

InfoSheet
specialization block

Labour Rights in the 21st Century

**Summer semester academic
year 2024/2025**

1. General information

The world of work has always been dynamic going back all the way to the times of hunters, gatherers and settlers. However, since the late 18th century, technological inventions such as the steam engine (leading to the 1st industrial revolution) and electricity (the 2nd industrial revolution), changed people's life and work rapidly and fundamentally. The introduction of the computer and internet in the mid-20th century (3rd industrial revolution) has been rapidly followed at the beginning of the 21st century by another revolutionary invention: artificial intelligence. Thus, currently we are in the middle of the 4th, and according to some, among which the European Union, even the 5th industrial revolution.

While we are still trying to understand the full dimension and impact of the 4th and 5th industrial revolutions, life and work continues and (labour) law is doing its best to catch up. The aim of this course is to explore what the dimension and impact of the 4th and 5th industrial revolutions are on our lives, but most of all on our work. This will be explored in a wide context addressing not only what is called the technological transition, but also climate change (or the green transition, including energy), sustainability, globalization, poverty and equality. Since many labour rights are also human rights, the study in the three courses that are part of the block *Labour Rights in the 21st Century*, will also include the study of human rights.

More specifically, the block *Labour Rights in the 21st Century* exists of the following three courses:

1. EU labour rights (ELR)
2. Human rights, sustainable development and the future of work (FoW)
3. New technologies and labour rights from a comparative perspective (CompLab)

All three of the courses will address the challenges and changes from the 4th and 5th industrial revolutions, yet each will have a certain focal point. The course on EU labour rights will focus on globalization, human rights, and the relationship between the EU and national legal orders. The course on human rights, sustainable development and the future of work takes a broad explorative approach on technological developments and new sustainability requirements and how those are affecting existing human rights, freedoms and liberties, as well as how those may lead to new human rights, and possibly to a new legal system of socio-ecological law. The last course will again address technological developments, but this time it will focus on how different regulatory systems respond to the changes these cause in human and labour rights. As such this course builds on elements of the other two courses as it deepens the understanding of the responses to the changes in human and labour rights at various regulatory levels and between countries with different legal traditions. This means, that in the latter course, students will also be introduced to various forms of comparative law, including historical (between time periods), vertical (between different regulatory levels), horizontal (between different countries), as well as between different socio-economic systems.

2. When the courses will be taught

All three courses will be taught in the summer semester, however, not all at the same time. The courses will be taught as indicated in the table below.

The first and third course will have two meetings per week. The third course starts when the first course finishes. The second course will have one meeting per week and runs throughout the whole summer semester.

Month	Feb.	March	April	May	June
Course					
1. ELR					
2. FoW					
3. CompLab					

A more detailed overview of when and by whom the courses are taught can be found in the Tables 1, 2 and 3, which are annexed to this document.

3. For which students and course requirements

Since the courses will be taught in English, they will be open for Polish students and exchange students.

There are no specific course requirements, however, having prior knowledge of labour law, human rights law, EU law, and/or comparative law, can be an asset.

4. Form of the classes

All three the courses follow the Socrates method, which means that the classes are highly interactive, based on discussions, critical legal reasoning, and workshops. Depending on the subject, the class may also include a short lecture-style introduction to the topic by the teacher.

5. Language of the courses

The courses will be taught in English.

6. Learning outcomes

The learning outcomes per course are defined in the course syllabi. By offering the courses as a specialization block, the students will:

1. have gained a broader and deep understanding of the impact of the 4th and 5th industrial revolutions on labour rights in the 21st century;
2. have a profound knowledge of the technological changes and their impact on labour rights;
3. be able to assess how work in the 21st century is changing, including their own work (futures);
4. be able to analyse and evaluate the changes and indicate how those will impact human rights and labour rights;

5. be able to propose and draft new regulations to address the impacts of technological changes on human and labour rights;
6. be able to analyse and evaluate the contributions of technological change to a more sustainable future and how that impacts labour rights;
7. have (further) developed various soft skills, among others writing, presenting, communicating, critical legal thinking, litigation, negotiation, as well as research skills, such as comparative law, legal historical analysis, and the use of databases from the library (literature research) and online databases from international organizations such as the EU, the Council of Europe, and the International Labour Organization.

7. Verification of the learning outcomes

Each of the courses will use both, formative and summative testing. See the course syllabi for the details.

For the learning outcomes defined for the combined courses in a specialization block, the learning outcomes are tested in the final exams for the courses in which students are expected to use gained insights, knowledge and understanding from each of the courses. For example, for the paper in the course *Human Rights, Sustainability and the Future of Work*, students are expected to also use the relevant literature, case law, etc. that has been presented in the other two courses (formative testing). Furthermore, for the assignments and during the discussions in class, students are expected to bring forward insights, knowledge, and understanding gained in one of the other courses when such is relevant (summative testing). The latter will be more the case for the course on *New technologies in labour law from a comparative perspective*, than the courses on *EU labour rights* and *Human Rights, Sustainable Development and the Future of Work*, which both, in a way, lay down the basis for the first mentioned course.

