University of Gdańsk

Subject card

Subject name and code	WPiA - Artificial Work (Emerging Forms of Human-like Gainful Activities in and out of the Legal Framework of Employment), PG_00179139		
Field of study	History		
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	English Expected English language level B2
Semester of study	2	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	2.0	18.0	50

Subject objectives

Identification, analysis and forecasting of the development of untypical forms of employment and gainful activity resulting from the development of digital technology, in particular - artificial intelligence. European Union legislative initiatives, national legislation, jurisprudence and administrative practices of selected EU Member States in the global digital race. Legal framework for new forms of economic activity.

Learning outcomes

Course outcome	Subject outcome	Method of verification
	Knowledge - The student knows and distinguishes the basic forms of employment, distinguishes legal entities and parties to the contract, knows the relationship between EU and national law, knows the basic institutions and mechanisms of legislative process in the face of new social and economic phenomena, in particular the development of digital technologies. Skills - The student is able to draft a simple contract in an unusual form of employment, understands and correctly evaluates the regulations and conditions of service provision, knows how to search and use sources of law. Social competences - The student is aware of the benefits and contingencies of the development of digital technologies, takes action to minimize these risks and to use digital tools and AI technologies safely and ethically.	[SW5] implementation of a problem task [SU3] text preparation/written work [SK1] oral statement/conversation/ discussion

<table>
<tr><td>Subject contents</td><td>1. Classic employment contract - characteristics and identification of features conducive to the displacement of this contract by new forms of employment. The concept of flexible work versus income security, the concept of flexicurity.
2. Working time, rest time.
3. The secret of the flourishing of civil-type contracts of mandate
4. New forms of employment: Uberization and digitization of the labour market. Platform work. Remote work.
5. A workplace without the place is just pure work. Remote work applicable labour law, tax, social security and health insurance legislation
6. Work-life balance.
7. Professional and social fulfilment through work.
8. UBI Universal Basic Income a guaranteed minimum due to AI?
9. Cybersecurity at work AI Act 2024 analysis
10. New professions and the pace of their development a student mini-research project of changes from the period of one semester.
11. The use of AI in traditional work
12. Industry 4,0
13. Human work created with the help of AI
14. Risks associated with learning from human mistakes: discrimination at the recruitment stage, mobbing.</td></tr>
<tr><td>Prerequisites and co-requisites</td><td>Knowledge of basic legal concepts, such as obligation, contract, legal entity, legal capacity and legal action capacity. Distinguishing between basic sources of law: Constitution, laws, regulations, as well as basic knowledge about EU legislation and institutions: Treaty(ies), regulations, directives, decisions, opinions, Council, Parliament, European Commission, Court of Justice of the EU</td></tr>
<tr><td>Assessment methods and criteria</td><td><table>
<tr><th>Subject passing criteria</th><th>Passing threshold</th><th>Percentage of the final grade</th></tr>
<tr><td>Test/exam</td><td>50.0%</td><td>20.0%</td></tr>
<tr><td>Memo or essay</td><td>50.0%</td><td>30.0%</td></tr>
<tr><td>Active discussion participation</td><td>50.0%</td><td>50.0%</td></tr>
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<tr><td>Recommended reading</td><td>Basic literature</td><td>Martin Ford: Rule of the Robots: How Artificial Intelligence Will Transform Everything, Basic Books, New York, 2021

Andrew Green: Artificial intelligence and the changing demand for skills in the labour market, OECD no14

Longton, J. (2019). Technological unemployment: the risk of automation in Belgium. Retrieved March 22, 2022, from: https://dial.uclouvain.be/memoire/ucl/fr/object/thesis%3A21796

The EU Artificial Intelligence Act https://artificialintelligenceact.eu/the-act/</td></tr>
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	Supplementary literature	Ashokbharan, N. K. (2019). Robotisation and the Threat of Technological Unemployment: Approaching the Question of Regulation. SSRN Electronic Journal. DOI: https://doi.org/10.2139/ssrn.3486081 Barns, S. (2020). Platform Urbanism. Negotiating Platform Ecosystems in Connected Cities. Palgrave Macmillan. Campa, R. (2019). Three scenarios of the future of work: Technological unemployment, compensation, hollowing out. Sociologia y Tecnociencia, 9(2), 140154. DOI: https://doi.org/10.24197/st.2.2019.140-154 David, B., Chalon, R., & Yin, C. (2016). Collaborative systems & shared economy (Uberization): Principles & case study. Proceedings - 2016 International Conference on Collaboration Technologies and Systems, CTS 2016, 5763. DOI: https://doi.org/10.1109/CTS.2016.27 DOrlando, F. (2018). Problems, solutions and new problems with the third wave of technological unemployment. CreaM-Working Paper Series, 2. Retrieved March 22, 2022, from: https://ideas.repec.org/p/csn/wpaper/2018-02.html European Commission. (n.d.). Threats and opportunities from automation and robotisation. Knowledge for policy. Retrieved March 22, 2022, from: https://ec.europa.eu/knowledge4policy/foresight/topic/changing-nature-work/new-technologies-automation-work-developments_en
	eResources addresses	Basic https://dial.uclouvain.be/memoire/ucl/fr/object/thesis%3A21796 - Longton https://artificialintelligenceact.eu/the-act/ - EU AI Act Supplementary https://ec.europa.eu/knowledge4policy/foresight/topic/changing-nature-work/new-technologies-automation-work-developments_en - European Commission https://ideas.repec.org/p/csn/wpaper/2018-02.html - D'Orlando https://doi.org/10.1109/CTS.2016.27 - Chalon, Yin https://doi.org/10.24197/st.2.2019.140-154 - Compa https://doi.org/10.2139/ssrn.3486081 - Ashokbharan
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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