The Problematic of Cashless In The Society 5.0 Era on the Workforce in Makassar City: What Should It Be?

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Abstract

The aim of this research is to analyze the problems and legal protection efforts for workers who have been replaced by cashless in the Era of Society 5.0 in Makassar City, which is related to the existence of a legal vacuum related to regulations regarding facilitation and guidance efforts from the Makassar City Government to be able to empower local Makassar workers in this era of development. technology. This research is normative legal research with a conceptual and statutory approach. The results of the research confirm that the problem of using cashless in the era of society 5.0 for workers in Makassar City, namely the reduction in the number of workers working in various companies who were previously officers where cash payments were made, means that the government must have policies and strategies to provide guaranteed rights for workers. whose position has been replaced as a result of the practice of cashless-based electronic or non-cash transactions. Preventive legal protection can be carried out by establishing statutory regulations, especially at the regional level which are oriented towards empowering the local Makassar workforce so that they can have certain skills and expertise in the era of technological development. In terms of protecting repressive laws, there is a need for an active role from related agencies in Makassar City, especially efforts to provide special guidance and education for local Makassar workers so that they can have certain skills and expertise in the era of technological development.

I. Introduction

The very rapid and increasingly advanced development of the times is influenced by the existence of human resources which are starting to experience increasingly better developments in terms of knowledge and life. The development of science has had an impact on the discovery of technology that makes it easier for humans to solve various problems in life(Muchtar Anshary Hamid Labetubun & Narwadan, 2022). With this technology, humans can do their work more effectively and efficiently. The existence of technology has answered all problems both in terms of activities and use of time(Verdicchio & Perin, 2022). In this Era of Society 5.0, the use of technology cannot be separated from various activities in human life so that technology is "friendly" in human life. Society 5.0 focuses not only on humans as objects, but also on playing an active role in achieving goals.

Society 5.0 started with the emergence of the industrial revolution 4.0 which started the massive use of various technologies originating from optimizing the use of the Internet of Things (tools that can send data via the internet), then storing it in Big Data (data collected in very large quantities), which is then processed by Artificial Intelligence)(Budi et al., 2021). This can then give birth to "smart factories" and "smart robots" that maximize the functions of the internet. Society 5.0 is a concept initiated by the Japanese government by considering technological aspects to make human life easier (Sabri, 2019). However, this idea is also supported by consideration of humanities aspects so that a concept of balance is obtained in the implementation of this technology. In order to achieve a community that is defined as a super smart society, various future services are needed in various sectors. Society 5.0 is an era that represents the current state of society because it is present in Industry 4.0, meaning that technology has become part of people's lives. On the one hand, it is difficult to say that Japan is competitive enough in artificial intelligence technology.

The Society 5.0 concept is based on several main principles, including the aim of creating a symbiotic relationship between humans and technology. Where technology is used to improve human capabilities and encourage innovation in various fields (Usmaedi, 2021). This concept also aims to improve people's quality of life by utilizing technology. The concepts of industrial revolution 4.0 and Society 5.0 do not have much of a comparison, namely that industrial revolution 4.0 uses artificial intelligence, whereas Society 5.0 focuses on the human component or Human Resources (HR).(Setyowati & Nasir Ahmad, 2021). Along with this, current technological developments, software (software) and hardware (hardware) as well as the rapid development of internet use, where human life is dominated by technological progress. The internet, data and artificial intelligence, as well as the use of automation technology are a series of technologies that support this revolution.

Advances in automation technology have led to changes in payment systems that adapt to developments in science (Tawakalni, 2020). The increasing development of technology in payment systems is shifting the role of cash as a means of payment to a more efficient non-

cash payment system and increasing the value of transactions by the public. One of the significant changes in society is the change in the transaction process, where people now tend to use cashless. This change in payment habits is gradually forming a cashless society that is becoming more and more common. So, it becomes a community habit that can develop slowly but surely.

