                                                                                                                                                                                                                                                                                                                                                                 |                                                          |                                         |                                     |                        |            |     |
| Date of commencement of studies             | October 2024                                                                                                                                                                                                                                                                                                                                                                                   |                                                          | Academic year of realisation of subject |                                     | 2025/2026              |            |     |
| Education level                             | Master's studies                                                                                                                                                                                                                                                                                                                                                                               |                                                          | Subject group                           |                                     | Optional subject group |            |     |
| Mode of study                               | full-time studies                                                                                                                                                                                                                                                                                                                                                                              |                                                          | Mode of delivery                        |                                     | at the university      |            |     |
| Year of study                               | 2                                                                                                                                                                                                                                                                                                                                                                                              |                                                          | Language of instruction                 |                                     | Polish                 |            |     |
| Semester of study                           | 4                                                                                                                                                                                                                                                                                                                                                                                              |                                                          | ECTS credits                            |                                     | 1.0                    |            |     |
| Learning profile                            | academic                                                                                                                                                                                                                                                                                                                                                                                       |                                                          | Assessment form                         |                                     | credit                 |            |     |
| Conducting unit                             | Faculty of Law and Administration -> Rector                                                                                                                                                                                                                                                                                                                                                    |                                                          |                                         |                                     |                        |            |     |
| Name and surname of lecturer (lecturers)    | Subject supervisor                                                                                                                                                                                                                                                                                                                                                                             |                                                          | dr Marek Benio                          |                                     |                        |            |     |
|                                             | Teachers                                                                                                                                                                                                                                                                                                                                                                                       |                                                          | dr Marek Benio                          |                                     |                        |            |     |
| Lesson types                                | Lesson type                                                                                                                                                                                                                                                                                                                                                                                    | Lecture                                                  | Tutorial                                | Laboratory                          | Project                | Seminar    | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                                                                                                                                                          | 15.0                                                     | 0.0                                     | 0.0                                 | 0.0                    | 0.0        | 15  |
|                                             | E-learning hours included: 0.0                                                                                                                                                                                                                                                                                                                                                                 |                                                          |                                         |                                     |                        |            |     |
| Learning activity and number of study hours | Learning activity                                                                                                                                                                                                                                                                                                                                                                              | Participation in didactic classes included in study plan |                                         | Participation in consultation hours |                        | Self-study | SUM |
|                                             | Number of study hours                                                                                                                                                                                                                                                                                                                                                                          | 15                                                       |                                         | 0.0                                 |                        | 10.0       | 25  |
| Subject objectives                          | The aim of the course is to understand the impact of digitalisation and robotisation of the economy on employment, as well as the legal challenges associated with new forms of work. The course will cover changes in employment models, the role of artificial intelligence in human resource management, and legal regulations concerning work in the era of automation and digitalisation. |                                                          |                                         |                                     |                        |            |     |

| Learning outcomes               | Course outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Subject outcome                                                                                                                                                                                                                                                                                                                                                                       | Method of verification                                                                                             |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
|                                 | [ADMINMU2_KK02] He/she critically assesses his/her knowledge in the field of law, including administrative law                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>1. Is able to critically assess existing legal regulations concerning automated work and propose directions for their improvement.</p> <p>2. Analyses case law and legal scholarship on labour law in the context of new technologies, identifying their limitations and misalignments with current realities.</p>                                                                 | <p>[SK1] oral statement/conversation/discussion</p> <p>[SK8] observation of student's independent or team work</p> |
|                                 | [ADMINMU2_UU01] He/she has deeper awareness of the level of own knowledge and skills, and understands the need for lifelong learning and is able to plan and implement it                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>1. Independently identifies gaps in knowledge regarding the impact of digitalisation on the labour market and seeks up-to-date sources of information in this area.</p> <p>2. Is able to plan further development of competencies in the field of law and new technologies, with a focus on the future of labour law.</p>                                                          | [SU1] oral statement/conversation/discussion                                                                       |
|                                 | [ADMINMU2_WG02] He/she has in-depth knowledge of the subject of regulation of individual branches of law                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>1. Has advanced knowledge of labour law and administrative law in the context of the regulation of automated and platform-based work.</p> <p>2. Understands the specific legal frameworks applicable to artificial intelligence and algorithmic management in employment relationships.</p>                                                                                        | [SW4] test/exam - oral or written                                                                                  |
|                                 | [ADMINMU2_UW03] The graduate can use complex theoretical approaches to analyze, interpret and plan administrative action strategies; he/she can generate solutions to specific problems related to administration, forecast the course of their solution and predict the effects of planned activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>1. Is able to analyse and interpret complex legal and administrative phenomena related to the digitalisation of employment using theories of labour law, public administration, and new technologies.</p> <p>2. Is able to design administrative strategies in response to the consequences of work automation, anticipating the social and legal impact of proposed measures.</p> | <p>[SU1] oral statement/conversation/discussion</p> <p>[SU2] presentation/project/paper/report</p>                 |
|                                 | [ADMINMU2_WK01] He/she knows and understands the most important dilemmas brought about by the development of civilization within the legal and administrative sciences                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>1. Knows and understands the legal consequences of digitalisation and automation of employment, including challenges related to algorithmic work management.</p> <p>2. Understands the social and ethical dilemmas arising from the replacement of human labour by technology and the role of law in mitigating these effects.</p>                                                 | <p>[SW1] oral statement/conversation/discussion</p> <p>[SW5] implementation of a problem task</p>                  |
| Subject contents                | <ol style="list-style-type: none"> <li>Digitalisation and automation and their impact on the structure of employment challenges for the labour market.</li> <li>New forms of employment in the digital economy platform work, the gig economy, algorithmic work.</li> <li>Platform work legal regulations. Where has the employer gone?</li> <li>Remote work legal regulations. Deterritorialisation of the workplace.</li> <li>The impact of robotisation on traditional employment relationships redefining the concepts of employer and employee.</li> <li>Artificial intelligence in human resource management legal and ethical issues.</li> <li>Protection of workers rights in the digital age EU and national regulations.</li> <li>Basic income and social security models as a response to changes in employment.</li> <li>The future of labour law in the context of ongoing automation.</li> </ol> |                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                    |
| Prerequisites and co-requisites | Knowledge of basic legal terms or successfully finished a course on basics of law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                    |

