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# The hybrid labor entity as a functional model of the performance of the labor function in the context of digitalization and the use of artificial intelligence

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**Abstract**

This study aims to substantiate the need for a theoretical distinction between the subject of the employment relationship and the subject of the performance of the labor function in the context of digitalization and the use of artificial intelligence systems, as well as to propose the concept of the "hybrid labor subject" as a new functional category of labor law. The study is based on a complex methodology including normative, comparative legal, systemic and functional analysis, doctrinal approach, as well as methods of legal modeling and scientific forecasting. The thesis argues that the use of artificial intelligence systems does not lead to the emergence of a new legal entity, but transforms the way of performing the labor function by forming a functional model of integrated interaction between the worker or employee and the artificial intelligence system. On this basis, the concept of the hybrid labor subject is built, and an extended understanding of the content of the labor function is substantiated, including activities for management, control, and validation of results under conditions of hybrid work performance. The main findings support the introduction of the analytical category “subject of performance of the labour function” and an extended labor function encompassing the management, control and validation of AI-generated results, while preserving the worker or employee as the sole subject of the employment relationship. The proposed model may be applied in developing job descriptions, internal workplace rules, standards for human oversight and future national and European regulation of hybrid work involving artificial intelligence.

**Key words:**

hybrid labor entity; labor law; artificial intelligence; labor function; extended labor function; digitalization of labor.

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## 1. Introduction

The dynamic development of technologies based on artificial intelligence poses challenges to labor law that go beyond traditional ideas about the organization and performance of work. While in previous stages digital technologies had a predominantly supporting function, modern generative and autonomous systems are increasingly directly involved in the performance of work tasks, the formation of solutions, and the creation of the final labor result. Doubt the sufficiency of the classical legal constructions based on the understanding that the only bearer of the labor force and, respectively, the performer of the labor function is the natural person – worker or employee. The employment relationship is established concerning the personality of the worker or employee – in view of his workforce, his professional qualification, knowledge and skills for the performance of the assigned work. In this sense, it is a typical example of an intuit personae relationship. Labor law, from the moment of its creation to the present moment, has been in a continuous process of improvement, which is directly connected, on the one hand, with the labor protection of workers and employees, and on the other with industrial revolutions. That is why the modern stage is a logical continuation of the genesis in the development of the industry, but this time it is necessary to rethink entire legal categories and introduce new concepts. The legal framework, both at the international and national level, does not correspond to the social reality, and this is one of the reasons why the doctrine proposes certain amendments and new aspects of traditional concepts, which, after scientific debate and affirmation in scientific circles, should be proposed to the legislator for inclusion in the legal framework. At the same time, another question can be raised regarding the ethical aspects of using artificial intelligence. The use of AI to monitor or even predict human behavior risks stigmatization, reinforcing existing stereotypes, social and cultural segregation, and exclusion, undermining individual choice and equal opportunities. The potential of AI for empowerment, the risks resulting from social evaluation based on the use of AI, as well as the accessibility of AI services give grounds for concern about human safety, health and security, freedom, privacy, dignity, self-determination and non-discrimination (Mrachkov, 1996, p. 134) (Neykova, 2017) (Andreeva,A., Yolova, G., Dimitrova, D., Radev, E., 2024)(Radev, 2021) (Andreeva, A., Yolova, G., 2025).

**The relevance of the study stems** from the need for labor law to respond adequately to the changing nature of work in the context of digital transformation and increasing integration of artificial intelligence systems. Along with technological changes, the European regulatory framework is also developing, which introduces requirements for safe, transparent, and controllable use of artificial intelligence. The European Union has consistently established a regulatory framework with a clear protective function in relation to the fundamental rights, safety, and dignity of employees in the use of artificial intelligence systems. Despite this significant regulatory progress, the current European framework remains fragmented in terms of the labour law consequences of hybrid work, as it does not contain specific rules on legal status, the content of the labor function, and responsibility in the interaction between the worker and the artificial intelligence systems. However, there is a lack of a comprehensive labour law concept on the role of artificial intelligence in the performance of the labour function and its impact on classical labor law institutions.

**The purpose of this article** is to substantiate the need for a theoretical distinction between the subject of the employment relationship and the subject of the performance of the labor function in the conditions of using systems with artificial intelligence, as well as to propose the conceptual framework of the "hybrid labor subject" as a functional category of labor law.

To achieve this goal**, the following scientific tasks have been formulated:**

- to analyze the prerequisites for the transformation of the labor law framework in the context of digitalization and the use of artificial intelligence systems;
- to justify the need to distinguish between the subject of the employment relationship and the subject of the performance of the labor function;
- to introduce and justify the concept of "subject of performance of the labor function" as an analytical category of labor law;

- to build the concept of the "hybrid labor subject" as a specific form of functional model of work performance;
- to analyze the impact of this concept on the content of the labor function in the conditions of interaction between individuals in the role of worker or employee and artificial intelligence.

The study is based on a complex methodology, including normative and comparative legal analysis, a systematic and functional approach, as well as a doctrinal method in building the concept of the hybrid labor entity. Methods of legal modeling and scientific forecasting are also used to outline possible trends in the development of labor law. The methodological basis is complemented by the toolkit of the general theory of law, insofar as the study focuses on the formation of a new functional legal category, its content and place in the system of labor law concepts.

The specificity of this study lies in the fact that it is not limited to an analysis of the impact of artificial intelligence on labor law but offers **a new doctrinal concept for explaining the changing model of performance of the labor function.** In contrast to the prevailing scientific research, which considers artificial intelligence systems primarily as a means of labor or as an object of legal regulation, this study defends the understanding that under certain conditions the interaction between the natural person and the artificial intelligence system forms an independent functional model of labor performance, which cannot be adequately explained by the existing conceptual apparatus of labor law. Proposes a distinction between the subject of the employment relationship and the subject of the performance of the labor function as two different analytical levels of labor law research. It is on this distinction that the concept of the "hybrid labor subject" as a new functional category of labor law is built, which does not affect the classical theory of legal personality, but expands its analytical potential in the study of modern models of labor organization. As a logical consequence of this concept, the need for an expanded understanding of the content of the labor function is justified, including, along with the direct performance of the assigned work and activities for management, control, and validation of the results generated by artificial intelligence systems.

The scientific novelty of the study is expressed in the development of a comprehensive doctrinal construction, which includes the introduction of the concept of "subject of performance of the labor function", the construction of the concept of the "hybrid labor subject", the definition of its structural and functional characteristics, the formulation of criteria for distinguishing it from the use of artificial intelligence as a means of labor and the derivation of the concept of extended labor function as a natural one consequence of the transformation of the labor process in the context of digitalization and the use of artificial intelligence systems. The study does not propose a revision of the classical theory of the employment relationship, but a development of its explanatory potential in relation to the new models of labor performance. This study does not pretend to be exhaustive, but aims to offer a conceptual framework for scientific debate on the transformation of the performance of the labor function in the conditions of artificial intelligence and the opportunities for development of the modern labor law doctrine.

**The central thesis** of this study is that the development of generative and autonomous artificial intelligence does not require a change in the theory of the subjects of the employment relationship, but requires the development of the labor law doctrine through the introduction of a new functional level of analysis – the subject of the performance of the labor function, whose specific manifestation form is the hybrid labor subject.

## I. Need for transformation of the labor law framework in the context of digitalization and the use of artificial intelligence.