Annex More detailed overview when and by whom the courses are taught

Table 1 Course 1 ELR Overview of classes, including date, time and location

Date	Time	Location	Topic	Lecturer
Monday	9.45-11.15	Obożna 6 2.12	EU Labour law	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	EU – national legal order	Prof. Ter Haar
Monday	9.45-11.15	Obożna 6 2.12	EU fundamental rights	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	Equal treatment (introduction)	Guest lecturer
Monday	9.45-11.15	Obożna 6 2.12	Equal treatment (cases)	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	Free movement of workers (def. worker)	Guest lecturer
Monday	9.45-11.15	Obożna 6 2.12	Free movement of workers (Art. 45TFEU)	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	Rome I	Prof. Ter Haar
Monday	9.45-11.15	Obożna 6 2.12	Free movement of Services (Art. 56 TFEU), esp. posting of workers	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	Occupational health and safety	Prof. Ter Haar
Monday	9.45-11.15	Obożna 6 2.12	Working time	Guest lecturer
Wednesday	9.45-11.15	Obożna 6 3.12	Discussion moot court case	Prof. Ter Haar
Monday	9.45-11.15	Obożna 6 2.12	Consultation meetings on the moot court	Prof. Ter Haar
Wednesday	9.45-11.15	Obożna 6 3.12	Moot Court Exam	Prof. Ter Haar + Guest lecturer

Table 2 Course 2 FoW Overview of classes, including date, time and location

Date	Time	Location	Topic	Lecturer
Wednesday	11.30-13.00	Old Library Building - 211	Introduction to the course. The sources of human rights at work	dr Marta Otto
Wednesday	11.30-13.00	Old Library Building - 211	Forced and compulsory labor	mgr Barbara Surdykowska
Wednesday	11.30-13.00	Old Library Building - 211	Civil liberties of employees	dr Marta Otto
Wednesday	11.30-13.00	Old Library Building - 211	Freedom of speech, social media and the employment relationships	Guest lecturer
Wednesday	11.30-13.00	Old Library Building - 211	Social and economic rights of workers	dr Marta Otto
Wednesday	11.30-13.00	Old Library Building - 211	The right to disconnect	Guest lecturer
Wednesday	11.30-13.00	Old Library Building - 211	Workshop: negotiating an agreement on new technological tools	dr Agnieszka Zwolińska
Wednesday	11.30-13.00	Old Library Building - 211	Labour rights' provisions in Free Trade Agreements	mgr Barbara Surdykowska
Wednesday	11.30-13.00	Old Library Building - 211	Precarious forms of work - flexibility vs. stability	Guest lecturer
Wednesday	11.30-13.00	Old Library Building - 211	Transformation of the human body in the context of work	mgr Barbara Surdykowska
Wednesday	11.30-13.00	Old Library Building - 211	Neurorights in the context of work: introduction	dr Agnieszka Zwolińska
Wednesday	11.30-13.00	Old Library Building - 211	Using neurotechnology in the employment relationship. Neurorights	dr Agnieszka Zwolińska
Wednesday	11.30-13.00	Old Library Building - 211	Workshop: Socio-ecological law I – foundations and principles	Prof. Beryl ter Haar
Wednesday	11.30-13.00	Old Library Building - 211	Workshop: Socio-ecological law II – Functions and content	Prof. Beryl ter Haar
Wednesday	11.30-13.00	Old Library Building - 211	Consultation meetings paper supervisor	All teachers

Table 3 Course 3 CompLab Overview of classes, including date, time and location

Date	Time	Location	Topic	Teacher
Monday	9.45-11.15	Oboźna 6 2.12	Introduction to the course I: From industry 1.0 to 4.0	dr Marta Otto
Wednesday	9.45-11.15	Oboźna 6 3.12	Introduction to the course II: Contemporary approaches to comparative (labour) law	dr Marta Otto
Monday	9.45-11.15	Oboźna 6 2.12	New technologies as a driver for the development of new forms of work. An overview	Guest lecturer
Wednesday	9.45-11.15	Oboźna 6 3.12	Platform workers' dilemma: legal and normative theories in the digital economy	Guest lecturer
Monday	9.45-11.15	Oboźna 6 2.12	Protection of working conditions on labour platforms	Guest lecturer
Wednesday	9.45-11.15	Oboźna 6 3.12	Employee monitoring and surveillance	dr Marta Otto
Monday	9.45-11.15	Oboźna 6 2.12	Algorithmic management and data protection	dr Marta Otto
Wednesday	9.45-11.15	Oboźna 6 3.12	Algorithmic management and discrimination	dr Marta Otto
Monday	9.45-11.15	Oboźna 6 2.12	Remote Work and Telecommuting	dr Marta Otto / prof. Beryl ter Haar
Wednesday	9.45-11.15	Oboźna 6 3.12	The right to disconnect between law and collective bargaining.	Guest lecturer
Monday	9.45-11.15	Oboźna 6 2.12	Working in the metaverse	Guest lecturer
Wednesday	9.45-11.15	Oboźna 6 3.12	Blockchain and the world of work	Guest lecturer
Monday	9.45-11.15	Oboźna 6 2.12	The concept of Industry 5.0 and its impact on the emerging regulatory models	dr Marta Otto
Wednesday	9.45-11.15	Oboźna 6 3.12	The future of comparative labour law	dr Marta Otto & Guest lecturer