The term cashless is often used to describe financial transactions that no longer use cash (whether in the form of metal or paper).(Marlina et al., 2021). To spread the use of the cashless system, the concept of a cashless society was created. In the concept of a cashless society, people no longer use cash in every financial transaction. In this case, of course, technology does not work alone, humans are also involved as actors who make decisions. This is very relevant to the concept of society 5.0 where in the end humans and technology will live together to provide solutions to every problem.

Increasingly advanced technology makes digitalization unstoppable at this time and developing very quickly. This era is called the industrial revolution 4.0 where digitalization and automation technology play an important role and make many changes, starting from communication technology, trading and banking systems, to indirectly directly influences habits in society. The use of technology certainly has a good impact on society in fulfilling life. The application of technology that we can encounter in everyday life is the use of cashless or non-cash transactions. However, the use of cashless can also create new problems, especially regarding the reduction of workforce in companies (Adha, 2020).

Technological developments, especially the use of cashless, have also created new problems for the workforce in Makassar City. In general, the rights and obligations of a worker have been explained in Law Number 13 of 2003 concerning Employment (UU Manpower), one of the orientations of which is to provide guarantees for workers in accordance with human dignity and respect. (Jannah, 2021). Technological developments, especially the use of cashless in Makassar City, have actually created problems related to the reduction of workforce in companies which has an impact on the number of unemployed in Makassar City. The Central Statistics Agency (BPS) emphasized that until March 2023, the number of unemployed in Makassar City reached 5.26%, although it had decreased by 0.49%, but this was still not able to make efforts to minimize the number of unemployed, including efforts to provide inclusive employment opportunities for all groups(BPS, 2023).

In Makassar itself, the regional government has actually attempted a regulation that seeks to minimize the number of unemployed, namely through the establishment of Makassar Mayor Regulation No. 15 of 2022 concerning the Placement of Local Workers (Makassar Local Workers' Trustee), one of the orientations of which is to give priority to local Makassar workers to get the opportunity to work in the Makassar City area. However, the Makassar Local Manpower Trust has not been able to provide a solution to labor problems resulting from technological developments, this is as referred to in Article 7 paragraph (3) of the

Makassar Local Manpower Perwali which explicitly emphasizes that the priority is providing employment opportunities for local workers. Makassar can only be applied to fields of work that do not involve certain skills and expertise.

In the context of technological developments, of course the regulations as in Article 7 paragraph (3) of the Makassar Local Workforce Trust are certainly not sufficient and require special arrangements related to facilitation and guidance from the Makassar City Government to be able to empower local Makassar workers so they can have certain skills and expertise. in the era of technological development. Therefore, there is a legal vacuum regarding facilitation and guidance efforts from the Makassar City Government to be able to empower local Makassar workers in the era of technological development, especially developments related to the use of cashless which reduces the number of workers in Makassar City. This is reinforced by the fact that a reduction in labor has occurred in the Panakkukang Makassar Mall parking workforce(Qarnila R. Rahman, 2020). As a result, workers who are usually at the parking payment exit post have now been replaced by technology in the form of cashless payment machines.

2. Research Method

Based on the background explanation above, the author will conduct research on the problems of using cashless in the Era of Society 5.0 for workers in Makassar City and the author limits the discussion to the problem formulation as follows: (i) What are the problems of using cashless in the Era of Society 5.0 for workers in the City Makassar. And (ii) How are legal protection efforts for workers who are being replaced by cashless in the Era of Society 5.0 in Makassar City related to the existence of a legal vacuum related to regulations regarding facilitation and coaching efforts from the Makassar City Government to be able to empower local Makassar workers in the era of technological development, especially developments related to the use of cashless which reduces the number of workers in Makassar City

