Hybrid Work Contracts in the Age of Artificial Intelligence

A legal and economic transition model

Teodor Berger

May 2025

Abstract

This project proposes a legal and economic model to support hybrid work contracts in the age of artificial intelligence. The model addresses job security, fair income distribution, and state responsibility in protecting employees affected by AI integration. It aims to bridge the transitional gap caused by the sudden automation of human labor before governments had time to legislate or adapt.

1 Introduction

The advent of AI in the labor market has triggered widespread replacement of human jobs. Governments and corporations failed to anticipate the social consequences, leading to premature layoffs. This model aims to establish protective measures for employees who were dismissed before the introduction of hybrid contracts involving both AI systems and human workers.

2 Objectives

- Prevent unjust layoffs post-AI integration.

- Establish fair salary percentages for hybrid contracts.

- Ensure state participation in income support.

- Recognize age-based bonuses as compensation for long-term service.

3 Model Structure

3.1 Legal Principles

1. **No Unjust Dismissals:** Employees dismissed before AI integration must be protected or compensated unless layoffs were due to misconduct or company bankruptcy.

2. **State Responsibility:** The state shares 10% of the salary cost in hybrid contracts to stabilize income.

3. **Contractual Duty:** AI cannot be a legal substitute for contractual obligations without renegotiation or consent.

3.2 Weekly Structure and Compensation

Workdays/week	Weekly Hours	Base Salary (%)	State Support (%)	Total (%)
1	3 h	55	10	65
2	6 h	60	10	70
3	9 h	65	10	75
4	12 h	70	10	80
5	15 h	75	10	85

Table 1: Hybrid Work Compensation Model

3.3 Age-Based Bonuses

Age Range	Bonus (%)
50–55	4
56–60	7
61+	10

Table 2: Seniority Bonus

3.4 Example Case: Andrei, Age 57

- Work: 4 days/week, 12h total

- Base salary: 70%

- State support: +10%

- Age bonus: +7%

- **Total: 87%**

4 Conclusion

This model defends labor rights in the AI age. Those who were dismissed before governments regulated AI integration must be compensated or reinstated via protected hybrid contracts. Technology should not overwrite dignity, fairness, or human contribution.

References

- Brynjolfsson, Erik and McAfee, Andrew (2023). *Artificial Intelligence and the Future of Work.* Journal of Economic Perspectives, 37(2), 25–48.

- Acemoglu, Daron and Restrepo, Pascual (2021). *AI and Jobs: Evidence from Online Vacancies.* NBER Working Paper No. 28961.

- Arntz, Melanie, Gregory, Terry, and Zierahn, Ulrich (2016). *The Risk of Automation for Jobs in OECD Countries.* OECD Social, Employment and Migration Working Papers, 189.