### 1.1. Digitalization as a factor for the transformation of the work organization.

Digitalization is one of the most significant factors in the development of modern social relations, and its impact covers all spheres of economic and social life. In the field of labor, it is not limited to the introduction of new technical means, but leads to a complete restructuring of the organization of the work process, the way of assigning and performing labor functions, as well as the interaction between the employer and the worker

or employee. Historically, technological revolutions have been a catalyst for the creation of new forms and models of work, for building new skills, for strengthening capacity, but the profound societal changes that lead to them inevitably give rise to problems. It is precisely for overcoming them that lawmakers have an important role. However, the impressive progress of AI systems poses a serious challenge to public and private international law. New technologies and the risks arising from their creation and use require us to look for ethical and legal solutions to problems that cannot be postponed, because they are a prerequisite for strengthening threats in the digital world. (Radev, 2023) (Radev, 2026).

The development of digital technologies is gradually changing the classical model of labor law, built on the physical presence of the worker, direct employer control, and traditional organizational forms of work. Teleworking, homework, the use of digital platforms, algorithmic management of work processes, and the automation of individual activities are just some of the manifestations of this transformation. A technical process, but a factor that changes the content of labor relations. It should be recognised that the extent and speed of deployment of artificial intelligence systems, including humanoid robots in the performance of work functions, is likely to differ between the public and private sectors. In public sector organisations, such transformations may take place significantly more gradually due to constraints in financial resources, the specifics of budget funding and higher transparency requirements, accountability and control over the use of new technologies. That is why assessing the effectiveness of digitalization processes in public institutions requires the application of specialized indicators that take into account not only the technological effect, but also the organizational and managerial changes occurring as a result of digital transformation (Andreeva,A., Yolova,G., 2020) (Neykova, 2024) (Andreeva, A., Yolova, G, 2022)(Nedyalkova, 2024) (Nedyalkova, 2024)

In parallel with these processes, the regulatory framework at both the national and European level is developing. In recent years, the European Union has consistently built a regulatory framework focused on the digital economy, the protection of fundamental rights and the safe use of new technologies. The use of digital technologies has accelerated the changes in our daily lives. Nevertheless, the development of labor law lags behind the dynamics of technological changes. The existing labor law institutions continue to be based on the premise that the performance of the labor function is carried out entirely by the natural person who provides his labor force. However, this postulate proved insufficient to encompass the multifaceted nature of modern work, which combines not only labor force but can also include components of artificial intelligence (Radev, 2020).

The initial stages of digitization did not call into question classical production. The information systems used were mainly auxiliary in nature and did not participate independently in the intellectual content of the work. However, with the advent of artificial intelligence systems, digitalisation is reaching a qualitatively new stage of development, in which technological solutions begin to be directly involved in the performance of the work function. It is this change that gives rise to the need to rethink traditional labor law structures

### 1.2. Generative Artificial Intelligence as a New Stage in the Development of the Labor Process

The development of generative artificial intelligence marks a qualitatively new stage in the digital transformation of work. Unlike traditional information systems, which execute predefined algorithms and support individual activities of the worker, generative models are capable of creating new content, analyzing significant amounts of information, formulating proposals for solutions, and participating in the preparation of the final result of labor activity.

If until now computer systems had the character of a means of performing certain operations, modern systems with artificial intelligence are increasingly involved in the formation of the intellectual content of the work itself. In a number of professions, they create draft contracts, analyze regulations, prepare financial estimates, develop software products, prepare expert opinions, or generate creative content. The result is no longer solely a product of human intellectual activity but arises through interaction between a person and an artificial intelligence system. (Dimitrova, D., Dimitrova, D.,, 2024, pp. 245 - 258)

It is here that the essential difference between digitalization in its traditional sense and the penetration of generative artificial intelligence comes into play. The latter not only assists the worker but participates in the formation of the result of the assigned labor function. This casts doubt on the sufficiency of the classical understanding of the personal performance of labor and reveals the need for a new theoretical understanding of the organization of the labor process. Accordingly, the principles of labor law should be supplemented and, to ensure the quality of the labor process, the institution of disciplinary liability should be further developed.

Another perspective on the role of technology, including digital technologies and AI in the work process, is its potential to affect the work-life balance of employees. In this regard, it is necessary to examine the specific impact of AI and the necessary competences that employees need to acquire to work with it. So that they increase their ability to maintain a good work-life balance, in the context of their education, between study and private life (Serafimova, Jaroenwanit and Phuensane, 2024).

### 1.3. Autonomous systems with artificial intelligence and the new content of human control

The next stage in the development of digital technologies is related to the use of autonomous systems with artificial intelligence, which can perform a sequence of actions with limited human intervention. While the current European legal framework requires the preservation of effective human control over high-risk AI systems, the practical content of such controls differs significantly from the traditional performance of labour duties. Increasingly, the worker or employee does not immediately perform every action necessary for the performance of the assigned work. Its role is transformed into organizing the process of performing the labor function, determining the parameters of the task, monitoring the functioning of the system, evaluating the results obtained, validating them and, if necessary, intervening through correction or suspension of the implementation. In this sense, he does not interfere with the employer's legal capacity concerning the overall organization of the labor process, but concentrates on the labor functions assigned to him and arising from the position held. (Andreeva, A., Yolova, G., 2020)

Thus, human control becomes an independent element of the content of the labor function. The performance of labor now includes not only the performance of certain actions, but also the management of the interaction between the human and the system with artificial intelligence. That is why the traditional content of labor duties needs to be expanded to include new duties related to the exercise of effective human control.

### 1.4. Transformation of the principle of personal performance of the work function

One of the basic principles of labor law is the personal performance of the labor function by the worker or employee. It is the natural person who provides his workforce, assumes the obligation to perform the assigned work, and is responsible for its quality and timely implementation. Both the content of the employment relationship and the institutes of labor discipline and disciplinary liability are built on this statement.

However, the modern organization of work shows that in the use of artificial intelligence systems, the intellectual result is increasingly formed through lasting interaction between human intellectual activity and digital technologies. The worker sets the task, sets the goals, selects the appropriate tools, exercises control, and validates the final result, while the AI system performs a significant part of the analytical, creative, or technical operations. In such cases, the final labor result is the product of functional interaction, not of isolated human activity.

This change does not invalidate the principle of personal performance of work, but requires its rethinking. Personal performance should no longer be understood solely as the direct performance of all actions involved in the job function, but as the personal assumption by the employee of the responsibility for organizing, managing and controlling the performance process, including when part of the intellectual activity is carried out through an artificial intelligence system.

Therefore, the development of digital technologies does not lead to the abolition of the classical principles of labor law, but to a change in their content. There is a need for a new doctrinal construction to explain the legal nature of the joint functioning between humans and artificial intelligence systems in the performance of the labor function. It is on this need that the development of the concept of the **hybrid labor subject** is based, as discussed in the next part of this study.

**Conceptual conclusion. Main scientific results under Part One**

The analysis confirms that the digital transformation and the widespread use of generative and autonomous systems with artificial intelligence do not represent only a technological change, but lead to a qualitatively new model of performance of the labor function. It has been found that artificial intelligence systems are increasingly involved directly in the creation of labor results, which transforms the role of the worker or employee – from a single contractor to an entity that simultaneously performs, manages, controls, and validates the work process.

At the same time, the analysis shows that this transformation does not call into question the current structure of the employment relationship and does not justify the need to recognize a new legal entity. The problem manifests itself on another level – that of the actual performance of the labor function, where the existing conceptual apparatus turns out to be insufficient to explain the new forms of interaction between humans and artificial intelligence systems.

This conclusion outlines the need to develop the labor law doctrine through the construction of a new analytical level aimed at the subject of the performance of the labor function. It is on this theoretical basis that the concept of the hybrid labor subject as a new functional category of labor law is developed in the next part of the study.