3. Results and Discussion

The Problems of Cashless in the Society 5.0 Era for Workers in Makassar City

The era of digitalization is marked by a digital revolution that has changed the aspects of human life. Internationalization, globalization and communication have caused an increasingly massive process of integration of parts of the world which has had an impact on the flattening of the world.(Riyadi Putra et al., 2022). In the Society 5.0 era, every life behavior will be translated with artificial intelligence and then transformed with millions of data via the internet. (*internet of thing*)(Pardede, 2022). The results of the translation will be

dedicated to becoming a new wisdom that will increase human abilities in opening up opportunities for humanity. Society 5.0 emerged as a development of the industrial revolution 4.0 which uses automation technology, where tasks, activities or procedures are carried out automatically by machines, software or computer systems without the need for direct human intervention. One use of technology is a non-cash payment system. This has the potential to impact the role of humans themselves. In society 5.0, humans will be the center (human centered) while remaining technology-based (*technology based*)(Syarief & Hengky, 2021).

The use of non-cash payment technology is of course based on society becoming increasingly integrated with technology, this is part of the society 5.0 era. Today's society is known as a super intelligent society, where the use of technology is part of their daily lives (Hutagalung et al., 2022). In the use of cashless payment systems, society is currently blending in with the use and application of non-cash (cashless) payment technology. The use of non-cash payment technology (cashless) is actually a development of technology-based non-cash payments. In positive law in Indonesia, non-cash payments are regulated in PP PMSE which emphasizes that as part of technological developments, the implementation of non-cash payments must also guarantee certainty and fairness as cash payments.(Imam Asmarudin, 2022).

The use of non-cash payment technology (cashless) has been implemented in several companies in Makassar City, one of which is a company engaged in parking services at the Panakkukang Makassar Mall parking post, which has had an impact on reducing the workforce in the company itself. The use of cashless technology, of course, has positive and negative impacts on the use of labor. The use of non-cash payment technology (cashless) has been implemented in several companies in Makassar City, one of which is a company engaged in parking services at the Panakkukang Makassar Mall parking lot, which has had an impact on the workforce and the company itself. The use of cashless technology, of course, has positive and negative impacts, as in the table below:

Tabel 1 Positive Impact of Using Cashless in Makassar City

Labor	Company
Improve soft skills	Faster data processing
Facilitate the work	Income increases
Technology and workforce collaboration	Minimizing operational costs for entrepreneurs
Avoid sanctions from the Company	Increasing consumer confidence in the Company

Opening of new job opportunities	Avoid counterfeiting of money (cash)

Source: Analysis By Author

In table 1 above, you can see the development of cashless technology towards the workforce, as follows:

a. Improve soft skills

Opportunities for human digitalization can create human resources (HR) who are internet technology (IT) experts, so that all problems can be resolved more quickly. With human resources who are IT experts, it is hoped that industry and education in Indonesia will develop rapidly. Apart from that, the demands of the Society 5.0 era will grow rapidly. Apart from that, the demands of the Society 5.0 era will require human resources to be more humane and prioritize customer satisfaction (Muhlis, 2021). Therefore, professional human resources have the potential to become the human resources most needed by the industry. Opportunities in the era of society in the world of education are that universities have the right to sustainable development, universities are places where research and digital technology can emerge, and the spirit of smart campuses is emerging to improve higher education performance. The biggest threat to human digitalization in the era of society 5.0 is the reduction in employment opportunities. Because all human work will be replaced by machines, this will not be offset by the increase in human resources.

Incompetent human resources can make it difficult to be accepted in the industrial world, and for workers in Indonesia who are not competent, it can make companies using industrial technology attract professional foreign workers compared to incompetent local workers.(Agarwala, 2019). Technological developments certainly have a positive impact on increasing labor productivity. With increasingly sophisticated technology, workers are required to have expertise in using or operating the technology used by the company.

b. Facilitate the work

Cashless transactions certainly make it easier for users because users don't need to carry cash. This is very profitable, especially when making large transactions. Users can make payments using just a smartphone or emoney. Society 5.0 has many impacts that we can feel, in this industrial era, people's lives are based on the use of digital technology and online transactions, so that e-commerce will automatically transact various products to meet people's needs online. (Paramitha & Kusumaningtyas, 2020).

