



University of Novi Sad
Faculty of Law Novi Sad

7th International Scientific Conference

LEGAL TRADITION AND NEW LEGAL CHALLENGES

Novi Sad, 23th and 24th October, 2025

Book of Abstracts

Novi Sad, 2025



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CAN DIGITIZATION AND ARTIFICIAL INTELLIGENCE INFLUENCE CHANGES IN LABOR LEGISLATION?***

The issue of labor relations is an issue that is dealt with by several fields and scientific disciplines. These are law (normative regulation of labor relations), economics (from the aspect of employment, industrial relations and human resources management), demography (employment of migrants and biological aging of the population), geography (human geography and global work), psychology and sociology (field of work), as well as history (occupational development and employment in accordance with population censuses). In recent times, the field of information and communication technologies (remote work, via platform). Somehow with the Covid 19 pandemic, it became obvious, but also the accelerated implementation of digitization in all aspects of work and life. Digitization and artificial intelligence have influenced the change in the way of communication (direct communication, which goes beyond the borders of a country, even a continent), the way of payment (electronic payment), the way of buying and selling (goods are highlighted on electronic platforms and can be bought in such a way).

But first, let's see what digitalization is and what artificial intelligence is. in the context of labor law and employment relations, digitalization of business involves the application of IT and technical tools

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in companies to improve their business. Therefore, digitalization has contributed to e-business becoming a common practice during the work process. The consequences are the simplification of procedures, acceleration of the decision-making process, but also far greater data collection and storage. It has become a participant in the competitive advantage of companies and contributes to business efficiency. Artificial intelligence, on the other hand, is the application of machines that could replace people. These machines, through programmed processes, imitate human behavior, and try to solve a problem. Artificial intelligence (AI) understood in this way should contribute to machines performing certain tasks that were previously performed by humans. For example, to translate texts from one language to another. To store a large amount of information. This existed to some extent even before the 21st century, with the use of robots in production processes or for military purposes. It must be emphasized that technological changes have led to the extinction of certain professions, but also the creation of new ones. Today, greater importance is attached to digitalization and artificial intelligence than ever before, which has led to people fearing for their jobs and the income they will earn.

It has become obvious that digitalization and artificial intelligence have influenced the paradigm shift at work. Like any change, this change also brings positive and negative implications. Namely, it is positive that it provides the opportunity to find work for individuals outside the borders of their home country. Which means it increases employment opportunities. Then, it increases the competitiveness of companies that manage to find customers or raw materials in other markets. It allows direct communication that reduces the costs of selecting and recruiting employees. However, a multitude of questions have also arisen related to the regulation of employment relationships and the regulation of labor rights. Namely, the question has been raised as to how electronic work is regulated? If the employee and the employer are in different countries, which court is competent to resolve disputes arising from

electronic employment relationships? The issue of personal data and identity protection is also very important. Cyber attacks on certain business websites and illegal downloading of personal data of employees and clients are not infrequent. Is the technological response such that it can lead to the protection of the same? At this stage, the opinion is that the technological response is not adequate. The question of working hours has also been raised. With digitalization, the eight-hour workday has ceased to exist. Communication is ongoing, and responding to emails exceeds the limits of working hours. As a result, a phenomenon has emerged, which is more recent, and that is the phenomenon of "Silent Quitting", which involves performing basic tasks, without additional motivation and creativity. Dissatisfaction with the job, lack of understanding of the team, but also overload due to digital demands can be reasons for changing the rhythm of work. Also, if the dignity of the employee is violated, this can be the cause of dissatisfaction and lack of inventiveness at work. All of this can lead to a change in job.

In Serbia, the rights and obligations of employers and employees are regulated by the Labour Act (Sl. glasnik RS", br. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017 - decision US, 113/2017 and 95/2018), as well as a number of other documents related to employment. This law specifically prescribes the right to limited working hours, which has been called into question with digital forms of work. It also contains other provisions such as the right to annual leave, the right to earnings, compensation for overtime work, and the like. In any case, legal theorists and all those who study labor relations must take into account the innovations coming from the labor market and harmonize labor regulations accordingly.

Keywords: digitization, artificial intelligence, labor relations, changes, working hours.