**The main scientific results of the first part are as follows:**

- The need to rethink the traditional doctrinal statements regarding the performance of the labor function in the conditions of using artificial intelligence systems is justified.
- It has been proven that the use of generative and autonomous systems with artificial intelligence transforms the way work is performed without changing the subject structure of the employment relationship.
- It has been established that there is a gap in the current conceptual apparatus of labor law in terms of the analysis of the actual performance of the labor function in interaction between humans and artificial intelligence systems.
- The need for the introduction of an independent analytical level – the subject of the performance of the labor function, which is the conceptual prerequisite for the development of the model of the hybrid labor subject, is substantiated.

Once it has been established that the existing categories do not allow a full-fledged explanation of the new model of work performance, there is a need to build a new analytical level, which is the subject of the next part.

## II. Concept of the hybrid labor entity as a new functional category of labor law

### 2.1. Distinction between the subject of the employment relationship and the subject of the performance of the labor function

The arguments set out in the previous part show that the digital transformation of work and the widespread penetration of artificial intelligence systems do not call into question the classical understanding of the subjects of the employment relationship. And in the case of the use of high-tech digital systems, the bearer of labor rights and obligations, a party to the employment relationship and the addressee of the labor law norms continues to be the natural person – the worker or employee. In this sense, there is no need to rethink the established theory of legal personality, nor to create a new type of legal entity.

As a phenomenology of legal doctrine, the subject of law is determined and recognized within the framework of its inherent legal personality as a legally protected legal determinant. In this sense, placing at the center of the legal relationship the specifics of the individual with his inherent volitional, emotional, and psychological parameters, the general doctrine of law constructs the natural person in his capacity as a subject with his inherent consciousness, moral, and volitional personality. The relevance of legal personality in the general theory of law is also outlined within the framework of legal capacity as an immanent feature of the subject, which, representing a set of emotional, intellectual, and volitional experiences, is an opportunity for the perception of due behavior, respectively. statement of will and, in general, a tool for shaping and outlining legal consciousness. In this sense, it is more than indisputable that only within the framework of "coexistential and value judgments" and constructions, legal personality is conceivable and possible as a relation to the legal obligation and the expected behavior of the addressee – subject. (Andreeva, A., Yolova, G., 2018) (Ganev, 1990)

Legal personality and trends in the development of the concept of the subject of the legal relationship acquire different parameters in the dynamically changing nature of employment relations, in particular typified by the displacement of typical labor functions and characteristics by artificial intelligence and autonomous systems, with their already inherent autonomy in decision-making. It is obvious that phenomenology and the general doctrine of law face a completely different constructive formulation that requires not only a rethinking of created evolutionary postulates, but also their retransforming into fundamentally and qualitatively different legal institutions. In this sense, the analysis of modern models of labor organization shows that there is a significant change in the way in which the assigned labor function is realized on the one hand, and a reformulation of the specifics of understanding the subject performing it, on the other. Increasingly, the performance of work tasks is not the result solely of the intellectual and professional activity of the worker, but is carried out through continuous interaction between the worker and artificial intelligence systems that are involved in the processing of information, the generation of content, the formulation of solutions, or the creation of the final work result. It is this transformation that raises the question of whether the traditional conceptual apparatus of labor law is sufficient to describe the new organization of labor performance.

In the classical labor law theory, an equal sign is placed between the subject of the employment relationship and the subject of the performance of the labor function. This is completely natural, since historically the two qualities coincide in the same individual. The worker or employee simultaneously acquires labor rights and obligations, personally performs the assigned work, and is responsible for the result achieved. With this factual and legal identity, there was no need for the theory to construct an independent category through which to explain the performer of the labor function.

However, the development of generative and autonomous systems with artificial intelligence is gradually distorting this traditional coincidence. While the legal entity of the employment relationship remains unchanged, the performance of the employment function itself is increasingly being realized through integrated interaction between humans and an intelligent digital system. The latter shifts the plane of the problem of the phenomenology of the subject into a purely problematic one from a theoretical point of view, to transforming the philosophy of law and the understanding of classical doctrinal jurisprudence.

Chronologically, already in the report of the Committee on Legal Affairs of 27 January 2017, PE 582.443v03-00 A8-0005/2017 with recommendations to the Commission on civil law rules on robotics (2015/2103(INL)), in the form of a motion for a European Parliament resolution, addresses some fundamental trends in the understanding of the labour entity. Proceeding from the understanding 'that developments in the field of robotics and artificial intelligence can and should be designed in such a way as to preserve the dignity, autonomy and self-determination of the individual', the requirement to define the concept of 'intelligent robots' in compliance with several basic characteristics is also justified, namely - the ability to acquire autonomy through the exchange of data with the environment (interconnection) and the analysis of this data, the ability to learn from the experience and interaction gained, the shape of the physical carrier of the robot, as well as

the ability to adapt behavior and actions to the environment. At the level of the latter, specific ethical principles for the use of cyber-physical systems, intelligent autonomous robots and their subcategories are formulated, in particular:

1/ the principle of transparency, understood as the possibility of justifying any decision taken with the help of artificial intelligence that may have a significant impact on the lives of one or more persons by making the calculations of the artificial intelligence system human-understandable,

2/ principles for acting in the best interests of users, in particular non-harm to users, autonomy and fairness, the principles and values enshrined in Article 2 of the Treaty on European Union and the Charter of Fundamental Rights, such as human dignity, equality, justice and equality, non-discrimination, informed consent, protection of private and family life and data, as well as other fundamental principles and values of Union law, such as non-stigma, transparency, autonomy, individual responsibility and social responsibility, and existing ethical practices and codes;

3/ the principle of privacy, integrity and dignity, self-determination and non-discrimination and the protection of personal data - in the aspects of the possibility of granting rights through the use of robotics and the associated risks or tensions from the point of view of human safety, health and security,

4/ Principle of confidentiality in the use of robots that pose a significant risk to privacy depending on their positioning in spaces that are traditionally protected and private, and due to their ability to retrieve and transmit information about personal and sensitive data. (Andreeva, A., Yolova, G., 2018)

At this level, it becomes clear that the definition of these principles leads to the displacement of the typical holder of legal personality and its replacement by automated, intelligent machines, possessing the autonomous and cognitive characteristics inherent in personality, in particular, and most of all - the ability to learn from experience and semi-independent decision-making. At the same time, as the report rightly points out, to the extent that the autonomy of a robot can be defined as the ability to make decisions and to execute them in the outside world, regardless of external control or influence, the less possibility there is – both legally and doctrinally, they can be considered simple tools in the hands of other actors (such as manufacturers, operators, owners, users, etc. In this respect, the problem of their proper further development, adoption and application in legislative decisions is decisive for the understanding and existence of legal interconnections.

It is therefore necessary to distinguish between two different levels of legal analysis.

**The first level** relates to the subject of the employment relationship, covering the issues of the origin of the employment relationship, legal personality, labour rights and obligations, as well as the realisation of legal liability.

**The second level** is related to the performance of the work function itself, and it is here that the new features of the digital organization of work are manifested. In certain types of work activities, the final result is no longer formed solely through the personal intellectual activity of the worker, but through a sustainable interaction between a person and an artificial intelligence system. But it changes the way the work is performed.

In those circumstances, the analysis leads to the conclusion that the concept of 'subject of the employment relationship' is no longer sufficient to explain all the manifestations of the modern performance of the labour function. There is a need to build an independent functional category that reflects precisely the organization of the implementation, without affecting the issues of legal personality.