The use of cashless technology has a very good impact in saving time. In implementing cashless use, this impact has been felt by the Panakkukang Mall parking workforce in Makassar City. This happens because, when the number of visitors to Panakkukang Makassar Mall during holidays is very large and of course there will be long queues at the exit of the parking post. Before the use of cashless workers at that time, of

course they had to prepare small denominations for change for visitors. After using cashless, payments become more practical and easier. As for the use of technology in several companies that really helps workers in making efficient use of time, one of them is Mobile Banking, which makes it easier for workers (bank employee tellers) to meet the needs of customers who will carry out transactions via cellphone.(Djubaedi & Aziz, 2022). Another example is a self-ordering service machine in the form of a touch screen called the Self Ordering Kiosk provided by McDonald's. In its application, the Self Ordering Kiosk provides consumers with the opportunity to no longer queue to place orders and make payment transactions at the cashier, but can also use the Self Ordering Kiosk machine. This of course has a positive impact on the workforce with the Self Ordering Kiosk technology.

c. Technology and workforce collaboration

In order to achieve a community that is defined as a super smart society, various future services are needed in various sectors. The Society 5.0 concept is based on several main principles, including the aim of creating a symbiotic relationship between humans and the use of technology (Yasinta & Najicha, 2022). Where technology is used to improve human capabilities and encourage innovation in various fields. This concept also aims to improve people's quality of life by utilizing technology.

In the Panakkukang Mall parking lot, collaboration between humans and the use of technology has occurred where the task of a worker as a parking payment officer is made easier by the presence of a cashless machine, this has proven to make the worker's task easier. With the collaboration between labor and technology, it is hoped that the public (consumers) will also be able to use a cashless payment system when leaving the parking lot. But not all people (consumers) can use cashless payments, so of course employees or parking workers will always be ready to help consumers make cashless payments.

In other applications, we can see the collaboration between humans and technology from the use of the Drive Thru system where consumers order food via cars provided by McDonald's. Workers only interact through an ordering machine that is connected to earphones (speakers used in the ear) which are used by employees when consumers place orders in the ordering area.

d. Avoid sanctions from the Company

Before the use of cashless in Makassar City, there were workers who committed fraud (increasing the amount of cash payments they had to receive from parking service users or there were also parking officers who said there was no change in small change) to take advantage of cash payments by service users. parking or visitors to Panakkukang Mall.

The workforce negligence that often occurs is incorrect transaction data input or extra cash given by workers to consumers who use the services the company provides.

After the advent of cashless use, which is a virtual-based cashless payment system. Labor errors that before the use of cashless, workers committed fraud by taking advantage of transactions made by consumers can be minimized by using cashless. From this, workers are also protected from sanctions that can be imposed by the company.

e. Opening of new job opportunities

The positive impact of using cashless payment technology can also create new jobs for workers in the IT sector. The new job opportunities that arise are of course related to someone who can use and or operate this sophisticated technology. In its application at the Panakkukang Makassar Mall parking lot, it can be seen that several workers who previously served at parking payment posts, have now shifted their duties to managing and directing vehicles that are or will be looking for a parking space and also those that will leave the vehicle parking area. This can be fulfilled by having strong technological capabilities, as well as competent human resources in their respective fields to carry out their profession digitally while contributing to providing better services to the community.

Some of the positive impacts of using cashless on companies include:

1. Faster data processing

The era of society 5.0 demands that all work processes can be carried out quickly. This is also supported by increasing market demand, because it is to meet the needs of people whose daily activities cannot be separated from the use of technology.(Pandey, 2022). One of the community activities to meet daily needs is transactions. For a company, transaction history data that occurs between the company and its consumers needs to be created. This is because from this data the company can make a future review as material for analysis and evaluation in each period. This data also becomes a guide for companies to develop better marketing strategies in the future.

At the Panakkukang Makassar Mall parking lot, where every day there are many mall visitors who use the parking services. Of course, data processing must be fast and precise. Cashless is a non-cash payment system where all transaction history is stored on a server. This makes using cashless easier for Panakkukang Mall parking and managing data more quickly.

