The development of artificial intelligence and the response of labor policy

Pan Xiaodie¹, Zhong Hongsen ²

¹ Department of Public Administration, Nanfang College of Sun Yat-sen University, Guangzhou, Guangdong, 510000, China
² Department of Public Administration, Nanfang College of Sun Yat-sen University, Guangzhou, Guangdong, 510000, China

*Corresponding author’s e-mail: 562849196@qq.com

Abstract. With the emergence of big data, information technology, digital technology and artificial intelligence, our society is making great strides towards an artificial intelligence society, and the foundation of economic society has undergone profound changes. Today's labor policy must not only adapt to the needs of marketization, but also need to respond legally due to the development of science and technology. It should reasonably anticipate the changes in labor relations caused by artificial intelligence, including the norms of digital labor and the status of labor policy of intelligent robots. And the protection of social rights after the replacement of traditional labor. In the era of high-tech being widely used, the rapid development of modern artificial intelligence is gradually spreading from the field of science and technology to the life of the general public. This will have a subversive impact on labor relations. This is also the future of labor. The amendment of the Law is an important factor that cannot be ignored.

1. Labor policy in the age of artificial intelligence

In the field of labor relations involving artificial intelligence, the foundation of traditional labor policy has changed fundamentally. On the one hand, how will the replaced labor rights and interests be protected? Although traditional labor obtains greater freedom, its basic right to survival and development is facing a crisis; on the other hand, artificial intelligence involves in the traditional labor field, forming a new labor benchmark relationship, and the law should How to regulate, for example, whether labor protection is needed, whether labor remuneration should be paid, whether the eight hour working system is applicable, are all problems to be explored. It can be seen from this that AI is not only a pure technical problem, but also a close attention to the possible impact of AI development on the political, economic, social, cultural and legal systems. This is not only an impact on the existing ethical framework and social and economic systems, but also a challenge to the value and function of labor policy. How to reduce the impact of artificial intelligence on the labor market, how to effectively play the adjustment function of labor policy, and how to balance the demand of scientific and Technological Development and social security are the important issues of labor policy research in the era of artificial intelligence.
2. The influence of the application of artificial intelligence on labor relations

As mentioned before, before the era of artificial intelligence, the labor policy of various countries were mainly based on the labor relations in the industrial era, especially the manual labor in the background of factory machine production. After the rise of artificial intelligence, the pattern of labor has undergone a subversive change, such as the rise of intelligent cars, digital labor and intelligent robots. Such changes are reflected in the evolution of labor content. These changes are deeply changing the social and economic basis of labor relations, and labor policy faces new challenges.

2.1. Smart car

In practical application, intelligent vehicle is the representative of artificial intelligence. In the United States, Google has developed a driverless car in 2016. Although there have been traffic accidents in road tests and a slight collision with a bus, its technology has been quite mature. In China, Baidu and BOSCH also developed an autopilot vehicle, and carried out Road trials and related technologies. In December 2, 2017, 4 buses of the Shenzhen bus group, the Alpha Ba intelligent driving public transport system, were trial run in Futian Bonded Area. This is the first intelligent driving bus trial run on the open road in the world. The United States and Germany began to legislate to prevent the legal risks brought by driverless intelligent vehicles, and established some basic principles: "road safety is better than travel convenience, personal protection is better than other utilitarian considerations, the legal regulation of technology is to achieve a balance between personal freedom and the freedom and safety of others, and the protection of personal rights and interests must take precedence over the protection of personal rights and interests Protection of animal or property rights. "From the case of intelligent cars, it shows that the artificial intelligence in driving field has the attribute of "human like ", and this phenomenon is also in many industries such as news writing, big data analysis, etc. Whether it is intelligent automobile or other artificial intelligence applications, in essence, they all realize the replacement of traditional human labor, especially the replacement of intellectual labor, which will have a huge impact on labor relations.

