Employment Legal Protection in Facing Artificial Intelligence Disruption: Efforts to Overcome the Replacement of Human Workers

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Abstract

This study aims to analyze employment legal protection in the face of disruption from artificial intelligence (AI) technology that threatens the existence of human labor. The development of AI technology has created new challenges for the world of employment, where many jobs have the potential to be replaced by machines and automated systems. This study uses a normative legal method with a statutory approach to examine existing employment regulations and their relevance in protecting workers' rights in the digital era. The data used consists of legal literature, laws and regulations related to the application of AI in the world of work. The results of the study show that Law Number 13 of 2023 concerning Manpower emerged as a response to the unfavorable situation for workers, with the aim of protecting labor rights and implementing international instruments and human rights declarations. Technological advances, especially automation and artificial intelligence (AI), bring benefits such as efficiency and new opportunities, but also pose challenges such as job loss. To address this, the government needs to strengthen employment legal protection, design policies to support affected workers, and provide skills training and incentives for companies. The Circular of the Ministry of Communication and Information on the ethics of using AI emphasizes inclusivity, humanity, accessibility, and sustainable development, as well as the protection of workers' rights such as the right to work and fair treatment. However, current national regulations do not specifically regulate the use of AI by companies, so new legal arrangements are needed to protect workers' rights and manage the transition due to Termination of Employment.

A. INTRODUCTION

According to Law Number 13 of 2003 Article 1, employment includes everything related to the workforce before, during, and after the work period, which emphasizes the importance of comprehensive workforce management (Pratiwi & Andani, 2022). Along with rapid developments in the world of work, especially due to globalization and technological advances, various new challenges have emerged

that affect the dynamics of employment. Protection of workers' rights, such as safety, welfare, and job security, is becoming increasingly important in the face of technological disruption that changes traditional work patterns (Taryono et al., 2019). To overcome this challenge, innovation is needed in workforce management, including improving worker skills and policies that are adaptive to changes in the global economy and market. With a holistic approach, workforce welfare can be maintained amidst ever-changing changes (Wijaya et al., 2019).

The era of technological disruption has brought significant changes in various aspects of national and state life, where geographical boundaries such as land, air, and sea are no longer barriers to interaction between individuals. Digital technologies, such as the internet and wireless communications, enable people from all over the world to communicate instantly and carry out various activities without the constraints of space and time (Muliawaty, 2019). This phenomenon accelerates the exchange of information, ideas, and innovations, and influences the way people work, learn, and socialize. In the context of employment, this disruption creates new opportunities but also challenges, including automation that replaces the role of humans in many jobs (Kurniawan & Aruan, 2021). Therefore, countries and societies need to adapt to these changes, both through regulations that support technological development and the development of relevant skills, in order to remain competitive in the era of increasingly limitless globalization (Adha, 2020).

Currently, artificial intelligence (AI) is developing rapidly and becoming one of the most influential technological innovations in various sectors. AI works by combining complex algorithmic formulas to form structured patterns and in accordance with the goals planned by its creator (Ayu & Dalimunthe, 2023). This process allows AI to perform very large data analysis, make predictions, and make decisions automatically without human intervention. With its ever-increasing adaptive capabilities, AI is able to learn from the data it processes and improve its performance over time (Priowirjanto, 2022). This technology has been applied in various fields, such as health, finance, manufacturing, and transportation, where AI is used to improve efficiency, accuracy, and productivity. However, despite offering various benefits, the development of AI also poses challenges, especially in terms of ethics, security, and its impact on human workers who have the potential to be replaced by this automated system (Muzakir et al., 2023)

The use of Artificial Intelligence (AI) technology is increasingly widespread and has been adopted by various countries to support the efficiency of work processes, both in the government and private sectors (Yogaswara, 2019). In the government sector, AI is used to improve public services, such as population data processing, smart city infrastructure management, and optimization of national

security and defense systems (Supriyadi & Asih, 2020). For example, AI facilitates data-based decision making, speeds up administrative processes, and increases accuracy in detecting potential risks. In the private sector, AI is applied for industrial automation, market analysis, and personalization of customer service, which enables companies to increase productivity and competitiveness in the global market. This technology also plays an important role in business innovation, from the application of robotics in production lines to the development of predictive systems in supply chain management (Saidah, 2022).