2. Income increases

The use of cashless certainly has a positive impact on the Panakkukang Mall company because the company does not need to incur large operational costs to provide salaries to its employees. This is an advantage for the company, thereby increasing its income, due to the use of workers at the Panakkukang Mall parking payment post, where this position is replaced by the use of cashless parking payment technology. So, the

company only focuses on spending on cashless machine repairs. And also, by using cashless technology the company has prevented fraud created by the workforce.

Before the use of cashless, there were several employees in the parking payment section who were considered to have committed fraud when transactions were being carried out in the Panakkukang Makassar Mall parking lot, namely refunds of small amounts of money which were often said by parking officers to be non-existent, so consumers did not receive a full refund for their parking fees. Therefore, the use of cashless is effective in reducing fraud by parking officers and is of course an advantage for the Company because it can easily monitor payments that have been entered automatically by the system. So that fraud committed by officers or parking workers which has the impact of being detrimental to the company can be resolved.

3. Minimize the entrepreneur's operational costs

The use of technology is an option used by various companies, one of which is the Panakkukang Makassar Mall company which uses technology because it is included in the operational implementation of the company. This confirms that the use of technology has an impact on the company because it does not require large operational costs, because the company only focuses on the costs of repairing cashless machines, and reducing paper consumption costs (especially for cashless users in the form of cards).

4. Increase consumer confidence in the Company

The use of cashless certainly provides consumers with the opportunity to protect their privacy and user data. Because, in the case of non-cash (cashless) transactions, the system is designed only to deduct balances from cashless users, so that data from cashless users can be kept safe. At the Panakkukang Mall parking lot, vehicles entering and leaving only need to attach a card or scan a barcode to the cashless machine. So the system only reads how long it takes to use the parking service and will immediately deduct the balance according to the tariff for the parking time used. From the information above, it certainly increases public trust because the security of data privacy is guaranteed by companies that implement cashless use.

5. Avoid money counterfeiting

Cashless transactions are transactions that involve buying and selling goods and/or services using non-cash payments (electronic money). So in terms of implementing cashless, of course consumers need to top up the balance on the electronic card first, or at least have money available in a cashless account that is used as a means of payment. With cashless, the circulation of counterfeit money can be minimized thereby reducing the circulation of counterfeit money circulating in buying and selling transactions in Indonesia. Based on the results of the author's research above, using cashless as payment is considered to have a positive impact on the company because

criminals who often distribute counterfeit money can no longer use fake money (cash) to carry out payment transactions.

Below you can see the negative impact of using cashless on reducing workforce in companies.

Table 2 Negative Impact of Using Cashless

Labor	Company
The application of cashless technology replaces labor jobs	Using cashless can be hacked and disrupt the cashless system

The various conveniences offered by the cashless system do bring many benefits, but they also have risks that will have a negative psychological impact on its users. With the convenience offered, users can be more consumptive because there are many promotional offers and the transaction process is increasingly easy (Insana & Johan, 2021). For example, if a shop carries out a promotion for purchasing 3 (three) products, you will get a discount on 1 (one) product. These promos can lure users to make more transactions because they don't want to lose the opportunity to get the promo.

Apart from having a positive impact on the workforce, the use of cashless also has a negative impact on the workforce. The use of cashless also has the potential to lead to more workforce reductions due to the use of technology in several companies today.

Based on the phenomena currently occurring in the field, the results of the author's research, there are several uses of non-cash payment technology (cashless) that have been used by companies to replace workforce positions, including:

1. Parking attendant at the payment post

   The use of cashless payment machines is here to replace the role of the workforce. In research conducted by the author on one of the companies engaged in providing parking services, namely Panakkukang Mall in Makassar City, the use of cashless payments had an impact on the workforce. The use of cashless is now proven to have reduced several officers or workers at parking payment posts when vehicles leave Panakkukang Makssar Mall. Currently, parking payments by the public (consumers) at the parking lot exit have been replaced by the use of cashless payment machines.

