

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
----------------	----------------

Document generated electronically. Does not require a seal or signature.