The use of Artificial Intelligence (AI) in various business sectors has presented new, innovative models and become an important breakthrough in increasing efficiency, productivity, and service quality. AI is able to replace many manual jobs, speed up processes, and reduce human error, which has a positive impact on business growth (Priowirjanto, 2022). However, on the other hand, serious concerns have arisen regarding its impact on the workforce, especially in a country like Indonesia which is entering a demographic bonus period, where the number of productive age population is very large. When job opportunities have not opened up significantly and unemployment rates are still high, AI penetration has the potential to worsen this situation, because jobs that are usually done by humans can now be automated by machines. This raises concerns about the increasing difficulty for citizens, especially young people, in obtaining decent work (Manurung & Heliany, 2019).

Article 27 of the 1945 Constitution firmly states that every citizen has the right to work and a decent living for humanity. This provision reflects the state's commitment to ensuring people's welfare starting from the availability of decent employment opportunities (Ibrahim, 2013). Work is not only a means to fulfill economic needs, but also part of human dignity that must be maintained by the state. Therefore, the state has a major obligation to protect this right, including by creating policies that encourage the creation of quality and sustainable employment opportunities (Hamidi, 2016). Amid rapid technological changes, such as artificial intelligence disruption that can replace human roles in various sectors, the state must be proactive in ensuring that these jobs do not simply disappear without protection and adjustment efforts (Wibowo & Herawati, 2021).

In Indonesia, provisions regarding employment are regulated by Law Number 11 of 2020 concerning Job Creation in conjunction with Law Number 13 of 2003 concerning Employment (Purnama & Amelia, 2021). Article 1 paragraph 3 of Law Number 13 of 2003 defines workers or laborers as individuals who work for wages or other forms of compensation. Based on this definition, workers can be interpreted as individuals who do work for others with the aim of obtaining

compensation or wages given by the employer. This definition emphasizes the direct relationship between the number of workers and the availability of jobs in a country (Setyono, 2018). The more jobs available, the more individuals can work. Conversely, the number of people ready to work must also be proportional to the available jobs so that there is a balance in the labor market. Thus, a balanced reciprocity is created between the number of workers and the number of job opportunities available, which ultimately contributes to economic stability and community welfare (Hediana, 2018).

This study aims to identify how current regulations protect workers' rights amidst rapid technological change and to propose policies that can balance the needs of automation and labor protection. The benefits of this study are to provide deeper insights into the challenges and opportunities faced in protecting workers in the digital era, as well as provide policy recommendations that can help governments and other stakeholders in designing effective strategies to mitigate the negative impacts of AI, while ensuring the sustainability of jobs and social welfare.

B. METHODS

This study uses a normative legal research method that relies on secondary data, such as national legal provisions, local government regulations, and literature relevant to the topic being studied (Soekanto, 2007). In analyzing the data, this study applies a qualitative analysis method. The approaches used include the statutory approach (Statute Approach), the case approach (Case Approach), and the conceptual approach (Conceptual Approach) (Diantha, 2016). The legislative approach is used to examine all relevant laws and regulations that affect employment legal protection amidst AI technological disruption. The case approach is used to evaluate the facts developing in society in relation to the implementation of employment policies and their impact on workers, by referring to the ratio decidendi of relevant cases. Meanwhile, a conceptual approach is taken to understand the various existing legal views and doctrines regarding worker protection in the context of digital technology. With this combination of approaches, the research aims to provide a comprehensive understanding of how employment regulations can be adapted to address the challenges posed by AI and to recommend appropriate policy measures).

C. RESULTS AND DISCUSSION

Employment legal protection in the face of Artificial Intelligence Disruption

Technological advances, especially in the fields of automation and artificial intelligence (AI), have had a broad positive impact on various aspects of life,

including the world of work. Technological innovation accelerates production processes, increases efficiency, and creates new opportunities in rapidly growing sectors, such as information technology, e-commerce, and data-based services (Kurniawan & Aruan, 2021). Automation and AI-based systems enable companies to increase productivity by reducing production time and costs, and improving product quality and consistency. In addition, technology creates new jobs that require specialized skills, drives the growth of new sectors and opens up previously non-existent career opportunities. Thus, technology plays a major role in the evolution of modern industry and economy (Rabarijaona & Arifani, 2020).