   The impact of using cashless payment machines has resulted in a shift in labor from parking posts to other jobs, namely organizing or helping direct every consumer who will park their vehicle to be guided so that it is neatly arranged according to the

parking line. With the use of technology in this payment system, it takes over the role of workers who were previously at parking payment posts.

2. *Bank tellers*

   Bank tellers are bank employees who work at counters whose main task is to serve cash receipt or payment transactions to customers, these transactions are carried out manually through employees (labor)(Safitri et al., 2022). However, in the Era of Society 5.0, people have used payment transactions by transfer via Mobile Banking or known as M-Banking. (Saibil et al., 2022). This of course has the impact of reducing the workforce as Bank Tellers because their main task has been replaced with M-Banking technology, which is a cashless payment system. It's not just M-Banking that replaces the role of Bank Teller, the use of Automated Teller Machines (ATM) is also one of the technologies that replaces the job of Bank Teller.

3. Junk food cashier (fast food)

   One use of technology that has been applied to fast food restaurants (McDonald's) is the Self Ordering Kiosk where consumers directly interact to order using this technological tool. This Self Ordering Kiosk technology has been used by McDonald's to replace the role of workers as junk food cashiers in carrying out their duties. Based on the author's research, the use of technology, especially cashless payment systems, has had a big impact on reducing the workforce in several companies..

   Cashless is a payment system that is made using a medium in the form of a cellphone or card, which is connected to the internet network (Marlina et al., 2021). The use of cashless is now certainly one of the daily needs of modern consumers in carrying out transactions. In the development of increasingly sophisticated technology, of course security systems also need to be improved by companies that provide cashless payment systems, this is because many systems can be hacked by people who are experts in operating internet networks.

   Theft of personal data by irresponsible individuals can be detrimental to companies that use technology (Kurniawati & Yunanto, 2022). Cashless is a non-cash payment or electronic money payment, which is connected directly to the blockchain internet network. Blockchain is a system used to store electronic transaction data and user privacy data(Apostu et al., 2022). This of course has an impact on companies, which requires companies to be responsible for users of electronic transaction-based technology (*cashless*).

Based on the results of the analysis above, there are problems with the use of cashless in the era of society 5.0 for workers in Makassar City, namely the reduction in the number of workers working in various companies who previously served as officers where cash payments were made. As part of technological developments, cashless certainly cannot be

rejected, but the government (especially regional governments) must have policies and strategies to provide guaranteed rights for workers whose positions have been replaced as a result of cashless-based electronic or non-cash transaction practices.

The Legal Protection Efforts for Workers: The Relationship of Using Cashless in the Era of Society 5.0 in Makassar City

The development of advanced technology can realistically lead to economic inequality and skills gaps. The replacement of human jobs by automation and machines/robotics can cause unemployment or a reduction in the workforce for some workers. The government needs to think about how legal protection can protect workers due to the fact that many companies are currently using technology, which of course can replace the positions and duties of workers. In the Manpower Law, especially in Article 164 paragraph (3) which explains, layoffs can be carried out by employers if the company makes efficiency, and is given severance pay of 2 (two) times the provisions of Article 156 paragraph (2), gratuity for long service of 1 (once) once the provisions of Article 156 paragraph (3) and compensation money in accordance with the provisions of Article 156 paragraph (4).

However, after the passing of the Job Creation Law, the provisions of Article 164 of the Manpower Law were removed. And protection regarding workers being replaced by the use of technology (cashless) can be seen in Article 154A paragraph (1) letter b, the second part of Employment, Job Creation Law, Article 81 and Government Regulation Number 35 of 2021 concerning Fixed Time Work Agreements, Outsourcing, Time Work and Rest Time, and Termination of Employment Relations Article 43. Based on the explanation above, regulations that can be used to protect workers who are replaced by the use of technology are regulated in the Job Creation Law contained in Article 154A paragraph (1) letter b, namely "Companies carry out efficiency followed by company closure or not followed by company closure due to the company experiencing losses".

