

Research on Labor Law Transformation in the Age of Artificial Intelligence

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Abstract: The rapid development of computer information technology has brought a new era, and we can apply various advanced technologies to improve production efficiency. The emergence of artificial intelligence technology has solved many difficult problems in society and created huge opportunities for the times. In this context, it also caused the diversification of the employment forms of enterprises, which made the original labor law appear a certain regulatory blind spot. Therefore, in view of the advent of the artificial intelligence era, it is necessary to further increase research on the transformation of labor law, protect labor rights and interests, and stimulate the vitality of the job market.

The changes led by artificial intelligence technology are unprecedented. These technologies have gradually penetrated into daily life and work, and have strong promotion significance. The era of artificial intelligence will have a huge impact on the labor and employment market structure, especially the emergence of atypical labor forms such as man-machine coordinated labor and shared labor, which has caused certain incompatibility of labor law in the current era. Therefore, it is necessary to conduct in-depth research on the increasingly complicated job market to promote the transformation of labor law.

1. Impact of the Age of Artificial Intelligence on Labor Law

1.1 Theoretical shock

The application of artificial intelligence technology can better solve some repetitive labor, so that this part of the labor resources can be better applied in the field that creates more value. In an increasingly complex global economic competitive environment, if companies want to maintain sufficient competitive advantages, they must continuously reduce labor costs. Therefore, the application of artificial intelligence technology to improve production efficiency is in line with future social development trends. However, the employment threat of human workers is also increasing, which makes the labor law encounter certain difficulties in protecting the rights and interests of employees. At present, in terms of the degree of economic affiliation of workers in the development of enterprises, the economy has continued to decline in its attributes. For the management, more attention is paid to the delivery of labor results, and the process and place of labor will not be overemphasized. This makes it difficult for the "man-machine collaboration" working model to exert the protective effect of labor law. And many workers continue to strengthen their skills, and have reached the job standards for multiple industries. Employment through multiple labor identities has also greatly impacted the theoretical basis of multiple attributes in labor relations. This trend will be more apparent in the process of more extensive application of artificial intelligence technology.

The labor law identified the need to protect workers' occupational safety, which is also an important manifestation of respect for human rights. At this stage, the market environment has undergone major changes, and social productivity has continued to increase. Various sectors of the society have become increasingly demanding for product diversification and individualization. In this context, companies must make appropriate changes to employment patterns. The artificial intelligence technology satisfies the more diversified employment needs of employers. The current

labor law in China has well protected the legitimate rights and interests of workers, but there is no clear legal definition of human-machine coordinated labor, multi-identity labor, and shared labor. This makes it difficult for labor laws to play a role. The emergence of these new labor relations is because it is necessary to accelerate the transformation of labor law, so as to better reconcile the conflicts between employers and employees in terms of employment.

1.2 Reality shock

The future development trend, artificial intelligence technology will further shine, further expand the proportion in atypical forms of employment, and break the original labor employment pattern. This will also encourage workers to continue to differentiate into two aspects. One is that some workers will strengthen their learning of artificial intelligence technology and master more methods of operating artificial intelligence machinery and equipment, so they will become the focus of the future job market. The second is that workers have not learned advanced artificial intelligence-related skills. With the continuous advancement of science and technology, they will further reduce their living space and are at a disadvantage in the employment competition. The former will be more inclined to choose employment in multiple identities in order to obtain more economic income. With the advent of artificial intelligence technology, the role of employers and employees will no longer be so clear. In the process of promoting the transformation of labor law, we must be able to clarify the subject of labor services. However, it is possible that with the development of artificial intelligence technology, some devices can have human emotions, making it more difficult for laborers to judge. And artificial intelligence technology will bring certain employment scares and inadequacy in social security mechanisms. Technology promotes the improvement of enterprise productivity, and enterprises will pay more attention to the importance of scientific and technological innovation. Therefore, the demand for high-end scientific and technological talents will also increase, eventually causing social human resource imbalance. In order to solve the problems caused by employment imbalances, the government will encourage the strengthening of skills training to improve the reemployability of these people. But overall, the effect is limited and there is a lack of persistence in adjusting the effect. The current implementation of the social security system in China has a great correlation with labor relations. If there are major changes in labor relations, the current social security system will also be difficult to meet the social security needs of flexible employment, which also needs special consideration.