For the purposes of this study, this category will be designated as **"subject of performance of the labor function"**. This concept should be understood as the organizational and functional carrier of the process of realization of the assigned labor function, regardless of whether it is performed only by the worker or through an integrated interaction between the worker and an artificial intelligence system. The subject performing the labor function is not a holder of rights and obligations, does not have an independent legal personality, and does not participate as a party to the employment relationship. Its meaning is entirely functional and is expressed in the explanation of the way in which labor activity is realized.

From the above, it can be concluded that the digital transformation of labor at this stage does not require a rethinking of the theory of the subjects of the labor relationship, but poses the need for the development of the labor law doctrine through the introduction of a new analytical level – the subject of the performance of the labor function. It is within this functional category that it will be possible to substantiate the concept of the hybrid labor subject as a specific form of labor performance in the workplace. Conditions of use of artificial intelligence systems. (Slavova, V., Dimitrova, D., 2023)

### 2.2. The hybrid labour subject – concept, legal nature and place in the labor law system

The distinction between the subject of the employment relationship and the subject of the performance of the labor function, as outlined in the previous paragraph, creates the necessary theoretical basis for the study of the new models of labor organization emerging in the conditions of digital transformation. After introducing the idea that the performance of the labor function can be considered as an independent analytical level, the question naturally arises whether the existing categories of labor law are sufficient to explain the participation of artificial intelligence systems in this process. The development of new scientific concepts in digital transformation is not an isolated phenomenon only in labor law. Similar processes are observed in accounting theory, where the historical evolution of terminology reflects changes in the economic environment and the development of information technologies (Nedyalkova, 2025, pp. 355 - 366).

At present, labour law theory considers artificial intelligence primarily as a means of supporting labour activity or as an element of the digitalisation of the working environment, while marking a continuous development building on the legal framework for AI regulation.

In this regard, and taking into account the framework of key European documents – the Racial Equality Directive, the Directive on Equal Treatment in Employment and Occupation – already in the 2020 White Paper on AI emphasised the need to address risks where, as pointed out, they may be due to deficiencies in the overall design of AI systems in terms of human oversight of staff or the use of systems without the possibility of remedying potential bias in equal treatment in terms of gender or age (e.g. the system is trained only or primarily with data on men, resulting in sub-optimal results for women).. (final/2, 2020) (Andreeva, A., Yolova,G., 2021)

A fundamental pillar of the White Paper is the ecosystem of trust based on trustworthy and fundamental rights-respecting AI and understood as a guarantor of compliance with EU rules, protection of fundamental rights and consumer rights, especially against AI systems operating in the EU and posing a high risk. In this sense, it also highlights the basic understanding that when there is a 'bias in decisions' due to the use of AI, this can have far more serious consequences, affect and discriminate against many people who will not be able to benefit from the safeguards of social control to which human actions are subjected. This can also happen when the AI system is "learning" while in operation. In such cases, where the outcome cannot be prevented or predicted at the design stage, the risks will not arise from a flaw in the original design of the system, but rather from the practical consequences of the correlations or patterns that the system recognises in a large dataset.'

It should be noted that it is already understood that the use of AI applications should in all cases be considered high-risk when it concerns employment equality, their use in the recruitment process, as well as in situations with an impact on workers' rights. In this regard, the requirements formulated for the future regulatory framework for high-risk AI applications are to be built around several main elements, in particular: training data, data and documentation, information to provide, reliability and accuracy, human supervision, specific requirements for some specific AI applications, such as those used for remote biometric identification.

With particular emphasis and as a result of the understanding that 'reliable, ethical and anthropocentric AI can only be achieved with proper human supervision of high-risk AI applications' are also the indicative proposals for the forms of supervision relevant in our opinion and in hybridity situations, in particular the results of the AI system not to be used until they have been verified and approved by a human, the results of the AI system are used directly, but subsequently human intervention, monitoring of the AI system in operational mode and the possibility of real-time intervention and shutdown are provided.

Based on these requirements and principles for a future regulatory framework, the latest adopted Regulation (EU) 2024/1689 of the European Parliament and of the Council of 13 June 2024 establishing harmonised rules on artificial intelligence and amending Regulations (EC) No 300/2008 is being systematically finalised in the regulation of AI, (EU) No 167/2013, (EU) No 168/2013, (EU) 2018/858, (EU) 2018/1139 and (EU) 2019/2144 and Directives 2014/90/EU, (EU) 2016/797 and (EU) 2020/1828 (Artificial Intelligence Act), in a phased implementation from 2025. The latter envisages, as its main objective, the establishment of a uniform legal framework for the use of artificial intelligence systems in line with the values of the Union, to promote the uptake of human-centric and trustworthy artificial intelligence (AI), while ensuring a high level of protection of health, safety and fundamental rights enshrined in the Charter of Fundamental Rights of the European Union, including democracy, the rule of law and environmental protection, to protect against the harmful effects of AI systems in the Union and to support innovation.[1]

For the purposes of the Regulation, an 'AI system' means a machine-based system which is designed to operate with different levels of autonomy and which can exhibit adaptability after deployment, and which, for the explicit or implicit purpose, based on the inputs entered into it, derives the way in which results are generated as predictions, content, recommendations or decisions that may have an impact on a physical or virtual environment'.

In further development of the requirements of the White Paper, any AI system that is designed to: perform a precisely formulated procedural task, improve the result of previously performed human activity, detect decision-making patterns or deviations from previous decision-making models and is not intended to replace or influence the previously performed human behavior assessment without a proper human examination or carrying out a preparatory task with a view to carrying out an assessment, as well as whenever carrying out profiling of natural persons. In relation to high-risk AI systems, it is envisaged to establish, implement, document and maintain a risk management system, understood as a continuous cyclical process, planned and taking place throughout the lifecycle of the high-risk AI system and requiring regular and systematic review and updating. That system should include the steps: (1) identifying and analysing the known and reasonably foreseeable risks that the high-risk AI system may pose to health, safety and fundamental rights when the high-risk AI system is used in accordance with its intended purpose, (2) predicting and assessing the risks that may arise when the high-risk AI system is used in accordance with its intended purpose and in conditions of reasonably foreseeable impropriety Operation, 3. assessment of other potential emerging risks based on an analysis of the data collected by the monitoring system, 4. adoption of appropriate and targeted risk management measures designed to address them.

At the same time, high-risk AI systems should technically allow the automatic recording of events ("records") during the life of the system, ensuring at least a recording of the time of each use of the system (start date and time and end date and time of each use), the reference database against which the system checked the inputs, the inputs, the inputs, for which the search resulted in a match, as well as indicating the identity of the individuals involved in the verification of the results.

Of particular relevance is the requirement that the implementation of high-risk AI systems be directly linked to the requirement of human control aimed at preventing or minimising risks to health, safety or fundamental rights that may arise from the use of a high-risk AI system in accordance with its intended purpose or under conditions of reasonably foreseeable improper operation, in particular where those risks persist irrespective of the application of the other requirements. In this sense, it is the obligation to design and develop systems – including by providing for appropriate tools for the human-machine interface in them – in such a way that they can be effectively controlled by natural persons during the period in which they are used.

Such an approach to the evolution of the common European legal framework is fully understandable, insofar as traditional digital technologies perform a predominantly instrumental function and do not

[1] https://eur-lex.europa.eu/legal-content/BG/TXT/?uri=CELEX:32024R1689

independently participate in the formation of the intellectual content of the work result. However, the fact is that the development of generative and autonomous systems with artificial intelligence is changing this setup. Increasingly, these systems not only support the worker, but are directly involved in the analysis of information, the generation of texts, images, program solutions, expert assessments or other results, which subsequently become part of the performance of the assigned work function. A similar evolution is observed in other scientific fields, where digital transformation not only changes the technologies used, but gradually leads to the development of the scientific conceptual apparatus. Research in the field of accounting theory shows that historical changes in terminology are a natural reflection of economic, organizational and technological transformations, which confirms the need to adapt scientific categories to new societal realities .(Nedyalkova, 2025).