Advances in technology, including artificial intelligence (AI), robotics, and automation, have brought profound changes to the world of work, significantly changing the employment landscape. This technology allows machines to perform tasks previously performed by humans with much higher speed, efficiency, and accuracy (Septiani & Lesmana, 2022). In the manufacturing industry, for example, robots have replaced many repetitive and repetitive jobs, such as component assembly and product packaging. These robots are not only able to work non-stop, but also reduce the risk of human error, increase product consistency, and reduce production costs. With the adoption of this technology, companies can achieve unprecedented levels of efficiency, which in turn impacts changes in the workforce structure and skills required.

In addition, the service sector is also experiencing a similar transformation with the advent of automation technology. Customer service that once required direct interaction with humans is now often managed by chatbots and other automated systems. These chatbots can handle customer inquiries and complaints in real-time, provide quick solutions to common problems, and improve customer experience by providing 24/7 service. With AI's ability to process natural language and learn from previous interactions, these automated systems are becoming increasingly sophisticated at understanding and meeting customer needs. While this technology offers many benefits, such as reduced operational costs and increased customer satisfaction, it also presents new challenges, including potential job cuts for customer service staff and the need for new skills for a workforce that must adapt to these technological changes.

Technological advances have brought significant challenges, particularly related to the potential loss of jobs that can be automated. Jobs in certain sectors that previously relied on manual skills can now be performed by robots or AI systems, potentially leading to job losses and rising unemployment rates (Giyono, 2020). The social and economic impacts of this shift are enormous, including changes in the structure of the labor market and an increasing economic gap between highly skilled

and unskilled workers. In addition, these changes require effective adaptation strategies, such as reskilling and social protection policies, to help workers adapt to technological change and minimize its negative impacts. By designing inclusive and adaptive policies, society can ensure that the benefits of technology can be enjoyed equally without sacrificing worker welfare (Soniansih & Kusmiati, 2021).

Article 27 of the 1945 Constitution affirms the right of every citizen to obtain work and a decent living for humanity, which reflects the constitution's commitment to the welfare of workers. This provision provides a legal basis that access to fair and decent work is a fundamental right that must be protected by the state. To address the challenges and dynamics of the modern labor market, the Job Creation Law provides further regulations regarding employment relationships, including regulations related to efficiency and company closures. Article 154A Paragraph (1) Letter (b) of the Job Creation Law regulates efficiency carried out by companies, whether followed by company closures or not, if the company experiences losses (Aprilianto & WIjayanti, 2021). Meanwhile, Article 46A Paragraph (1) regulates the rights of workers/laborers who experience termination of employment to receive job loss insurance. These provisions serve as protection for workers who are directly affected by the company's decision, by providing compensation or benefits to reduce the impact of job loss (Nurkholidah et al., 2022).

In the author's opinion, the provisions in the Job Creation Law tend to be repressive in terms of legal protection of employment. Although there are provisions regarding the rights of affected workers, such as job loss insurance, this law does not comprehensively address the broader aspect of job security. These provisions focus more on regulating workers' rights after termination of employment occurs, without paying sufficient attention to proactive efforts to protect and create new jobs. In this context, it is important to develop policies that not only protect affected workers but also ensure that the labour market can adapt and evolve with industrial and technological changes, so that the right to decent work can be guaranteed comprehensively.

The risk of certain types of jobs being replaced by automation has implications that not only affect the individuals directly affected but also affect society as a whole. When jobs previously performed by humans are replaced by machines, individuals who lose their jobs may experience a significant decrease in income. This not only affects their personal economic stability, but also impacts their purchasing power and overall quality of life. Increased unemployment caused by automation can lead to a decrease in household income, which in turn reduces consumption of goods and services, thereby affecting local and national economic growth.