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| Assessment methods and criteria                                | Subject passing criteria                                                                                                                                                                                                                                                                                                                                                                              | Passing threshold                                                                                                                                                                                                                                                                                                                                                                                                             | Percentage of the final grade |
|                                                                | analysis and presentation of literature or jurisprudence                                                                                                                                                                                                                                                                                                                                              | 50.0%                                                                                                                                                                                                                                                                                                                                                                                                                         | 25.0%                         |
|                                                                | essay, other written work                                                                                                                                                                                                                                                                                                                                                                             | 50.0%                                                                                                                                                                                                                                                                                                                                                                                                                         | 25.0%                         |
|                                                                | discussion                                                                                                                                                                                                                                                                                                                                                                                            | 50.0%                                                                                                                                                                                                                                                                                                                                                                                                                         | 50.0%                         |
| Recommended reading                                            | Basic literature                                                                                                                                                                                                                                                                                                                                                                                      | Labour Code<br><br>AI Act<br><br>Directive 2024/2831 on improving working conditions in platform work<br><br>Regulation 2024/1689 AI Act<br><br>Lorraine Charles, Shuting Xia, Adam P. Coutts, Cyfryzacja a zatrudnienie. Przegląd, MOP, 2022                                                                                                                                                                                 |                               |
|                                                                | Supplementary literature                                                                                                                                                                                                                                                                                                                                                                              | Izabela Ostoj Work in times of digital technological platforms. In the web of gig economy", Wydawnictwo Uniwersytetu Ekonomicznego w Katowicach., Katowice 2020<br><br>Radosław Mleczko, Outdated as Human, CIOP PIB, Warsaw 2019<br><br>Radhi, A. A. S. A. (2020). Impact of Technological Growth on Unemployment Development: A Time Series Analysis of Bahrain Economy. IKSP Journal of Business and Economics, 1(1), 2437 |                               |
|                                                                | eResources addresses                                                                                                                                                                                                                                                                                                                                                                                  | Basic<br><br><a href="https://eur-lex.europa.eu/eli/dir/2024/2831/oj/eng">https://eur-lex.europa.eu/eli/dir/2024/2831/oj/eng</a> - EU Directive on platform work<br><br><a href="https://www.ilo.org/publications/digitalization-and-employment-review">https://www.ilo.org/publications/digitalization-and-employment-review</a> - Digitalization and Employemnt. A review, ILO, 2022                                        |                               |
| Example issues/<br>example questions/<br>tasks being completed | 1. Can an algorithm be considered an employer?<br>2. Platform work freedom or exploitation?<br>3. Remote employee monitoring trust or surveillance?<br>4. Is labour law keeping up with technology?<br>5. Protecting workers from the black box how to enforce algorithmic transparency?<br>6. Basic income as an alternative to employment?<br>7. Should robots pay into the social security system? |                                                                                                                                                                                                                                                                                                                                                                                                                               |                               |
| Work placement                                                 | Not applicable                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                               |                               |

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