Under these conditions, the use of the term 'instrument of labour' gradually begins to lose its explanatory power. It describes the material or technical means by which the worker carries out his work activity, but cannot explain a situation in which the intelligent system is actively involved in the formation of the final result. Of course, this does not mean that artificial intelligence acquires an independent legal role or becomes a party to the employment relationship, of course, at least not at this stage.

The present study does not defend the thesis of the emergence of a new legal entity. The analysis allows us to draw a reasonable conclusion – that under certain prerequisites there is a need to recognize a new functional category through which to describe the specific model of performance of the labor function, realized through the integrated participation of the human being and the artificial intelligence system.

Within the framework of the proposed concept, this functional category is designated as **a '<u>hybrid work entity</u>'**.

For this study, a hybrid labor entity should be understood as a type of subject of performance of the labor function, in which the assigned work is realized through sustainable functional integration between the natural person, as a bearer of labor rights and obligations, and a system with artificial intelligence, participating in the formation of the final labor result, without acquiring independent legal personality.

The proposed definition focuses on several essential features.

**First of all**, the hybrid labor entity does not constitute a new holder of rights and obligations. The legal subject of the employment relationship continues to be only the worker or employee who retains his/her status as a party to the employment contract and the bearer of all rights, obligations and responsibilities arising therefrom.

**Secondly**, the hybrid labor subject does not represent a mechanical sum between a person and the technology used. Its existence presupposes the presence of **a stable functional interaction**, in which the artificial intelligence system does not perform only a technical or auxiliary role, but participates in the process of forming the intellectual content of the labor result.

**Thirdly**, the defining feature of the hybrid labour entity is not the technological means per se, but the way in which the performance of the labour function is organised. Therefore, not every use of artificial intelligence gives rise to the emergence of a hybrid labour entity, which exists only when the intelligent system is functionally integrated into the execution process and participates in the creation of the final labor output.

From the above, it can be concluded that the hybrid labor subject should not be considered as a new type of legal entity, but as **a new functional category of labor law**, through which the qualitatively new model of performance of the labor function in the conditions of digitalization and the use of artificial intelligence systems is explained. It is this understanding that allows both the classical theory of legal personality to be preserved, and an adequate conceptual concept is created apparatus for analysis of new forms of labor organization.

The line of genesis in the conceptual apparatus of labor law remains open, in which in the future there may be a need for the creation of an independent legal entity with its inherent legal personality.

### 2.3. Structural elements of the hybrid work entity

The concept of a hybrid labour entity as a functional category of labour law, as set out in the preceding paragraph, presupposes its further analytical examination by clarifying its structural elements. This is necessary insofar as each new doctrinal construction in legal theory should not only be defined, but also internally separated as separate components in order to establish its constituent parts and their functional interaction.

The hybrid labor entity is not an independent legal entity, but a complex functional structure through which the performance of the labor function is realized in the conditions of integrated human participation and artificial intelligence systems. In this sense, its internal structure can be considered as a set of interrelated elements that form a single organizational-functional model of labor activity.

Within the proposed concept, three main structural elements can be highlighted

**First structural element: the natural person as a bearer of the labor function.** The main and irreplaceable element of the hybrid labor entity is the natural person – the worker or employee who is a party to the employment relationship and the bearer of labor rights and obligations. His/her role in the structure of the hybrid labor entity is not limited to the formal participation as a legal entity, but manifests itself as an active organizer, controlling and validating the process of performing the labor function arising from the position held by the person.

In this context, the individual worker or employee retains the leading position in the decision-making process, determining the goals of the work activity and evaluating the final result. Even with a high degree of technological autonomy of the systems used, it is the human factor that remains decisive for the legal and functional direction of the labor process.

**Second structural element: the artificial intelligence system as a functional actor in the performance of work.** This structural element of the hybrid work subject is the artificial intelligence system, which participates in the performance of the labor function by processing data, generating content, supporting decision-making or performing analytical and creative operations. It is important to emphasize that this system is not considered as a legal entity, nor as a holder of independent rights and obligations within the framework of the employment relationship. participation in the process of forming the labor result, without breaking away from the control and direction of the human subject. In this way, artificial intelligence is positioned not as an external tool, but as an internally integrated element of the process of performing the labor function, which expands the possibilities of human labor activity, but does not replace it as a legally relevant carrier.

**Third structural element: the functional integration between the human and the artificial intelligence system.** The third and conceptually most important element of the hybrid labor entity is the functional integration between the individual and the artificial intelligence system, which transforms their interaction into a single model for the performance of the labor function.

Functional integration is expressed in a stable interdependence of the actions of man and the system, in which the final result of labor cannot be attributed entirely to either of the elements separately, but is the product of their joint action. It presupposes the presence of organizational and procedural connection, in which human decisions structure the work of the system, and the results of the system reflect inversely on human activity.

It should be emphasised that functional integration does not imply the merger of legal personality or the creation of a new legal entity. It is a fully functional category through which the way of performing the labor function in the conditions of joint participation of man and artificial intelligence is described.

From the above, it can be concluded that the hybrid labor subject has a clearly distinguishable internal structure composed of three interrelated elements – **the individual, the artificial intelligence system and the functional integration between them**. It is their combination that determines the emergence of a new model of performance of the labor function, which cannot be adequately explained through the traditional categories of labor law.

### 2.4. Functional characteristics of the hybrid labor entity

Clarification of the structural elements of the hybrid labor subject allows moving on to its functional analysis, which aims to reveal the way in which the described construction is realized in the process of performing the labor function. While the structural approach outlines the constituent parts of the hybrid labor entity, the functional approach focuses on their interaction and the results that this interaction generates.

The hybrid work entity should not be perceived as a mechanical sum of individual elements, but as a dynamic system in which the natural person and the AI system operate in conditions of mutual conditionality. This means that the performance of the labor function is not realized in parallel by two independent "sources", but through an integrated process in which human actions and algorithmic operations are intertwined into a single result.

In this sense, the main functional characteristic of the hybrid labor subject is expressed in the **unity of the labor result with differentiated participation in its formation**. The subject – an individual (worker or employee) determines the goals, frameworks, and control of the labor function performed, while the artificial intelligence system supports, expands, and in certain cases accelerates the processes of information processing and content generation as a single legally relevant consequence of their joint and complex action as a result.

It is particularly important to emphasize that functional interaction within the hybrid work entity is not static, but variable. The degree of involvement of an AI system may differ depending on the nature of the labor function, the level of automation, and the degree of autonomy granted. Despite this variability, however, the principle remains unchanged that an individual entity retains the leading role in determining the labor result and bears responsibility for its legal relevance to the functions assigned to it under an employment relationship.

From a functional point of view, the hybrid work entity is also characterized by the presence of a **continuous process of interaction**, in which the output data and results of the AI system are subjected to human evaluation, correction, and validation. This interaction excludes the possibility of autonomously generating a work result beyond human control and highlights the dependence of the technological component on the organizational and legal framework set by the worker or employee.

In this sense, the hybrid labor entity functions as **a single unit of performance of the labor function**, in which the technological and human components are integrated into a common mechanism of action. This integration does not change the legal nature of the employment relationship but significantly transforms the way in which its factual content is realized.