The economic instability caused by job losses can lead to broader social instability. The social gap between those who have the skills and abilities to adapt to new technologies and those who do not could widen further. Workers who are unable to acquire new skills or move to growing sectors may experience deep economic hardship, exacerbating existing social inequalities. This economic instability can also lead to increased social tension and dissatisfaction among communities, which can disrupt social harmony and worsen interpersonal relationships.

In addition, changes in social structures due to automation can also affect patterns of interaction between individuals. With reduced employment opportunities in some sectors and changes in the way work is done, there may be shifts in social norms and social relationships. The isolation of individuals who lose their jobs or are unable to adapt to these changes can exacerbate feelings of alienation and helplessness. In extreme cases, this social and economic instability has the potential to trigger an increase in criminal activity, such as economic crime or violence, as individuals seek ways to meet their basic needs or cope with the frustrations arising from rapid social change. It is therefore important to design policies that not only address the direct economic impacts of automation but also consider the broader social aspects to maintain societal stability and well-being.

The International Labour Organization (ILO) has prepared a report reflecting significant changing trends in the global labour market, including projections up to 2027. The report identifies job types that are experiencing growth and decline in employment. Professions that rely on practical technical skills, such as technicians, engineers, and IT specialists, are expected to continue to dominate the labor market. These technical skills are becoming increasingly important as technology continues to advance and industries require workers who are able to manage, repair, and develop advanced technology systems. Jobs in the technology and innovation sector, such as software development and data analytics, are also expected to increase due to the growing need for efficient and integrated technology solutions (Japian, 2021).

In contrast, administrative jobs involving tasks such as data entry, administration, and secretarial, as well as positions such as security guards, cashiers, and other frontline service workers, are predicted to experience a decline in numbers due to the impact of technological developments. Automation and digitalization have reduced the need for routine and repetitive work, with many of these tasks now being performed more quickly and efficiently by computer systems and robots. Technologies such as artificial intelligence (AI) and automation software have replaced many functions previously performed by humans, reducing the demand for these jobs. The ILO report points to the need for adjustments in skills

and training to prepare the workforce for these changes, so that they can adapt to emerging trends and take advantage of opportunities in fast-growing sectors (Khairunnisa & Agus Pramono, 2016).

The role of government in addressing the negative impacts of automation and technological change on the world of work is crucial and multifaceted. Governments must play several key roles to ensure that the transition to a more automated and technology-driven economy is well managed, while minimizing risks to workers and society as a whole.

1. Policy and Regulation Development

Governments have an important responsibility to design and implement effective policies and regulations to protect workers from the negative impacts of automation. With the rapid development of technology affecting various industrial sectors, it is important for the government to update employment laws to include protection for workers affected by technological change. These policies should ensure that workers who lose their jobs due to automation receive their rights, such as unemployment benefits and retraining programs. In addition, governments need to set clear standards for the implementation of new technologies in the workplace, to ensure that automation processes are carried out in a fair and responsible manner , minimizing negative impacts on the workforce and balancing the interests of employers and workers.

In addition to direct protection for workers, government policies should also include incentives for companies to invest in new job creation and skills training. These incentives can take the form of tax breaks, subsidies, or other financial support for companies that actively create new jobs or provide training programs to improve workforce skills. By encouraging companies to focus on human resource development and innovation, governments can help mitigate the negative effects of automation and ensure that technological change brings broader benefits to the whole society. Such comprehensive and inclusively designed policies will contribute to the creation of a more adaptive and responsive work environment to the ever-changing dynamics of the labor market.

2. Training and Skills Development

The government must be active in encouraging training and skills development to ensure that workers and prospective workers can adapt to rapid technological developments. Subsidized training programs are one important step that can be taken. This program can help existing workers to improve their skills, especially in technical and digital skills which are increasingly in demand in the job market. With government subsidies, this training becomes more affordable for workers and companies, making it easier to transition to new skills that are relevant

to technological change. In addition, the government can provide incentives for training and education institutions to develop programs that are in line with industry needs, thereby increasing the effectiveness of training and the match of skills to market demand.

