

## Subject card

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

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| Subject contents                                               | <ol style="list-style-type: none"><li>1. Introduction: Digitalisation and robotisation as challenges for labour law and public administration<br/>definitions, trends, the concept of automated work and algorithmic management<br/>the impact of digital transformation on employment models</li><li>2. New forms of employment in the digital economy<br/>platform work, microtasks, crowdwork<br/>dependent and independent employment under digital conditions</li><li>3. Algorithms and artificial intelligence in work management<br/>application of AI in HR (recruitment, performance evaluation, scheduling)<br/>issues of transparency, accountability, and decision-making automation</li><li>4. Protection of employees personal data and privacy<br/>monitoring, profiling, GDPR in the workplace<br/>individual rights in the face of AI-driven decisions</li><li>5. Legal challenges of automation exemptions, gaps, new regulatory needs<br/>mismatch between traditional labour law concepts and new realities<br/>employee status vs. "digital worker" and "algorithm-managed worker"</li><li>6. Selected regulations and legislative initiatives<br/>AI Act, Platform Work Directive, soft law (OECD, ILO, EC)<br/>examples of national approaches (e.g. France, Spain, Germany)</li><li>7. Ethical and social dilemmas of the end of work<br/>dignity of work, algorithmic fairness, digital exclusion<br/>the role of public administration in preventing exclusion</li><li>8. Summary and case studies<br/>analysis of specific cases of automated work (e.g. Uber, Amazon)<br/>reflection on the role of law in protecting workers in the era of automation</li></ol> |                                                                                                                                                                                                                                                                                                                                                                                                                               |                               |
| 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<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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                               |                               |
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| Example issues/<br>example questions/<br>tasks being completed | <ol style="list-style-type: none"><li>1. Can an algorithm be considered an employer?</li><li>2. Platform work freedom or exploitation?</li><li>3. Remote employee monitoring trust or surveillance?</li><li>4. Is labour law keeping up with technology?</li><li>5. Protecting workers from the black box how to enforce algorithmic transparency?</li><li>6. Basic income as an alternative to employment?</li><li>7. Should robots pay into the social security system?</li></ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                               |                               |

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| Work placement | Not applicable |
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