2.2. Digital labor

Based on the development of information technology, especially the rise of social media, such as Google, Facebook, twitter, Amazon and other network enterprises, Christian Fuchs put forward the concept of "digital labor", which refers to the intangible assets composed of intellectual achievements relying on data and information, supported by big data, digital technology and the Internet, including industry, agriculture, economy Knowledge, information, there is a certain space, consumption of people's time in the form of information and network work. The difference between traditional labor and traditional labor is the intangible labor of culture, knowledge, information production and consumption. The labor tools of digital labor are mainly the user's brain and the network platform itself. Users spend a lot of time working in the network or being enslaved by the network reality environment. This kind of digital labor is also attributed to "net slaves", which is a free and exploited productive activity, and generally exists in the contemporary network society. Although digital labor seems to be voluntary and free labor, it implies the unequal relationship of social power under the control of technology, which is exactly what the law needs to pay attention to. Although digital labor is still a theoretical concept, with the development of artificial intelligence, under the condition of unequal technology and capital, people's voluntary and free non-material labor is still expanding its scope. It almost subverts the traditional concept of labor, quietly changes the foundation of labor relations, and lurks the erosion of labor rights.

2.3. Intelligent robot

The essence of labor in traditional labor policy is natural person. The development of artificial intelligence makes the connotation of labor expand, and even machines with more "human like" attribute appear. The biggest change it brings is that all kinds of intelligent robots (hereinafter referred to as robots) will become industrial employees. They are no longer machines and equipment that can
only carry out simple and repetitive labor in traditional sense, but have learning ability Force, thinking ability, even simulation of emotion, and human communication robot. In recent years, based on the development of brain science, cognitive science and information science, the research of artificial intelligence has made great progress. For example, to prove the "Four Color Theorem" that human beings have never proved, the artificial neural network system can quickly find out the optimal path solution of urban travel agents. In addition, the diagnosis and treatment system of blood diseases beyond the level of human medicine is not the same as that of human experts geological prospecting system, unparalleled mathematical theorem proving system and meteorological forecasting system in speed, etc. Since 2017, with "alpha go" easily defeating humans in go, there are almost no profound problems in the world that cannot be solved. It can be seen that human intelligence can not only be surpassed, but also be replaced by robots, which means that in the future, there will be more jobs that need to be done by human intelligence, which may be replaced by robots, and robots will become the future The main body of labor.

3. The challenge of artificial intelligence development to labor policy

3.1. Personality guarantee of robot

When artificial intelligence is taken into consideration in labor policy, the first thing to face is the problem of "personality" of robot. The Latin meaning of personality is mask or role. Roman law recognizes that all kinds of unnatural people have rights and obligations. Smart cars, for example, can be regarded as "humanoid" and given legal personality, which can tie the ownership of cars with liability insurance. This arrangement will allow other innovative sanctions to be considered for car accidents. In 2016, the Legal Affairs Committee of the European Commission submitted a motion to position the most advanced automatic robot as an electronic person and prepare relevant legislation to confirm the legal status of the robot. In addition to giving it specific rights and obligations, it also proposed to register the intelligent automatic robot for tax payment, payment and claim The account number of the pension fund. If the legal motion is passed, it will undoubtedly shake the traditional civil subject system, which also shows that it is not only possible, but also necessary for robots to obtain the civil subject status. Of course, from the existing theory and legislative practice, some regard robots as "animals", some define them as legal status of "similar to legal person", some think robots are more realistic than corporate legal person, but due to the value of human subjectivity, jurists are more cautious about robots as "people", and robots cannot become law because of legal imitation The main body of law. Even so, with the development of artificial intelligence in more and more fields of labor, exploring the legal rights and obligations of robots is bound to become an important issue that can not be ignored in the legal field.