In addition to subsidized training programs, integrating training and skills development into the formal education system is also an important strategic step. By incorporating a curriculum that focuses on practical skills and the latest technologies into formal education, students will be better prepared to face the challenges of the ever-evolving world of work. Formal education that emphasizes skills relevant to industry needs not only increases the competitiveness of young workers but also helps prepare them for more complex roles in the future. This approach helps create a more flexible and adaptive workforce, able to respond to changes in the labor market and take advantage of opportunities arising from technological advances. With these steps, the government can play a key role in building a competent workforce that is ready to face the dynamic digital era.

3. Social Security Network

Governments have a crucial responsibility to ensure that strong social security networks are in place to support individuals who lose their jobs due to automation. Unemployment benefit and job loss insurance programs need to be designed to provide adequate protection for affected workers. These benefits should be sufficient to cover basic needs, such as food, housing, and health care, during the transition from lost employment to new employment or new skills. In addition, other social assistance programs, such as subsidies for retraining costs and assistance for living costs, are also important to help workers adapt to rapid changes in the labor market. With this support, individuals can feel more secure and financially supported as they seek new opportunities or move into different sectors.

In addition to financial support, it is important for social security programs to provide psychological assistance and career counseling. Losing a job can have significant emotional impacts, such as stress, anxiety, and loss of self-esteem. Therefore, the government must ensure that affected workers have access to counseling services and psychological support to help them cope with these emotional challenges. Career counseling is also an important part of the program, providing guidance in career planning, exploration of new opportunities, and development of relevant skills. With this comprehensive approach, governments can help workers cope with the negative impacts of job loss and facilitate a smoother transition to new opportunities, while strengthening the social and economic resilience of society as a whole.

4. Facilitating Innovation and Entrepreneurship

To create new job opportunities amid rapid technological change, the government needs to take active steps in supporting innovation and entrepreneurship. One key strategy is to provide financial support to startups and small businesses that have the potential to create new jobs. This can include grants, low-interest loans, or venture capital assistance . This support helps entrepreneurs start and grow their businesses without having to face a heavy financial burden. Additionally, governments can offer tax incentives, such as tax breaks for companies that invest in research and development or that create new jobs. These incentives not only stimulate economic growth but also motivate companies to innovate and expand their operations.

In addition to financial support and tax incentives, the government can also strengthen the entrepreneurial ecosystem by providing incubation and acceleration programs for startups and small businesses. These programs can offer training, mentorship, and access to professional networks that can help entrepreneurs develop their business skills and expand their markets. Incubators and accelerators can also provide facilities such as co-working spaces and access to advanced technology that can reduce startup costs and speed up the product development process. By creating an environment that supports innovation, governments are not only helping to create new jobs but also ensuring that technological developments can be translated into real economic opportunities for communities.

Ethical Regulations for the Use and Development of Artificial Intelligence in Companies

The Ministry of Communication and Information has issued a Circular regarding the ethics of using and utilizing AI. This Circular is addressed to business actors whose programming activities are based on AI. The Circular of the Minister of Communication and Information Number 9 of 2023 concerning the Ethics of Artificial Intelligence signed on December 19, 2023 contains three policies, namely ethical values, implementation of ethical values, and responsibility in the utilization and development of Artificial Intelligence. The Circular is intended as a guideline for business actors in AI-based programming activities and organizers of public and private electronic systems (PSE). The Minister of Communication and Information's Circular is basically just a soft rule that is not binding. Therefore, stronger rules are needed regarding the ethics of using AI as an effort to develop a safe and inclusive national AI ecosystem.

There are at least four important points in the ethical value policy for the use of AI in a company in order to reduce the number of human workers being replaced by AI, namely:

1. Inclusivity

Inclusivity in the ethical policy of using artificial intelligence (AI) is a principle that emphasizes the importance of ensuring that AI technologies are designed and implemented with the values of equality, justice, and peace in mind. In this context, inclusivity means that AI should be developed with the needs and interests of all groups in society in mind, including those that may be underrepresented or marginalized. This includes avoiding bias in algorithms and ensuring that AI does not only serve a select few but is accessible and beneficial to all. For example, in developing an AI-based recruitment system, it is important to ensure that the algorithm does not discriminate against applicants based on gender, race, or other backgrounds, thereby creating a level playing field for all individuals.