1.3 Necessity of Labor Law Transformation

In the current era, due to the impact of artificial intelligence technology, it has shown that the labor law has inadequate legislative compatibility, specific labor standards are not delayed, and legislation is lagging. In terms of flexible employment, China's labor law only recognizes two types of labor dispatch and part-time. Because of the sharing economy created by Internet technology, it is difficult to define the subject status of workers. For example, "takeaway", once a legal dispute occurs, the judicial organs face greater difficulties in handling related cases. This type of laborer is currently called the "third type of laborer" in some studies. It has broken through the jurisdiction of the existing labor contract system and made the compatibility of labor law legislation payable by many parties. And in the era of artificial intelligence, because some groups have reserves of knowledge and skills, they no longer seek a single work foundation. For employers, the corresponding salary standard is measured by the quantity and quality of labor results. However, in order to protect the rights and interests of workers, China's current labor law provides a minimum wage system, so there is a certain conflict. In addition, the working hours system and rest and vacation systems in labor standards are also difficult to play an important role in these areas.

2. Transformation of the Legislative Paradigm of Labor Law

2.1 Legislative value

In the purpose of labor law legislation, it is proposed that labor relations need to pursue harmony

and stability. Harmony mainly refers to the fact that both employers and employees can become an effective community of interests through cooperation at work. Through long-term cooperation and mitigation of benefits, both employers and employees can effectively overcome various conflicts. The employers use the professional skills of the workers to realize the development of the enterprise, and the workers can also realize their self-worth, obtain corresponding economic returns and survival guarantees. The development of artificial intelligence technology should be used to further broaden the employment field of workers and effectively enjoy the advantages brought by information sharing. In this way, the strengths of individual workers can be better stimulated to create a more harmonious and stable labor relationship. In the transition of labor law, ensuring the stability of employment means that even if workers lose their existing jobs for various reasons, they still have sufficient skills to regain jobs. Considering the status quo of China's labor market development and the impact of artificial intelligence technology, employment information sharing has continued to increase. Against this background, the labor law should also pay more attention to legislative content in terms of labor income stability.

2.2 Dependency Theory

At present, flexible and diverse labor forms are constantly emerging. In the transition of labor law, further research on personality subordination, economic subordination, and organizational subordination is needed to identify new labor relations. Among them, personality can actually show the nature of labor relations more clearly. For example, all orders of express drivers in Didi Taxi are assigned by the platform. If a customer complains, the platform will give penalties to express drivers. Therefore, the labor law should not continue to adhere too much to the original standards for identifying labor relations. It also needs to be actively changed and appropriately adjusted as the times progress. It is necessary to focus on the two aspects of market elasticity and employment stability, and to continue to create more employment opportunities through a flexible labor market, which will also help achieve new employment stability goals. It is necessary to further realize the connection between the labor market and the micro market, encourage the development of flexible employment forms, and include more forms of employment into the protection scope of the labor law. Labor standards also need to be appropriately modified, and fine-tuned according to different job positions to improve the continuity of applicable objects.

3. Conclusion

This article analyzes the impact of the coming of artificial intelligence on labor relations. The application of various artificial intelligence technologies has improved production efficiency, and also caused a great change in the original labor and employment situation. Therefore, the current labor law has shown a certain degree of incompatibility, and further research on the transformation of labor law is needed to generate effective legal control and control over the sharing of labor and flexible employment forms of multiple labor identities, to better ensure The legal rights and interests of both the management and the labor.

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