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FACULTY OF LAW



INTERNATIONAL SCIENTIFIC CONFERENCE
APPLICATION OF ARTIFICIAL INTELLIGENCE
IN LEGAL DISPUTE RESOLUTION:
COMPARATIVE LEGAL PERSPECTIVES

COLLECTION OF SUMMARIES

НАУЧНИ СКУП СА МЕЂУНАРОДНИМ УЧЕШЋЕМ
ПРИМЈЕНА ВЈЕШТАЧКЕ ИНТЕЛИГЕНЦИЈЕ
У РЈЕШАВАЊУ ПРАВНИХ СПОРОВА:
УПОРЕДНОПРАВНИ АСПЕКТИ

ЗБОРНИК САЖЕТАКА

NAUČNI SKUP SA MEĐUNARODNIM UČEŠĆEM
PRIMJENA VJEŠTAČKE INTELIGENCIJE
U RJEŠAVANJU PRAVNIH SPOROVA:
UPOREDNOPRAVNI ASPEKTI

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Editor in chief:

Prof. Dr. Zoran Vasiljević

Editor:

Prof. Dr. Igor Milinković

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Dr. Sanja Zlatanović, Senior Research Fellow
Institute of Social Sciences, Belgrade, Serbia

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AI, MENTAL HEALTH, AND LABOR LAW: TOWARDS A HUMAN RIGHTS-BASED FRAMEWORK

LABOR LAW

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Artificial Intelligence (AI) is rapidly reshaping work organization, labor processes, and labor conditions as well creating both opportunities and significant risks for workers' rights. While AI technologies can enhance efficiency and flexibility, their widespread use also intensifies psychosocial pressures, uncertainty, and mental health challenges. The World Economic Forum anticipates that 85 million jobs could be displaced by 2025, raising concerns about stress, burnout, and the consequences of constant digital connectivity. Despite the urgent nature of these issues, legal frameworks often lag behind technological developments, leaving workers exposed to emerging risks.

Recent European Union initiatives offer partial responses. The 2024 Platform Work Directive indirectly addresses AI-driven risks by requiring digital platforms to assess the mental and physical health implications of algorithmic management. Similarly, the 2023 Communication on a Comprehensive Approach to Mental Health underscores the need to integrate mental well-being into all policy areas, including labor. However, the cornerstone of EU occupational safety and health law - the Framework Directive 89/391/EEC - fails to explicitly regulate psychosocial risks, highlighting the insufficiency of current protections. In response, some Member States have introduced the right to disconnect, seeking to mitigate the adverse effects of "always-on" work cultures.

Younger generations, notably Generation Z, are increasingly responding through phenomena such as "quiet quitting" signaling a demand for holistic, rights-based frameworks that bridge law, organizational science, and psychology. To address these challenges, labor law must expand its focus to include human rights and workplace ethics adopting a due diligence approach that integrates legal, organizational, and societal dimensions. This perspective aligns with Dworkin's conception of justice positioning the protection of mental health in AI-driven workplaces as a fundamental matter of justice, dignity, and equality.

Keywords: (Workplace) AI, Mental Health, Psychosocial risks, Labor law, Human Rights.