

Hybrid Work Contracts in the Age of Artificial Intelligence

A legal and economic transition model

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Abstract

This academic proposal introduces a hybrid work model designed to protect workers from displacement due to AI integration. It outlines a phased reduction in workload while preserving employment status and salary rights, and proposes a legal mechanism obligating governments and AI companies to compensate employees affected prior to the model's adoption.

1 Introduction

The emergence of generative artificial intelligence tools has rapidly transformed the global labor market. Without adequate preparation or regulatory frameworks, millions of employees risked losing their jobs before any new legal protection models were adopted. This proposal presents a legally binding hybrid work contract system that governments must implement to prevent social and economic instability.

2 General Principles

1. **No Unjust Dismissals:** Employees affected by AI are not allowed to be terminated unless they violate professional ethics or commit acts of misconduct.
2. **Hybrid Contract:** Employees can transition to a hybrid contract offering between 1 and 5 working days per week.
3. **Proportional Pay:** Base salary is reduced according to working time, with compensatory bonuses.
4. **Income Protection:** An additional 10% of salary is covered by the state.
5. **Age Compensation:** Employees over 50 receive additional pay bonuses based on age.

Days/Week	Total Hours	Base Salary (%)	Total Salary (%)
1	3	71	81
2	6	73	83
3	9	74	84
4	12	75	85
5	15	75	85

Table 1: Base salary and total salary (including 10% state support)

3 Work Time and Salary Structure

4 Age Bonus Policy

- Age 50–55: +4% salary bonus
- Age 56–60: +7% salary bonus
- Age 61+: +10% salary bonus

5 Case Studies

5.1 Maria (Age 25) – Nurse

Maria chooses to work 1 day per week (3 hours total).

- Base salary: 71%
- State support: +10%
- Total: **81%**

5.2 Andrei (Age 57) – Factory Worker

Andrei works 4 days per week (12 hours total).

- Base salary: 75%
- State support: +10%
- Age bonus: +7%
- Total: **92%**

6 Legal Liability for Early Displacements

If companies or AI developers (e.g., OpenAI, xAI) introduced models that implicitly replaced human labor without notifying governments in advance, the responsibility lies with both the company and the state. Affected workers must be:

- Financially compensated for moral and economic damages.
- Rehired into their previous role or offered an equivalent job.

7 Implementation Recommendations

- Apply the model in AI-impacted sectors: administration, health, education, industry.
- Gradually extend to other vulnerable sectors.
- Enforce contracts via national labor codes.

8 Conclusion

Hybrid work contracts offer a realistic, fair, and scalable solution to mass job displacement. With proportional working time and guaranteed protections, both companies and employees benefit from a smooth, dignified transition into the AI era.

References

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