Furthermore, inclusivity also involves a broad and participatory consultation process in the development and implementation of AI. Companies should involve a wide range of stakeholders, including local communities, ethicists, and groups that may be directly impacted by AI technology. Thus, the AI developed not only meets technical standards but also meets social and ethical expectations. This approach helps ensure that technological innovation can bring fair and equitable benefits to all of society, while reducing the risk of displacement of human workers that may be caused by the adoption of technology without ethical considerations. Inclusivity is key to creating technologies that are not only efficient and sophisticated but also contribute to social welfare and justice .

2. Humanity

The principle of humanity in the implementation of artificial intelligence (AI) emphasizes the importance of maintaining human rights and social relations at every stage of technology development and application. In this context, AI must be designed and operated with consideration for the fundamental rights of every individual, such as privacy, liberty and fair treatment. This means that personal data used in AI development must be managed with great care to protect individual privacy, and algorithms must be designed to avoid discrimination or violations of human rights. For example, facial recognition systems used in surveillance must avoid bias that could disadvantage certain groups and must comply with ethical and legal standards that protect individual privacy.

In addition, human values also include respect for social relationships, beliefs, and individual opinions or thoughts. In its implementation, this means that AI must not ignore the social or cultural context in its use. For example, AI used in the context of social interactions or customer service must take into account local social norms and beliefs so as not to offend or harm certain parties. In the process of developing and implementing technology, it is important to involve a variety of

voices and perspectives to ensure that the technology not only complies with legal standards but also complies with the human values held by the community. With this approach, AI can serve as a tool that promotes social welfare and strengthens relationships between individuals, rather than as a technology that threatens or undermines fundamental human values.

3. Accessibility

The principle of accessibility in the implementation of artificial intelligence (AI) emphasizes that technology should be designed and implemented in an inclusive and non-discriminatory manner , ensuring that all individuals have an equal opportunity to benefit from the technology. Accessibility includes providing opportunities for all people—regardless of their social, economic, or geographic background—to benefit from AI. This means that AI systems must be designed with the needs of different user groups in mind, including those who may have physical, mental, or economic disabilities. For example, AI-based applications in education should be accessible to students from all backgrounds, including those who require special assistance, so that all can benefit from education equally.

In addition to ensuring accessibility, it is important to maintain applicable AI ethical principles, such as transparency and accountability, in any use of the technology. This means that AI service providers must make information about how the technology operates and how data is used clearly available to all users. Accessibility also involves providing the necessary support and resources for those who may have difficulty using technology, such as training or technical assistance. By ensuring that all individuals, including those who are underserved or vulnerable, have equal access and can use AI technologies in a fair and beneficial way, we can reduce the digital divide and promote greater social inclusion in the digital age.

4. Sustainable Development and Environment

The implementation of artificial intelligence (AI) must be carried out with attention to the impacts it has on humans, the environment, and other living things to ensure that this technology contributes to sustainability and social welfare. In the human context, it is important to consider how AI may impact individual well-being, both directly through changes in work and social interactions, and indirectly through impacts on mental health and work-life balance. For example, the use of AI in healthcare systems should be designed to improve the quality of medical care without adding excessive workload to medical personnel or neglecting the emotional and psychological aspects of patient care. In addition, AI in consumer services must consider privacy and individual rights, and avoid misuse of personal data.

On the environmental side, the application of AI must be carried out with

attention to its impact on the sustainability of our planet. AI technologies, especially those involving large-scale data processing, can consume significant energy and produce a high carbon footprint. Therefore, the development and use of AI must include strategies to reduce environmental impacts, such as the use of renewable energy sources and energy efficiency in data centers. In addition, AI must also consider its impact on ecosystems and other living things, for example in the agricultural sector or environmental conservation, where technology must be used to protect biodiversity and reduce negative impacts on natural habitats. With a holistic and sustainable approach, AI can be integrated into society in a way that supports social well-being and environmental sustainability.

Worker shifts caused by the adoption of artificial intelligence (AI) must pay attention to and protect three basic workers' rights regulated by law, which are often neglected in the implementation of technology. First, the right to work is a human right that is constitutionally guaranteed in Indonesia through Article 27 Paragraph (2) of the 1945 Constitution. This right reflects the principle that every individual has the right to decent employment opportunities and to be able to retain their employment. With rapid technological advances, potentially resulting in the elimination of a number of jobs, it is important for companies to ensure that this right is respected by providing adequate training and transition for workers affected by automation.

