University of Gdańsk

Subject card

Subject name and code	WPiA - The end of work - legal aspects of digitalization and robotization of employment, PG_00179140		
Field of study	Criminology		
Date of commencement of studies	October 2025	Academic year of realisation of subject	2025/2026
Education level	Bachelor's studies	Subject group	
Mode of study	full-time studies	Mode of delivery	e-learning
Year of study	1	Language of instruction	Polish Polish
Semester of study	1	ECTS credits	2.0
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		

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	30.0	0.0	0.0	0.0	0.0	30

E-learning hours included: 30.0

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	30	0.0	20.0	50

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
	1. Understands the impact of digitalisation and robotisation on employment models 2. Is familiar with legal regulations concerning new forms of employment 3. Is able to analyse the impact of automation on labour law and employment policy 4. Identifies key challenges related to the protection of workers' rights in the digital era	[SU2] presentation/project/paper/ report [SK1] oral statement/conversation/ discussion [SK3] text preparation/written work

Subject contents

1. Introduction: Digitalisation and robotisation as challenges for labour law and public administration
   definitions, trends, the concept of automated work and algorithmic management
   the impact of digital transformation on employment models
2. New forms of employment in the digital economy
   platform work, microtasks, crowdwork
   dependent and independent employment under digital conditions
3. Algorithms and artificial intelligence in work management
   application of AI in HR (recruitment, performance evaluation, scheduling)
   issues of transparency, accountability, and decision-making automation
4. Protection of employees personal data and privacy
   monitoring, profiling, GDPR in the workplace
   individual rights in the face of AI-driven decisions
5. Legal challenges of automation exemptions, gaps, new regulatory needs
   mismatch between traditional labour law concepts and new realities
   employee status vs. "digital worker" and "algorithm-managed worker"
6. Selected regulations and legislative initiatives
   AI Act, Platform Work Directive, soft law (OECD, ILO, EC)
   examples of national approaches (e.g. France, Spain, Germany)
7. Ethical and social dilemmas of the end of work
   dignity of work, algorithmic fairness, digital exclusion
   the role of public administration in preventing exclusion
8. Summary and case studies
   analysis of specific cases of automated work (e.g. Uber, Amazon)
   reflection on the role of law in protecting workers in the era of automation

Prerequisites and co-requisites

Knowledge of basic legal terms or successfully finished a course on basics of law.

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 AI Act Directive 2024/2831 on improving working conditions in platform work Regulation 2024/1689 AI Act 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 Radosław Mleczko, Outdated as Human, CIOP PIB, Warsaw 2019 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	

Example issues/ example questions/ tasks being completed

1. Can an algorithm be considered an employer?
2. Platform work freedom or exploitation?
3. Remote employee monitoring trust or surveillance?
4. Is labour law keeping up with technology?
5. Protecting workers from the black box how to enforce algorithmic transparency?
6. Basic income as an alternative to employment?
7. Should robots pay into the social security system?

Work placement	Not applicable

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