It can therefore be concluded that the functional characteristic of the hybrid labour entity is expressed in a combination of three main elements: unity of the result, differentiated participation in its formation and continuous human control over the implementation process. It is this combination that makes it possible to justify the hybrid nature of the performance of the labor function in the conditions of using artificial intelligence systems.

### 2.5. Criteria for distinguishing between the hybrid work entity and the use of artificial intelligence as a means of work

The clarification of the concept of a hybrid labour entity and its structural and functional characteristics requires a subsequent distinction between the cases in which artificial intelligence is involved in the performance of the labour function as an element of a hybrid organisation of work and the cases in which it retains its instrumental role as a means of labour in its entirety. This distinction is essential insofar as not every use of artificial intelligence systems in the work process leads to the emergence of a hybrid work entity.

In current models of work organization, artificial intelligence can perform a variety of functions, from purely auxiliary to highly autonomous analytical and generative operations. In a significant number of cases, these systems remain within the classical understanding of a means of labor, insofar as their role is limited to technical assistance to human activity, without participation in the independent formation of the content of the labor result. In these hypotheses, there is no functional integration in the sense derived in the preceding paragraphs, which is why we cannot speak of a hybrid labor entity.

In order to avoid an overly broad interpretation of the concept, this study justifies the need to establish distinguishing **criteria** to determine when the use of artificial intelligence crosses the threshold of instrumental use and transforms into a functional element of the hybrid work entity.

Within the framework of the proposed concept, the following main criteria can be derived:

- **Criterion for participation in the formation of the labor result.** A hybrid labor entity exists only when the AI system is involved not only in the support, but also in the creation of elements of the final labor result. When the result is entirely the product of human intellectual activity, technically aided by AI, the classic scheme of the means of labor is preserved.
- **Criterion for the degree of autonomy of the system.** The higher the autonomy of the AI system in data processing and decision generation, the greater the likelihood of reaching a hybrid execution model. Conversely, for systems that operate only according to strictly preset instructions without the possibility of adaptation, there is no basis for qualification as a hybrid work entity.
- **Criterion for the presence of human control and validation.** An essential distinguishing feature is the degree of human control over the results generated by the system. When the worker retains a real opportunity to evaluate, adjust, and validate the results, the functional balance of the hybrid model is preserved.
- **Functional integration criterion.** As discussed above, a hybrid work entity presupposes the presence of a sustainable functional integration between the human and the AI system. In the case of one-time or accidental use of AI, without a structured relationship in the implementation process, the presence of a hybrid model cannot be assumed.

From the foregoing, it can be concluded that the hybrid labor subject is not conditioned by the very use of artificial intelligence systems in the labor process, but by a qualitatively specific form of their participation, characterized by functional integration, participation in the formation of the result, and preserved human control. Only in the cumulative presence of these elements can it be assumed that there is a hybrid model of performance of the labor function.

**Conceptual conclusion. Main scientific results of Part Two**

The analysis carried out confirms that the need for a new analytical level of labor law analysis, identified in the first part, can be overcome by distinguishing between the subject of the employment relationship and the subject of performance of the labor function. This distinction does not change the classical theory of legal personality but expands its explanatory potential to the new models of organization and performance of work under conditions of using systems with artificial intelligence.

On this theoretical basis, the concept of the "hybrid labor subject" as a new functional category of labor law was developed. The hybrid labor entity does not constitute a new legal entity and does not participate independently in the employment relationship but expresses a specific model of performance of the labor function, in which the final labor result is formed through functional interaction between the worker or employee and the artificial intelligence system, while maintaining the leading role and legal responsibility of the person.

The developed concept provides a consistent theoretical explanation of the transformation in the way work is performed, without violating the basic principles of labor law. In this way, the necessary doctrinal basis is created for the study of the legal consequences that arise from the adoption of the hybrid model of performance of the labor function.

**The main scientific results of Part Two are as follows:**

- The categories "subject of the employment relationship" and "subject of the performance of the labor function" are distinguished as independent analytical levels of the labor law analysis.
- The concept of the "hybrid labor subject" has been developed as a new functional category of labor law, applicable in the performance of the labor function through integrated interaction between humans and artificial intelligence systems.

- It is substantiated that the use of artificial intelligence systems does not lead to the emergence of a new legal entity, but to a transformation of the model of performance of the labor function while preserving the legal status and responsibility of the worker or employee.
- A conceptual connection has been built between the new analytical level and the need to rethink the content of the labor function, which determines the transition to the analysis of its legal consequences in the next part of the study.

After the concept of the hybrid labor subject as a new functional category of labor law was developed and theoretically substantiated, the question of its legal consequences naturally arises. This requires a study of the changes in the content of the labor function and the substantiation of the concept of extended labor function as a necessary element of the hybrid model of labor performance.

Based on the presented concept, the following functional model of a hybrid labor entity is proposed, presented in Figure 1




**Image 1: Hybrid work subject model**
Source: https://gemini.google.com/app

The figure presents a structural-functional model of the hybrid labor entity, in which the performance of the labor function is carried out through interaction between the individual and artificial intelligence systems within the framework of functional integration.

## III. Extended work function in the conditions of a hybrid work entity

### 3.1. Conceptual transition: from classical to extended labor function

The concept of the hybrid labor entity outlined in the previous part leads to the need to rethink the content of the labor function as a basic element of the employment relationship. In its classical form, the labor function is mainly associated with the performance of a certain job, expressed in specific actions or results carried out personally by the worker or employee.

However, in the context of digital transformation and the use of artificial intelligence systems, this model is gradually expanding. The performance of the labor function is no longer limited to direct human activity,

but also includes interaction with intelligent systems that are involved in information processing, decision generation, and the formation of the final labor result.

Under these conditions, it can be assumed that a transition from a classical to an extended understanding of the labor function is outlined, in which its content includes additional elements related to the management and control of the technologically assisted performance of labor.

### 3.2. Content of the extended labor function

The extended labor function, within the framework of the proposed concept, includes a set of interrelated activities that go beyond the traditional understanding of personal performance of labor.

**First of all**, it covers the classic executive actions of the worker, aimed at the realization of the assigned labor task.

**Secondly**, the function of **managing the interaction with artificial intelligence systems** is added to them, which includes setting parameters, guidelines, and constraints within which the system operates.

**Thirdly**, the extended labor function includes **control over the results generated by the system**, expressed in their evaluation, verification, and correction by the worker.

**Fourthly**, an essential element is **the validation function**, through which the individual entity confirms the relevance and applicability of the results produced in the hybrid process.