3.2. Robot ethics charter

At present, artificial intelligence people are in the development stage, and their types are quite complex. We can divide them into weak artificial intelligence (ANI) and strong artificial intelligence (AGI). Although the former provides many auxiliary functions, some of which even surpass the ability of human beings, in essence, it still belongs to the category of "tool", which belongs to the consideration of technology promotion and cost within the enterprise. Its work and regulation can be regarded as the internal operation standard of the factory, not included in the category of labor policy. The latter can focus on completing a specific task, and has the function of deep learning. Some scientists even think that as long as we have the detailed data of the real brain, we can simulate the brain in the biological sense, which has the ability of deep self-learning, adaptability in new fields and perfect perception technology, coupled with the continuous development of biotechnology, to create a high degree of simulation Human robots are the reality that is happening. If so, how to solve the problem of human like artificial intelligence's rights in labor policy can't be ignored any more. For example, labor remuneration may not only be paid to its owners.
Table 1. The Three Laws of Robotics

The Three Laws of Robotics

1. A robot may not injure a human being, or through inaction, allow a human being to come to harm.
2. A robot must obey the orders given it by the one possessing control or authority except where such orders would conflict with the first law.
3. A robot must protect its own existence as long as such protection does not conflict with the first or second law.

If robots have the status of labor, it’s hard to say that robots won’t get independent income. With the strengthening of robot’s subject consciousness, they can even break away from human beings and open up Create your own civilization. As far as labor policy is concerned, whether artificial intelligence should be paid attention to and whether robot labor rights should be given to protect human self-interest at the same time is a problem that needs to be solved soon. Therefore, the law needs to respond to the essence of robot, especially its personality problem. The European Law Commission's motion claims that robots have "worker status" and should be given specific rights and obligations to workers. In addition, South Korea has also begun to draft the "robot ethics charter", which prohibits the illegal use of robots and prevents human abuse of robots. These legislative explorations show that although robots are called machines, they may even have the status of "human" in the future. They have reason to be the adjustment object of labor policy, and their own legal rights should be taken seriously.

3.3. Labor policy after robot replacement
Under the legal system with fairness as the basic value orientation, how to better protect the "vulnerable groups" in future labor is a problem that the labor policy has to face. With the rise of artificial intelligence, the serious crisis is that a lot of traditional work will be replaced by robots, and this phenomenon has appeared, and will happen in the near future. It can be seen that in the era of artificial intelligence, the first thing that labor policy should protect is the basic rights of traditional labor, that is, "human". Because the development of science and technology is to benefit human beings, rather than create human difficulties. What the future labor policy needs to do is how to protect the basic survival rights of the workers who have been replaced by robots, and how to deal with the social unrest caused by the stagnation of employment. In the face of this crisis, in the future, the government must launch relevant contingency mechanisms, such as the implementation of the basic income guarantee for the whole people, that is, everyone, rich or poor, will be paid a salary, so that they will not fall into the life of basic dignity. Therefore, whether it is the protection of traditional labor or the reconstruction of social security, appropriate arrangements must be made through the legal system. Therefore, the labor policy in the era of artificial intelligence is no longer just a labor policy focusing on labor relations, nor a retirement security based on a certain number of years of labor, but a social security law of the whole people must be considered, which comes from the social security with the goal of maintaining basic survival under the humanitarianism. Sections should be numbered with a dot following the number and then separated by a single space:

4. Conclusion
There are many possibilities for the development of artificial intelligence. The coming of artificial intelligence has become an irresistible trend of modern science and technology, especially the impact of artificial intelligence on labor policy has gradually emerged. The thinking of labor policy has gradually evolved from industrial society to artificial intelligence society. As a labor policy involving the vital interests of labor, it must be mentioned that Make arrangement and response before. The main purpose of the development of artificial intelligence must be to serve human beings and improve their living standards. The response of labor policy also needs to focus on this purpose, especially to fully consider the application of artificial intelligence technology, establish a people-oriented concept,
protect the basic rights of labor, and build a social security system, which is the challenge of the development of artificial intelligence to labor policy.

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