This is also one of the efforts that can be made to avoid layoffs in accordance with the contents of Article 151 of the Copyright Law which explains that employers, workers/laborers, trade unions and the government must make efforts to prevent layoffs. The rights obtained by workers to obtain job training so that the use of cashless technology can collaborate with workers, so that workers are able to operate the technology used by the company. This can be seen in the Employment Law Article 12 paragraph (3), Every worker/laborer has the same opportunity to take part in job training in accordance with their field of work..

Specifically related to Makassar City, in fact there is a Makassar Local Manpower Trustee which has not been able to provide a solution to labor problems due to technological

developments, this is as referred to in Article 7 paragraph (3) of the Makassar Local Manpower Trustee which explicitly emphasizes that the priority of providing Employment opportunities for local Makassar workers can only be applied to fields of work that do not involve certain skills and expertise.

In the context of technological developments, of course the regulations as in Article 7 paragraph (3) of the Makassar Local Workforce Trust are certainly not sufficient and require special arrangements related to facilitation and guidance from the Makassar City Government to be able to empower local Makassar workers so they can have certain skills and expertise. in the era of technological development. This creates a legal vacuum regarding facilitation and guidance efforts from the Makassar City Government to be able to empower local Makassar workers in the era of technological development, especially developments related to the use of cashless which reduces the number of workers in Makassar City. The existence of this vacancy has implications for the increasing number of workers in Makassar who are laid off from their jobs due to the use of cashless technology which cannot get job priority as mandated by the Makassar Local Manpower Trust. This is because the Makassar Local Manpower Trust has not regulated facilitation to empower local Makassar workers so they can have certain skills and expertise in the era of technological development.

As an effort to protect and facilitate workers in Makassar City to get replacement jobs as a result of technological developments, legal protection must be provided by the government (especially regional governments) in order to empower local Makassar workers to have certain skills and expertise in the era of technological development. . Referring to the concept of Philipus M. Hadjon, that legal protection for the community can be oriented towards two aspects, namely preventive and repressive.(Philipus M. Hadjon, 2007). In the context of empowering the local Makassar workforce so that they can have certain skills and expertise in the era of technological development, especially after the introduction of cashless practices, preventive legal protection can be carried out by establishing legislation, especially at the regional level which has an orientation to empower the workforce. Makassar locals so they can have certain skills and expertise in the era of technological development.

In the context of Makassar City, efforts to empower local Makassar workers so that they can have certain skills and expertise in the era of technological development can be carried out by revising and improving the Makassar Local Workforce Trustee by also regulating provisions regarding special guidance and education for local workers. Makassar so that it can have certain skills and expertise in the era of technological development. In terms of protecting repressive laws, there is a need for an active role from the relevant agencies in Makassar City, especially efforts to develop and provide special education for local Makassar workers so that they can have certain skills and expertise in the era of technological development by providing training that is technically relevant to the world of work and can

increase the competency of the workforce. local Makassar worker who was dismissed from his job due to cashless practices in the payment sector.

4. Conclusion

The problem with using cashless in the era of society 5.0 for workers in Makassar City is the reduction in the number of workers working in various companies who previously served as officers where cash payments were made. As part of technological developments, cashless certainly cannot be rejected, but the government (especially regional governments) must have policies and strategies to provide guaranteed rights for workers whose positions have been replaced as a result of cashless-based electronic or non-cash transaction practices.

Preventive legal protection can be carried out by establishing statutory regulations, especially at the regional level which are oriented towards empowering the local Makassar workforce so that they can have certain skills and expertise in the era of technological development. In terms of protecting repressive laws, there is a need for an active role from the relevant agencies in Makassar City, especially efforts to develop and provide special education for local Makassar workers so that they can have certain skills and expertise in the era of technological development by providing training that is technically relevant to the world of work and can increase the competency of the workforce. local Makassar worker who was dismissed from his job due to cashless practices in the payment sector..

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