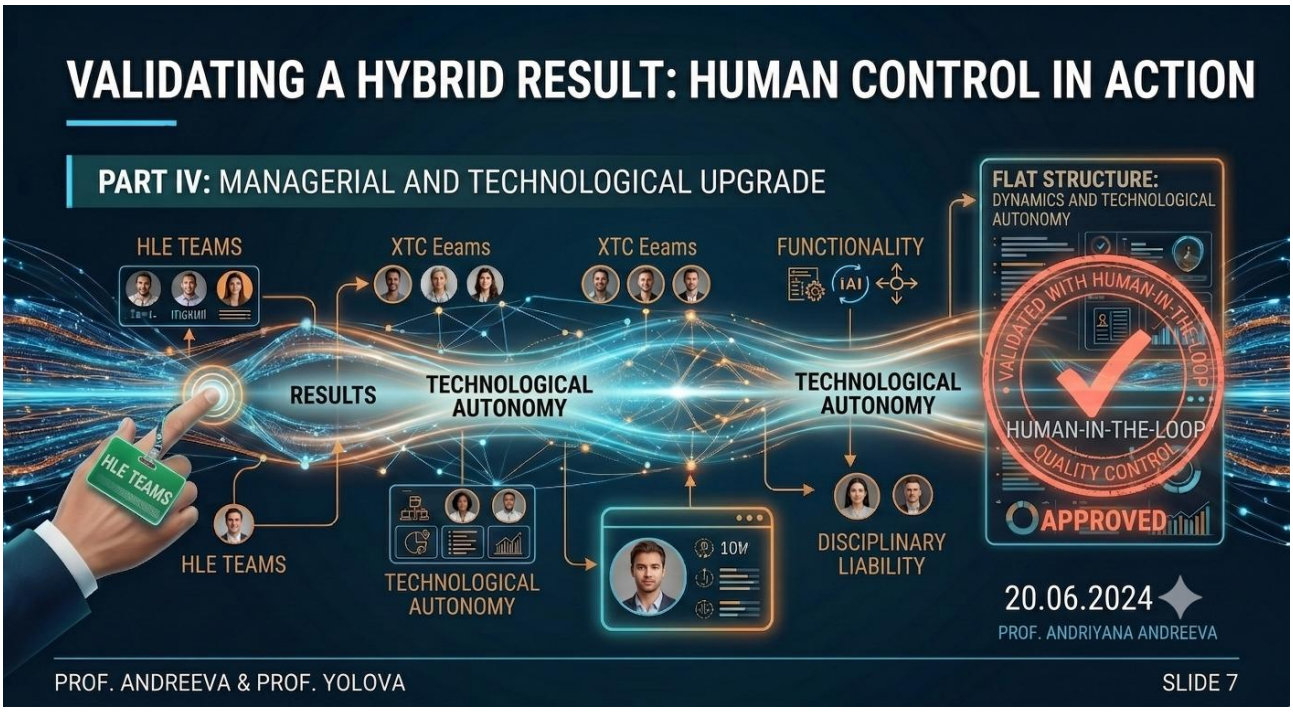



**Image 2: Validating a hybrid result: human oversight in action**
**Source: https://gemini.google.com/app**

These elements form a single functional structure that goes beyond the traditional understanding of work activity and reflects the new reality of collaborative human and technological fulfillment.

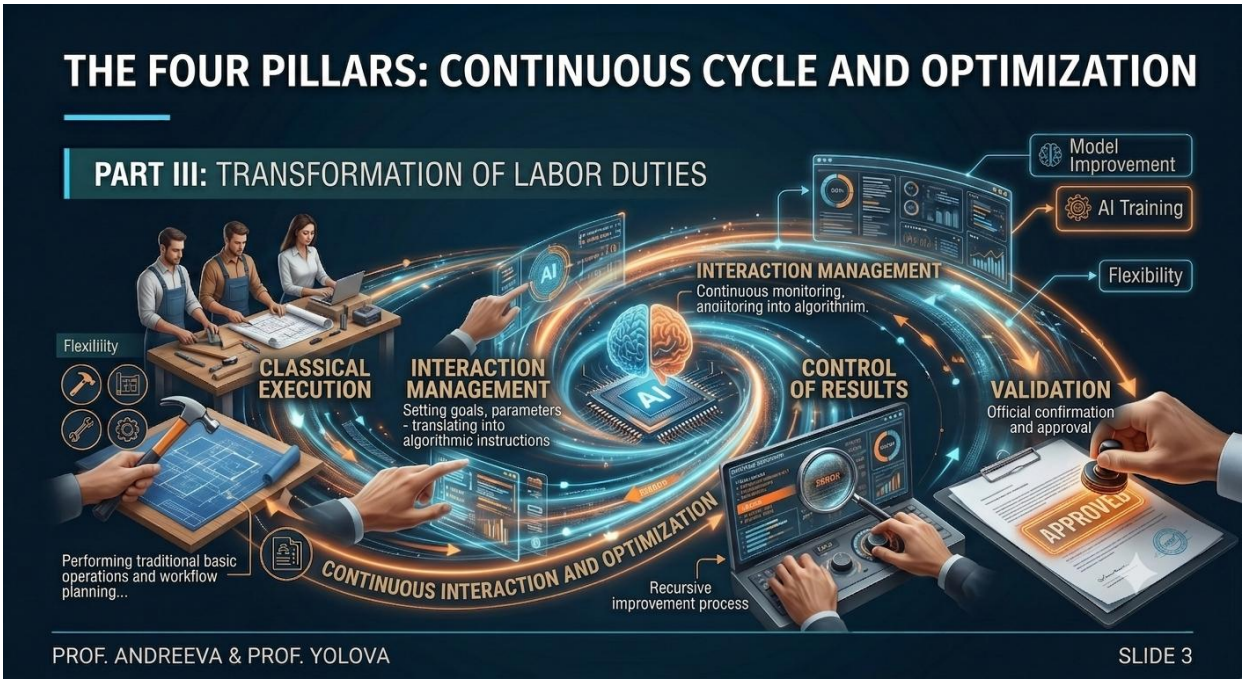



**Image 3: The four pillars: an intermittent cycle and optimization**
**Source: https://gemini.google.com/app**

### 3.3. Functional relationship between the extended labour function and the hybrid labour entity

The extended labour function cannot be considered in isolation from the concept of the hybrid labour subject, since the two categories are mutually conditional. The hybrid labor subject represents the organizational-functional form of labor performance, while the extended labor function describes its content. Thus, a relationship of structural and functional reciprocity is established between the two categories. On the one hand, the existence of a hybrid labour entity implies an extension of the labour function. On the other hand, it is through the expanded labor function that the practical manifestation of the hybrid model of labor performance is realized.

Under these conditions, the logical conclusion is that the extended labor function represents a normative and functional reflection of the transformation that occurs in the organization of work when using systems with artificial intelligence.

From the above, it can be concluded that in the conditions of a hybrid labor entity, the labor function acquires extended content, including not only the classic executive actions, but also activities for management, control, and validation of the results of artificial intelligence systems. This expansion is a logical consequence of the transformation of labor and creates the necessary basis for a rethinking of traditional labor law structures.

**Conceptual conclusion. Main scientific results under Part Three**

The analysis confirms that the adoption of the concept of the hybrid labor subject naturally leads to a rethinking of the content of the labor function. Under the conditions of hybrid work performance, labor activity is no longer limited to the direct performance of the assigned work but also includes a new set of actions related to the management, control, direction, and validation of the results generated through artificial intelligence systems.

The study shows that these new elements do not represent independent labor functions, but expand the content of the existing labor function, adapting its performance to the changed organization of labor. In this way, continuity with the classical institutes of labor law is preserved, while ensuring their applicability to new technological realities.

The substantiated concept of extended labor function is a natural legal consequence of the adoption of the hybrid model of labor performance. It provides the necessary theoretical framework for the future development of labor law doctrine in the study of the content of labor obligations, disciplinary and property liability, labor evaluation, and protection of workers' rights when using artificial intelligence systems.