Second, the right to be treated equally is a fundamental principle that requires companies to avoid any form of discrimination against workers, whether in terms of treatment, pay, or opportunities for promotion, training, and further education. In the context of using AI, it is important to ensure that technology does not exacerbate inequities or create biases that disadvantage certain groups within the organization. AI should be designed and implemented with the principles of fairness and equality in mind, so that all workers have equal access to opportunities and there is no detrimental discrimination based on data or automated decisions.

Third, the right to protection against unfair termination of employment decisions is an important right regulated in the Circular Letter of the Minister of Manpower Number SE 907/Men.PHI-PPHI/X/2004. Every worker has the right to receive protection and assistance from the government through the Department of Manpower if they experience unfair layoffs. In this digital age, where automation can lead to mass layoffs, it is important to ensure that layoff decisions are made fairly and transparently, and that affected workers receive appropriate support. Governments and businesses should work together to develop policies that ensure these protections, including providing social security and retraining programs for workers who lose their jobs due to the adoption of new technologies.

Although artificial intelligence (AI) has become an increasingly common technology used in various sectors and companies, legal regulations related to AI in Indonesia are still relatively minimal and not fully adequate to regulate the massive use of this technology. Unlike several other countries that have taken proactive steps by formulating specific policies for the management and regulation of AI, Indonesia still relies on previously existing regulations. Currently, regulations regarding the use of AI in Indonesia are still accommodated through more general laws, such as the Law on Information and Electronic Transactions (ITE) and the Government Regulation on the Implementation of Electronic Systems and Transactions (PSTE).

Both regulations provide a legal framework for aspects related to electronic transactions and data management, but do not specifically address the unique challenges and needs arising from the application of AI. Existing regulations tend to focus more on information security and personal data protection without directly addressing ethical issues, legal liability, or social impacts of AI use. In this context, there is an urgent need to formulate specific regulations that can comprehensively regulate how AI is used across industries, including how to ensure that this technology is applied ethically and responsibly, and protect workers' and consumers' rights from potential negative impacts. Appropriate regulations will help create a safe and sustainable ecosystem for the development of AI technology in the future

D. CONCLUSION

The creation of Law Number 13 of 2023 concerning employment is supported by a situation that is less favorable for workers, it is hoped that this law can enforce protection and guarantees for workers, implement international instruments regarding ratified labor rights, uphold and implement the universal declaration of human rights. Technological advances, especially in the fields of automation and artificial intelligence (AI), have had a significant impact on the world of work by increasing efficiency, accelerating production processes, and creating new opportunities. However, this development also presents challenges, such as the potential for job losses that can be replaced by technology. To face these challenges, employment legal protection needs to be strengthened. Governments play a key role in this by designing policies and regulations that protect affected workers, as well as setting clear standards and incentives for companies to create new jobs and provide skills training programs. In addition, the government must support training and skills development through subsidized programs and the integration of technical skills into formal education, to prepare the workforce for technological change. Social security networks should also be strengthened to provide financial protection

and psychological support for workers who lose their jobs. Finally, facilitating innovation and entrepreneurship with financial support, tax incentives, and incubation programs can create new job opportunities and drive economic growth.

The Ministry of Communication and Information has issued a Circular Letter that stipulates the ethics of the use and utilization of artificial intelligence (AI) for business actors, with a focus on three main policies: ethical values, implementation of ethical values, and responsibility in the use and development of AI. This Circular Letter emphasizes four important ethical values in the use of AI, namely inclusivity, humanity, accessibility, and sustainable development and environment. In the context of worker shifts due to AI, it is important to maintain three workers' rights, namely the right to work, the right to be treated equally, and protection against unfair termination decisions. However, although there are policies related to ethics, national legal regulations still do not specifically regulate the massive use of AI by companies. Currently, AI regulations are still accommodated in existing policies, so new legal regulations are needed that can minimize the negative impact of AI utilization on workers' rights, including legal obligations for companies to manage the transition of workers affected by layoffs.

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