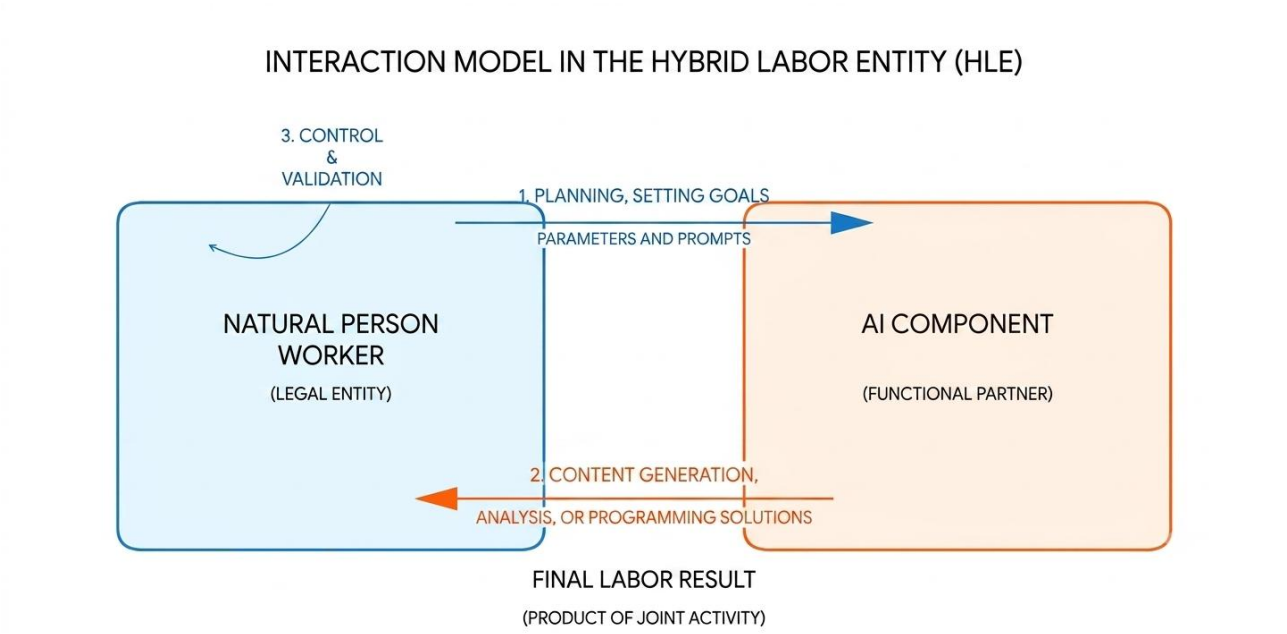



**Image 4: A model for interaction in the hybrid labor entity (hle)**
**Source: https://gemini.google.com/app**

**Main scientific results of the third part:**

- It is substantiated that the adoption of the concept of the hybrid labor subject naturally leads to an expansion of the content of the labor function.
- The concept of extended labor function as a legal reflection of the hybrid model of work performance in the conditions of using artificial intelligence systems has been developed.
- It has been established that the new activities for management, control, coordination, and validation of the results generated through the systems with artificial intelligence represent elements of the content of the labor function, and not grounds for the emergence of a new type of employment relationship or a new category of legal entities.
- A complete doctrinal construction has been built that consistently connects the categories of "subject of performance of the labor function", "hybrid labor subject" and "extended labor function" in a single theoretical model for analyzing labor performance in the conditions of digitalization and the use of artificial intelligence systems.

**Conclusion**

The present study proceeds from the understanding that digital transformation and the introduction of generative and autonomous systems with artificial intelligence put labor law before the need to rethink established doctrinal statements related to the performance of the labor function. The analysis showed that these processes do not change the classical subject structure of the employment relationship, but significantly transform the way the actual work is performed.

The objective of the study was achieved through the theoretical distinction between the subject of the employment relationship and the subject of the performance of the labor function as two different analytical

levels of the labor law analysis. This distinction made it possible to build a coherent conceptual framework in which the concept of 'subject of performance of the labour function' was introduced and justified, and on the basis of it the concept of 'hybrid labour subject' as a new functional category of labour law was developed.

The implementation of the assigned scientific tasks made it possible to clarify the prerequisites for the emergence of the hybrid model of work performance, to determine its structural and functional characteristics, to formulate criteria for distinguishing it from the use of artificial intelligence as a means of labor and to substantiate the concept of extended labor function as a natural reflection of the changing content of labor activity.

In this way, the main thesis of the study was defended that the use of artificial intelligence systems does not lead to the emergence of a new legal entity and does not change the classical construction of the employment relationship, but creates the need for the development of labor law doctrine through the introduction of a new functional level of analysis, allowing an adequate explanation of modern models of performance of the labor function.

The scientific contribution of the development is expressed not only in the introduction of new concepts, but in the construction of a complete doctrinal framework that systematically connects the categories of "subject of performance of the labor function", "hybrid labor subject" and "extended labor function" in a single theoretical model for labor analysis in the conditions of digitalization and the use of artificial intelligence.

At the same time, it should be emphasized that the present study has the character of a doctrinal statement and lays the basis for the future development of the scientific debate in this area. A number of issues remain that require further deepening, including the problems of legal liability in hybrid work, the protection of workers' rights in the context of enhanced technological integration, as well as the need to formulate new labour law principles in line with the digital transformation. From the point of view of the future development of European labour law, the developed concept of the hybrid labour entity outlines the need to create a specific European regulatory framework. In the future, the adoption of a special directive of the European Union on hybrid work using artificial intelligence systems could be discussed. Such an act could establish minimum standards on the content of the extended labour function, the obligations of effective human control, the distribution of responsibility between participants in the labour process, as well as safeguards to protect workers' rights in the context of the digital transformation.

If the industrial age marked the beginning of classical labor law, then digital transformation and artificial intelligence marked the beginning of its new conceptual development. In this process, the concept of the hybrid work entity can be seen as one of the possible starting points for building the next generation of labour law constructions capable of reflecting the real organisation of work in the digital economy and serving as a basis for future scientific and regulatory decisions both at national and European levels.

In summary, the scientific contributions of this study can be systematized in several interrelated directions.

**First of all, the** need to develop the labor law doctrine through the introduction of a new analytical level – the subject of the performance of the labor function, which allows an adequate theoretical explanation of the modern models of labor performance using systems with artificial intelligence, is substantiated.

**Secondly**, the concept of "subject of performance of the labor function" has been introduced and theoretically substantiated, based on which the concept of the "hybrid labor entity" as a new functional category of labor law has been developed.

**Thirdly, the** concept of extended labor function has been developed, through which the inclusion of activities for management, control and validation of the results generated by artificial intelligence systems as elements of the content of the labor function is substantiated.

**Fourthly**, a comprehensive doctrinal construction has been built that systematically connects the categories of "subject of performance of the labor function", "hybrid labor subject" and "extended labor function" in a single theoretical model for analysis of labor performance in the context of digital

transformation, while outlining prospects for the development of labor law theory and the future improvement of the national and European legal framework.

The proposed model is not only a theoretical construction, but an analytical tool that allows for a consistent interpretation, systematization and development of the classical institutes of labor law in the context of the use of artificial intelligence systems. The present study provides grounds to propose *de lege ferenda*, that the European Commission should initiate the development of a White Paper on hybrid work in the context of the use of artificial intelligence systems. Such a strategy document could lay the foundations for a pan-European scientific and legislative debate on the transformation of labour relations and outline the conceptual framework for the future adoption of a specific directive governing the status of the hybrid labour entity, the extended labour function, human control and safeguards for the protection of workers' rights. The approach should be European already in its conceptual basis, as the challenges arising from the use of artificial intelligence systems in the performance of work are cross-border in nature and cannot be addressed by fragmented solutions of individual national legislations. In this way, the concept of the hybrid work subject goes beyond doctrinal research and is established as a possible basis for the next stage in the development of European labour law. If classical labour law is built on the industrial economy, then the labour law of the digital age should be built on new legal constructs capable of both promoting technological progress and ensuring the preservation of the human being as a central value and the main bearer of labor rights.

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